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Barriers to the Disabled: Maintaining Employment, Return to Work

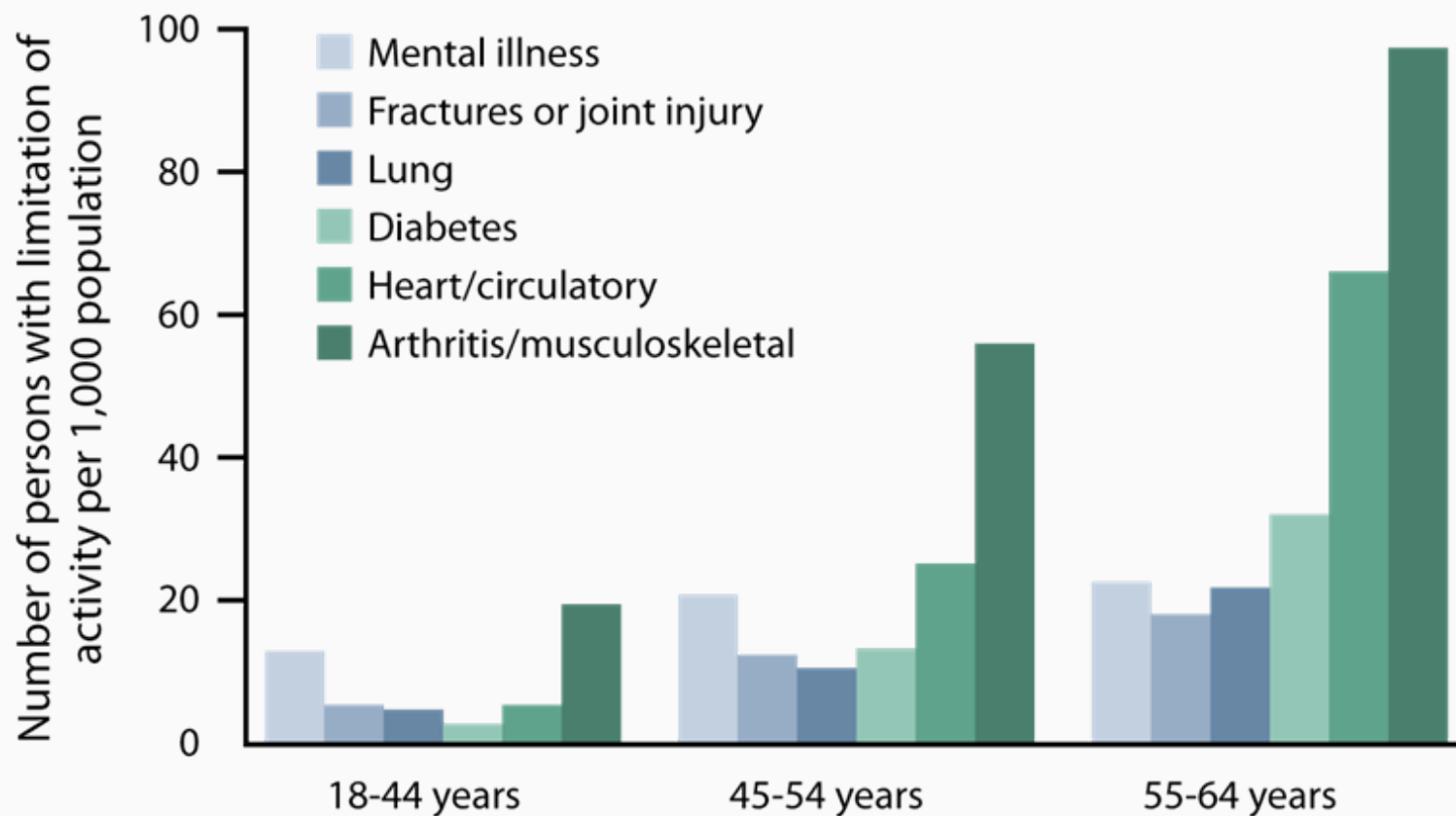
Sheila T. Fitzgerald, PhD, RN-P
Johns Hopkins University

Prevalence of Disabilities

- 51.2 million persons in the U.S. with some level of disability
- 4 million children ages 6-14
- Women > men (20 percent vs. 17 percent)
- >65

Activity Limitation Due to Chronic Conditions

Activity Limitation Among Adults Due to Chronic Conditions, 2004-05



Adapted by CTLT from Centers for Disease Control and Prevention, National Center for Health Statistics, *Health, United States, 2007*, Figure 15. Data from the National Health Interview Survey.

Disabled Workers

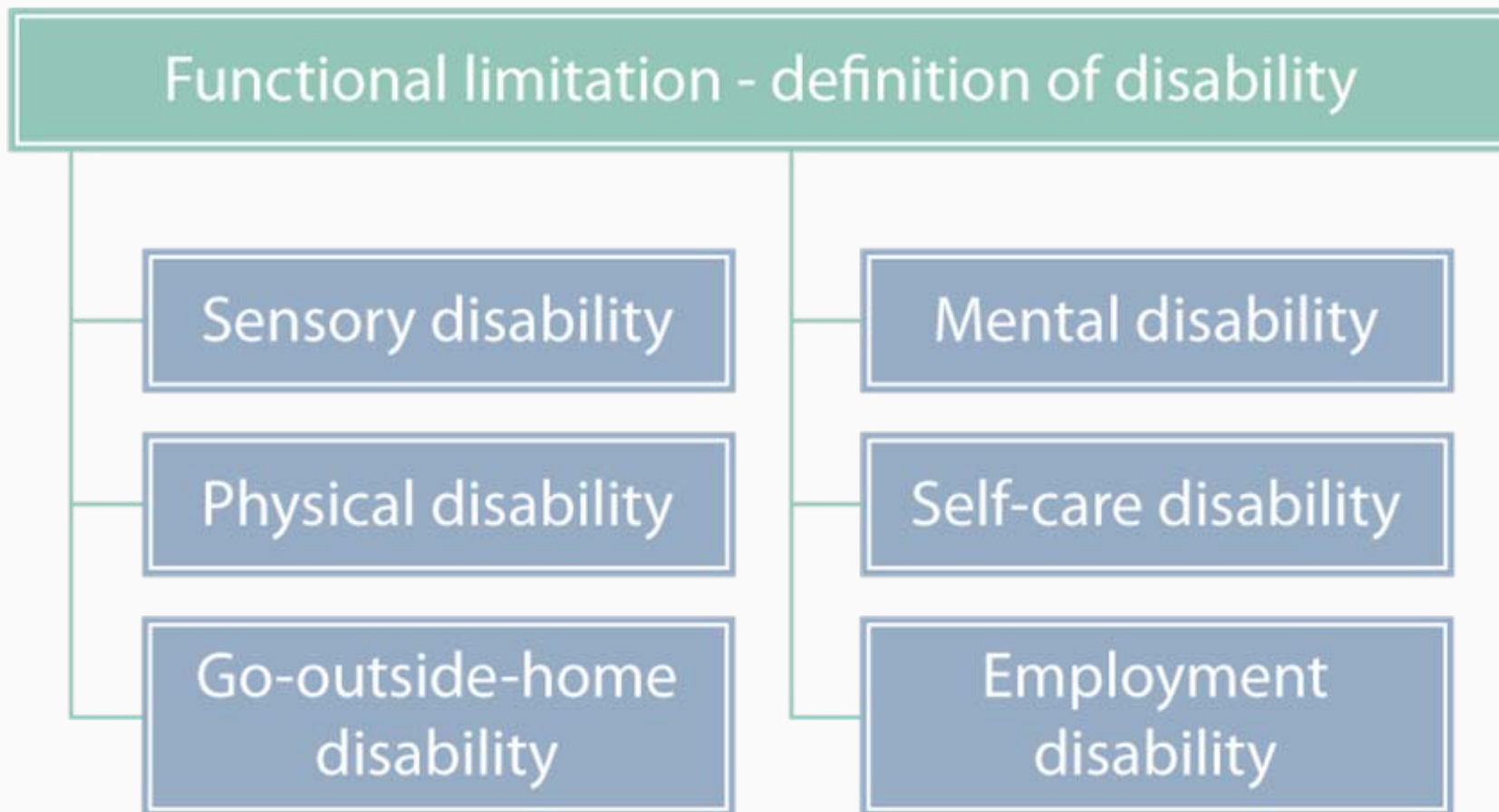
- Census (2000): 18.6 million persons aged 16-64 with a disability were employed (55.8 percent)
- Work disability—defined as an inability to perform work resulting from physical, mental, or other health condition of 6 months' duration

DOL Statistics—The Working Disabled

- High productivity rate
- Better safety record
- Fears of high insurance rates—exaggerated
- No difference in attendance record

U.S. Disability Statistics

- The American Community Survey (ACS)
- Current Population Survey (CPS)
- Census 2000



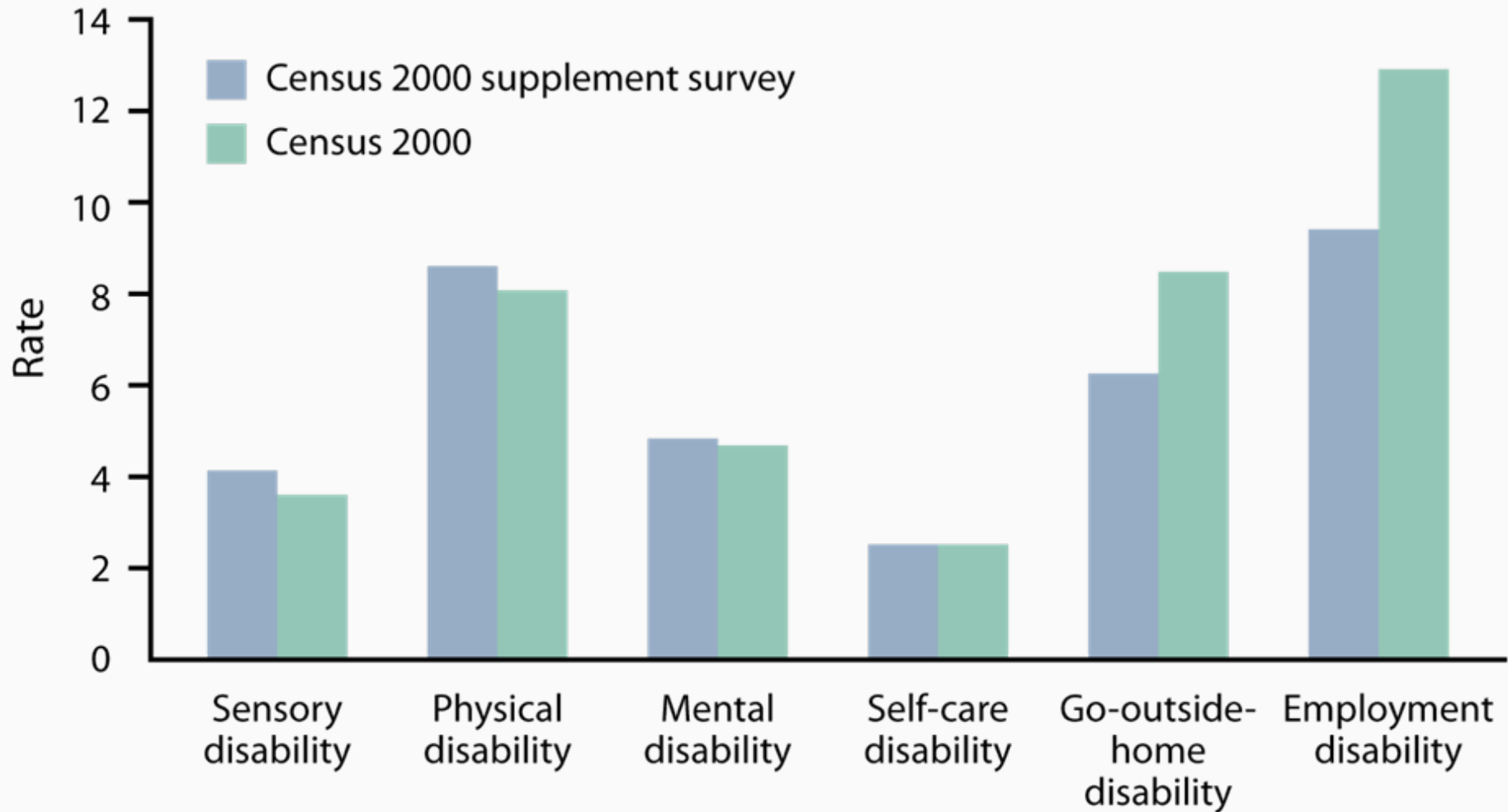
American Community Survey (ACS)

- Designed to replace the Long Form of the Decennial Census
- Non-institutionalized population with disabilities
- Working age—with and without disabilities

Current Population Survey (CPS)

- The CPS is primarily a labor force survey, conducted every month by the Census Bureau for the Bureau of Labor Statistics
- Key question to determine work disability
 - “Is a person limited in his/her ability to work or unable to work?”
- Questions in the CPS were not designed or tested with the intent of measuring disability—they were designed to measure the status of the labor force (disability is one of a number of factors tested)

Disability Rates by Survey



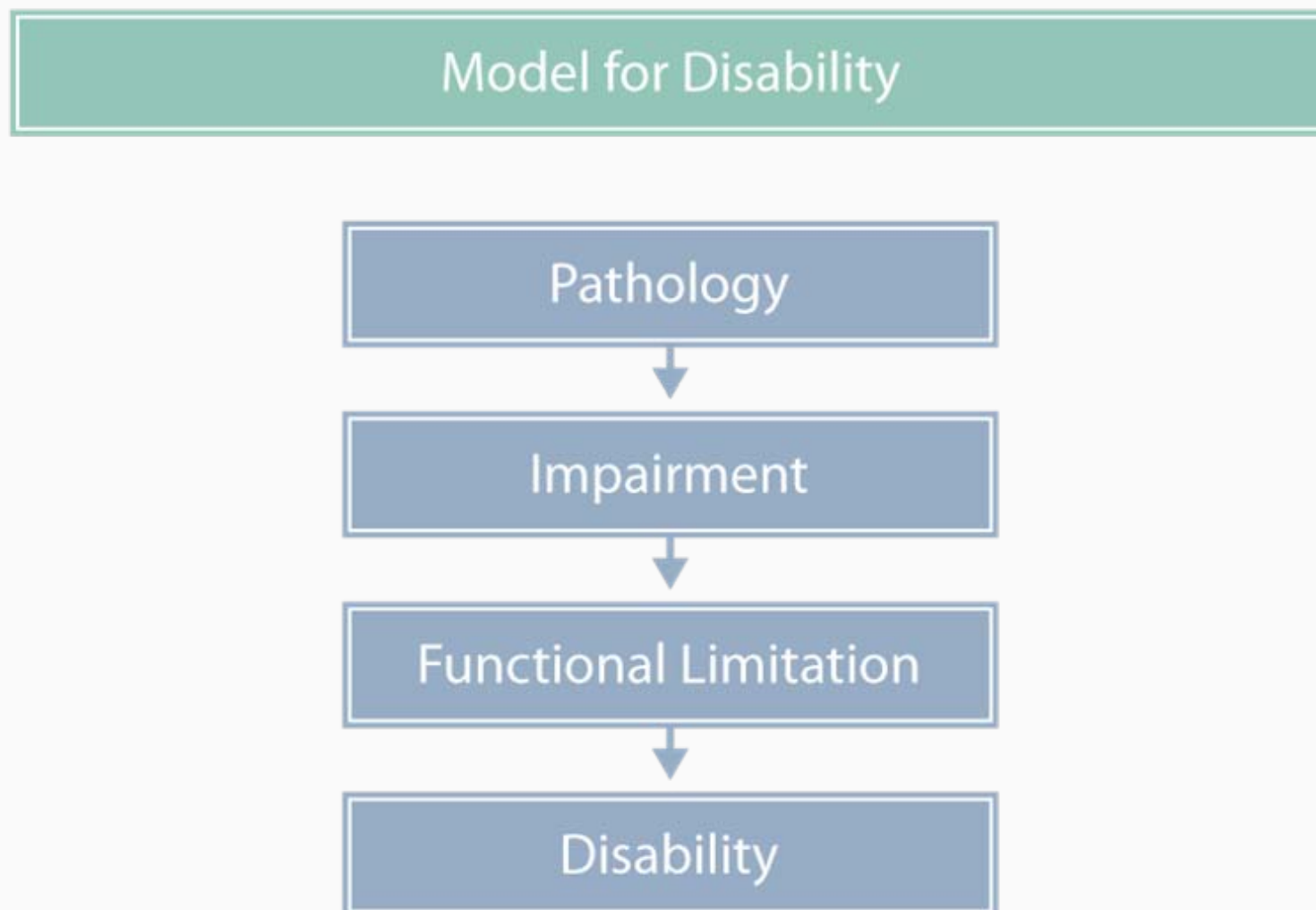
Issues with Data

- Multiple data sets—definition of disability; inconsistency
- Need replication, builds strong evidence
- May underestimate true prevalence—no estimate of environment (physical and social barriers)
- Different questions—changes over time
- Survey design issues
 - Question wording
 - Response rates—bias
 - Weighting methodology
 - Item non-response
 - Proxy rates and mode of interview
 - Base population, age groups

Costs of Disability

- Direct costs—medical care expenditures: \$200 billion
- Indirect costs—lost productivity of individual with the disability and family members who had to stop working to care for them: \$155 billion
- Indirect costs underestimated—women earn less, have higher rates of disability
- Impact on family systems

Model for Disability (IOM, 1991)



Pathology

- Interruption or interference of normal bodily processes or structures
- Problems occur at the cellular level, e.g., inflammation in joints due to rheumatoid arthritis

Impairment

- Defined by medical diagnosis
- Loss and/or abnormality of mental, emotional, physiological or anatomical structure or function
- Includes all losses or abnormalities, not just those attributable to active pathology; also includes pain

Functional Limitation

- Restriction or lack of ability to perform a task in the manner or within range considered normal that results from impairment
- E.g., inability grasp, pull with arm
- MAY BE LIMITED BUT NO DISABILITY

Disability

- Inability or limitation in performing socially defined roles or activities expected of individuals within a social and physical environment
- E.g., change of job, can no longer jog/run recreationally

A Brief History of Models of Disability

Model	Origin	Organ level	Personal level	Societal level	Other domains
Nagi	Pathology	Impairment	Functional limitations	Disability	
WHO '80	Disease	Impairment	Disability	Handicap	
IOM '91	Pathology	Impairment	Functional limitations	Disability	
NCMRR '92	Pathophysiology	Impairment	Functional limitations	Disability	Societal limitations
IOM '97	Pathology	Impairment	Functional limitations	Disability	<ul style="list-style-type: none"> ▪ Environmental factors ▪ QOL
WHO '02	Health condition	Body structure and function	Activity	Participation	<ul style="list-style-type: none"> ▪ Environmental factors ▪ Personal factors

Americans with Disabilities Act 1990

- Prohibits discrimination of an otherwise qualified individual on account of disability
- Qualified—if he or she can perform the essential functions of the job with or without “reasonable accommodations”

Preplacement Assessments

- Must be performed after an applicant has been offered a position
- Can only evaluate the applicant's ability to perform the identified critical functions of the job being offered

Reasonable Accommodation

- Making facilities accessible
- Job restructuring, part-time or modified work schedules
- Acquisition or modification of equipment or devices
- Reasonableness or accommodation based on cost and impact on business

ADA Amendments Act (2008)

- Broader scope of protections for disabled workers
- Reversed Supreme Court rulings that Congress felt were too restrictive
- Becomes effective in January 2009

ADA Amendments Act

- Has promoted expansion of definitions
- Change in the act to allow more individuals to be considered with respect to disability
- Also expands the definition of major life activities
- Directs the Equal Employment Opportunity Commission (EEOC) to revise description of substantial limits (to include reading, bending, communicating, major bodily functions, e.g., immune system impairments or neurological conditions)