# O.D.S.P. ACTION COALITION

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**“Why are they taking it away from us?”**

Analysis of the results of a survey of ODSP recipients about

the $100 Work-Related Benefit

Starting in December 2014, the ODSP Action Coalition asked people on the Ontario Disability Support Program (ODSP) who work and get the $100 Work-Related Benefit to answer an eight-question survey. The survey was done to get more information about who gets the Benefit, the kind of work they do, what they use the Benefit for, and their fears about losing it.

That’s because the Ontario government is eliminating the Work-Related Benefit starting in October 2015. They are doing this as part of a “restructuring” of employment-related benefits in both Ontario Works and ODSP. We want the information gathered through this survey to help inform the government and the public about the implications of this decision and fuel a debate about this significant change to ODSP benefits.

**What the Survey Tells Us**

The overwhelming number of responses to the survey and the information gathered indicates to us that many people on ODSP value and are concerned about losing the Work-Related Benefit.

*“The extra money a month gives me more motivation to go to work and want to work.”*

The survey responses tell us that:

* People on ODSP are trying hard to work and to continue working.
* They work for various reasons – primarily to earn income, but also to make a contribution to community, build social networks and gain a sense of dignity and self-worth – and the Work-Related Benefit supports them to do this.
* Working can be difficult. The jobs people report having have are typically those that offer flexible or part-time work, which may reflect the challenges that people with disabilities face with working full-time.
* People face many barriers to the labour market and deal with a number of costs associated with working.
* The high cost of transportation and work-related clothing and equipment are common themes, as are barriers posed by living with a mental health disability or mental illness. The problem of being unable to afford healthy food was also raised by many.
* The Work-Related Benefit plays a number of important roles in the lives of people on ODSP who work, to begin to address those labour market barriers and costs.
* Without the Benefit, many fear that they will have to quit working or limit the amount that they work. They also fear losing the ability to travel.

The loss of the Work-Related Benefit has the potential to have a deep and lasting negative impact on the financial, physical and emotional health of people with disabilities on ODSP who work and on their ability to continue working.

**How We Did the Survey**

The survey was done through the online “Survey Monkey” website (www.surveymonkey.com) and through paper copies that people were able to return by mail, fax or email. Distribution of the survey was mostly done by email to Coalition members and to organizations that support people receiving ODSP benefits, primarily those who provide employment-related programs.

Response to the survey was overwhelming. We had set January 30 as the last day to accept responses but we extended the deadline to make sure that everyone who filled out the survey would have their voice heard. As a result, we received responses until mid-February. A total of 522 survey responses were received. 302 (58%) of the surveys were completed online through Survey Monkey and 220 (42%) were completed on a paper copy.

The survey asked eight questions, which are listed in Appendix 1. Respondents were asked to identify their age and gender given pre-determined categories. The other six questions were open-ended. In other words, respondents were not asked to choose their answers from a list but could respond in whatever way they wanted. We did this to minimize the possibility of “leading” people to certain answers. Respondents could choose not to answer the questions.

Thanks to everyone who took the time and made the effort to complete and return the survey.

**Age and Gender of Respondents**

More than one-quarter of respondents are between the ages of 25 and 34 (26.4%). Just under one-quarter are in each of the next two older age brackets (23.2% are 35-44 and 23.4% are 45-54), while 16.3% are in the oldest working-age bracket (55-64). Only 8.1% of respondents are aged 18-24. Just under 1% are 65-74 and none are 75 and over.

Survey respondents tend to be slightly younger than the typical age of people receiving ODSP – the highest proportion of respondents to the survey fall into the 25-34 age bracket, whereas the highest proportion of the person with a disability on ODSP fall into the 45-54 age bracket1. This may indicate that younger people with disabilities on ODSP have less difficulty working than those who are older.

Survey respondents are evenly split between female (48.9%) and male (49.4%), with 0.6% indicating they are transgender. Just over 1% of respondents did not answer this question. This is similar to the gender breakdown of the general Canadian population, although the latest data from Statistics Canada indicates that there are slightly more females than males in Canada (49.6% vs 50.4%)2. Being transgender is not currently counted in these statistics.

Full age and gender breakdowns of the respondents and age comparison with the general caseload are available in Appendix 2 and 3.

**Where They Live**

We received surveys from people living in 106 communities across Ontario. This includes larger centres like Toronto, Ottawa, London, Windsor, and Kingston, but also smaller centres like Hanover, Keewatin, Mattawa, Carling Township, and Sturgeon Falls. These communitiesare located in all areas of the province. This means that the information we received includes the diversity of experience that people have when they come from urban or rural areas and from the various regions in Ontario.

*“We live in Northwestern Ontario. We have higher costs for almost everything. We barely get enough to get by now. Sometimes even that isn’t enough.”*

Most respondents (18.4%) live in Toronto, which is not surprising since the highest proportion of ODSP recipients in Ontario live there3.

The communities with the second highest number of respondents are Woodstock and St. Catherines (both 5.6%). Fort Frances has the third highest (4.2%). The entire list of places where respondents live is in Appendix 4.

We know that community-based groups in particular centres made a concerted effort to have their members / clients respond to the survey, which may have had an impact on the proportion of respondents from certain communities.

**Type of Work**

Responses to this question fell into 14 job categories and three types of workplace. Some respondents indicated they weren’t currently working (4.0%) or were retired (0.6%) and some didn’t provide a response (9.4%). There were also some responses that were categorized as “other” (3.8%). The full list of responses is available in Appendix 5.

The number and breadth of job categories noted indicates that people with disabilities on ODSP are finding work in a variety of areas of the labour market. However, many of these jobs, particularly in retail and customer service, are in sectors that offer a higher share of part-time work than other industries and also have lower median wages4. These are not typically family-supporting jobs, but their prevalence among respondents could indicate the need that people with disabilities have for part-time work and for limited and flexible hours. It may also indicate the lack of good quality jobs in the labour market that offer accommodations for people with disabilities.

The six job categories with the largest number of respondents are:

*“Dishwasher. I really enjoy working there.”*

* Customer service / retail (16.7%)
* Cleaning / janitorial (15.5%)
* Community / social work (8.8%)
* Office work (6.1%)

*“Wendy’s. I clean tables every second Saturday for now.”*

* General labour / construction (4.4%)
* Newspaper delivery (4.2).

In addition, 4.0% of respondents said they work in a sheltered workshop and 2.7% indicated that they are self-employed.

**Barriers to Work**

Survey respondents were able to provide multiple responses to this question or no response at all. As a result, the number of responses does not match the total number of survey respondents. We received 620 responses to this question.

Responses indicate that people face four types of barriers to getting a job – barriers that are directly related to the cost of working, disability-related barriers, other barriers related to the labour market, and social barriers. All of the responses are listed in Appendix 6.

The majority of people – more than 43% – said that the barriers they face are directly related to costs associated with work. Of these responses, the barriers noted include:

* Cost or lack of transportation (62.2%)

*“I live in a small town and have to have a car to get to work. There is no bus service that can get me to there if I have to work at 7am. Some times I work later in the day but don’t get home until 8-9.”*

* Cost of work-related clothing / equipment (24.4%)
* Generally being unable to afford to work, or having income clawed back by ODSP (11.5%)
* Cost of child care (1.9%).

More than one-quarter of respondents (28.2%) indicated that their disability itself presents a barrier to work. These responses are:

*“Because most places won’t accommodate people with a disability I find this decision by the government to be really unfair, when all we ever want as individuals is to be treated with dignity and respect and as equals like able body person.”*

* Having a mental health disability (36.0%)
* Having a physical disability (30.9%)
* Having a learning / developmental disability (21.1%)
* Having an episodic illness or disability (12.0%).

More than one-fifth of respondents (21.6%) said that other work-related issues present barriers to their ability to work. These responses are:

*“The biggest barrier is that there is not a lot of work – especially for those that do not have special training in specific areas.”*

* Needing flexible / part-time work (37.3%)
* Needing pre- and continuing employment supports (32.1%)
* No or only low-quality jobs in the labour market (20.9%)
* Needing education or training (9.7%).

A limited number of respondents (5.0%) indicated that social barriers are a problem. Of these, discrimination or stigma (77.4%) and difficulty with social interaction (22.6%) were noted.

The role of work-related costs as a barrier to work, and particularly the cost of transportation, indicates the importance of continuing to provide ongoing support for people with disabilities on ODSP to work.

Responses to the survey highlight disability and discrimination / stigma as barriers to the labour market, but don’t provide a nuanced perspective on these issues. Additional research would allow us to better understand how people on ODSP view their disability in relation to the labour market and how they experience discrimination in order to address these problems.

It’s noteworthy that 8% of respondents indicated the need for flexible and part-time work, and that almost 5% indicated that there are no jobs or only low quality jobs available in their area. This underscores the point above about the lack of good quality, disability-accommodating jobs in the labour market.**Role of the Work-Related Benefit**

We received 669 responses to this question, which indicate that the Benefit plays three important roles for people on ODSP and their families:

* Helps pay for ongoing work-related costs (57.1%)

*“Every time I see that figure on paper, I feel ODSP understands. I have health care costs I need to pay in order to work. I cannot just live near my job. I have been a loyal employee for 20+ years and may have to quit without it. I am part of the community and should not be alienated from it.”*

* Helps pay for regular costs of living (34.8%)
* Provides intangible benefits, such as a sense of self-worth, feeling included in society, and having an incentive to work (8.1%).

The specific work-related items respondents said they pay for with the Benefit are:

* Transportation, including public transit and costs associated with an automobile (54.2%)
* Clothing and equipment (28.8%)

*I only was able to start working in the summer of 2014. It has taken doctors and specialists 20 years to get my health to this point. Without the $100 that I currently receive, I am not sure I can afford to ensure I look professional at work and afford to buy the medication that contributes to my health.”*

* Lunches / meals during work hours (4.5%)
* Unspecified costs (4.5%)
* Personal care / hygiene items (2.1%)
* Growing their independent business (1.9%)
* Training (0.8%)
* Childcare (0.8%)
* Licensing / professional fees (0.3%)
* Job coach (0.3%).

The specific regular costs of living that respondents said they use the Benefit for are:

* Groceries, especially higher cost / healthier items like fruits and vegetables (36.9%)
* Bills, including utility bills (15.5%)

 *“ODSP does not provide enough and the $100 per month helps avoid debts, especially on the months where I don’t earn as much. I cannot even live with ODSP alone. I have to make some money, and it is very difficult to do so.”*

* Rent (12.4%)
* Health-related expenses (4.7%).

As well, 30.5% of these responses note that the Benefit provides much-needed income generally and helps people avoid debt.

Beyond providing an important source of income, some respondents noted the intangible but important benefits that the Work-Related Benefit provides:

*“I do not wish to lose my job as it gives me self confidence, self esteem and a feeling of usefulness…*

*I have so much more to lose than just money.”*

* Social inclusion / the sense of making a contribution to society (40.7%)
* An incentive to work (40.7%)
* Dignity and self-worth (14.8%)
* Build resume / find new small business clients (3.7%).

The Work-Related Benefit clearly plays an important financial role in the lives of people who receive it, but it serves other important functions that should not be easily overlooked.

**Concerns about the Loss of the Work-Related Benefit**

Respondents have a large number of concerns about the elimination of the Work-Related Benefit. We received 568 responses to this question.

The single largest responses to this question are:

* Having to quit work or reduce shifts, or generally be discouraged from working (18.1%)
* Having to reduce spending on food or to rely on food banks (12.5%)
* Losing the ability to travel, or having to limit travel or get rid of or limit use of a vehicle (10.2%).

That people on ODSP are considering quitting work as a result of losing the Benefit clearly indicates the need for government to rethink its decision as it runs directly contrary to the stated policy intent of restructuring employment benefits, which is to increase employment among people on ODSP.

More generally, the impacts that respondents feel will arise from the loss of the Benefit can be grouped into five categories: financial, employment, quality of life, “don’t know”, and emotional or health-related.

Financial impacts are the largest area of concern for respondents (43.1%). Responses include:

* Having to reduce spending on food or rely on food banks (29.0%)

*“I will have a very difficult time affording bus tickets to take the bus to work... I don't know how I will be able to afford to work anymore.”*

* Losing the ability to travel, having to limit travel, or having to get rid of or limit use of a vehicle (23.7%)
* Having to cut back on spending generally, juggle expenses, or budget better (13.5%).

The second largest area of impact that people indicated concern about is the impact that losing the Work-Related Benefit may have on their employment (24.8%). Responses include:

* Having to quit work, reduce shifts, or be discouraged from working (73.1%).
* Having to work more, get a second job, or find a new job with more hours or better pay (14.2%)

*“I count on this money to help me work. I guess I won’t be working much longer, and this is what you people want us to be doing.”*

* Limiting jobs to those within walking distance, not working in winter or finding a drive to work, given the loss of funds for transportation (5.7%).

The third largest area of impact is that on quality of life (15.3%). Respondents indicate that the loss of the Work-Related Benefit would result in:

*“The elimination of this important benefit cannot be good for the Ontario economy nor for consumer-survivors of serious mental illness.*”

* Suffering or experiencing even greater poverty than they currently do (45.5%)
* Reducing their participation in social and community activities or volunteering and thereby impacting on their social inclusion (26.1%)
* Losing independence or having to rely more on family or friends (18.2%)
* Resorting to panhandling or crime, or not declaring earned income to ODSP (10.2%).

A large number of respondents (8.1%) said that they didn’t know what they would do or how they might respond if they were to lose the Work-Related Benefit.

Responses that describe the emotional or health-related impact of losing the Benefit (4.1%) include:

*“I have very little hope for my future and what positives I have in my life that I am living, at my best effort, will be taken away. I find this very depressing for me to endure.”*

* Increased anxiety or depression (43.5%)
* Feeling scared or dreading the loss of income (39.1%)
* Feeling disrespected and undervalued (17.4%).

**Other Comments**

Respondents made a number of additional comments. A small sample is included below:

* “I go through outdoor boots quickly because of physical challenges. Worn boots become a falling safety issue. I need orthotics to help not go through the boots so quickly – which are expensive and not covered by ODSP. I need warm winter boots, warm outdoor clothing, rain gear, etc. so I can work in all weather. I cannot afford to buy the clothing I need without the $100 / month. It is hard to do this with it.”
* “Please do not take away the $100 Work-Related Benefit because it is a lot of money that I can use for good.”
* “The $100 Work-Related Benefit is an incentive to start work, continue to work, and it makes it feasible to do so. Without this allowance, there is less incentive, especially for part-time work that still incurs the same transportation expenses, and requires money spent on making work accessible.”
* “The loss of the $100 work related supports per month will be a major blow to those who are already working, but it will also affect those who are considering looking for work. That extra $100 per month is a real difference maker as a motivation to find employment.”
* “It wasn’t too long ago that we saw an extra $200 benefit that was added that allowed those working to keep $200 off the top of earned income before deducting that dreadful 50% that would then be taken off my total benefits. That $200 was helpful but now they are taking away the $100 working benefit. Go figure. They give it to you in one hand and then take it away with the other with no concern about the affects this has on low income disabled people trying to work.”
* “If my parents didn’t look after me with accommodation at home I could not make ends meet; I would be the poorest of the poor. I am extremely fortunate to have my part-time job and can only dream of ever earning enough to be completely self-reliant. This cut in the benefit is unconscionable.”
* “I am concerned that if benefits continue to be cut I will not be able to live the quality of life I need and deserve like everyone else. It just takes a little bit more for me to get by in life.”
* “Living in poverty when disabled is not really living.”
* “I already have low income already, why tax me instead of the rich?”

**End Notes**

1. This data is from March 2014 and was provided by John Stapleton (see [www.openpolicyontario.com](http://www.openpolicyontario.com)), from a larger data set provided to him by the Ministry of Community and Social Services.

2. From “Population by Sex and Age Group, 2014”, Statistics Canada, <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/demo10a-eng.htm>.

3. Information from John Stapleton, as per above.

4. Based on calculations by Kaylie Tiessen, Economist, CCPA-Ontario, with data from Statistics Canada CANSIM table 282-0071, annual averages based on monthly data.

**Appendices – Responses to Survey Questions**

**Appendix 1:**

The survey asked the following eight questions:

1. What is your age? Please circle one: (18-24) (25-34) (35-44) (45-54) (55-64) (65 & over)
2. What is your gender? Please circle one: (M) (F) (T)
3. What city or town in Ontario do you live in?
4. What type of work do you or your family member do?
5. What barriers or challenges do you and/or your family member/s face in order to work?
6. What does the Work-Related Benefit do for you and/or your family member/s?
7. What will you do without the Work-Related Benefit?
8. Do you have any comments or concerns you would like to share?

**Appendix 2: What is your age?**

|  |  |  |
| --- | --- | --- |
| **Age Bracket** | **#** | **%** |
| 18 - 24 | 42 | 8.05 |
| 25 - 34 | 138 | 26.44 |
| 35 - 44 | 121 | 23.18 |
| 45 - 54 | 122 | 23.37 |
| 55 - 64 | 85 | 16.28 |
| 65 - 74 | 5 | 0.96 |
| 75 and older | 0 | 0.00 |
| No Answer | 9 | 1.72 |
| Total | 522 | 100.00 |

**Age of “Head of Family”**

**ODSP caseload (March 2014)1**

|  |  |  |
| --- | --- | --- |
|  | **#** | **%** |
| 18 - 24 | 29,211 | 9.16 |
| 25 - 34 | 48,373 | 15.18 |
| 35 - 44 | 56,241 | 17.64 |
| 45 - 54 | 90,000 | 28.24 |
| 55 - 64 | 85,184 | 26.72 |
| 65 - 74 | 9,735 | 3.05 |
|  | 318,744 | 100.00 |

**Appendix 3: What is your gender?**

|  |  |  |
| --- | --- | --- |
| **Gender** | # | % |
| Female | 255 | 48.85 |
| Male | 258 | 49.43 |
| Transgender | 3 | 0.57 |
| No Answer | 6 | 1.15 |
| Total | 522 | 100.00 |

**Appendix 4: What city or town in Ontario do you live in?**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **City / Town** | **#** | **%** | **City / Town** | **#** | **%** | **City / Town** | **#** | **%** | **City / Town** | **#** | **%** |
| Toronto | 96 | 18.39 | Oshawa | 4 | 0.77 | Port Perry | 2 | 0.38 | Millbrook | 1 | 0.19 |
| St. Catherines | 29 | 5.56 | Port Elgin | 4 | 0.77 | Saugeen Shores | 2 | 0.38 | Milton | 1 | 0.19 |
| Woodstock | 29 | 5.56 | Sarnia | 4 | 0.77 | Simcoe | 2 | 0.38 | Neustadt | 1 | 0.19 |
| Fort Frances | 22 | 4.21 | Acton | 3 | 0.57 | Uxbridge | 2 | 0.38 | Niagara Region | 1 | 0.19 |
| Sioux Lookout | 18 | 3.45 | Brantford | 3 | 0.57 | Whitby | 2 | 0.38 | Orangeville | 1 | 0.19 |
| Oakville | 17 | 3.26 | Cobourg | 3 | 0.57 | Ajax | 1 | 0.19 | Paisley | 1 | 0.19 |
| Dryden | 16 | 3.07 | Collingwood | 3 | 0.57 | Alexandria | 1 | 0.19 | Pickering | 1 | 0.19 |
| London | 16 | 3.07 | Elliot Lake | 3 | 0.57 | Arnprior | 1 | 0.19 | Port Colborne | 1 | 0.19 |
| Tillsonburg | 14 | 2.68 | Etobicoke | 3 | 0.57 | Barrie | 1 | 0.19 | Port Hope | 1 | 0.19 |
| Welland | 14 | 2.68 | Fergus | 3 | 0.57 | Brownsville | 1 | 0.19 | Quinte West/Trenton | 1 | 0.19 |
| Ottawa | 12 | 2.30 | Guelph | 3 | 0.57 | Carleton Place | 1 | 0.19 | Salem | 1 | 0.19 |
| Peterborough | 12 | 2.30 | North Bay | 3 | 0.57 | Carling Township | 1 | 0.19 | Smith Falls | 1 | 0.19 |
| Scarborough | 10 | 1.92 | Thunder Bay | 3 | 0.57 | Chelsey | 1 | 0.19 | Southampton | 1 | 0.19 |
| Burlington | 8 | 1.53 | Wallaceburg | 3 | 0.57 | Crystal Beach | 1 | 0.19 | Southwoodway | 1 | 0.19 |
| Hamilton | 7 | 1.34 | Waterloo | 3 | 0.57 | Durham | 1 | 0.19 | Springbank | 1 | 0.19 |
| Perth  | 7 | 1.34 | Windsor | 3 | 0.57 | East York | 1 | 0.19 | St. Mary's | 1 | 0.19 |
| Brampton | 6 | 1.15 | Almonte | 2 | 0.38 | Englehart | 1 | 0.19 | St. Thomas | 1 | 0.19 |
| Mississauga | 6 | 1.15 | Aurora | 2 | 0.38 | Essex | 1 | 0.19 | Stouffville | 1 | 0.19 |
| Kapuskasing | 5 | 0.96 | Beamsville | 2 | 0.38 | Goderich | 1 | 0.19 | Sturgeon Falls | 1 | 0.19 |
| Niagara Falls | 5 | 0.96 | Belleville | 2 | 0.38 | Grimsby | 1 | 0.19 | Tecumseh | 1 | 0.19 |
| Pembroke | 5 | 0.96 | Bracebridge | 2 | 0.38 | Haliburton | 1 | 0.19 | Tharold | 1 | 0.19 |
| Sault Ste Marie | 5 | 0.96 | Brighton | 2 | 0.38 | Keewatin | 1 | 0.19 | Timmins | 1 | 0.19 |
| Sudbury | 5 | 0.96 | Cambridge | 2 | 0.38 | Kingston | 1 | 0.19 | Tavisrock | 1 | 0.19 |
| Chatham | 4 | 0.77 | Cornwall | 2 | 0.38 | Kirkland Lake | 1 | 0.19 | Vaughan | 1 | 0.19 |
| Hanover | 4 | 0.77 | Fort Erie | 2 | 0.38 | Lucknow | 1 | 0.19 | Wingham | 1 | 0.19 |
| Kenora | 4 | 0.77 | Mattawa | 2 | 0.38 | Markham | 1 | 0.19 | No Answer | 12 | 2.30 |
| Kitchener | 4 | 0.77 | North York | 2 | 0.38 | Midland | 1 | 0.19 | Total | 522 | 100.00 |

**Appendix 5: What type of work do you or your family member do?**

|  |  |  |
| --- | --- | --- |
| **Occupation** | # | % |
| Customer Service / Retail | 87 | 16.67 |
| Cleaning / Janitorial | 81 | 15.52 |
| Community / Social Work | 46 | 8.81 |
| Office Administration | 32 | 6.13 |
| General Labour / Construction | 23 | 4.41 |
| Newspaper Delivery  | 22 | 4.21 |
| Snow Removal / Landscaping | 20 | 3.83 |
| Factory | 18 | 3.45 |
| Cook / Kitchen Help | 16 | 3.07 |
| IT / Internet | 8 | 1.53 |
| Arts-Related | 8 | 1.53 |
| Child Care | 5 | 0.96 |
| Courier | 3 | 0.57 |
| Entertainment | 2 | 0.38 |
|   |  |  |
| Sheltered Workshop | 21 | 4.02 |
| Casual Work | 23 | 4.41 |
| Self-Employed | 14 | 2.68 |
|   |  |  |
| Other | 20 | 3.83 |
|   |  |  |
| Not currently working | 21 | 4.02 |
| Retired | 3 | 0.57 |
|   |  |  |
| No Answer | 49 | 9.39 |
|   |  |  |
| Total | 522 | 100.00 |

**Appendix 6: What barriers or challenges do you and/or your family member/s face in order to work?**

|  |  |  |  |
| --- | --- | --- | --- |
| **Barriers** | **Total** | **% of total** | **% of category total** |
| **Work-related costs**  |   |   |   |
| Cost of transportation | 168 | 27.10 | 62.22 |
| Cost of clothing and equipment | 66 | 10.65 | 24.44 |
| Can't afford to work / income clawbacks | 31 | 5.00 | 11.48 |
| Cost of child care | 5 | 0.81 | 1.85 |
| Category total | 270 | 43.55 | 100.00 |
| **Disability related** |   |   |   |
| Mental health | 63 | 10.16 | 36.00 |
| Physical disability and limitations | 54 | 8.71 | 30.86 |
| Learning / developmental disability | 37 | 5.97 | 21.14 |
| Episodic illness or disability | 21 | 3.39 | 12.00 |
| Category total | 175 | 28.23 | 100.00 |
| **Other work-related issues** |   |   |   |
| Need flexible and part time work | 50 | 8.06 | 37.31 |
| Need pre- and continuing employment supports | 43 | 6.94 | 32.09 |
| No jobs / low quality jobs | 28 | 4.52 | 20.90 |
| Need education / training | 13 | 2.10 | 9.70 |
| Category total | 134 | 21.61 | 100.00 |
| **Social** |  |  |  |
| Discrimination / stigma | 24 | 3.87 | 77.42 |
| Difficulty with social interaction | 7 | 1.13 | 22.58 |
| Category total | 31 | 5.00 | 100.00 |
|   |  |  |  |
| **Other** | 10 | 1.61 |  |
|   |   |   |   |
| **Total** | 620 | 100.00 | 620 |

**Appendix 7: What does the Work-Related Benefit do for you and/or your family member/s?**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **#** | **% of total** | **% of category total** |
| **Costs associated with working** |  |  |  |
| Transportation (transit, automotive) | 207 | 30.94 | 54.19 |
| Clothing and equipment | 110 | 16.44 | 28.80 |
| Costs of maintaining employment (general) | 17 | 2.54 | 4.45 |
| Lunches/meals during work hours | 17 | 2.54 | 4.45 |
| Personal care/hygiene items | 8 | 1.20 | 2.09 |
| Participating in work activities | 8 | 1.20 | 2.09 |
| Growing independent business | 7 | 1.05 | 1.83 |
| Training | 3 | 0.45 | 0.79 |
| Child care | 3 | 0.45 | 0.79 |
| Licensing/professional fees | 1 | 0.15 | 0.26 |
| Job Coach | 1 | 0.15 | 0.26 |
| Category total | 382 | 57.10 | 100.00 |
| **General costs of living**  |  |  |  |
| Groceries | 86 | 12.86 | 36.91 |
| Extra income/avoid debt/helps stay out of poverty | 71 | 10.61 | 30.47 |
| Bills, including utility bills | 36 | 5.38 | 15.45 |
| Rent | 29 | 4.33 | 12.45 |
| Health-related expenses | 11 | 1.64 | 4.72 |
| Category total | 233 | 34.83 | 100.00 |
| **Intangible benefits**  |  |  |
| Social inclusion, self-worth, giving to community | 22 | 3.29 | 40.74 |
| Incentive to work | 22 | 3.29 | 40.74 |
| Dignity | 8 | 1.20 | 14.81 |
| Build resume, new clients for business | 2 | 0.30 | 3.70 |
| Category total | 54 | 8.07 |  100.00 |
|   |   |   |   |
| **Total**  | 669 |  100.00 |   |

**Appendix 8: What will you do without the Work-Related Benefit?**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total** | **% of total** | **% of category total** |
| **Financial impacts** |  |  |  |
| Reduce spending on food / rely on food banks | 71 | 12.50 | 28.98 |
| Lose ability to travel / limit travel / get rid of vehicle | 58 | 10.21 | 23.67 |
| Cut back / budget better / juggle expenses  | 33 | 5.81 | 13.47 |
| Not be able to pay bills | 21 | 3.70 | 8.57 |
| Reduce spending on work-related items | 20 | 3.52 | 8.16 |
| Lose housing / move / sell home | 15 | 2.64 | 6.12 |
| Already don't have enough income | 10 | 1.76 | 4.08 |
| Go into debt / use credit cards | 8 | 1.41 | 3.27 |
| Reduce savings | 6 | 1.06 | 2.45 |
| Lower the heat / reduce utility use | 2 | 0.35 | 0.82 |
| Give up pet | 1 | 0.18 | 0.41 |
| Category total |  245 | 43.13 | 100.00 |
| **Employment impacts** |   |  |  |
| Quit work / reduce shifts / be discouraged from working | 103 | 18.13 | 73.05 |
| Work more / get second job / find new job with more hours or better pay | 20 | 3.52 | 14.18 |
| Limit jobs to walking distance / not work in winter / find a ride to work | 8 | 1.41 | 5.67 |
| Will not be able to work more | 5 | 0.88 | 3.55 |
| Slow the growth of own business / lose business | 5 | 0.88 | 3.55 |
| Category total |  141 | 24.82 | 100.00 |
| **Impacts on quality of life** |   |  |  |
| Suffer / experience greater poverty  | 40 | 7.04 | 45.54 |
| Reduce recreation / social activity / community activities for social inclusion | 23 | 4.05 | 26.14 |
| Lose independence / rely on family or friends | 16 | 2.82 | 18.18 |
| Not declare income / panhandle / turn to crime  | 9 | 1.58 | 10.23 |
| Category total |  88 | 15.49 | 100.00 |
|  |  |  |  |
| **Don't know** | 46 | 8.10 | 100.00 |
|  |  |  |  |
| **Emotional / Health-related impacts** |   |  |  |
| Experience more anxiety / depression | 10 | 1.76 | 43.48 |
| Scared / dread loss of income | 9 | 1.58 | 39.13 |
| Feel disrespected and undervalued | 4 | 0.70 | 17.39 |
| Category total |  23 | 4.05 | 100.00 |
|  |  |  |  |
| **Other** | 25 | 4.40 | 100.00 |
|  |  |  |  |
| **Total** | 568 | 100.00 |  |

ODSP Action Coalition

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