WORKERS WITH DISABILITIES: THE ROLE OF WORKPLACE FLEXIBILITY

1) What are the trends in workforce participation of individuals with disabilities?

- In 2002, 21% of the U.S. population age 15 and over reported having a disability.\(^i\)
  - Of those aged 21-64 years who reported having a disability, 55.9% were employed at some time during the year preceding the survey.\(^ii\)

- An even larger number of workers are affected by chronic and other medical conditions that can result in temporary or permanent disability.
  - 34% of adults age 18 to 65 have at least one chronic condition.\(^iii\)
    - Arthritis, for example, is a chronic condition affecting a large part of the adult population with one in five adults age 18 or over, or nearly 43 million people, reporting the diagnosis.\(^iv\)
    - Furthermore, the federal Survey of Income and Program Participation indicates that arthritis is the leading cause of activity limitations reported by individuals age 21 to 64 years old with disabilities, second only to back and spine problems.\(^v\)
  - By 2030, an estimated 67 million adults will have been diagnosed with arthritis, and working age adults (45-64) will account for almost one third of all cases.\(^vi\)
    - Cancer, a serious health condition, is likely to affect 38% of women and 45% of men, often requiring debilitating treatments or resulting in transient or long term limitations that can impact work.\(^vii\)

- The number of workers with disabling and chronic conditions is expected to grow as the workforce ages.
  - Between 2002 and 2012, the number of workers 55 years and older is projected to grow by 50%.\(^viii\)
  - Federal survey data indicate that 38.4% of people 65 to 69 years old report having a disability, compared with 19.4% of people 45 to 54 years old and 8.4% of people under 15.\(^ix\)
  - By the year 2020, researchers predict that 50% of the U.S. population will have at least one chronic condition and 25% will be living with multiple chronic conditions.\(^x\)
Unemployed individuals with disabilities desire and/or need to work.

- According to a nationally representative survey, 63% of individuals with disabilities who are not working would prefer to be working.\textsuperscript{xi}
- In another national study, researchers found that 25% of individuals with disabilities working part-time in 2000 desired full-time work.\textsuperscript{xiii}
- Nearly 88% of employed people who develop cancer wish to remain at work after their diagnosis and during their care.\textsuperscript{xiii}
- Disabled individuals need improved opportunities to work as they are more than twice as likely to live in poverty as individuals without disabilities, 24% compared to 9%.\textsuperscript{xiv}

2) How does the structure of work limit the employment of people with disabilities?

- Standard work schedules lack the flexibility that disabled and chronically ill workers need in order to manage their health-related concerns.\textsuperscript{xv}
  - The treatment schedules of people with cancer provide an illustration of the flexibility their medical care requires. According to a national study of adult cancer patients, 30% received chemotherapy treatment on a weekly basis; 13% received treatment once every 2 weeks; 37% received treatment once every three weeks; and 10% received treatment every 4 weeks.\textsuperscript{xvi}
    - The same study found that doctor’s visits required almost three hours of the patient’s time per visit, while chemotherapy appointments required almost 6 hours, and laboratory appointments required approximately 2 hours of time per visit.
  - End-stage renal disease, which affected nearly half a million U.S. residents in 2003, requires regular treatment that often affects workforce attachment.
    - Of those receiving dialysis, over 90% are treated at dialysis centers,\textsuperscript{xvii} with most patients receiving treatment three times a week for at least 3 to 5 hours each visit.\textsuperscript{xviii}
      - Limited treatment hours constrain the scheduling options of dialysis patients and increase the impact on work opportunities. Fewer than 20% of dialysis facilities offer treatment after 5 p.m. and only 1 in 5 dialysis patients aged 18-54 years old is currently employed full or part time.\textsuperscript{xix}
  - Among the estimated 44 million adults who experience mental illness in a given year\textsuperscript{xx} are many who can and want to continue working but require flexible work arrangements to accommodate stress, treatment and other needs.\textsuperscript{xxi}
  - Some disabling conditions result in fatigue and temporary or permanent needs for reduced work loads or opportunities for rest.\textsuperscript{xxii}

- Some worksites are geographically inaccessible to people with disabilities.
  - According to a nationally representative survey, 31% of individuals with disabilities have inadequate access to transportation.\textsuperscript{xxiii} Telecommuting and home-based work can be useful in addressing the transportation barriers faced by some people with disabilities who are seeking work.\textsuperscript{xxiv}

- Work-related accommodations, including flexible work arrangements, are not available to many people with disabilities and chronic health conditions.
According to the National Health Interview Survey on Disability, only 18% of employed individuals with disabilities reported using an accommodation; 30% of non-working disabled individuals reported needing an accommodation in order to work. In spite of demographic shifts, the rate of accommodations for older workers, including changes to hours, schedules and other work arrangements, has declined. According to a nationally representative study of older workers, 31% of disabled workers age 50-60 reported receiving accommodations from employers in 1994 compared with 22% in 2000.

3) What is the role of workplace flexibility in the employment of individuals with disabilities?

- Federal government agencies and national organizations have identified components of workplace flexibility as critical to retaining workforce attachment for individuals with disabilities and chronic health conditions.
  - The Department of Labor’s Job Accommodation Network recommends a variety of flexible work arrangements for over 80% of the impairments included on their technical assistance website.
  - The Office of Personnel Management and the Equal Employment Opportunity Commission recommend flexible work arrangements as reasonable accommodations for individuals with disabilities.
  - Some federal agencies provide flexible work related recommendations for specific populations for whom they provide services. For instance, the US Department of Health and Human Services Substance Abuse and Mental Health Administration provides employer and employee guidance related to diverse workplace flexibility needs of people with mental illness.
  - The American Cancer Society, the National Multiple Sclerosis Society, The National Mental Health Association, United Cerebral Palsy, and the United Spinal Association are among the many national disability and illness-related organizations that promote flexible work arrangements for their constituencies.
  - National organizations representing the private sector have also addressed the role of flexibility for people with disabilities. For instance, the U.S. Chamber of Commerce promotes flexible work arrangements as a method for businesses to attract and retain workers with disabilities.

- Many people with disabilities and chronic illnesses can find or keep work if they have access to relatively low cost flexible work arrangements. Keeping people with disabilities working can provide advantages to employers as well as to public social welfare systems.
  - In a federally funded study of workers with disabilities, researchers found that flexible work schedules were a particularly important accommodation for maintaining workforce attachment. Respondents stated that flexible scheduling allowed them to work efficiently, keep doctor appointments, and stay healthy.
According to a study conducted by the Cornell Employment and Disability Institute, workers who received accommodations following the onset of their disability were significantly less likely to apply for SSDI benefits. xxxv

A study of breast cancer survivors found that perceived willingness of employers to provide accommodations for illness and treatment related needs was significantly associated with the survivor’s return to work at 12 and 18 months after the initial diagnosis. xxxvi

An ongoing national survey of employers using the Job Accommodation Network has found that half of the accommodations they provided were at no cost to the employer. Many employers identified “changing a work schedule” as a no-cost accommodation. xxxvii

- The direct benefits of these accommodations most frequently identified by participating employers were that the accommodations:
  - allowed the company to retain a qualified employee;
  - eliminated the costs of training a new employee; and
  - increased workers’ productivity.

4) The need for flexibility among people with disabilities matches the growing interest in flexibility for all workers.

- Work demands have increased for many employees.
  - In 1970, couples worked a combined average of 52.5 hours per week. Now, couples work a combined average of 63.1 hours per week and almost 70% of them work more than 80 hours per week. xxxviii
  - 92% of all American workers feel that they don’t have enough flexibility at work to meet the needs of their families. xxi

- There is a growing desire among employees for access to various forms of flexible work arrangements.
  - Nearly 80% of all workers say they would like to have more flexible work options and would use them if there were no negative consequences at work. xi

- Despite the interest in flexible work, these arrangements are not widespread.
  - According to a nationally representative survey, only 27.5% of the workforce worked a flexible schedule in 2000. xli
  - Census data indicate that telecommuting and home based work was used by only 3.3% of workers in 2000. xlii Additionally, despite extensive support for telecommuting arrangements in federal government, the Office of Personnel Management reports that only 19% of eligible federal government employees participated in a telework arrangement in 2004. xliii

- Flexible work arrangements have been shown to increase worker productivity and decrease costs to businesses.
  - Reducing unscheduled absences is particularly important to business given the high costs associated with unplanned absence. One survey found that in 2005, absenteeism cost organizations approximately $660/employee. For some large employers, absenteeism resulted in losses of over $1 million per year. xliv
    - The same survey found that flexible work arrangements rank at the top of work-life programs in effectiveness. xlv
In another study, 63% of workers using flexible work arrangements said they were absent less often as a result of their flexible work schedule,\textsuperscript{xlvii} 

- Employers report flexible options are advantageous in recruiting and retaining valuable employees.\textsuperscript{xlviii}

\begin{itemize}
\item[\textsuperscript{1}] U.S. Census. (2006). \textit{Prevalence of disability by age, sex, race, and Hispanic origin: 2002}. Retrieved July 2006, from \url{http://www.census.gov/hhes/www/disability/sipp/disable02.html}. The survey design is a continuous series of national panels, with sample size ranging from approximately 14,000 to 36,700 interviewed households. Data are nationally representative. Defining disability is complex. The Survey of Income and Program Participation identified people 15 years and older as having a disability in a communication domain if they had difficulty seeing, hearing or speaking; if they were blind or deaf; or if they identified one or more related conditions as the cause of a reported activity limitation (blindness or vision problem, deafness or hearing problem, or speech disorder). People 15 years and older were identified as having a disability in a physical domain if they used a wheelchair, cane, crutches, or walker; if they had difficulty with one or more functional activities (walking a quarter of a mile, climbing a flight of stairs, lifting something as heavy as a 10-pound bag of groceries, grasping objects, getting in or out of bed); or if they identified one or more related conditions as the cause of a reported activity limitation (arthritis or rheumatism, back or spine problems, broken bone or fracture, cancer, cerebral palsy, diabetes, epilepsy, head or spinal cord injury, heart trouble or hardening of arteries, hernia or rupture, high blood pressure, kidney problems, lung or respiratory problems, missing legs, arms, feet, hands, or fingers, paralysis, stiffness or deformity of legs, arms, feet or hands, stomach/digestive problems, stroke, thyroid problems, or tumor, cyst or growth). People 15 years of age and older were identified as having a disability in a mental domain if they had one or more specified conditions (a learning disability, mental retardation or another developmental disability, Alzheimer's disease, or some other type of mental or emotional condition); if they had any other mental or emotional condition that seriously interfered with everyday activities (frequently depressed or anxious, trouble getting along with others, trouble concentrating, or trouble coping with day-to-day stress); if they had difficulty managing money/bills; or if they identified one or more related conditions as the cause of a reported activity limitation (attention deficit hyperactivity disorder, autism, learning disability, mental or emotional problems, mental retardation, or senility, dementia, or Alzheimer's). For more information, see the full report at \url{http://www.census.gov/prod/2006pubs/p70-107.pdf}.
\item[\textsuperscript{6}] Goodman, J., & Helmick, C.G. (2006, January). Projections of U.S. prevalence of arthritis and associated activity limitations. \textit{Arthritis and Rheumatism} 54(1), p. 226. The authors utilize the National Health Interview Survey, which is the most recent national level data for their analysis and projections.
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from dialysis patients. The data represent over 300,000

Published by the CMS to serve as

Data are taken from a nationally representative survey of 1,038 people with disabilities and 988 people without disabilities.

This data is based on the authors’ analysis of the MacArthur Foundation Midlife Development in the U.S. Survey, a nationally representative telephone mail in survey of 3,032 respondents in the age range of 25-74 years.

The effects of chronic medical conditions on work loss and work cutback. Journal of Occupational and Environmental Medicine 43(3), p. 224. This data is based on the authors’ analysis of the MacArthur Foundation Midlife Development in the U.S. Survey, a nationally representative telephone mail in survey of 3,032 respondents in the age range of 25-74 years.


The data provided in this report is based on a compilation of data acquired from the 18 dialysis networks contracted by the CMS to serve as the liaison between the federal government and providers of ESRD services. The data represent over 300,000 dialysis patients.
included 848 men and 642 women.

who were employed by someone else and reported an impairment or health problem that both limited the kind or amount of paid work they could perform and that they expected to last for at least three months. The sample included 848 men and 642 women.


WF2010 analysis of the fact sheet series compiled by the Job Accommodation Network, at http://www.jan.wvu.edu/media/ideas.html. Total number of fact sheets is 37.


U.S. Department of Health and Human Services. (2001, September). *Research on employment supports for people with disabilities: Summary of the focus group findings.* Washington, D.C: Author, p. 50. Data are based on focus groups and interviews with a sample of 284 participants located in Los Angeles, California (N=104), Newark, New Jersey (N=72), and Seattle/Tacoma, Washington (N=108). Participants were required to be age 18 or over, employed for at least 1 year with annual earnings over $8,240, and who had a “significant” disability that developed prior to the individual’s participation in the labor force. Researchers defined “significant disability” as a condition that would qualify the individual for SSI or DI benefits.
416 at 12 months, and 407 at 18 months. Sample consisted of women who were working 3 months before their cancer diagnosis.


xliv U.S. Census (2004). Working at Home: 2000. Washington, D.C.: Author. Retrieved November, 2005, from http://www.census.gov/population/www/socdemo/workathome.html. It is important to note that the Census defines telecommuting as working from home at least three out of five days per week. As a result, it is very likely that Census data underestimates the true number of telecommuters, such as individuals who work from home one or two days per week.

xlv Office of Personnel Management. (2005, December). The status of telework in the federal government 2005. Washington, D.C.: Author. Retrieved December 2005, from http://www.telework.gov/documents/tw_rpt05/status-intro.asp, p. 5. Approximately 41% of federal employees were eligible to telework during 2004 (N=752,337), and the total number of employees teleworking was 140,694. The survey was sent to 86 federal agencies, and 82 agencies responded (a 95% response rate).


