

Disability in the Workforce – Hong Kong Management Insight Indicator

- 1 in 3 people are directly or indirectly impacted by disability
- 78% of people with disabilities will acquire their disability at 16 years old or over
- What does that mean for your organisation?

Given the lack of useful data relevant to how disability affects business in Hong Kong, this tool is intended to give senior leaders an insight into the number of people who might require them to make adjustments that will allow them to perform to their full potential. Some of these people will already be working in your organisations and may be fearful of asking for relevant adjustments, or they may not know that you would be prepared to make these adjustments. Other well-qualified candidates with disabilities may not approach your organization if they do not think you will make reasonable adjustments to the workplace.

This Hong Kong data has been extrapolated from the UK disability statistics which are comprehensive and which reflect the global data issued by the World Health Authority. As you are looking at these in the context of your organisation in Hong Kong, challenge yourselves to ask 'is there any reason why this data would be different in Hong Kong?' For instance, is there evidence that the % of the Hong Kong workforce with dyslexia might be less or more than the UK data? If not, then use the data on the following page as a management insight indicator for your organisation to build the business case, stimulate discussion and set goals.



Disability in the Workforce - Hong Kong

Management Insight Indicator

*calculated using UK disability statistics**

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KEY

- UK data
- Estimated HK data

1 in 3 people are disabled or close to someone who is

12.5 % of employees of the private sector have a disability

78% of disabled people acquired their impairment aged of 16 or older

1.32 million employees in Hong Kong may be disabled or close to someone who is

At least **495,754** private sector employees in HK could have a disability

This would mean circa **464,000** employees in HK could become disabled post-16

62% of all adult computer users would be more productive using existing accessible software features

For HK, this represents **2.46 million** members of the workforce

3 in 10 employees experience mental health conditions in any 1 year

Thus, **1.19 million** employees in HK could be affected by mental health conditions in any 1 year

317,282 employees in Hong Kong may have caring responsibilities

79,320 employees in Hong Kong could become disabled each year

Therefore **396,000** employees in HK may have dyslexia

10% of workforce has dyslexia

Total Hong Kong workforce: 3.96 million

8% of the workforce combine unpaid caring responsibilities with paid work

2% of the working age population become disabled every year



*data provided by Employers Forum on Disability, UK **UNESCO 2005