

Disability in the Workforce - Singapore

Management Insight Information

- 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 Singapore, 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 organisation if they do not think you will make reasonable adjustments to the workplace.

This data is based on 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 Singapore, challenge yourselves to ask 'is there any reason why this data would be different in Singapore?' For instance, is there evidence that the % of the Singapore 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.



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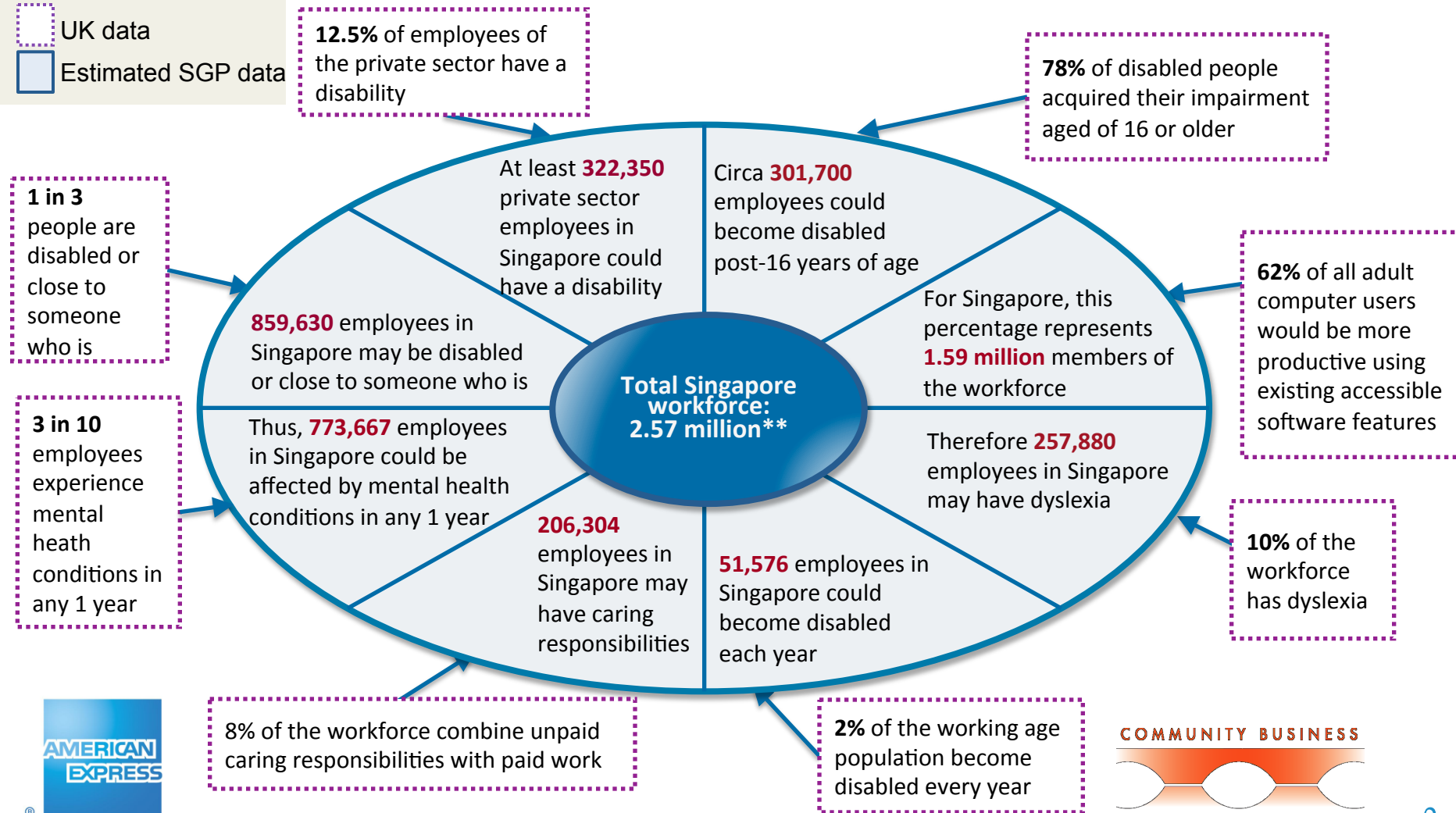
Management Insight Indicator

*calculated using UK disability statistics**

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KEY

- UK data
- Estimated SGP data



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