

1.1 Productivity & Business Advantages



Productivity is about skills and capacities, as well as loyalty, dedication, and satisfaction. These traits are commonly found in workers who identify as having disabilities.

There are no productivity differences between workers with or without a disability. The myth that workers with disabilities are less productive is false.

Workers with disabilities are productive employees. Walgreens and the Bank of Montreal have found that people with disabilities perform as well or better than the typically able. The companies did not sacrifice any business by employing people with disabilities.

Your assessment rates per \$100 of payroll will not increase.

Worker's compensation assessment rates are based on the relative hazards of an organization's operations and accident history, not on whether any of its workers have disabilities.

Workers with disabilities are very committed to their work and proud of their accomplishments.

Many companies are discovering the business advantages of hiring people with physical and mental disabilities. Employers often find that workers who identify as having disabilities have unique abilities, high levels of employer loyalty – and work hard to meet expectations.

Workplace inclusion is good for business!

Canadian organizations reported the following primary reasons for investing in diversity and inclusion:

- To enhance the engagement of all workplace employees
- To build the organization's brand
- To enhance the organization's ability to acquire new talent

Sources:

¹Hindle, K.G., Noble, J., & Phillips, B. 1999. *Are workers with a disability less productive? An empirical challenge to a suspect axiom. Paper presented at the ANZAM '99 Conference Proceedings: Refereed Stream, North Ryde, New South Wales, Australia.*

²Bersin by Deloitte, *Diversity and Inclusion in Canada: The Current State*, p. 17, 2014.

³Association of Workers' Compensation Boards of Canada (AWCBC).

⁴Grant, Travia. "Working wisdom: How workers with disabilities give companies an edge." *The Globe and Mail*, February 27, 2015.

⁵Lewis, Randy. "The return on investment for hiring people with disabilities." *The Seattle Times*, September 29, 2014.

⁶Bank of Montreal (BMO) Financial Group. Survey conducted by Pollara Strategic Insights between August 24-30, 2012 using a sample of 1,000 Canadians 18 years of age and older.

Disclaimer:

Hire for Talent has made every effort to use the most respectful words possible while writing these materials. We realize, however, that the most appropriate terminology may change over time. We developed these materials with the intent to respect the dignity and inherent rights of all individuals.