



AUSTRALIAN NETWORK ON DISABILITY

Illness, injury or disability



~10%

The 1 million employed people with disability (or nearly 10 per cent of the workforce) work in all industries and diverse occupations across Australia.



>45
~40%

Disability prevalence increases with age, and nearly 40 per cent of the Australian workforce is aged 45 or over.²

is diverse and can change over time



~32%

32 per cent of employees with disability work as professionals or managers.



It may be permanent or temporary; it may have existed from birth or may have been acquired due to an accident or as part of the ageing process.



Disability is often invisible. For some people, disability may be episodic, while for others, it may be stable.



As many as one in five Australians in any year experience mental illness or 45 per cent over their lifetime.¹



~33%

With one third of people aged 60 to 64 having acquired some type of disability throughout their life, an older workforce will have a higher need for workplace adjustments.³

Ensuring people with disability are part of your workforce



MAKES GOOD BUSINESS SENSE!

Potential employees and customers with disability represent a substantial opportunity to business.

The opportunities include:



Talent

When organisations make their recruitment processes and workplaces barrier-free to people with disability, they ensure that they are able to hire the best person for the job.



Reputation

Studies⁴ have shown employees and customers are more loyal to organisations that demonstrate they value diversity and inclusion.



Risk

Research on workers with disability⁵ show they often have lower absenteeism and employee turnover and low incidence of workplace injury, which all help to create cost effective businesses.

¹ Australian Bureau of Statistics 4326.0, National Survey of Mental Health and Wellbeing: Summary of Results, 2007.

² Department of Employment, Australian Jobs 2015.

³ Australian Bureau of Statistics 4430.0, Survey of Disability, Ageing and Carers, 2012.

⁴ Employer of Choice Study, 2014 by Instinct and Reason for Heads Up campaign. AND surveys of members and case studies.

⁵ Australian Safety and Compensation Council, 2007, Are People with Disability at Risk at Work? A Review of the Evidence, ASCC, Canberra, Du Paul University 2007 and Graffam J, Shinkfield A, Smith K and Polzin, U 2002, Employer benefits and costs of employing a person with a disability, Journal of Vocational Rehabilitation, vol. 17, no. 4, p. 251-263.