

# Different but equal – Enhancing Labour Force Participation for People Living With Episodic Disabilities

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**Canadian Working Group on HIV and Rehabilitation**

**Groupe de travail canadien sur le VIH et la réinsertion sociale**





# Presentation Overview

**Purpose of the Research**

**Context of the Research**

**Work impact of Episodic Disabilities**

**Economic Argument for Hiring/Retaining  
People Living With Episodic Disabilities**

**Conclusions**

**Recommendations**



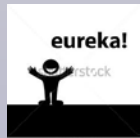
# Purpose of the Research



**Critical gap existed for employers = Business Case**



**Examine the factors that impact on decisions to hire/accommodate workers with episodic disabilities**



**Articulate the economic argument i.e. fill the gap**



**Show what's in it for the company, as well as people living with episodic disabilities**



# Context of the Research

**Barriers  
related to  
employing  
people with  
episodic  
disabilities**

**Reasons to  
hire/retain  
people with  
episodic  
disabilities**



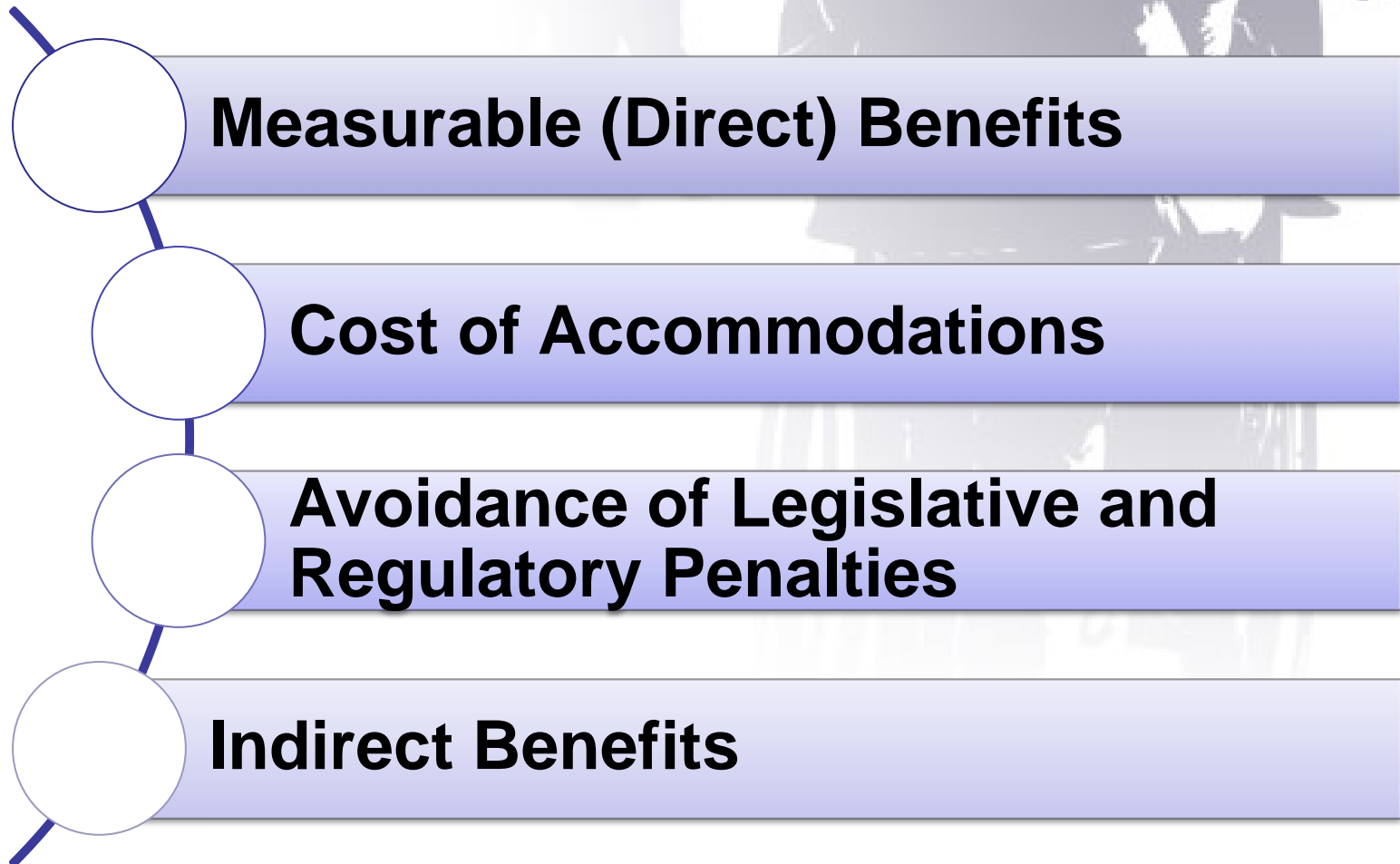
# Work Impacts of Episodic Disabilities

**Symptoms/Traits**

**Accommodations**



# Economic Argument for Hiring/Retaining People Living With Episodic Disabilities





# Conclusions

**Significant  
positive returns  
with  
accommodations**

**Benefits worth  
the investment**

**Leveraging  
employee loyalty**

**Return on  
retention  
increases with  
salary and  
responsibility  
levels**



# Recommendations

**More in depth  
economic  
research needed  
on:**

**Average number  
and duration of  
episodes**

**Average tenure of  
employment**



# Thank You

For more information see  
[www.hivandrehab.ca](http://www.hivandrehab.ca), or

Contact Tammy C. Yates,

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