

DISABILITY TRENDS REPORT

DEC 2024

© Ministry of Social and Family Development, Republic of Singapore

Reproductions of extracts for this publication are allowed, together with the acknowledgement of Ministry of Social and Family Development, for non-commercial use.

Strategy and Women's Development Division
Ministry of Social and Family Development
512 Thomson Road
MSF Building, #09-00
Singapore 298136
msf_swd@msf.gov.sg

A. CONTENTS

A. CONTENTS	2
B. TECHNICAL NOTE	5
C. INTRODUCTION	6
D. DEMOGRAPHICS	7
D1. INTRODUCTION.....	7
D2. AGE	7
Among persons with disabilities known to government, 1 in 3 were aged 19 – 34.....	7
D3. DISABILITY TYPES	8
Physical disability was the most common disability type, particularly among persons with disabilities aged 50 and above	8
D4. SEX AND AGE.....	9
More male than female persons with disabilities across all age groups, except those aged 65 and above	9
E. INCLUSIVE EDUCATION	10
E1. EARLY YEARS	10
More children served in Early Intervention (EI) programmes	10
Children with developmental needs reported lower QOL scores compared to their typically developing peers.....	11
E2. SCHOOLING YEARS.....	13
More SPED graduates transitioned into work or further studies post-graduation	13
E3. BEYOND SCHOOLING YEARS.....	15
1 in 5 persons with disabilities participated in training in the past year	15
Majority of persons with disabilities who attended training programmes were satisfied with and felt well-supported during training.....	16
For those who did not participate in training, the top cited reason was that their disability made it difficult for them to participate.....	17
F. INCLUSIVE EMPLOYMENT	18
F1. EMPLOYMENT RATE	18
More persons with disabilities were employed.....	18
F2. NATURE OF EMPLOYMENT	19
Among persons with disabilities who were employed, majority were in full-time employment.	19
F3. INDUSTRY PROFILE	20
Persons with disabilities were mostly employed in the services industry, similar to the resident workforce	20
F4. MONTHLY INCOME.....	21
Wage growth for persons with disabilities outpaced wage growth for the resident workforce .	21
More persons with disabilities are also receiving employment support	21
G. CAREGIVING SUPPORT	22

G1. DEMOGRAPHICS OF CAREGIVERS OF PERSONS WITH DISABILITIES	22
Findings showed that around 1 in 4 caregivers were aged 65 and above; majority of caregivers were females.....	22
Parents formed slightly more than half of all caregivers of persons with disabilities.....	23
6 in 10 spousal caregivers were caring for persons with a physical disability	23
G2. QUALITY OF LIFE	24
Decrease in QOL scores for caregivers of persons with disabilities... ..	24
...across the physical, social relationships, psychological and environment domains.....	25
G3. FAMILY RESILIENCE, SOCIAL SUPPORT, AND CAREGIVER BURDEN.....	26
Majority of caregivers of persons with disabilities reported moderate to high family resilience scores.....	26
... and high social support and low caregiving burden.....	27
G4. EMPLOYMENT.....	28
About half of caregivers of persons with disabilities were employed.....	28
6 in 10 reported that caregiving did not impede their work opportunities or employment	29
G5. CAREGIVER SERVICES.....	30
Over 2 in 3 caregivers were currently using at least 1 caregiver service.....	30
Over 1 in 3 caregivers had access to the support services that they required	31
Financial assistance and subsidies were the top cited service that caregivers required but have not been able to access.....	31
H. INCLUSIVE ENVIRONMENT	32
H1. INCLUSIVE TRANSPORT	32
Over 8 in 10 persons with disabilities have used public transport in the past year	32
Among those who have used public transport in the past year, 7 in 10 expressed satisfaction with the public transport system	32
H2. INCLUSIVE PUBLIC SPACES	34
Public spaces continued to be accessible to persons with disabilities	34
H3. INCLUSIVE HEALTHCARE	35
Almost all persons with disabilities had access to healthcare services in the past year	35
7 in 10 persons with disabilities expressed satisfaction with healthcare services	35
Most felt that public healthcare facilities were accessible and met their needs	36
H4. INCLUSIVE COMMUNICATIONS	37
Greater access to mainstream broadcast media and key online platforms	37
I. ASSISTIVE TECHNOLOGY.....	38
Majority of persons with disabilities have their assistive technology needs met.....	38
Improved access to subsidised assistive technology devices through the Assistive Technology Fund (ATF)	38
J. INCLUSIVE COMMUNITY	39
J1. INCLUSIVE LIVING	39
Persons with disabilities reported better overall QOL in 2024....	39

...particularly in the social relationships and psychological domains 40

More than half of persons with disabilities participated in social or community activities in the past year 41

More persons with disabilities expressed satisfaction with opportunities to participate in social activities 41

J2. INCLUSIVE SPORTS 42

 Around half of persons with disabilities regularly participated in sports in the past year 42

J3. INCLUSIVE ARTS & HERITAGE 43

 1 in 10 persons with disabilities participated in arts and heritage activities in the past year 43

 More than half who participated in arts and heritage activities reported feeling satisfied with their access to these activities..... 43

 Lack of interest was the top cited reason for those who did not participate in arts and heritage activities 44

J4. INCLUSIVE PUBLIC ATTITUDES 45

 Slightly more than half of persons with disabilities felt included and not discriminated 45

 Public attitudes toward persons with disabilities were generally positive 45

 The drop in positive attitude scores were due to (i) a decrease in positive attitudes toward persons with disabilities in the workplace... 46

 ... and (ii) a decrease in positive public attitudes across all disability types except physical disability, which remained stable 47

 Higher proportion of positive public attitudes among those with regular contact with persons with disabilities 48

K. CONCLUSION **50**

B. TECHNICAL NOTE

DEFINITIONS

Disabilities refer to the five main disability types as outlined in Singapore's Enabling Masterplans: Physical Disability, Visual Impairment, Hearing Loss, Intellectual Disability, and Autism.

Multiple disabilities refer to persons with disabilities who have two or more of the five main disability types.

Persons with disabilities known to government refer to persons with disabilities who are currently using, or have previously enrolled in or applied for government schemes, programmes or services.

Caregivers of persons with disabilities refer to those who are the primary caregiver of persons with disabilities (i.e., the only or main person who takes care of the care recipient).

Quality of Life (QOL) is measured through the World Health Organisation Quality of Life Brief Version (WHOQOL-BREF) framework which assesses an individual's well-being across four domains (Physical, Psychological, Environment, Social). For children (aged 3 – 6), QOL is measured through the KIDSCREEN framework, which consists of five domains (Physical, Psychological, Autonomy and Parent Relation, School Environment, and Social Support and Peers).

DISABILITY AND INCLUSION PANEL STUDY (DIPS)

DIPS is a longitudinal study on persons with disabilities and their caregivers. Launched on 23 August 2022, it tracks 2,000 persons with disabilities known to government and 2,000 paired caregivers between 2022 and 2030. DIPS supports persons with disabilities research on a broad range of topics through regular polling on important aspects of their lives, and is the source for various indicators under the Enabling Masterplan 2030 (EMP2030).

Since its launch, the study has successfully conducted 8 research polls which would be repeated every two years. The topics include Quality of Life, Employment and Employability, Independent Living, Assistive Technology, Service Care and Quality, Lifelong Learning, Community Living and Family Resilience.

C. INTRODUCTION

We want to make Singapore a place where persons with disabilities are enabled to pursue their aspirations, achieve their potential, and participate as integral members of society. Singapore's disability policy is guided by our national roadmaps, the Enabling Masterplans. In 2022, the Government launched its fourth iteration, the Enabling Masterplan 2030 (EMP2030), which sets out goals and targets to ensure that Singapore becomes a more disability-inclusive society by 2030.

This Disability Trends Report provides key updates on key trends relating to persons with disabilities and their caregivers as we work towards a more disability-inclusive Singapore. Overall, the trends show that Singapore has made progress in enabling persons with disabilities to live, work, and engage in the community. A whole-of-society effort is needed to continue shifting mindsets toward a more caring and disability-inclusive Singapore. The key trends from the report are:

Physical disability, intellectual disability and hearing loss were the most common disability types amongst persons with disabilities known to government.

Among persons with disabilities aged 19 and above known to government, the most common disability types were physical disability (34.4%), intellectual disability (19.2%) and hearing loss (16.0%). The proportion of those with physical disability was the highest among those aged 50 and above. 51.3% of persons with disabilities aged 50 – 64 and 62.4% of persons with disabilities aged 65 and above were diagnosed with a physical disability, compared to only 7.3% for those aged 19 – 34 and 25.4% of those aged 35 – 49.

Employment rate of persons with disabilities has increased.

The average employment rate for persons with disabilities aged 15 – 64 increased from 28.2% in 2018/2019 to 32.7% in 2022/2023. The proportion of employed persons with disabilities aged 15 – 64 in full-time employment increased from 74.5% in 2018/2019 to 79.7% in 2022/2023. The median income among persons with disabilities continued to grow over the years, rising from \$2,630 in 2018/2019 to \$4,242 in 2022/2023.

1 in 4 caregivers of persons with disabilities were 65 years old and above.

In terms of demographics of caregivers of persons with disabilities, the median age of caregiver respondents was 57 years old, with 1 in 4 respondents aged 65 years and above. By sex, 67.9% of caregivers of persons with disabilities were females.

Majority of caregivers of persons with disabilities were resilient and were being supported.

80.0% of caregivers of persons with disabilities reported moderate to high family resilience scores. 89.9% and 87.2% of respondents also reported high levels of perceived social support and low levels of caregiving burden respectively.

Physical environments are largely accessible, especially public transport and public spaces.

In 2024, 79.8% of buildings and 99.5% of public spaces have achieved basic accessibility. 83.4% of persons with disabilities used some form of public transport in the past year in 2023, with 74.2% of them reported feeling satisfied with the public transport system.

Persons with disabilities reported higher overall Quality of Life (QOL) scores in 2024 compared to 2015.

The overall QOL scores of persons with disabilities increased from 53.8 points in 2015 to 56.2 points in 2024. Compared to 2015, persons with disabilities in 2024 scored higher in the Social Relationships and Psychological domains.

Attitudes towards persons with disabilities were generally positive with lower scores at workplaces.

Attitudes from the public were generally positive towards persons with disabilities. 68.9% of respondents reported positive attitudes toward persons with disabilities in 2023, compared to 76.8% in 2019, with a higher proportion reporting neutral attitudes in 2023. Majority of respondents reported positive attitudes toward persons with disabilities in the school setting and learning context (81.1% in 2023) and in community and shared spaces (78.2% in 2023). However, the proportion of respondents who reported positive attitudes toward persons with disabilities in the workplace decreased from 59.6% in 2019 to 50.6% in 2023.

D. DEMOGRAPHICS

D1. INTRODUCTION

As of December 2023, there were around 45,000 persons with disabilities aged 19 and above known to government. This refers to persons with disabilities who are currently using or have previously enrolled in or applied for government schemes, programmes or services. Their profiles are outlined in the current section.

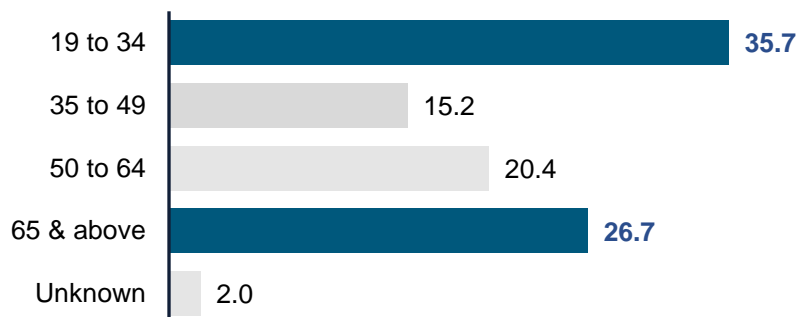
Information on children with developmental needs (DN) (aged 0 – 6) and students with special educational needs (SEN) (aged 7 – 18) can be found at the Inclusive Education section, as DN and SEN represent a different and broader set of support needs¹.

D2. AGE

Among persons with disabilities known to government, 1 in 3 were aged 19 – 34

As of December 2023, the top two age groups of persons with disabilities known to government were those aged 19 – 34 (35.7%), followed by those aged 65 and above (26.7%) (Chart 1). This was likely due to the Ministry of Social and Family Development's (MSF) database having more comprehensive data for younger age groups due to greater awareness and diagnosis.

Chart 1: Persons with Disabilities Known to Government, by Age Group (Per Cent)



Source: MSF

Note: Figures are as of Dec 2023. Unknown refers to cases where age data is unavailable.

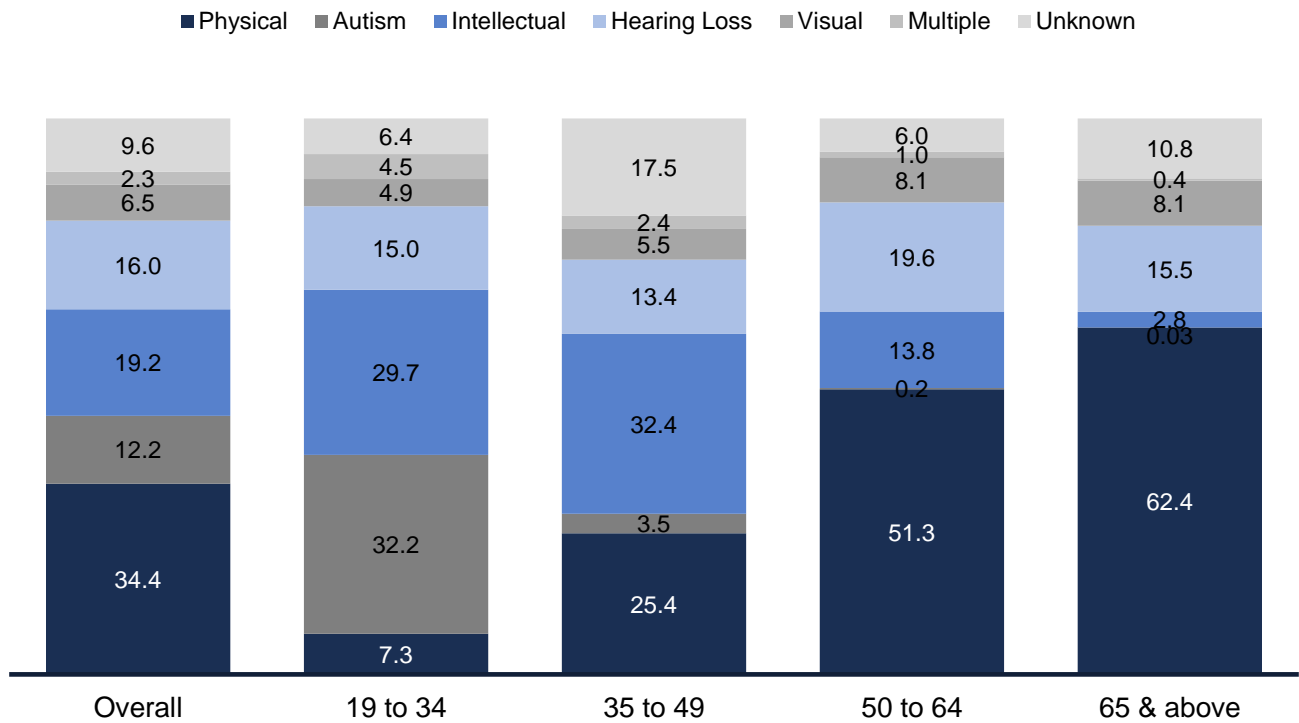
¹ While children with DN and students with SEN require additional support given their educational needs, not all children with DN or students with SEN need to be supported as persons with disabilities, nor choose to identify as a person with disability in adulthood.

D3. DISABILITY TYPES

Physical disability was the most common disability type, particularly among persons with disabilities aged 50 and above

Among persons with disabilities known to government, the most common disability types were physical disability (34.4%), followed by intellectual disability (19.2%) and hearing loss (16.0%) (Chart 2). The proportion of those with physical disability was highest among those aged 50 and above. 51.3% of those aged 50 – 64 and 62.4% of those aged 65 and above were diagnosed with a physical disability, compared to only 7.3% for those aged 19 – 34 and 25.4% of those aged 35 – 49.

Chart 2: Persons with Disabilities Known to Government, by Age and Disability Type (Per Cent)



Source: MSF

Note: Figures are as of Dec 2023. Unknown refers to cases where disability type data is unavailable.

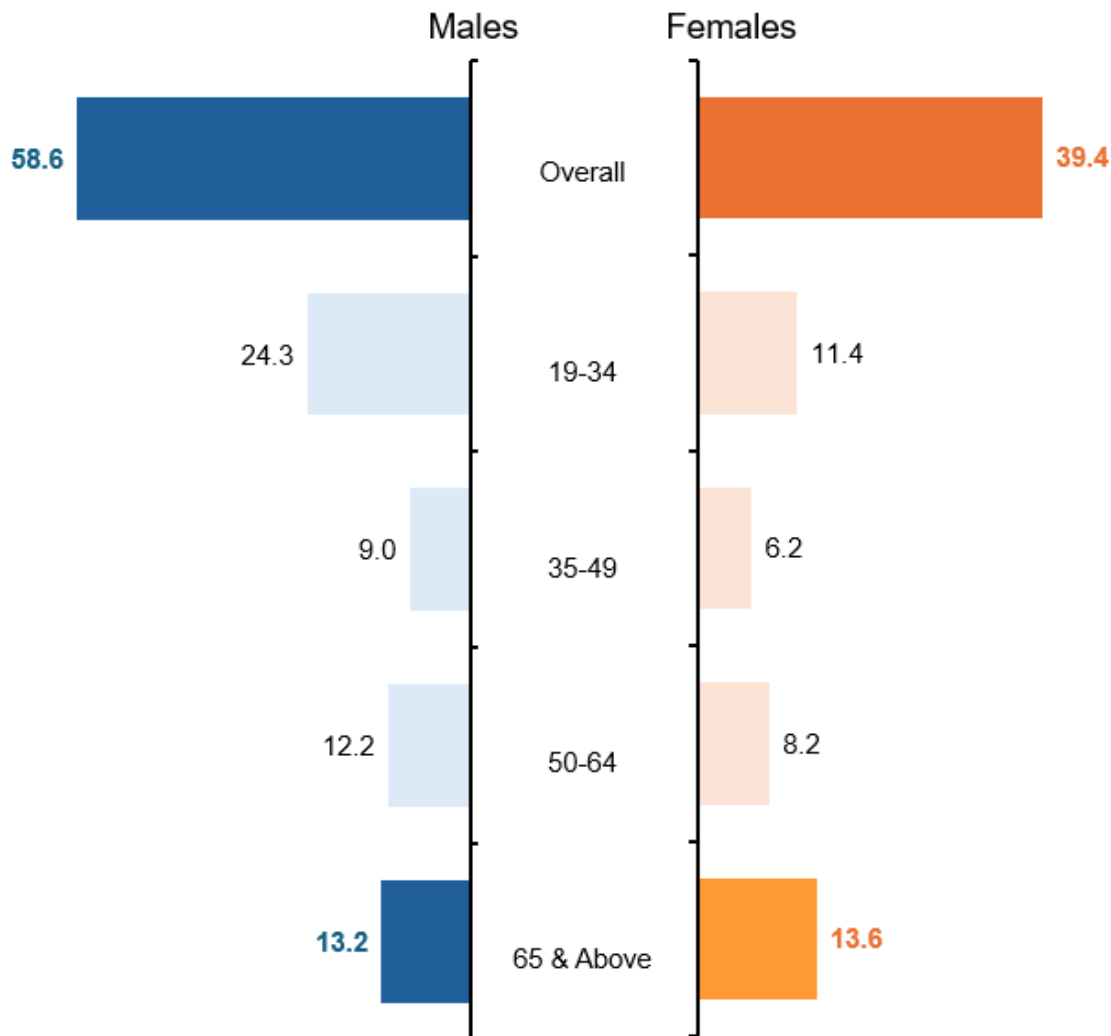
D4. SEX AND AGE

More male than female persons with disabilities across all age groups, except those aged 65 and above

Overall, 58.6% of persons with disabilities known to government were male (Chart 3). This difference is largely attributed to more males with autism known to government compared to females. This trend was also observed in other countries such as Australia², Hong Kong³, and South Korea⁴ where there were more males with autism compared to females.

There were slightly more females aged 65 and above (13.6%) compared to males (13.2%).

Chart 3: Persons with Disabilities Known to Government, by Sex and Age (Per Cent)



Source: MSF

Note: Figures are as of Dec 2023. Overall row do not add up to 100% due to cases where sex data is unknown.

² Survey of Disability, Ageing and Carers (SDAC) 2022. Australian Bureau of Statistics

³ General Household Survey 2021, Special Topics Report No. 63 – Persons with disabilities and chronic diseases. Census Statistics Department, Hong Kong Special Administrative Region

⁴ KOSIS, Korean Statistical Information Service

E. INCLUSIVE EDUCATION

The pace of economic and technological advancement has accelerated over the years. Disruptions and volatility are increasingly the order of the day. Their impact, particularly on persons with disabilities, are more significant and acute. Therefore, we need to strengthen support for lifelong learning for persons with disabilities, and equip them with the skills and knowledge needed to support their employment and employability, and to participate fully in society.

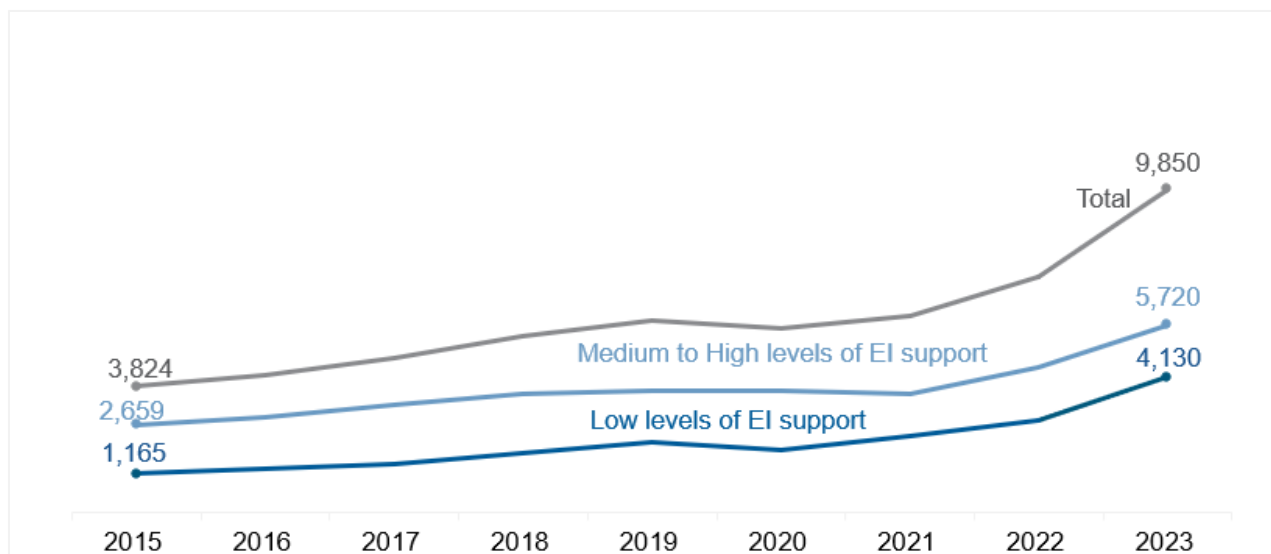
E1. EARLY YEARS

The early years are critical for a child's cognitive, social, and functional development. Children with DN should be provided with timely access to early intervention, so that they have a strong foundation to pursue their aspirations and achieve their fullest potential in adulthood.

More children served in Early Intervention (EI) programmes

The number of children requiring low levels of early intervention support served in EI programmes increased from 1,165 in 2015 to 4,130 in 2023 (Chart 4). The number of children requiring medium to high levels of early intervention support served in EI programmes increased from 2,659 in 2015 to 5,720 in 2023.

Chart 4: Number of Children Aged 0 – 6 served in EI Programmes



Source: Early Childhood Development Agency (ECDA)

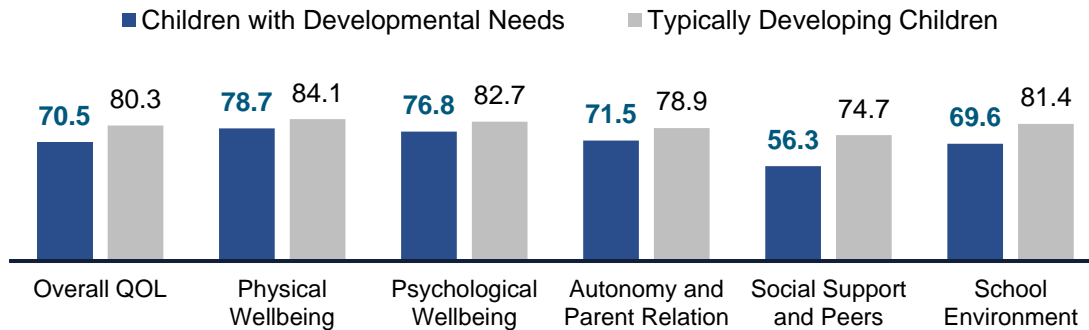
Note: Data prior to 2015 is not available

Children with developmental needs reported lower QOL scores compared to their typically developing peers

Based on the National Council of Social Service’s (NCSS) 2023 Quality of Life of Children and Youth Study, children aged 3 – 6 with DN scored lower in their overall QOL compared to their typically developing peers (Chart 5).

Based on responses from their parent/caregiver, children with DN spent less time with their friends, had fewer positive interactions, gave or received less help from their peers, and faced more challenges in coping at school.

Chart 5: QOL Scores of Children Aged 3-6 with Development Needs Compared to Typically Developing Children, by Domains (out of 100)



Source: NCSS 2023, Quality of Life of Children and Youth Study

Note: Responses to the KIDSCREEN questionnaire were provided by a parent or caregiver. QOL scores range from 0-100, with higher scores reflecting better QOL, and a score of 50 indicating neither poor nor good. All group comparisons are statistically significant at the 5% significance level. The QOL Study sample was representative of children aged 3 – 6 accessing government-funded early intervention programmes on age.

INCLUSIVE PRESCHOOL WORKGROUP

The Inclusive Preschool Workgroup (IPWG) is a cross-sectoral workgroup involving people, private and public sector partners, formed to study and develop recommendations to better support children with developmental needs in preschools. The vision is for children with developmental needs to learn, play, contribute and participate meaningfully, alongside their typically developing peers in preschools and in society. To achieve this, in 2021, the IPWG put forth seven recommendations to enhance preschool and early intervention services. The seven recommendations are:

1. Work towards every preschool appointing a staff as an Inclusion Coordinator (ICO).
2. Expand the Development Support – Learning Support (DS-LS) and Development Support Plus (DS-Plus) programmes to more preschools, to support children requiring low levels of early intervention support.
3. Pilot an Inclusive Support Programme (InSP) to integrate early childhood and early intervention services at preschools for children aged 3 to 6, who require medium levels of early intervention support.
4. Enhance integration opportunities for children requiring high levels of early intervention support.
5. Enhance the inclusive education capabilities of early childhood educators and porosity across both early childhood educator and early intervention professional development pathways.
6. Enable more timely and systematic identification of developmental needs.
7. Strengthen parental support through parent education.

Since 2021, we have made progress on the IPWG's recommendations. The DS-LS programmes now covers about 900 preschools, which enrol about 60% of resident preschoolers aged 5 to 6. The InSP pilot has been launched in all seven preschool sites and we are monitoring its progress. About 90% of preschools now have ICOs appointed who are trained to work with their fellow early childhood (EC) educators to identify children with potential developmental needs for further assessment at Child Development Screenings and refer EC educators and parents to relevant early intervention resources and services. We have also strengthened our support for EC educators to equip them with key skillsets to support the learning needs and care for children with developmental needs by incorporating inclusive practices for early years into the curriculum of existing early childhood pre-service training courses for students and Continuing Professional Development (CPD) courses for in-service EC educators.

Everyone, including the government, preschools, early intervention providers, early childhood and early intervention professionals, parents and families, must play their part to make preschools more inclusive, and to ensure that all children can have a good start in life.

E2. SCHOOLING YEARS

Education for children is compulsory in Singapore, including for children with SEN⁵. Schooling provides children with communities of peers and teachers alongside whom they can learn and be equipped for meaningful participation in society.

Students with SEN attend mainstream schools and Special Education (SPED) schools. Those with the cognitive abilities and adaptive skills to access the national curriculum and mainstream learning environment attend mainstream schools. Those with moderate-to-severe SEN attend Special Education (SPED) schools where they are offered a customised curriculum to better support their needs. As of 2023, there were about 36,000 students with reported SEN. Around 80% of these students were supported in mainstream schools, and 20% were supported in SPED schools.

More SPED graduates transitioned into work or further studies post-graduation

Based on MOE's Graduate Employment Survey, the proportion of SPED school graduates progressing to employment, further studies at Institutes of Higher Learning, or further training, increased from 51.3% in 2016 to 57.0% in 2023 (Chart 6). The remaining graduates went on to enrol in adult disability services including sheltered workshops and Day Activity Centres, or receive care at home.

Chart 6: Proportion of SPED School Graduates Transitioning into Employment or Further Studies (Per Cent)



Source: Graduate Employment Survey, MOE

⁵ Students with SEN include those with learning and behavioural needs that are not captured by the definition of disabilities (see "Technical Note") such as dyslexia and Attention Deficit Hyperactivity Disorder. Not all students who have SEN will need to be supported as persons with disabilities, or choose to identify as persons with disabilities, in adulthood.

SUPPORT FOR STUDENTS WITH SEN

MOE remains committed to ensuring that all children are able to access an education that develops their potential and equips them with the knowledge and skills to participate meaningfully in society.

To support students with SEN in mainstream schools, all teachers are equipped with a basic understanding of the learning disabilities of students and strategies to create a caring and nurturing classroom environment for diverse learners. Schools have access to specialised manpower such as SEN Officers and MOE Educational Psychologists to plan and coordinate support for students with SEN. Mainstream schools also offer specialised support interventions such as TRANSIT⁶ (TRANSition Support for InTegration) for students with social and behavioural needs, Facing Your Fears for secondary school students with autism and anxiety, and Circle of Friends which aims to strengthen positive peer support for students with SEN.

To support students in SPED schools, MOE has worked with Social Service Agencies (SSAs) to enhance accessibility, affordability, and quality of SPED schools. First, to improve accessibility, MOE has been working with SSAs to set up more SPED schools, with 3 new schools set up in 2023. By 2030, the total number of SPED schools will increase to 28. Second, to enhance affordability, the maximum monthly school fees for Singaporeans students in government and community-funded SPED schools will be reduced to \$90 by mid-2025. Third, to enhance the quality of education, SPED Teaching and Learning Syllabuses were fully rolled out this year to guide SPED schools in delivering quality customised curricula. MOE is also working with SSAs to enhance the professionalism of the sector, such as with the SPED Leadership Development Programme and SPED Communities of Practice introduced this year to cultivate a strong pipeline of school leaders and deepen expertise respectively.

MOE will also continue to work with partner agencies to support SPED school graduates as they transition into post-schooling pathways – including through efforts like SG Enable's School-to-Work Transition Programme and the introduction of the Enabling Employment Credit.

⁶ TRANSIT supports Primary One students with social and behavioural needs in their transition into primary school by developing foundational self-management skills.

E3. BEYOND SCHOOLING YEARS

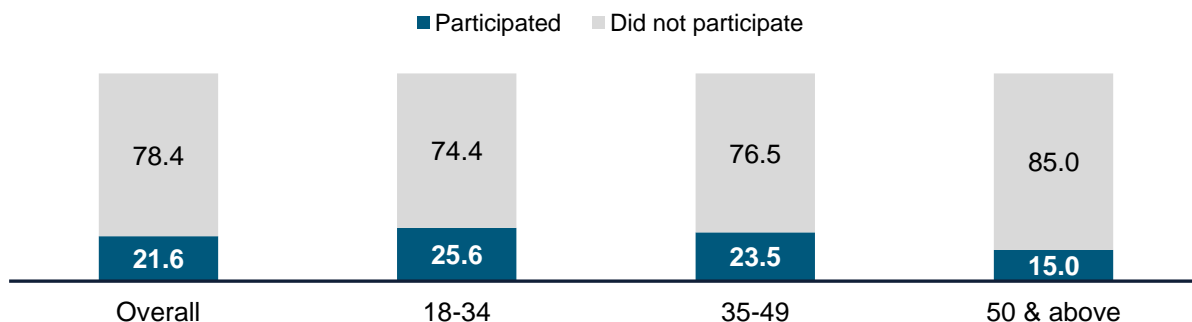
In a rapidly changing economy, persons with disabilities need to be equipped with the skills needed for personal growth and professional development. These lifelong learning opportunities will enable them to adapt to changes and maximise their potential.

1 in 5 persons with disabilities participated in training in the past year

Based on NCSS' Disability Inclusion and Panel Study (DIPS) 2023, 21.6% of persons with disabilities aged 18 – 64 participated in training programmes⁷ in the past year (Chart 7). This was lower than the training participation rate for the resident labour force (43.5%)⁸.

By age groups, training participation in the past year was highest (25.6%) for persons with disabilities aged 18 – 34, and lowest (15.0%) for persons with disabilities aged 50 and above.

Chart 7: Persons with Disabilities who Participated in Training Programmes in the Past Year by Age Group (Per Cent)



Source: DIPS 2023, NCSS

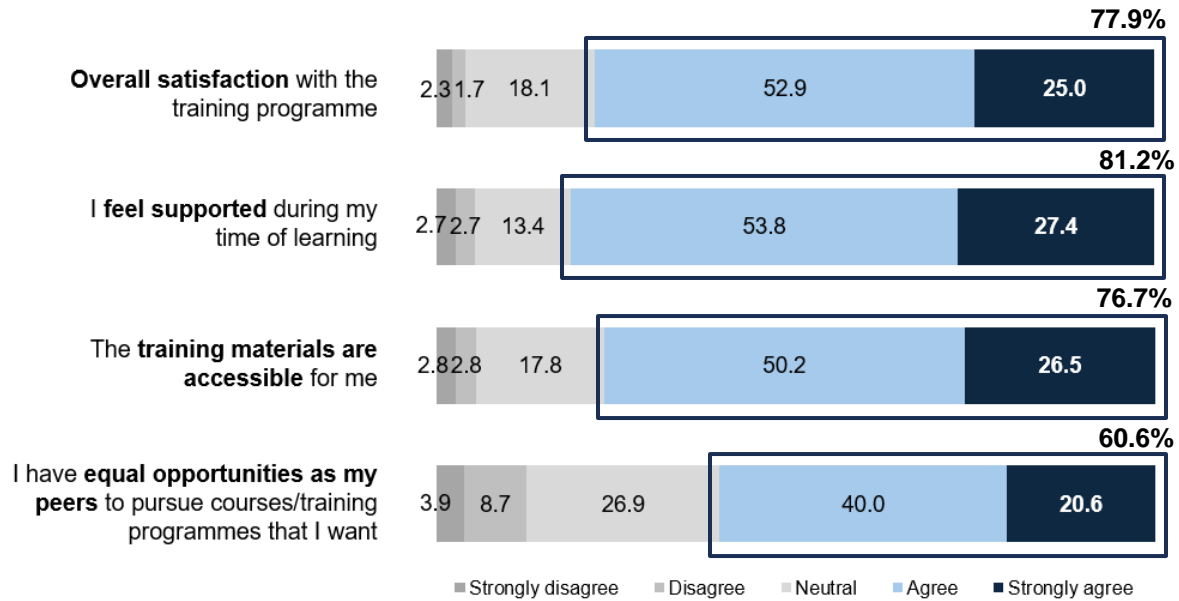
⁷ Training programmes refer to professional development programmes, workforce training programmes, and personal growth programmes. These programmes may be conducted on a full or part-time basis by various types of institutions such as public universities, private universities, private academies and social service agencies.

⁸ Training participation rate refers to the proportion of Singapore residents (i.e., Singapore citizens and Permanent Residents) aged 15 – 64 in the labour force who had engaged in some form of job-related structured training or education activities over the 12-month ending June. Source: Supplementary Survey on Adult Training, Manpower Research & Statistics Department, Ministry of Manpower. The concepts and definitions used in the survey as well as the survey methodology can be found at stats.mom.gov.sg.

Majority of persons with disabilities who attended training programmes were satisfied with and felt well-supported during training

Based on NCSS' DIPS 2023, among persons with disabilities who attended training programmes in the past year, 77.9% were satisfied with the training programme, 81.2% felt supported with the necessary arrangements made for them during their time of learning and 76.7% found the training materials accessible. 60.6% also reported having equal opportunities as their peers to pursue courses/training programmes that they want (Chart 8).

Chart 8: Persons with Disabilities' Experience with Training Programmes (Per Cent)

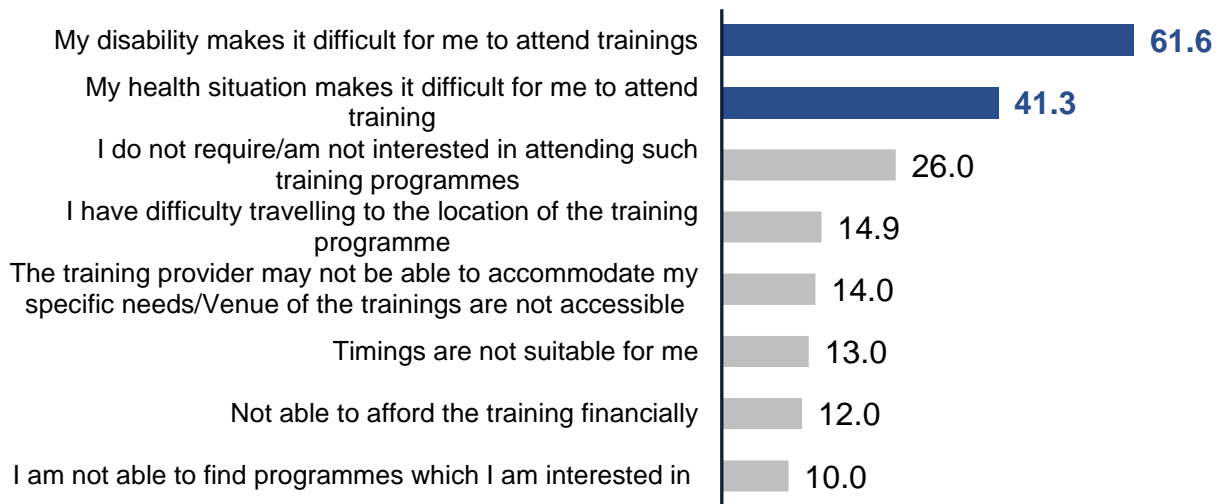


Source: DIPS 2023, NCSS

For those who did not participate in training, the top cited reason was that their disability made it difficult for them to participate

Based on NCSS’ DIPS 2023, 61.6% of persons with disabilities indicated that their disability made it difficult for them to participate in training programmes (Chart 9). The second top cited reason was because their health situation made it difficult for them to attend trainings (41.3%). Persons with disabilities gave feedback that they felt challenged and demotivated by commuting to unfamiliar locations.

Chart 9: Reasons for Not Attending Training (Per Cent)



Source: DIPS 2023, NCSS

Note: Percentages do not add up to 100% as each respondent may select more than 1 reason(s).

ENABLING ACADEMY

The Enabling Academy was launched by SG Enable in May 2022 to provide more training and learning opportunities for persons with disabilities, and those in their network of support, including employers, caregivers, sector professionals and training providers. Through strategic partnerships with corporates and training providers, the Enabling Academy has curated more than 300 accessible training courses for persons with disabilities in areas such as information and communications technology, accounting, early childhood development, human resources, logistics and cooking. To cater to trainees’ different learning preferences, training is delivered in multiple formats.

On 16 September 2024, Enabling Academy launched the Enabling Skills and Competencies Framework, which maps out the independent living and work skills needs of persons with disabilities. With this development, the courses offered by Enabling Academy will better appeal to persons with disabilities, allowing them to identify and develop specific independent living and work skills relevant to their needs.

F. INCLUSIVE EMPLOYMENT

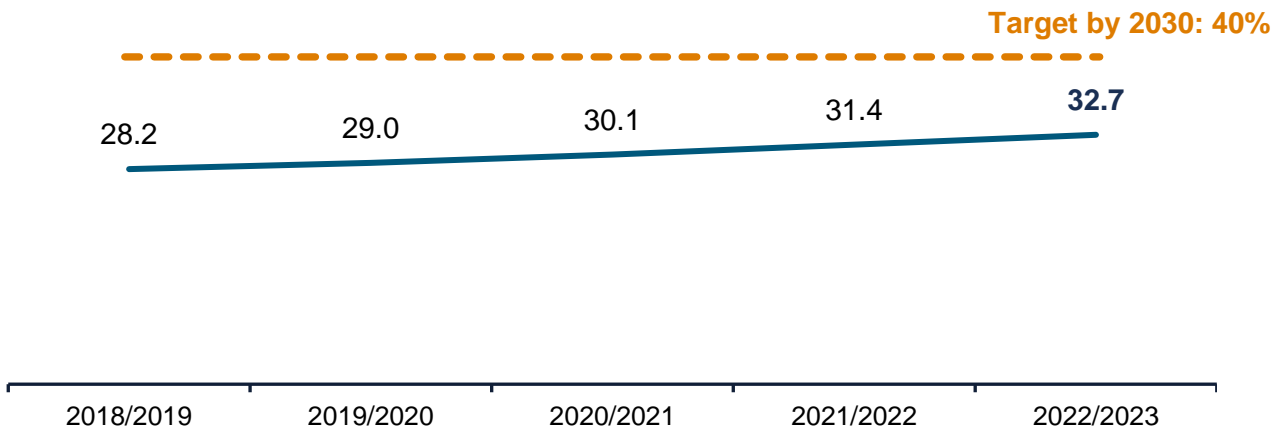
Employment is an important aspect of our lives. It contributes to financial independence, builds confidence in our abilities, and contributes to the economy and society. Participation in work activities, whether full-time, part-time, or ad-hoc employment provides an avenue for persons with disabilities to remain active and feel included in the community. As the nature of work changes, we must continue to remove barriers and create opportunities for persons with disabilities.

F1. EMPLOYMENT RATE

More persons with disabilities were employed

Based on Ministry of Manpower's (MOM) Comprehensive Labour Force Survey⁹, the average employment rate of persons with disabilities aged 15 – 64 who are Singapore residents steadily increased from 28.2% in 2018/2019 to 32.7% in 2022/2023 (Chart 10). The target of 40% by 2030 was set by the EMP2030 steering committee, which comprises members from the public, private and people sector, including persons with disabilities and their caregivers, when the EMP2030 was launched.

Chart 10: Resident Employment Rate of Persons with Disabilities Aged 15 to 64 (Per Cent)



Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: The use of two-year moving averages is to smoothen out year-on-year fluctuations due to the relatively small number of persons with disabilities. The concepts and definitions used in the Comprehensive Labour Force Survey as well as the survey methodology can be found at stats.mom.gov.sg.

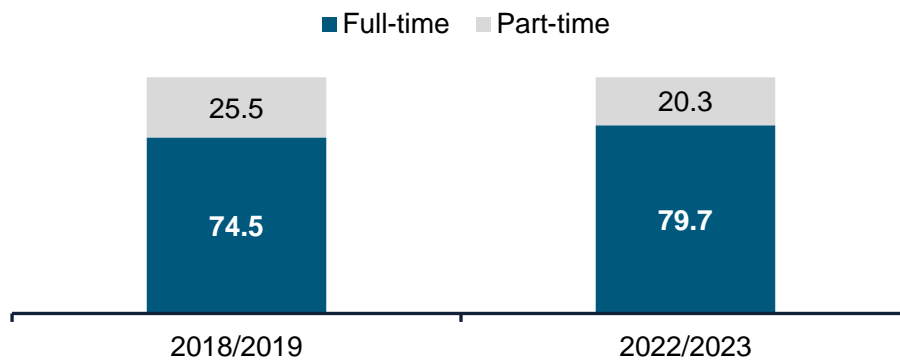
⁹ Data from the Comprehensive Labour Force Survey pertain to Singapore residents (i.e., Singapore Citizens and Permanent Residents).

F2. NATURE OF EMPLOYMENT

Among persons with disabilities who were employed, majority were in full-time employment

The proportion of employed persons with disabilities aged 15 – 64 in full-time employment increased from 74.5% in 2018/2019, to 79.7% in 2022/2023, while those in part-time employment correspondingly decreased from 25.5% in 2018/2019 to 20.3% in 2022/2023 (Chart 11). Overall, the proportion of employed persons with disabilities in full-time employment was lower than the proportion of full-time employed among the resident workforce as a whole (90.6% in 2018/2019 and 91.7% in 2022/2023).

Chart 11: Proportion of Full-Time and Part-Time Employed Among Persons with Disabilities Aged 15 – 64 (Per Cent)



Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

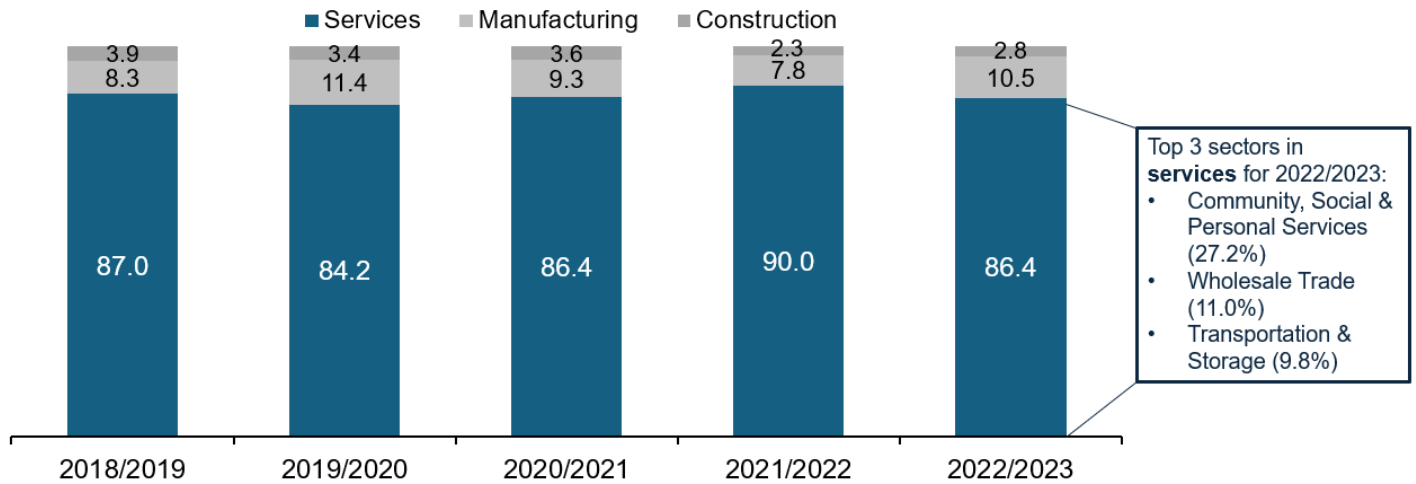
Note: The use of two-year moving averages is to smoothen out year-on-year fluctuations due to the relatively small number of persons with disabilities. To facilitate comparison, the data for the resident workforce is also based on two-year moving averages. The concepts and definitions used in the Comprehensive Labour Force Survey as well as the survey methodology can be found at stats.mom.gov.sg.

F3. INDUSTRY PROFILE

Persons with disabilities were mostly employed in the services industry, similar to the resident workforce

86.4% of employed persons with disabilities were in the services industry in 2022/2023 (Chart 12), a proportion similar to that of the resident workforce of 85.8% in 2022/2023. Within the services industry, the top three sectors in 2022/2023 for employed persons with disabilities were Community, Social & Personal Services (27.2%), Wholesale Trade (11.0%) and Transportation & Storage (9.8%).

Chart 12: Proportion of Employed Persons with Disabilities Aged 15 to 64, By Industry (Per Cent)



Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

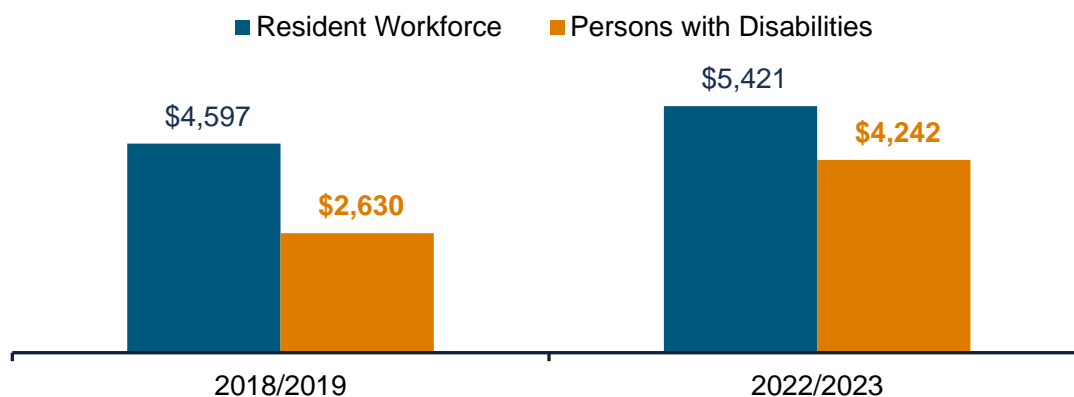
Note: The use of two-year moving averages is to smoothen out year-on-year fluctuations due to the relatively small number of persons with disabilities. The figures do not add up to 100% because the “Others” category, which includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management, are not shown separately. To facilitate comparison, the data for the resident workforce is also based on two-year moving averages.

F4. MONTHLY INCOME

Wage growth for persons with disabilities outpaced wage growth for the resident workforce

The median income among persons with disabilities continued to grow over the years, rising from \$2,630 in 2018/2019 to \$4,242 in 2022/2023, outpacing wage growth for the resident workforce (Chart 13). This is due to the increase in the percentage of tertiary educated among employed persons with disabilities (35% to 46%) and percentage of Professionals, Managers, Executives and Technicians (PMET) among employed persons with disabilities (34% to 45%) from 2018/2019 to 2022/2023. Typically, the tertiary educated will more likely be in PMET jobs and PMETs generally earn more than non-PMETs, resulting in the median income of persons with disabilities increasing over time. The share of employed persons with disabilities working as PMET increased over the years, in line with the overall trend for employed residents.

Chart 13: Nominal Median Gross Monthly Income from Employment (Including Employer CPF) of Full-time Employed Residents and Resident Persons with Disabilities Aged 15 – 64 (\$)



Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM

Note: The use of two-year moving averages is to smoothen out year on year fluctuations due to the relatively small number of persons with disabilities. Gross monthly income refers to income earned from employment. For employees, it refers to the gross monthly wages or salaries before deduction of employee CPF contributions and personal income tax. It comprises basic wages, overtime pay, commissions, tips, other allowances and one-twelfth of annual bonuses. For self-employed persons, gross monthly income refers to the average monthly profits from their business, trade or profession (i.e., total receipts less business expenses incurred) before deduction of income tax. Data excludes full-time national servicemen.

More persons with disabilities are also receiving employment support

The number of persons with disabilities that were supported under the Enabling Employment Credit (EEC) scheme grew from over 9,700 in 2021 (when EEC was first introduced) to close to 10,600 in 2023.

G. CAREGIVING SUPPORT

As persons with disabilities and their caregivers age, their care needs and ability to care will evolve. As households become smaller and the caregiving load is shared amongst fewer members, some families may find that providing family support and care is an increasing challenge. Caregivers play a critical role in supporting persons with disabilities. It is crucial that they are equipped, well-supported, and cared for, as they care for their loved one with disability.

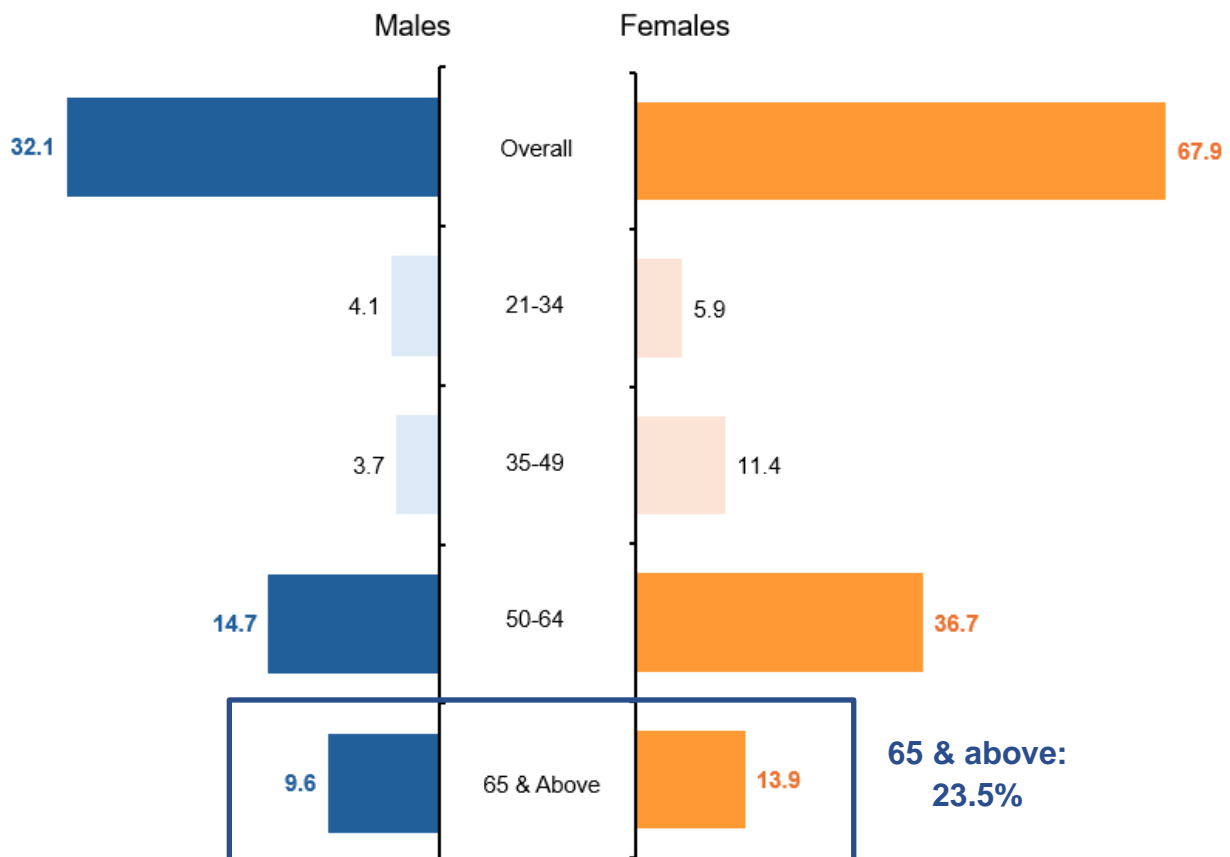
G1. DEMOGRAPHICS OF CAREGIVERS OF PERSONS WITH DISABILITIES

This section is based on findings from NCSS’ DIPS on caregivers of persons of disabilities aged 18 and above known to government. The current section provides the profiles of these caregivers.

Findings showed that around 1 in 4 caregivers were aged 65 and above; majority of caregivers were females

Caregivers of persons with disabilities have a median age of 57, with 23.5% of the caregivers aged 65 and above. Females comprised the majority (67.9%) of caregivers for persons with disabilities (Chart 14).

Chart 14: Caregivers of Persons with Disabilities, by Sex and Age (Per Cent)

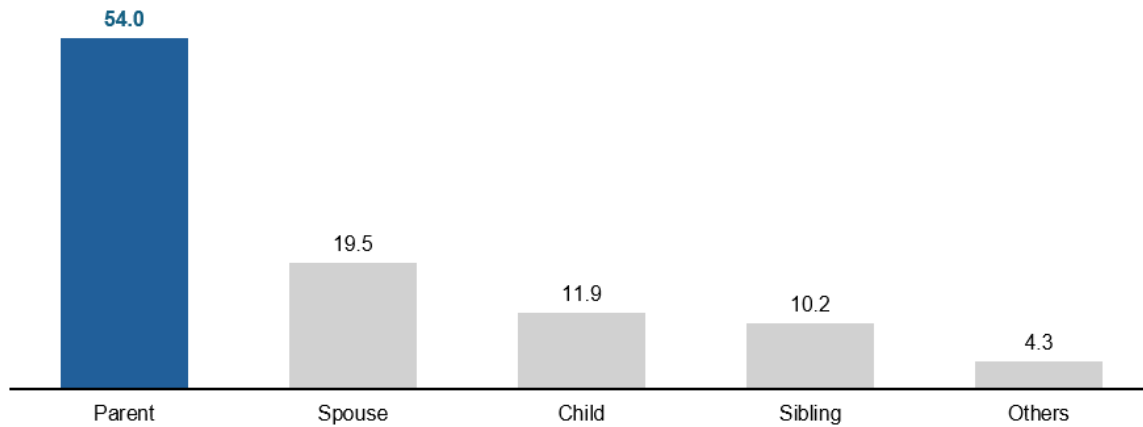


Source: DIPS 2022, NCSS

Parents formed slightly more than half of all caregivers of persons with disabilities

54.0% of the caregivers were parents of the persons with disabilities, followed by spouses (19.5%) and children (11.9%) (Chart 15).

Chart 15: Caregivers of Persons with Disabilities, by Relationship to Care Recipient (Per Cent)



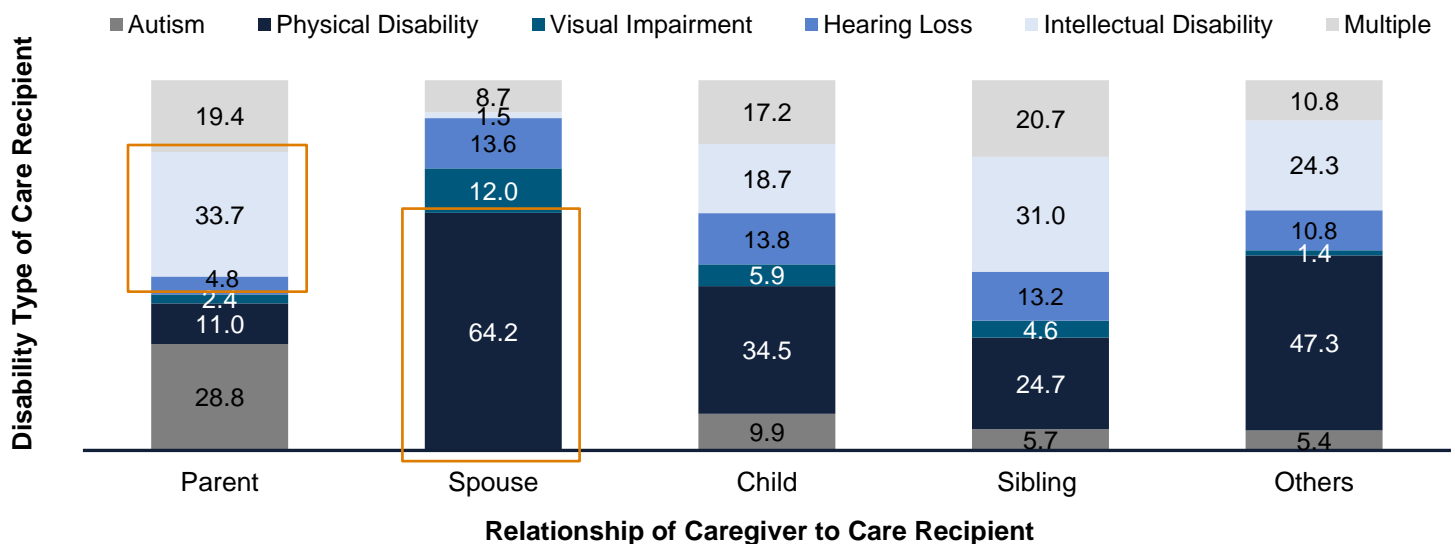
Source: DIPS 2022, NCSS

Note: Others include caregivers who were grandparent, guardian, or friend.

6 in 10 spousal caregivers were caring for persons with a physical disability

Among caregivers who were providing care to their spouse (19.5% based on Chart 15), 64.2% were caring for those with a physical disability. Among parental caregivers (54.0% based on Chart 15) who were caring for their child, 33.7% were caring for those with an intellectual disability (Chart 16).

Chart 16: Caregivers of Persons with Disabilities, by Relationship to Care Recipient and Disability Type of Care Recipient (Per Cent)



Source; DIPS 2022, NCSS

Note: Others include caregivers who were grandparent, guardian, or friend.

G2. QUALITY OF LIFE

Decrease in QOL scores for caregivers of persons with disabilities...

Based on NCSS' DIPS 2022 and 2024, the overall QOL scores of caregivers of persons with disabilities decreased¹⁰ from 64.7 points in 2022 to 62.1 points in 2024 (Chart 17).

Chart 17: QOL of Caregivers of Persons with Disabilities (Out of 100)



Source: DIPS 2022 and 2024, NCSS

Note: QOL scores range from 0-100, with higher scores reflecting better QOL, and a score of 50 indicating neither poor nor good.

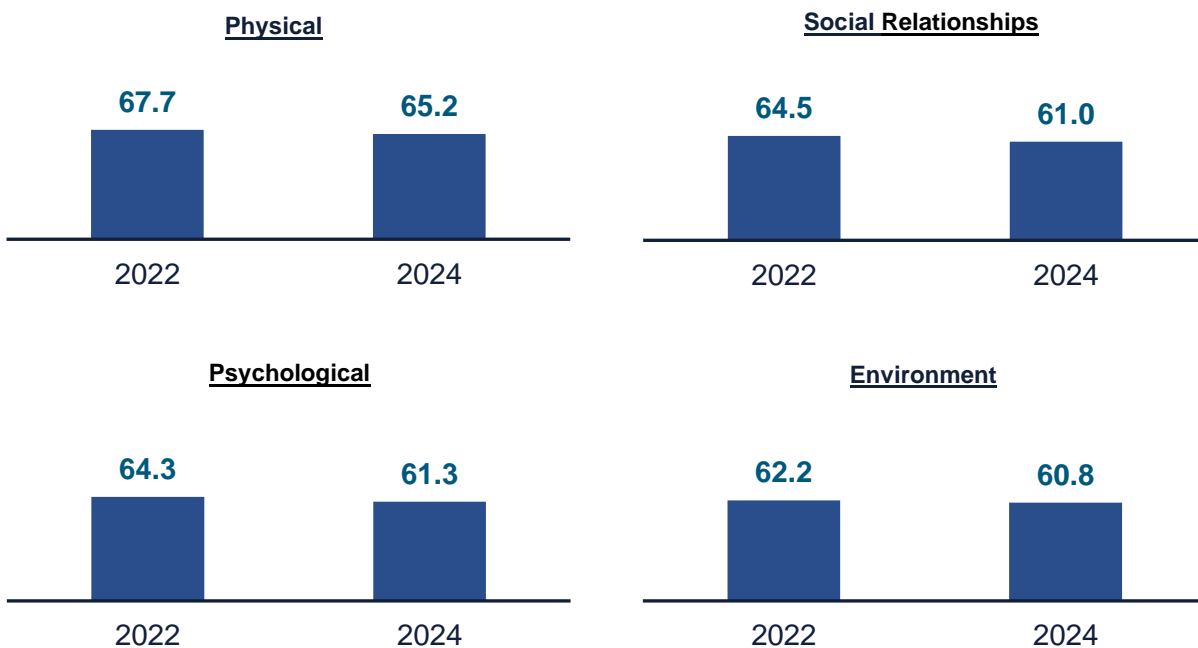
¹⁰ The difference in QOL scores of caregivers of persons with disability in 2022 and 2024 were statistically significant at the 5% significance level.

...across the physical, social relationships, psychological and environment domains

Based on the same NCSS survey, compared to 2022, caregivers of persons with disabilities reported lower QOL scores in 2024 across Physical (from 67.7 points to 65.2 points), Social Relationships (from 64.5 points to 61.0 points), Psychological (from 64.3 points to 61.3 points) and Environment domains (from 62.2 points to 60.8 points)¹¹ (Chart 18).

The decrease in QOL scores across the 4 domains from 2022 to 2024 were significantly larger¹² among caregivers of persons with disabilities with low family resilience, high caregiving burden, and low perceived social support, compared to those with moderate to high family resilience, low caregiving burden, and high perceived social support.

Chart 18: Quality of Life of Caregivers of Persons with Disabilities, by Domains (Out of 100)



Source: DIPS 2022 and 2024, NCSS

¹¹ The differences in QOL scores for 2022 and 2024 were statistically significant in the physical, social relationships, psychological and environment domains at the 5% significance level.

¹² The differences in QOL scores between caregivers with low family resilience, high caregiving burden and low perceived social support and caregivers with moderate to high family resilience, low caregiving burden and high perceived social support for 2022 and 2024 were statistically significant at the 5% significance level.

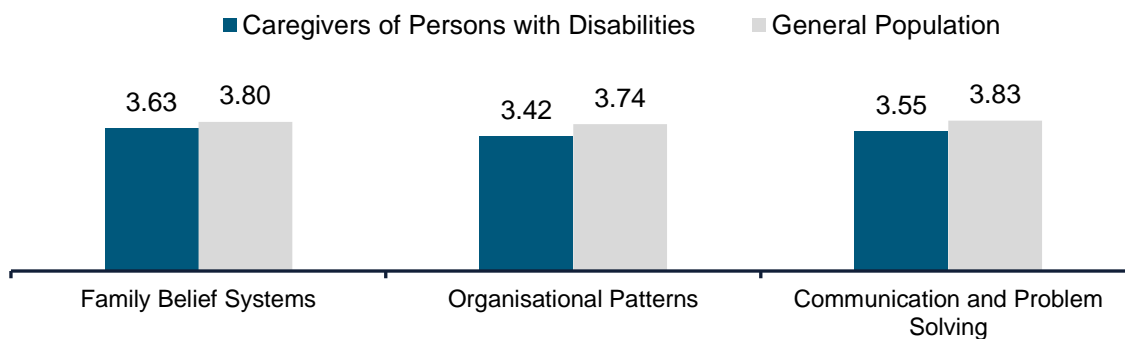
G3. FAMILY RESILIENCE, SOCIAL SUPPORT, AND CAREGIVER BURDEN

Majority of caregivers of persons with disabilities reported moderate to high family resilience scores...

Under the Walsh Family Resilience Framework, family resilience is defined as the capacity of the family to recover from adversity by emerging stronger and more resourceful, to manage stressful events, and forge transformative personal and relational growth. The NCSS' DIPS 2024 found that 80.0% of caregivers of persons with disabilities reported moderate to high¹³ family resilience scores. While this was lower compared to families in Singapore (85.9%)¹⁴, this suggests that most families with persons with disabilities would generally be able to recover from challenges together as a family.

Of the three domains that underlie the overall resilience score, caregivers of persons with disabilities scored the highest in the family belief systems¹⁵ (mean score: 3.63 out of 5) domain, followed by the communication and problem solving¹⁶ (3.55) and organisational patterns¹⁷ (3.42) domains¹⁸ (Chart 19).

Chart 19: Mean Family Resilience Scores of Caregivers of Persons with Disabilities Compared to the General Population, by Domains



Source: DIPS 2024, NCSS for resilience scores of caregivers of persons with disabilities, MSF for resilience score of general population.

¹³ Families with moderate to high resilience scored 3 and above (out of 5) on the Walsh Family Resilience Questionnaire.

¹⁴ Family Trends Report 2024, MSF

¹⁵ Family belief systems refer to the ability to make meaning of adversity and keep a positive outlook.

¹⁶ Communication and problem solving refer to the ability to approach adversity with clarity, support each other, and openly express emotions.

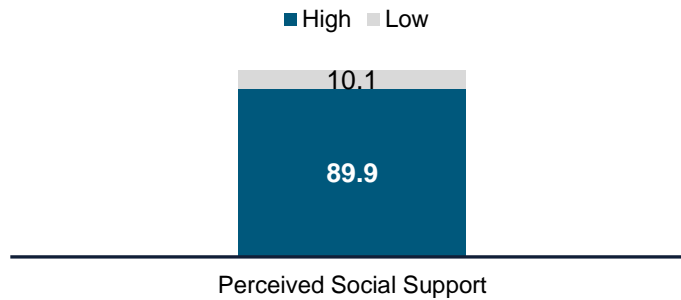
¹⁷ Organisational patterns refer to the ability to maintain flexibility, maintain connectedness, and draw from social and economic resources.

¹⁸ The difference in the mean scores were statistically significant at the 5% significance level.

... and high social support and low caregiving burden

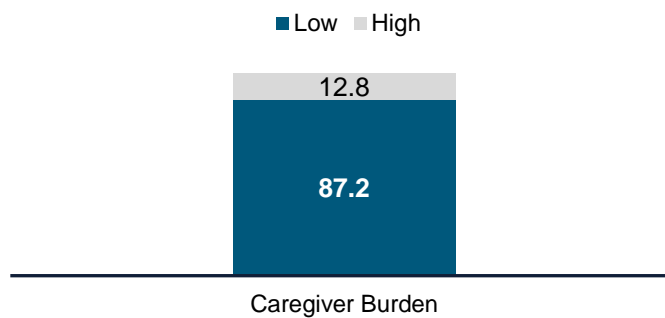
Based on NCSS' DIPS 2023 and 2024, 89.9% of caregivers of persons with disabilities reported high levels¹⁹ of perceived social support (Chart 20) and 87.2% of caregivers of persons with disabilities reported low levels²⁰ of caregiving burden (Chart 21).

Chart 20: Caregivers of Persons with Disabilities, by Level of Perceived Social Support (Per Cent)



Source: DIPS 2023, NCSS

Chart 21: Caregivers of Persons with Disabilities, by Level of Caregiver Burden (Per Cent)



Source: DIPS 2024, NCSS

¹⁹ Caregivers with high levels of perceived social support scored 25.0 and above (out of 40) on the Social Provision Scale.

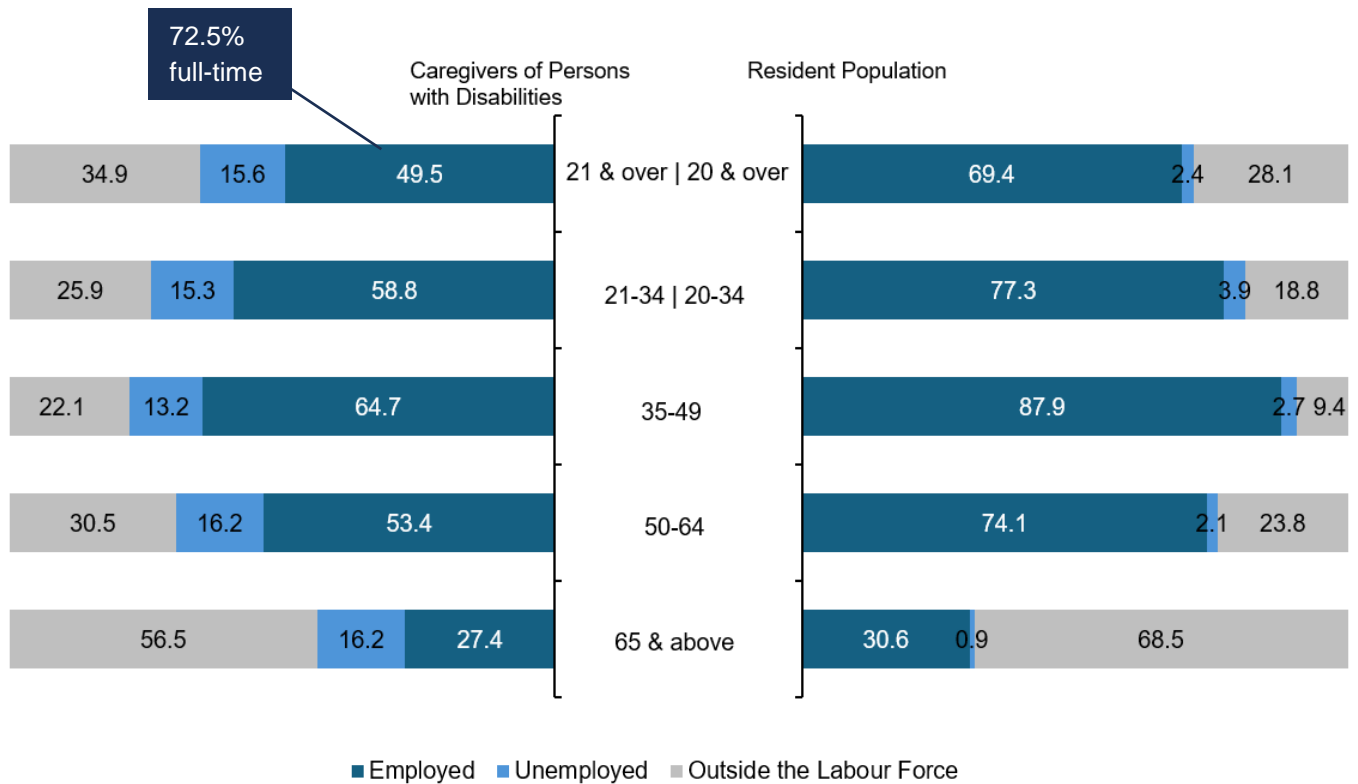
²⁰ Caregivers with low levels of caregiving burden score 14.0 and lower (out of 24) on the Zarit Burden Interview (6-Item).

G4. EMPLOYMENT

About half of caregivers of persons with disabilities were employed

Based on NCSS' DIPS 2022, 49.5% of caregivers of persons with disabilities were employed, with a majority (72.5%) in full-time employment (Chart 22). More than half of caregivers aged below 65 were employed. The proportion of caregivers of persons with disabilities in employment was lower than that of the resident population in 2023 across all age groups.

Chart 22: Distribution of Caregivers of Persons with Disabilities and Resident Population By Labour Force Status and Age (Per Cent)



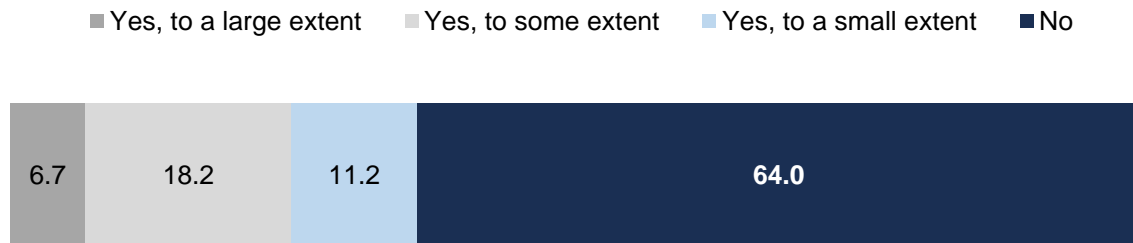
Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM, DIPS 2022, NCSS

Note: The DIPS sample consists of caregivers of persons with disabilities who are aged 21 or older. Unemployed persons refer to those who are not working but are actively looking for a job and available for work. Outside of labour force refers to those who are neither employed nor unemployed (i.e., not actively looking for a job).

6 in 10 reported that caregiving did not impede their work opportunities or employment

Based on NCSS' DIPS 2023, among caregivers who were employed, 64.0% of them reported that caregiving did not impede their work opportunities or employment (Chart 23). Among those who reported that caregiving impacted their work to a large extent (6.7%), the common reasons shared were difficulty balancing work and caregiving, lack of energy/tired, and worries about the care recipient.

Chart 23: Proportion of Caregivers Who Felt that Caregiving Impeded their Work Opportunities or Employment (Per Cent)



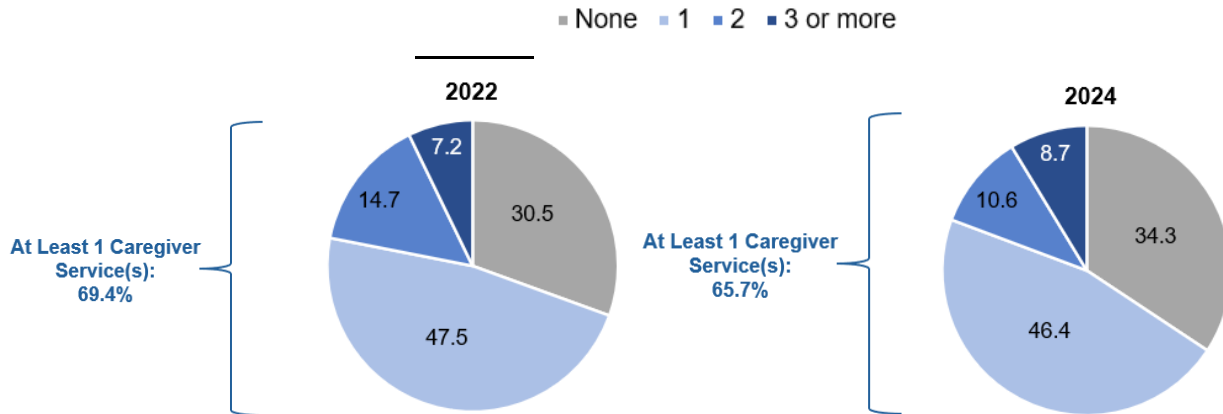
Source: DIPS 2023, NCSS

G5. CAREGIVER SERVICES

Over 2 in 3 caregivers were currently using at least 1 caregiver service

Based on NCSS' DIPS 2022 and 2024, 65.7% of caregivers of persons with disabilities reported using at least 1 caregiver service(s) in 2024, a decrease from 69.4% in 2022 (Chart 24).

Chart 24: Caregivers of Persons with Disabilities, by Number of Caregiver Services Used (Per Cent)



Source: DIPS 2022 and 2024, NCSS

Over 1 in 3 caregivers had access to the support services that they required

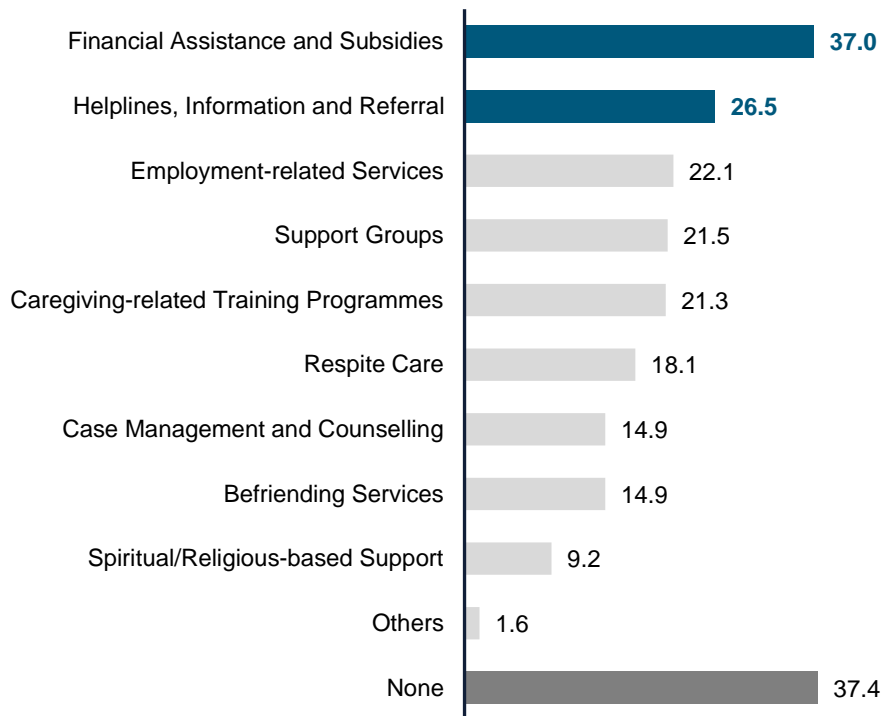
Based on NCSS’ DIPS 2023, 37.4% of caregivers of persons with disabilities reported having access to the support services that they required in the past 6 months.

Financial assistance and subsidies were the top cited service that caregivers required but have not been able to access

The same survey found that the top two services that caregivers of persons with disabilities required but have not been able to access in the past six months in 2023 were Financial Assistance and Subsidies (37.0%) and Helplines, Information and Referral (26.5%) (Chart 25).

The top reasons cited by caregivers of persons with disabilities who had difficulties accessing services they required were complicated application process (42.8%), followed by not being eligible for the services (29.5%) and cost of service (25.9%).

Chart 25: Services that Caregivers of Persons with Disabilities Required But Have Not been Able to Access in the Past 6 Months (Per Cent)



Source: DIPS 2023, NCSS

Note: Percentages do not add up to 100% as each respondent may select more than 1 service(s).

H. INCLUSIVE ENVIRONMENT

To enable persons with disabilities to be included in our society, our environment, including transport infrastructure, public spaces, healthcare services, and communications channels, must be accessible to persons with disabilities.

H1. INCLUSIVE TRANSPORT

Achieving an inclusive transport system for all persons with disabilities requires accessible infrastructure, such as public buses and trains, and the ability to tap on dedicated transport services for those who require them. Beyond physical infrastructure, an inclusive transport system also requires a gracious and caring commuting culture.

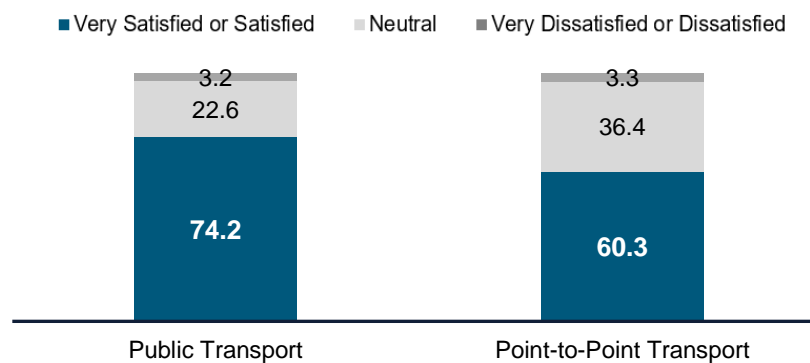
Over 8 in 10 persons with disabilities have used public transport in the past year

Based on NCSS' DIPS 2023, 83.4% of persons with disabilities used some form of public transport and 63.0% used some form of point-to-point transport²¹ in the past year.

Among those who have used public transport in the past year, 7 in 10 expressed satisfaction with the public transport system

Among persons with disabilities who have used public transport in the past year, 74.2% expressed satisfaction with Singapore's public transport system. 60.3% of those who have used point-to-point transport services in the past year reported feeling satisfied (Chart 26).

Chart 26: Persons with Disabilities' Satisfaction with Public Transport and Point-to-Point Transport (Per Cent)



Source: DIPS 2023, NCSS

²¹ Includes taxis, private hire cars, wheelchair accessible vehicles.

Significant effort has been made to ensure that our public transport system is accessible to all persons with disabilities. Today, all public buses and trains are wheelchair accessible, with barrier-free access routes in all train stations and bus interchanges. 98% of about 5,000 bus stops are currently barrier-free, and save for a very small number with site constraints, all remaining bus stops will be barrier-free by 2025. Tactile ground surface indicators, Braille signages and hearing enhancement systems have been installed at newer stations and interchanges to further support commuters with disabilities. Accessible toilets and changing rooms will also be installed at all new train stations and bus interchanges. Beyond the “hardware”, we are also improving the “software” by rallying fellow commuters and community stakeholders to foster a more inclusive and caring commuting culture.

FOSTERING A CARING COMMUTING CULTURE

In 2020, the **Caring SG Commuters Committee** was formed, comprising key industry players and public agencies, to advocate for a more gracious and caring commuting culture. Over the years, several initiatives have been co-created through the committee’s partnership and engagement efforts.

The **Helping Hand scheme** was first introduced in 2019 with the “May I have a Seat Please” identifier, which aims to help commuters with less visible health conditions or disabilities alert other commuters to offer them a seat on public transport. The scheme was expanded in April 2023 to include two more identifiers. The identifier “This is a wheelchair” is for commuters travelling with a paediatric wheelchair, which may be mistaken for a stroller. The identifier “Please alert me when I am approaching my stop” allows commuters (e.g. those with low vision or dementia) to alert public transport staff and commuters to notify them when nearing their destination. Commuters who require these card identifiers may collect them from Passenger Service Centres at train stations and bus interchanges.

Heart Zones serve as spaces where commuters can lend assistance to other commuters who require help in their public transport journey. As of July 2024, there are 18 Heart Zones across 16 locations.

Caring Commuter Champions are commuters who voluntarily step up to show care to those in need during their daily commute on public transport. In January 2022, an online e-learning course was launched in partnership with SG Enable for those who wish to learn about the various disabilities and conditions and how assistance can be rendered appropriately. As of October 2024, around 16,000 volunteers have completed the training.

Various organisations have also stepped forward as active partners in fostering a caring commuting culture. For example, familiarisation tours and learning journeys have been conducted in partnership with special education schools and social service agencies at public transport nodes to boost the confidence of students, seniors, and beneficiaries in commuting independently. Public Transport Operators have also conducted inclusivity courses for their staff and members of the public, as well as undertaken trials to improve wayfinding around their premises.

ENHANCED TRANSPORT INFRASTRUCTURE FOR PERSONS WITH DISABILITIES

As of July 2024, over 1,000 pedestrian crossings have been equipped with Green Man+, which lengthens the duration for persons with disabilities to cross the road. 1,500 more Green Man+ crossings will be added by 2027. More pedestrian crossings will be upgraded with 24/7 on-demand audible traffic signals to enable persons with disabilities to navigate independently during their commute, across all periods of the day. 325 pedestrian crossings will be upgraded by 2025.

As of July 2024, 1,700 buses have been equipped with two wheelchair bays, more priority seats, built-in audio announcements to inform passengers with visual impairment of the next bus stop, and yellow-coloured sleeves on bus stanchion poles with push bells to enhance their visibility. The rest of the bus fleet will be equipped with these features as older buses are replaced with new buses. From 2024 onwards, all new buses procured will be fitted with automated ramps, which have sensors to detect obstacles and align with the kerb for smoother deployment. These ramps will be deployed for wheelchair users and personal mobility aid users.

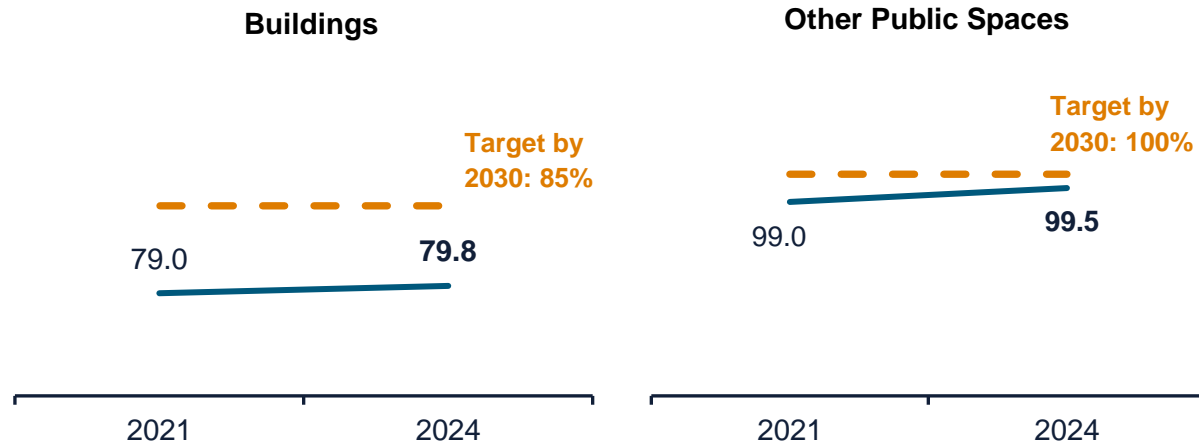
H2. INCLUSIVE PUBLIC SPACES

Buildings and public spaces play an important role in enabling persons with disabilities to carry out their daily activities and integrate fully into society. Singapore is committed to providing the necessary infrastructure to support a more inclusive society, by ensuring that public spaces meet basic accessibility standards wherever it is feasible to do so.

Public spaces continued to be accessible to persons with disabilities

The proportion of publicly accessible buildings with basic accessibility provisions increased from 79.0% in 2021 to 79.8% in 2024 (Chart 27). Similarly, the proportion of other public spaces²² with basic accessibility provisions increased from 99.0% to 99.5% over the same period.

Chart 27: Proportion of Buildings and Other Public Spaces which are Accessible (Per Cent)



Source: Ministry of National Development

²² Includes parks and park connectors, neighbourhood and town centres, as well as other privately-owned public spaces, e.g. promenades and pedestrian malls.

H3. INCLUSIVE HEALTHCARE

Good health is the foundation that enables persons with disabilities to participate in all aspects of community life. As more people grow old and acquire disabilities, and as age-acquired disabilities increase, it is even more crucial to ensure access to quality healthcare. This includes both promoting healthy lifestyles and ensuring that health services are accessible for persons with disabilities, with sufficient specialist services to serve those with more complex needs.

Almost all persons with disabilities had access to healthcare services in the past year

Based on NCSS' DIPS 2023, 99.5% of persons with disabilities had access to public healthcare institutions, private general practitioner clinics or private dental clinics in the past year.

7 in 10 persons with disabilities expressed satisfaction with healthcare services

Among those who had access to healthcare services, 69.9% of persons with disabilities expressed satisfaction with these healthcare services (Chart 28).

Chart 28: Proportion of Persons with Disabilities Satisfied with Healthcare Services (Per Cent)

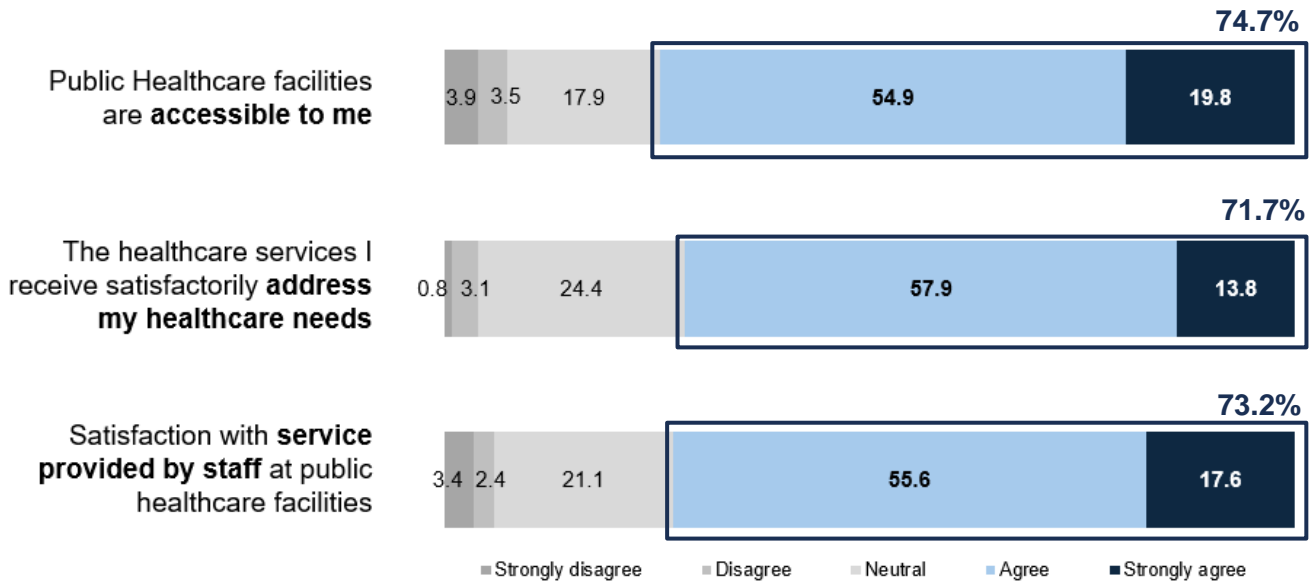


Source: DIPS 2023, NCSS

Most felt that public healthcare facilities were accessible and met their needs

In the same survey, 74.7% of persons with disabilities found public healthcare facilities to be accessible, 71.7% agreed that the healthcare services they received addressed their healthcare needs, and 73.2% were satisfied with the service provided by staff at public healthcare institutions (Chart 29).

Chart 29: Proportion of Persons with Disabilities Satisfied with Public Healthcare Facilities and Services (Per Cent)



Source: DIPS 2023, NCSS

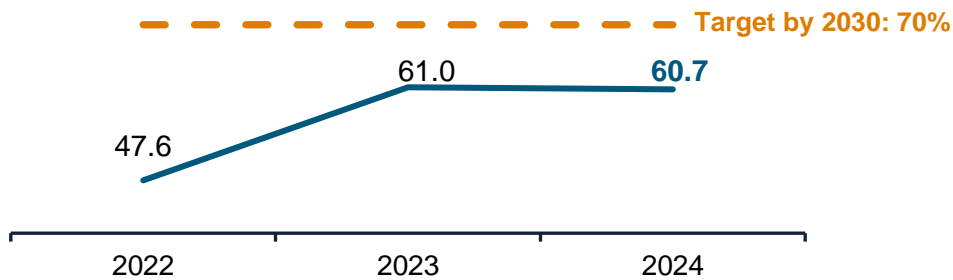
H4. INCLUSIVE COMMUNICATIONS

Access to information and communications channels and materials is required to enable persons with disabilities to participate fully in every aspect of society. This is particularly important for access to digital services, as the pace of digitalisation continues to pick up.

Greater access to mainstream broadcast media and key online platforms

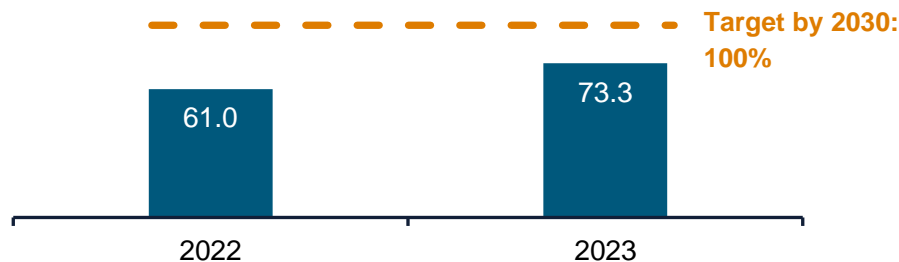
The proportion of all Free-to-Air TV with sign language interpretation, captioning or subtitling increased from 47.6% in 2022 to 60.7% in 2024 (Chart 30). Similarly, the proportion of high traffic²³ government websites that were accessible to persons with disabilities rose from 61.0% in 2022 to 73.3% in 2023 (Chart 31).

Chart 30: Programmes on Free-to-Air TV with Sign Language Interpretation, Captioning, Subtitling (Per Cent)



Source: Ministry of Digital Development and Information (MDDI)

Chart 31: High Traffic Government Websites that are Accessible (Per Cent)



Source: GovTech

ACCESSIBILITY ENABLING TEAM (A11Y Team)

GovTech’s Accessibility Enabling Team (A11y) was established in 2022, to build and advance digital accessibility and inclusivity capabilities across the Government. The interdisciplinary team has expertise spanning web development and testing to UX design and research, for a holistic approach to digital inclusivity. A11y team provides consulting services, open-source tooling, and training resources to enable the Government’s digital product teams to identify, triage, and fix accessibility issues in their products. They also developed an automated testing tool, Oobee (formerly known as Purple A11y), that digital teams can independently use to assess the accessibility of their products. These initiatives are making good progress towards achieving our goal of making 100% of high-traffic government websites accessible by 2030.

²³ Refers to government websites with at least 1 million visits per year.

I. ASSISTIVE TECHNOLOGY

Assistive technology is an enabler for education, employment and independent living. Greater assistive technology adoption through raising awareness, ensuring it remains affordable, and deepening sector capabilities will equip persons with disabilities to live independently as they age.

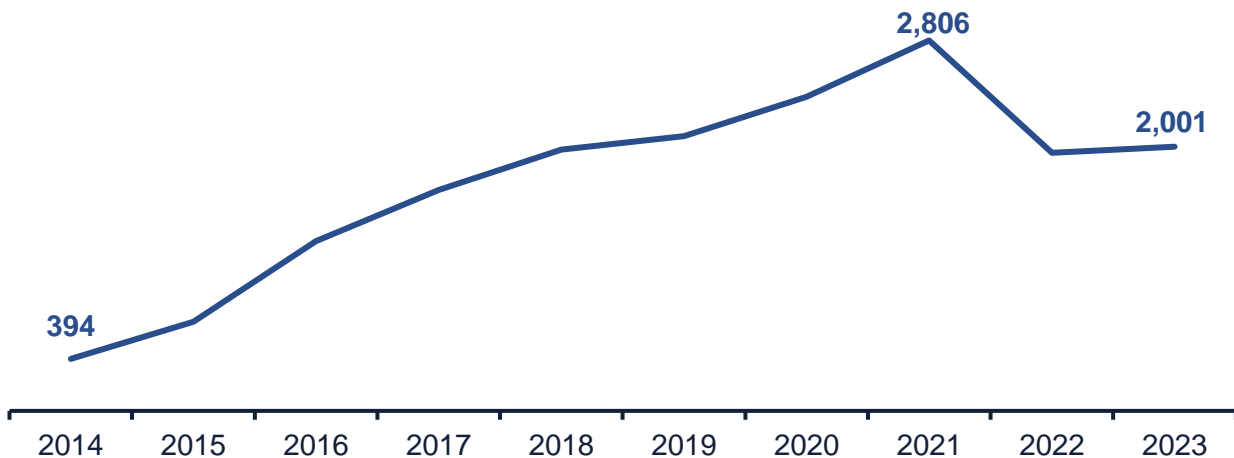
Majority of persons with disabilities have their assistive technology needs met

Based on NCSS' DIPS 2023, 73.2% of persons with disabilities reported having their assistive technology needs met. Accessibility features are also becoming increasingly common amongst mainstream devices, further enhancing persons with disabilities' access to assistive devices for independent living.

Improved access to subsidised assistive technology devices through the Assistive Technology Fund (ATF)

The number of ATF clients each year increased by more than five-fold from 394 in 2014 to 2,001 in 2023 (Chart 32). The decline in ATF clients from 2021 to 2022 was due to the enhancements to the Seniors' Mobility and Enabling Fund (SMF) and ATF in 2022. Under these changes, first-time applicants of assistive device subsidies aged 60 or above would be supported under SMF, which provides the same level of support as ATF, and not ATF.

Chart 32: Number of ATF clients



Source: MSF

J. INCLUSIVE COMMUNITY

An inclusive community enables everyone to participate fully in community life, including in arts, cultural, and sports activities. To design and create inclusive communities, everyone – the public, private and people sectors as well as individual members of society – has a part to play to enable access and opportunities for persons with disabilities. Together, we can all adopt inclusive public attitudes with greater awareness, empathy, and acceptance of persons with disabilities for who they are.

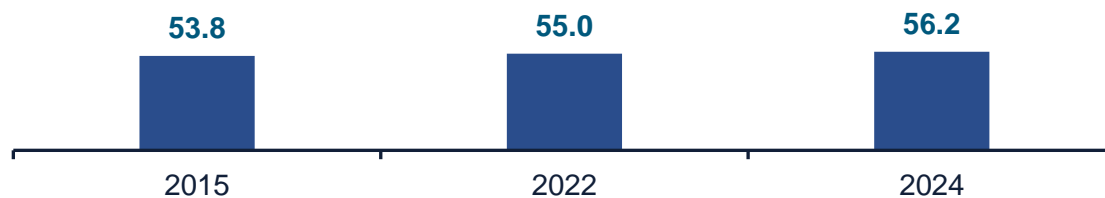
J1. INCLUSIVE LIVING

To enable persons with disabilities to live independently, participate fully in community life, and age actively, our local communities, living arrangements, and community support services need to be disability-inclusive. This is especially pertinent as persons with disabilities and their caregivers age, and the caregiving load falls on increasingly smaller households.

Persons with disabilities reported better overall QOL in 2024...

Based on NCSS' Quality of Life Study 2015 and DIPS 2022 and 2024, the overall QOL scores of persons with disabilities increased²⁴ from 53.8 points in 2015 to 56.2 points in 2024 (Chart 33).

Chart 33: Quality of Life of Persons with Disabilities (Out of 100)



Source. Quality of Life Study 2015, NCSS and DIPS 2022 and 2024, NCSS

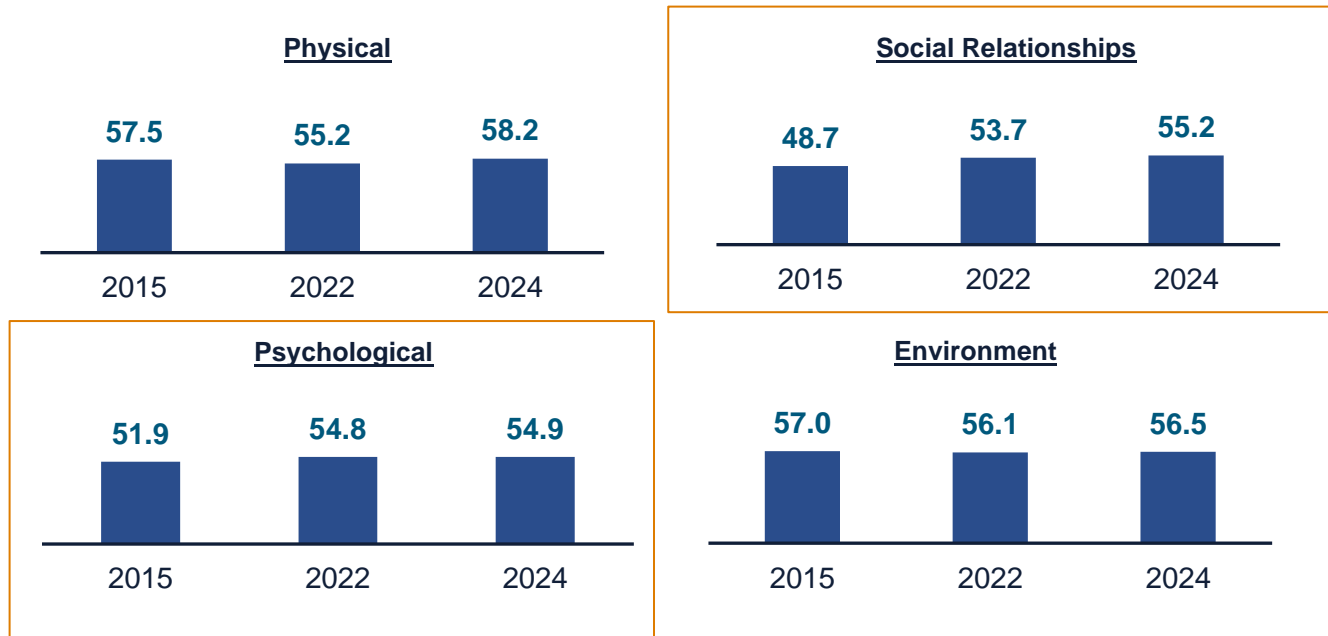
Note: QOL scores range from 0-100, with higher scores reflecting better QOL, and a score of 50 indicating neither poor nor good.

²⁴ The differences in QOL scores of persons with disabilities between 2015 and 2024 were statistically significant at the 5% significance level.

...particularly in the social relationships and psychological domains

Based on NCSS' 2015 Quality of Life Study and DIPS 2022 and 2024, the improvement in the overall QOL scores from 2015 to 2024 was due to an increase in the scores under the Social Relationships (from 48.7 points in 2015 to 55.2 points in 2024) and Psychological (from 51.9 points in 2015 to 54.9 points in 2024) domains (Chart 34)²⁵.

Chart 34: Quality of Life of Persons with Disabilities, By Domains (Out of 100)



Source: Quality of Life Study 2015, NCSS, and DIPS 2022 and 2024, NCSS

Note: QOL scores range from 0-100, with higher scores reflecting better QOL, and a score of 50 indicating neither poor nor good.

²⁵ The differences between QOL scores for 2015 and 2024 were statistically significant in the social and psychological domains at the 5% significance level.

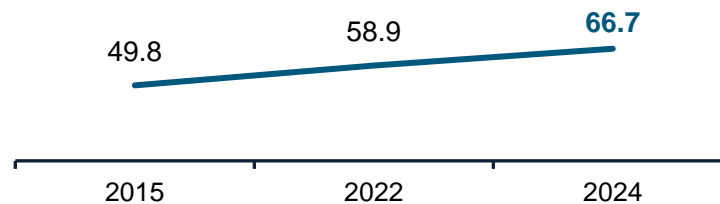
More than half of persons with disabilities participated in social or community activities in the past year

Based on NCSS' DIPS 2024, 56.0% of persons with disabilities reported having participated in at least one social or community activity²⁶ in the past year.

More persons with disabilities expressed satisfaction with opportunities to participate in social activities

Based on NCSS' 2015 Quality of Life Study and DIPS 2024, the proportion of persons with disabilities who were satisfied with their access to social activities rose from 49.8% in 2015 to 66.7% in 2024 (Chart 35). This improvement was likely driven by various efforts under previous EMPs, where we began to focus on accessibility to arts and heritage, sports, and community activities. For instance, in 2016, a range of initiatives were introduced to ensure access and accessibility at museums and heritage institutions. The Disability Sports Masterplan, which included improving access and opportunities for persons with disabilities to participate in sports, was progressively implemented since 2016.

Chart 35: Proportion of Persons with Disabilities Satisfied With Access to Social Activities (Per Cent)



Source: Quality of Life Study 2015, NCSS and DIPS 2022 and 2024, NCSS

ENABLING SERVICES HUB (ESH)

The first ESH was launched in Tampines on 15 August 2023. The ESH brings integrated, person-centric disability services closer to where persons with disabilities and their caregivers live. It will proactively reach out to persons with disabilities with care needs and partner organisations in the region to provide continual learning, social activities, and caregiver support.

The next two ESHs in Jurong and Punggol will be launched in 2025.

²⁶ Includes meeting with friends and family, attending community clubs or grassroots events, volunteering, befriending programmes, volunteering and other interest groups.

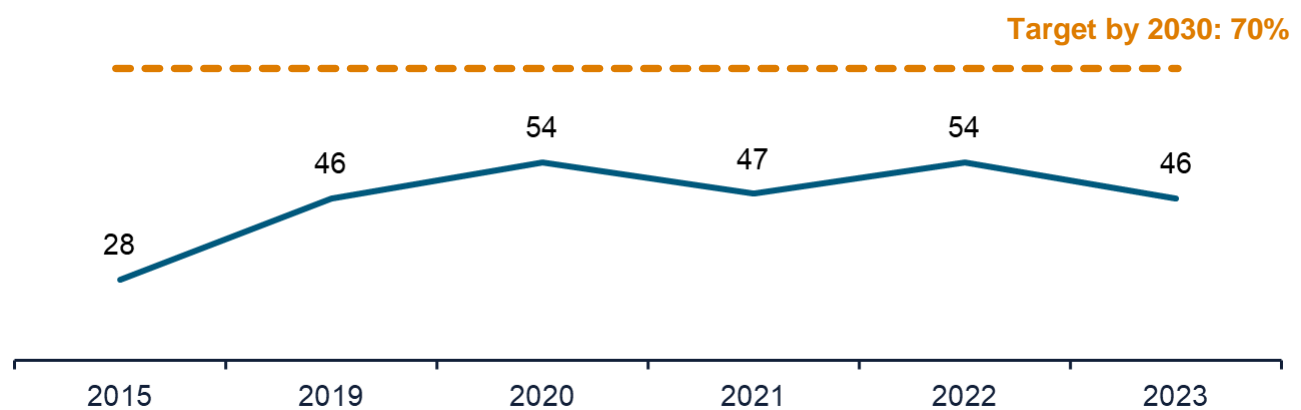
J2. INCLUSIVE SPORTS

Participation in sports and physical activities supports physical and mental wellbeing, as well as develops confidence, independence, and social skills by emphasising the strengths and abilities of persons with disabilities and encouraging interaction between persons with disabilities and the community members around them.

Around half of persons with disabilities regularly participated in sports in the past year

Based on SportSG's National Sport Participation Survey (NSPS), 46% of persons with disabilities participated in sports or recreational physical activities at least once a week ²⁷ in 2023 (Chart 36). The average sports participation rate of persons with disabilities in recent years remained stable.

Chart 36: Persons with Disabilities who Participated in Sports or Recreational Physical Activities At Least Once a Week in the Past Year (Per Cent)



Source: SportSG's National Sport Participation Survey, Ministry of Culture, Community and Youth (MCCY)

UPDATE OF DISABILITY SPORTS MASTER PLAN (DSMP)

The Ministry of Culture, Community and Youth (MCCY) announced the 10 strategic moves under the Disability Sports Master Plan in November 2024. The strategic moves seek to increase accessibility to disability sports activities and programmes, enhance awareness of disability sports and inclusive sports activities, and fulfill aspirations of persons with disabilities who desire and have the potential to do sports at high performance level. Our vision for disability sports in Singapore is for more persons with disabilities to be engaged, enriched and empowered through sports.

²⁷ The sport participation rate tracks whether an individual participated in any sports or recreational physical activities at least once a week in the past year.

J3. INCLUSIVE ARTS & HERITAGE

Developing an inclusive arts and heritage landscape in Singapore involves minimising and removing barriers that reduce the ability of or prevent persons with disabilities from enjoying the arts and heritage as attendees or participants. It also involves enabling persons with disabilities to pursue their interests in the creative arts.

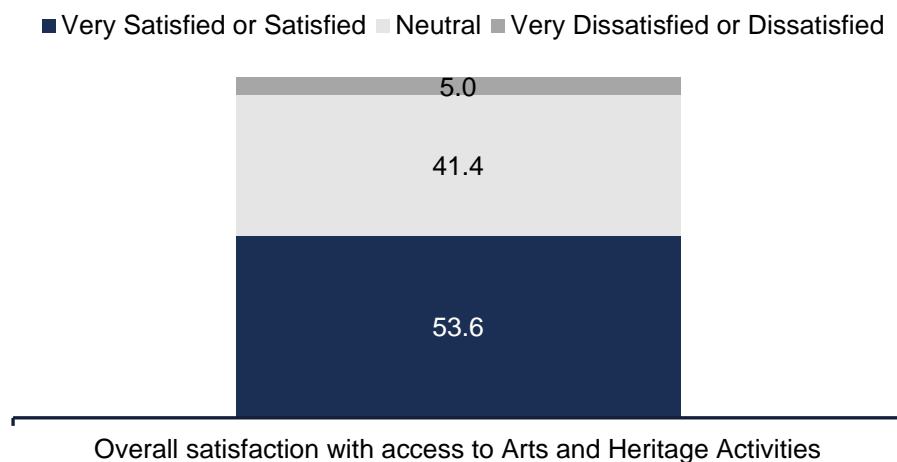
1 in 10 persons with disabilities participated in arts and heritage activities in the past year

Based on NCSS' DIPS 2023, 15.1% of respondents participated²⁸ in arts and heritage activities in the past year. MCCY and its agencies will continue to expand access to arts and heritage activities in the community, as well as support arts education efforts in the Special Education schools. The National Arts Council is also embarking on a landscape study to understand the challenges and opportunities for inclusion in the arts sector.

More than half who participated in arts and heritage activities reported feeling satisfied with their access to these activities

Among persons with disabilities who participated in arts and heritage activities in the past year, 53.6% of them reported feeling satisfied with the access to arts and heritage activities, and only 5.0% expressed dissatisfaction with the access (Chart 37).

Chart 37: Persons with Disabilities' Satisfaction With Access to Arts and Heritage Activities (Per Cent)



Source: DIPS 2023, NCSS

²⁸ Include those who watched and/or participated in arts and heritage activities as a consumer, practitioner and/or volunteer (e.g., attended a concert or play, worked as an artist, volunteer at the museum).

Lack of interest was the top cited reason for those who did not participate in arts and heritage activities

The top three reasons cited by persons with disabilities for not participating in arts and heritage activities were a lack of interest (55.0%), followed by disability conditions impacting interest in activities (36.9%) and difficulties with travelling to venue (33.3%) (Chart 38).

Chart 38: Reasons for Not Participating in Arts and Heritage Activities (Per Cent)



Source: DIPS 2023, NCSS

Note: Percentages do not add up to 100% as each respondent may select more than 1 reason(s).

J4. INCLUSIVE PUBLIC ATTITUDES

Building inclusive communities starts with improving mutual understanding. We can do so together by educating the general public on disability awareness and how to interact with persons with disabilities, and equipping persons with disabilities with the skills to self-advocate and co-create change in general perceptions and attitudes toward persons with disabilities.

Slightly more than half of persons with disabilities felt included and not discriminated

Based on NCSS’ 2015 Quality of Life Study and DIPS 2023, there was a slight increase in the proportion of persons with disabilities who felt included and not discriminated, from 51.7% in 2015 to 53.5% in 2023 (Chart 39).

Chart 39: Persons with Disabilities Who Felt Included and Not Discriminated (Per Cent)

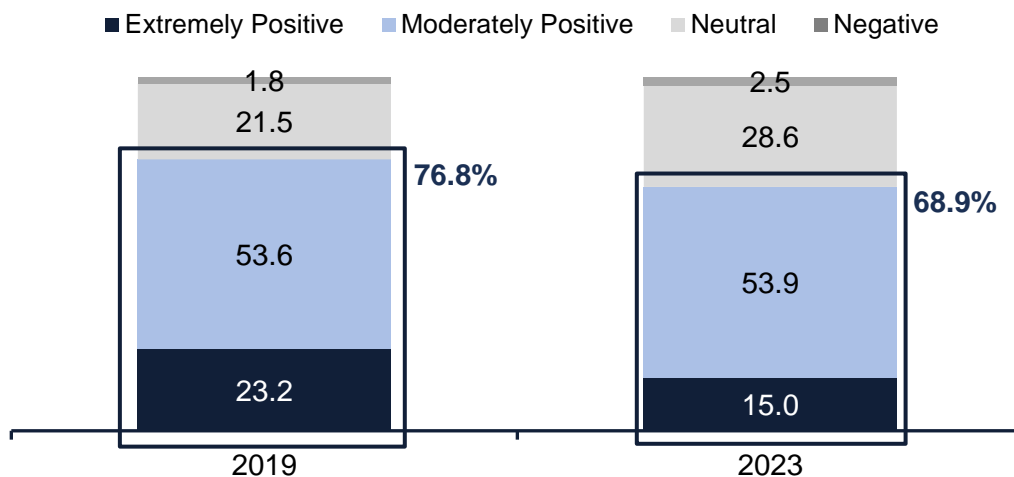


Source: Quality of Life Study 2015, NCSS and DIPS 2023, NCSS

Public attitudes toward persons with disabilities were generally positive

Based on NCSS’ Public Attitudes Toward Persons with Disabilities Study (PAS) 2023, 68.9% of the general population reported having positive attitudes toward persons with disabilities compared to 76.8% in 2019 (Chart 40). There was a higher proportion reporting neutral attitudes from 21.5% in 2019 to 28.6% in 2023 and a stable proportion reporting negative attitudes in 2023.

Chart 40: Overall Public Attitudes toward Persons with Disabilities (Per Cent)



Source: PAS 2019 and 2023, NCSS

Note: Overall attitude scores were derived by averaging scores across the 3 domains of employment, education and public access and social inclusion. Scores ranged from 0 (Strongly Disagree) – 7 (Strongly Agree), with scores of <4 indicating negative attitudes, 4-4.99 indicating neutral attitudes, 5-5.99 indicating moderately positive attitude, and 6-7 indicating extremely positive attitude.

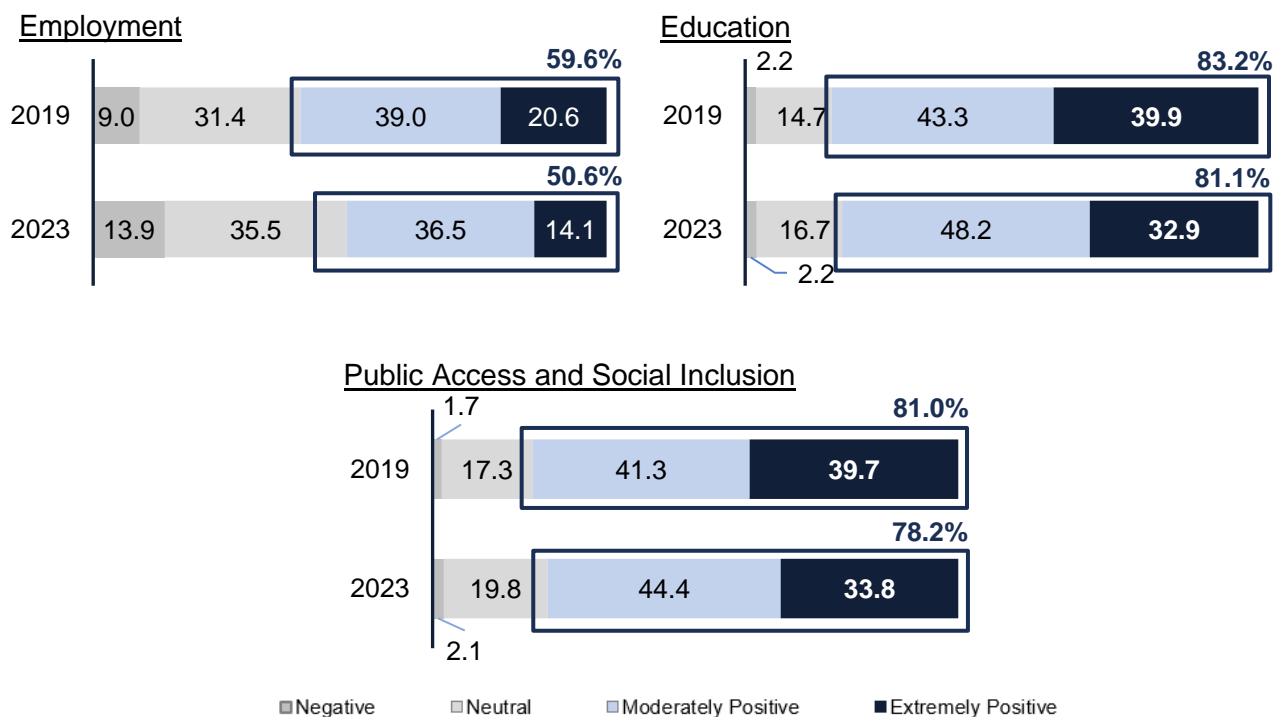
The drop in positive attitude scores were due to (i) a decrease in positive attitudes toward persons with disabilities in the workplace...

Based on NCSS' PAS 2019 and 2023, among the three domains, the education domain saw the highest proportion of respondents who reported positive attitudes toward persons with disabilities. 81.1% of respondents reported positive attitudes toward persons with disabilities in the school setting and learning context, notwithstanding a slight decrease²⁹ from 83.2% in 2019 (Chart 41).

The change in the proportion of positive attitudes toward persons with disabilities in the public access and social inclusion domain was not statistically significant (from 81.0% in 2019 to 78.2% in 2023).

Employment domain saw the lowest proportion of respondents who reported positive attitudes toward persons with disabilities. The proportion of respondents who reported positive attitudes toward persons with disabilities in the workplace decreased³⁰ from 59.6% in 2019 to 50.6% in 2023.

Chart 41: Public Attitudes toward Persons with Disabilities in the Employment, Education and Public Access and Social Inclusion Domains (Per Cent)



Source: PAS 2019 and 2023, NCSS

Note: Employment domain includes questions such as “I find it stressful to be co-workers with person with disabilities” and “Employers should make changes to the job and/or office environment so that persons with disabilities can be hired.” Education domain includes questions such as “It is possible for persons with disabilities to attend mainstream schools” and “Persons with disabilities have equal access to lifelong learning.” Public access and social inclusion domain includes questions such as “All community and shared spaces (such as playgrounds and sports facilities) should be accessible to persons with disabilities” and “I feel comfortable and relaxed being friends with persons with disabilities.” Scores ranged from 0 (Strongly Disagree) – 7 (Strongly Agree), with scores of <4 indicating negative attitudes, 4-4.99 indicating neutral attitudes, 5-5.99 indicating moderately positive attitude, and 6-7 indicating extremely positive attitude.

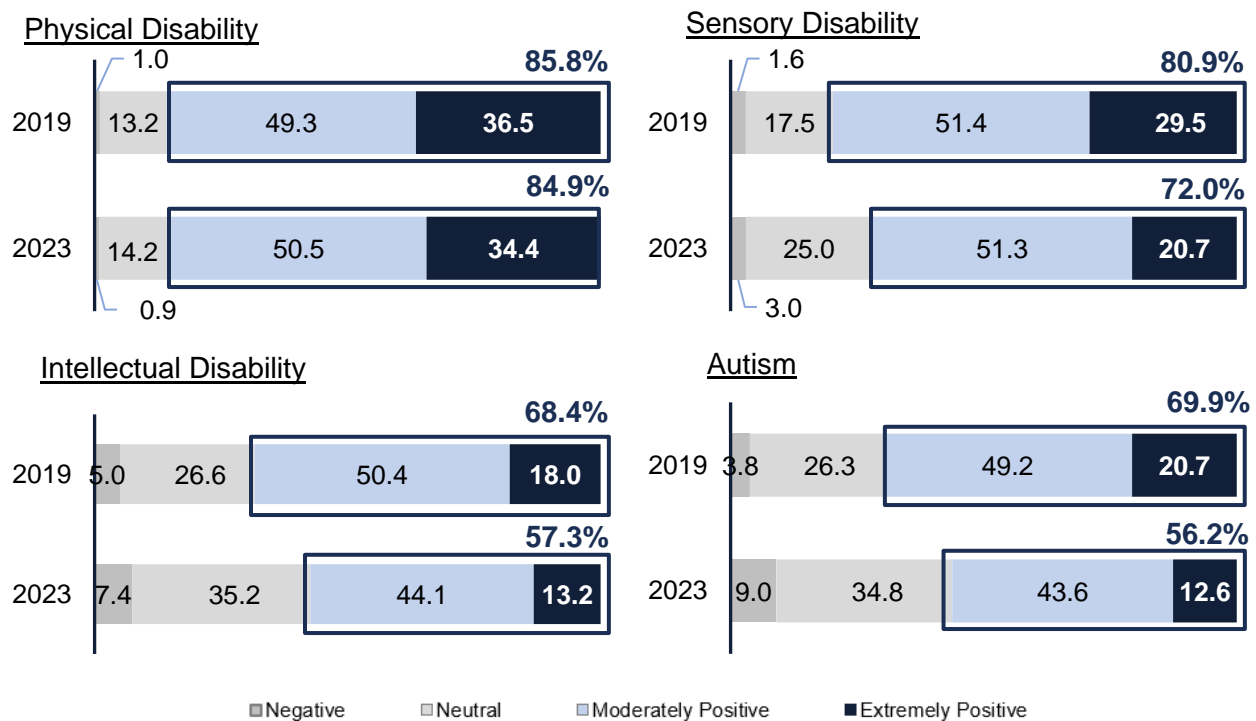
²⁹ The differences in proportion of positive attitudes in the education domain between 2019 and 2023 were statistically significant at the 5% significance level.

³⁰ The differences in proportion of positive attitudes in the employment domain between 2019 and 2023 were statistically significant at the 5% significance level.

... and (ii) a decrease in positive public attitudes across all disability types except physical disability, which remained stable

The same NCSS' surveys revealed a decrease³¹ in the proportions of respondents who reported positive public attitudes toward those with sensory disability (80.9% to 72.0%), with a larger decrease for less visible disabilities like intellectual disability (68.4% to 57.3%), and autism (69.9% to 56.2%), from 2019 to 2023 (Chart 42). On the other hand, positive attitudes toward those with physical disability remained stable³² over the same period. These findings highlight the need for targeted public education efforts to improve understanding and acceptance of person with disabilities.

Chart 42: Overall Public Attitudes, by Disability Type of Persons with Disabilities (Per Cent)



Source: PAS 2019 and 2023, NCSS

³¹ The differences in proportion of positive attitudes toward persons with autism, intellectual and sensory disabilities between 2019 and 2023 were statistically significant at the 5% significance level.

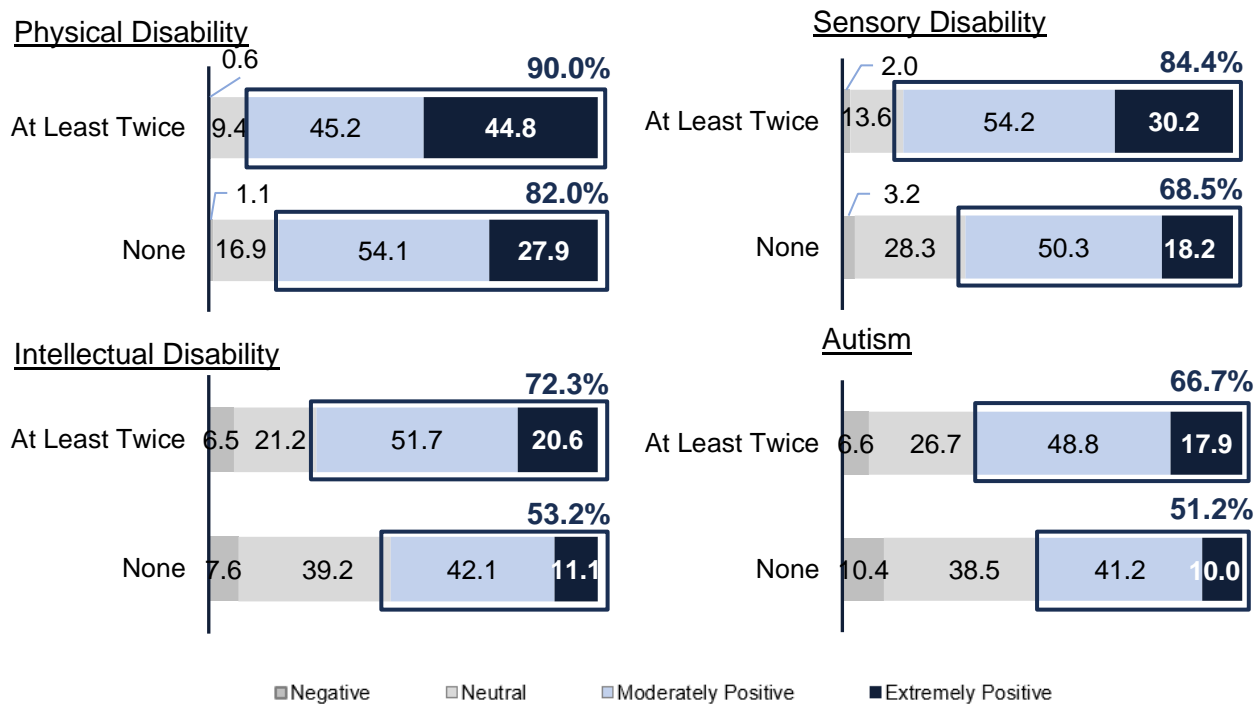
³² There were no significant differences in proportion of positive attitudes toward persons with physical disability between 2019 and 2023.

Higher proportion of positive public attitudes among those with regular contact with persons with disabilities

The NCSS' PAS 2023 survey also found that respondents who had contact³³ with persons with disabilities at least twice in the past year reported higher proportions³⁴ of positive public attitudes across the four disability types, compared to those who had no contact with persons with disabilities at all (Chart 43).

Positive attitudes were reported by 90.0% of those who had contact with persons with physical disability at least twice in the past year (compared to 82.0% of those with no contact), 84.4% of those who had contact with persons with sensory disability at least twice in the past year (compared to 68.5% of those with no contact), 72.3% of those who had contact with persons with intellectual disability at least twice in the past year (compared to 53.2% of those with no contact), and 66.7% of those who had contact with persons with autism at least twice in the past year (compared to 51.2% of those with no contact). It is therefore important to continue with public education efforts to build awareness, knowledge, and skills of the public in interacting with and supporting persons with disabilities.

Chart 43: Overall Public Attitudes Toward Persons with Disabilities, by Frequency of Contact In The Past Year (Per Cent)



Source: PAS 2019 and 2023, NCSS

³³ This excludes ad-hoc interactions with strangers with disabilities, for instance, helping them cross the road.

³⁴ The differences in proportion of positive attitudes between respondents who had contact with persons with autism, physical, intellectual and sensory disabilities at least twice in the past year and those who had no contact at all were statistically significant at the 5% significance level.

PUBLIC EDUCATION EFFORTS

One example of ongoing public education efforts is the i'mable Public Education initiative supported by Tote Board Enabling Lives Initiative and Care and Share movement which celebrates the abilities of persons with disabilities and encourages everyone to take positive action for disability inclusion. Through initiatives that seek to build on specialised programming and projects that cut across schools, workplaces and communities, the i'mable initiative has gained considerable traction in building awareness and mindset change over the years.

SG Enable also conducts the High Impact Retention and Employment (HIRE) Workshop series, which provides a comprehensive and structured training framework for organisations to equip themselves with relevant knowledge and skills in hiring and integrating persons with disabilities in the workplace.

K. CONCLUSION

Singapore has made progress in becoming a more disability-inclusive society. Persons with disabilities are reporting better quality of life and caregivers of persons with disabilities remain resilient and are being supported. More persons with disabilities are now in employment, physical and social environments are more accessible and inclusive, and public attitudes are generally positive toward persons with disabilities.

At the same time, more needs to be done to close the gap with the general population across multiple domains, and there is a need for greater public awareness of and ability to interact with less visible disabilities especially in the workplace. We will continue to support persons with disabilities to live in community and participate meaningfully in society, create inclusive physical and social environments, and support their families as the first line of care. Employers can do their part by continuing to hire persons with disabilities and create inclusive, accessible workplaces.

The Government is committed to enable:

- Persons with disabilities to live independently and participate fully in society,
- Families and caregivers in their caregiving journeys,
- Neighbourhoods to transform into more inclusive communities.

Enabling persons with disabilities and their families to thrive, achieve their potential, and fulfil their aspirations is a whole-of-society effort. Together, we can make Singapore a more caring and inclusive society.