**THE EFFECT OF PRODUCTIVITY-BASED WAGES ON EMPLOYMENT INCLUSION OF PEOPLE WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES – A SCOPING REVIEW**

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**Objectives:** Persons with intellectual and developmental disabilities (IDD) face a number of challenges relative to entry into the conventional labour market. These challenges may be interpreted as residing in the person (e.g. skill and experience deficits, behaviour challenges) the environment (e.g. stigma, high unemployment, competition), or at the intersection between the two (e.g. poor job matching, inadequate training and support). One factor that has been cited as reducing employment opportunities for this population is the legal requirement for employers to compensate workers with IDD at fair market wages, regardless of their ability to perform at competitive levels. Various forms of productivity-based wage systems have been implemented internationally with a goal of addressing this challenge. This scoping review sought to answer the questions: 1) What theoretical and practical arguments have been advanced for and against productivity-based wage systems relative to employment of people with IDD? 2) What is the impact of productivity-based wage systems on employment outcomes for persons with IDD?

**Method:** The review was undertaken following the procedures outlined by Arksey & O’Malley (2005). The initial search identified papers published since 2012 that addressed the central concept of productivity-based wages relative to disability. Relevant papers were selected based on their 1) applicability to people with IDD as an employee group, 2) pertinence to at least one of the guiding questions. Based on multiple similar documents in some contexts (e.g. government websites), redundant sources were eliminated. Analysis sought to qualitatively summarize content of selected papers relative to the guiding questions.

**Results:** The study is currently underway. A wide spectrum of sources have been identified spanning government documents, newsletters, websites and peer reviewed research papers. Early findings indicate that productivity-based wage systems exist in a limited number of countries, and their implementation is a source of great controversy. Positions against productivity-based wages frequently cite the opportunity for exploitation of workers with IDD and other disabilities, as well as the inequity of basing the wages of workers with disabilities on productivity, when this metric is rarely applied to other workers. Arguments in favour of this type of compensation system identify opportunity for choice, increased work options and opportunity for inclusive productivity, and the potential for greater wage fairness. Where monitored systems are implemented, limited evidence exists on empirical outcomes.

**Discussion/Conclusions**: There exists little empirical evidence concerning the impact of productivity- based wages on the employment of persons with IDD. Ongoing research is needed to inform debate on this contentious issue.

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