Productivity and 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 disabilities and workers without disabilities. 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; they also tend to work harder to prove themselves.

**Employers concluded that workplace inclusion is good for business.**

Canadian organizations reported the following 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

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


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