

ABUSE AND BULLYING OF PWDs



Over the past 5 years, **abuse of adult PWDs by family members** has almost **doubled.**
(Care Corner Project StART, 2016)

46 cases reported in 2015
by Care Corner Project StART and Safe Centre combined.

Why Should You Care?

Abuse can include psychological maltreatment, neglect, sexual assault, financial exploitation, and physical violence.

Many cases of abuse of PWDs remain undetected or unreported because PWDs, particularly those with intellectual disabilities, might not be aware that they are being abused.

EXISTING GAPS

Public awareness of abuse and bullying of PWDs is low

There are no specific resources for PWDs who are abused. Cases also go largely ignored or are investigated half-heartedly.

Poor recognition and articulation of abuse

Abuse cases tend to get ignored when PWDs themselves are unaware of the situation, much less articulate these accounts to others.

Support Community Efforts

ABUSE-CENTRIC SERVICES

PAVE, Safe Centre focus on elderly PWD abuse and Care Corner Project StART deals with abuse cases involving vulnerable persons. The latter has also been training hospital staff, grassroots leaders and people working with the disabled to detect abuse.

PROVISIONS FOR ASSISTIVE TECHNOLOGIES



Between 2015 and 2016, **More than 1,100** PWDs have been helped by the Assistive Technology Fund.
(SG Enable, 2016)

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(SG Enable, 2016)

Why Should You Care?

AT devices enhance PWD's independence, productivity, comfort, and ability to participate in school and the workplace.

Access to AT in Singapore is impeded by high cost. Many companies still view AT devices as a hefty investment for employees with disabilities due to the maintenance and repair costs.

EXISTING GAPS

Little consumer awareness of available and suitable AT

Few explore AT options and only when advised by medical personnel or non-profits.

AT can be an expensive option

Middle-income households are not eligible for financial subsidies, and many companies are reluctant to purchase them due to high repair costs.

AT literacy remains a challenge

There are insufficient programmes and services to improve the AT literacy of caregivers, families and teachers.

Support Community Efforts

PRIVATE & NON-PROFIT COLLABORATION

Tote Board-Enabling Lives Initiative and Singtel provide funding to startups to leverage technology to improve the lives of PWDs.

Asia-Pacific Assistive, Rehabilitative Therapeutic Technologies Network (ARTT-Network) plans to develop collaborative entrepreneurship between students with disabilities and able-bodied students to improve AT.

More local smartphone apps aid PWDs, for example, Mirror Notes which helps a hearing-impaired person communicate.

CAREGIVER SUPPORT



There are an estimated **210,000** caregivers aged between 18 to 69 caring for a disabled, infirm, or an elderly family member.
(National Health Survey, 2010)

Why Should You Care?

For family caregivers, juggling employment and caregiving responsibilities can be stressful. Negative impacts include strain on physical and socio-emotional well-being and the lack of financial stability. According to the NCSS Respite Care Study (2014), caregivers suffer from poor mental health.

EXISTING GAPS

No aggregator platform for various assistance schemes for PWDs

Due to differing access to assistance schemes, there is confusion about what is available to whom and their quality.

Caregivers receive symptomatic help

The knowledge and level of assistance given to caregivers depends on the experience and knowledge of service providers they meet.

Caregiver programmes can be unaffordable

Many support programmes are out of reach for lower-income families.

Support Community Efforts

SUPPORT SERVICES

Caregivers Alliance and AWWA provide information, referrals, skills training and other support services for caregivers.

SPD offers peer support groups while TOUCH Caregivers Support provides home-based and other support services for caregivers.

CHALLENGES IN THE WORKPLACE



More than 60% of PWDs felt they were not included in the workplace or given opportunities for professional development
(National Council of Social Service, 2016)

PWDs form only **0.1%** of the private sector workforce.
(3rd Enabling Masterplan, 2017-2021)

Why Should You Care?

More employers are receptive to employing PWDs, but lack the awareness about suitable accommodations needed, like wheelchair-friendly offices or flexible work arrangements.

Automation has significantly reduced the jobs available to PWDs, particularly those with intellectual disabilities.

Sheltered workshops tend to compensate PWDs with below market wages, offer a limited range of job types and provide few opportunities for upskilling.

EXISTING GAPS

Need for public awareness on the value of an inclusive workplace

The general public often sees PWDs as incapable, dependent on others or an economic liability.

Structural barriers prevent PWDs from seeking employment

These include poor workplace accessibility, below market wages and a lack of flexible work arrangements, for example bringing a caregiver into work if necessary.

Support Community Efforts

PRIVATE & NON-PROFIT COLLABORATIONS

Singapore Business Network on DisAbility (SBND), led by Deutsche Bank and Singtel, and Enabling Employers Network (EEN) create stronger awareness among business leaders on the inclusion of PWDs in the workplace.

JOB PLACEMENT & GUIDANCE

Bizlink, Society for the Physically Disabled, Cerebral Palsy Alliance Singapore and the Autism Resource Centre's Employment and Employability Centre provide job matching, job placements and career guidance services to PWDs.

Social enterprises such as Joan Bowen Café, Laksania and the MINDS shop create job opportunities for PWDs. Companies such as Uniqlo, Han's and KFC, are also known for their inclusive hiring practices.

Rise Mentoring, a mentorship programme by SG Enable, Accenture, Barclays Bank, Deutsche Bank and Singtel, pairs students with special needs with senior executives to improve employability.

ACCESS TO HOUSING AND FINANCIAL INDEPENDENCE



Only 650 spots in 6 adult disability homes are available, projected by MSF to increase to 1,600 by 2018.
(Ministry of Social and Family Development, 2016)

Only **16%** of PWDs have the ability to put aside savings.
(Lien Centre for Social Innovation, 2015)

Why Should You Care?

What PWDs desire the most is the independence to work, move freely and exercise some autonomy over their daily lives. (NCSS Quality of Life Survey, 2015)

With increasing life expectancy of PWDs and an ageing population, their ageing caregivers will not always be there for them.

Medical expenses, transport costs and the cost of employing a domestic worker are the main financial outlays for PWDs. (Lien Centre for Social Innovation study)

EXISTING GAPS

Accessibility of financial services
There are few customisable schemes providing support for the financial security of PWDs, and financial services are not always accessible for them.

Housing options for PWDs are limited, and there is a 6-12 month average waiting time for a place in a disability home.

Day-care programmes that help to develop PWDs' cognitive and social abilities are insufficient.

Support Community Efforts

RESIDENTIAL CARE & HOME BASED SERVICES

Some of the VWOs that offer residential care for PWDs include Bishan Home for the Intellectually Disabled, Blue Cross Thong Kheng Home, Metta, MINDSville, Thye Hua Kwan (THK) Moral Society, The Red Cross Home for the Disabled and TOUCH Ubi Hostel.

AWWA Personal Care Serve provides home based care services for PWDs.

SPECIAL NEEDS TRUST

Caregivers can set up a trust fund with the Special Needs Trust Company, which disburses monthly payouts to cover the basic expenses of a person with special needs after their caregivers die.

SOCIAL INCLUSION AND STIGMA



64% of the public are willing to share but not interact with PWDs in public spaces.
(Lien Foundation, 2016)

Almost 1 in 2 children with special needs do not have typically developing friends.
(Lien Foundation, 2016)

More than 1/3 of the public reported that they would not hire PWDs if they were employers.
(National Council of Social Service, 2015)

Why Should You Care?

According to a NCSS public awareness workshop, the public displays larger social distances towards persons with autism and intellectual impairment than persons with mild disabilities.

EXISTING GAPS

Poor understanding of the spectrum of disabilities

Disabilities are heterogenous and there is a need to understand PWDs for their capabilities, instead of the lack thereof.

Lack of inclusive mainstream environments for PWDs

Integrating environments means adapting public spaces to be more accessible, inclusive and safe for PWDs.

Support Community Efforts

INCLUSIVE PROGRAMMES & SPACES

AWWA, Autism Association and MINDS operate Me Too! Club, which engages socially-isolated adults aged 16 years and above who have moderate to severe disabilities through regular befriending services, social activities and outings.

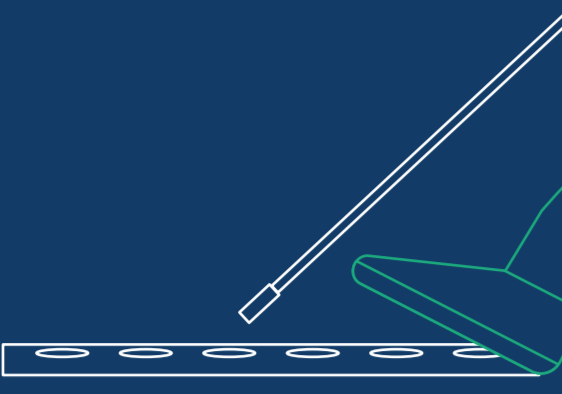
Kindle Garden is an inclusive kindergarten by AWWA where children with disabilities mix with their typically developing peers.

iFit inclusive gym by Care Advisors Recruitment Enterprise encourages mingling of PWDs with the public.

The Purple Parade is an annual parade celebrating special needs.

The Disabled People's Association (DPA) and Rainbow Centre also conduct talks on promoting a more inclusive and accessible society for PWDs.

ACCESS TO PUBLIC INFRASTRUCTURE



Prevalence Rate of PWDs in Singapore:

13.3% of Singaporeans aged above 50
3.4% of Singaporeans aged between 18 to 49

(Ministry of Social and Family Development, 2017)

Why Should You Care?

Access to public infrastructure is defined by both public facilities and transport options built with consideration for those with special needs.

Factors that affect access include the coverage of legislation, the limitations or possibilities of the urban built environment and attitudinal behaviours of the public.

EXISTING GAPS

Access for different kinds of disabilities

There is a lack of wheelchair friendly ramps in older buildings. There is little disabled-friendly information due to communication barriers and insufficient public signage for the blind. Visual alarms and better signage for the aurally disabled are needed.

Lack of awareness building initiatives

Anti-discrimination laws supporting guide dogs for the visually disabled could be more rigorously implemented. Bus captains, taxi drivers and other service providers should receive sensitivity training and disability awareness training.

Lastly, more programmes are needed to support the needs of those with developmental disabilities.

Support Community Efforts

ADVOCACY & TRAINING

Disabled People's Association (DPA), The Singapore Association for the Deaf (Sadeaf), Singapore Association of the Visually Handicapped (SAVH) and the Society for the Physically Disabled (SPD) routinely provide suggestions and advocate for better accessibility options.

DPA encourages training in disability etiquette, people-first training and getting familiar with guide dogs accompanying the visually-disabled.

ACCESS TO SPORTS AND RECREATIONAL FACILITIES



Only about **1/3 of PWDs**

engage in any kind of sport on a regular basis.
 (National Sports Survey, 2015)

157

para-athletes qualified for all 15 sports at the 8th ASEAN Para Games in 2015.

(Singapore National Paralympic Council, 2015)

Why Should You Care?

Sports benefits PWDs in three ways – it helps them develop their self-esteem and confidence, it helps others build a more inclusive society and it nurtures the Singapore spirit.

Singapore has produced Paralympian medallists like swimmers Yip Pin Xiu and Theresa Goh, however sports participation remains low in general.

EXISTING GAPS

Lack of public support for PWD sporting efforts

There is little fanfare about PWD sports events, and sharing of public sporting facilities is often not tolerated or encouraged.

Little financial assistance for para-athletes

Such assistance is needed for covering transport, training and competition registration costs.

Support Community Efforts

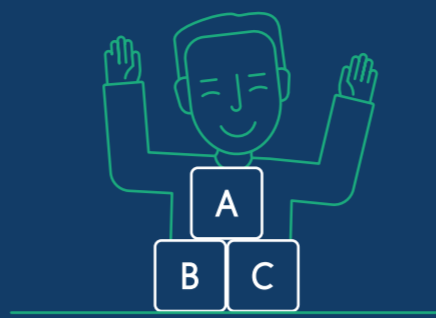
SPORTS FOR THERAPY & INTEGRATION

Equal Ark is a NPO that works with PWDs through equine therapy for rehabilitation and reintegration purposes.

Running Hour is an inclusive sports co-operative that promotes the integration of PWDs with the public through running.

Deaf Dragons is a competitive dragon-boating team under a social enterprise, Society Staples, which also aims to connect PWDs with the wider community through fitness activities.

EDUCATIONAL PATHWAYS AND SUPPORT (0-6 YEARS OLD)



As of 2015, there are about **7,000 children** aged 6 and below with special needs.
 (TODAY, 2015)

Between 2010 and 2014, there was a

76% increase

in children with developmental delays, in particular autism spectrum disorders.
 (Ministry of Health, 2016)

Why Should You Care?

Educational needs of disabled preschoolers vary according to the type of disability. For example, those with physical disabilities may only need assistive equipment to enable their integration into mainstream pre-schools.

EXISTING GAPS

Lack of affordable pre-school options

There are private pre-schools for PWDs, but these are out of reach for most parents.

Lack of qualified manpower and trained expertise

This talent shortage is related to poor professionalisation of the sector, low remuneration and occupational prestige.

Support Community Efforts

EDUCATION & SUPPORT SERVICES

There are 17 Early Intervention Programme for Infants & Children (EIPIC) centres run by VWOs.

Organisations that provide educational support services for children with special needs include Care Corner Educational Therapy Service, Singapore Association for the Deaf (SADeaf), Handicaps Welfare Association (HWA) among others.

Kindle Garden, opened by Lien Foundation, SG Enable and AWWA, offers the first inclusive childcare model that aims to create a 'values-based, inclusive and non-discriminatory learning environment'.

EDUCATIONAL PATHWAYS AND SUPPORT (7-18 YEARS OLD)



There are **1,730 students**

with moderate to severe disabilities in public-funded schools.
 (Ministry of Education, 2016)

Between 2013 and 2016, the number of students with mild special educational needs in mainstream schools rose from

13,000 to 18,000.

(Ministry of Education, 2016)

Why Should You Care?

There are three mainstream secondary schools with facilities and programmes for students who are visually impaired, and three for those who are hearing impaired. 32 have programmes for those with physical disabilities.

EXISTING GAPS

High attrition rate of Allied Educators

Allied Educators, who monitor and support students with disabilities, lack career recognition, and receive lower salaries than mainstream educators.

Affordability of fees

This is a huge concern for middle-income parents who do not qualify for financial aid.

Support Community Efforts

EDUCATION & SUPPORT PROGRAMMES

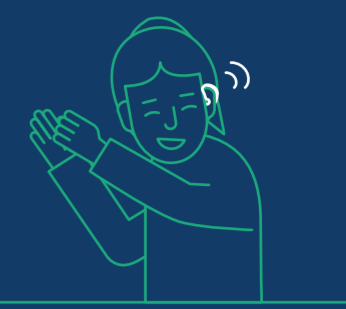
VWOs currently running Special Education (SPED) schools include the Association for Persons with Special Needs, Metta Welfare Association, MINDS and AWWA among others.

Five SPED schools - Pathlight, APSN Delta, Grace Orchard, Metta and Minds Woodlands Gardens - have started a school-to-work transition programme that identifies students capable of finding post-school employment or training opportunities.

On the advocacy front, Disabled People's Association (DPA) has sought to address issues faced by disabled children entering both mainstream and special education pathways.

SG Enable is also a one-stop centre in understanding programmes and provisions for disabled students.

LESS VISIBLE DISABILITIES



1 in 150 children

in Singapore have autism.
 (3rd Enabling Masterplan, 2017-2021)

About 1 in 1,000 babies in Singapore are born with hearing loss each year

(The Singapore Association for the Deaf, 2016)

About 50% of those 80 years and above experience significant hearing loss.

(The Singapore Association for the Deaf, 2016)

Why Should You Care?

Less visible disabilities include autism, intellectual disabilities, dyslexia, and hearing impairments.

The low public awareness of less visible disabilities creates stigma. Atypical behaviour exhibited by people with autism or intellectual disabilities tends to be judged negatively and invites suspicion, apprehension and avoidance.

EXISTING GAPS

Lack of public education on less visible disabilities

Intellectual disabilities and sensory impairments are harder to understand as they are not as obvious as physical ones.

Lack of community outreach efforts

More understanding is needed to address the specific needs and concerns of people with less visible disabilities.

Support Community Efforts

EMPLOYMENT & PUBLIC AWARENESS

Movement for the Intellectually Disabled of Singapore (MINDS) provides employment opportunities for its clients through its social enterprises.

The Employability & Employment Centre by the Autism Resource Centre provides employability training, job placements and job support for youth and adults with autism.

Public education programmes to raise awareness on less visible disabilities are also conducted by non-profit organisations such as The Singapore Association for the Deaf and Autism Resource Centre.

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