



STUDIO SHODWE

Prejudice and Discrimination

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CLASS: T03



What is prejudice and discrimination?

Prejudice: Biased **thinking**; often **stereotypes** against a group/concept of people (openstax, n.d.)

Discrimination: Biased **actions** against a group of people based on **race**, **ethnicity**, **age**, **religion**, etc (openstax, n.d.).



Why is prejudice and discrimination a global issue?

Prejudice and discrimination still occur around the world.

- The most notable display of this in history was during the Holocaust in World War 2 (United States Holocaust Memorial Museum, Washington, DC, 2021).
- Modern examples:
 - Racism in the US
 - Taliban in Afghanistan (UN Women, 2022).





What are people with disabilities (PWDs)?

The term "**PWDs**" is used to refer to people who suffer from **long-term physical, mental, intellectual, or sensory impairments** that, when combined with other environmental and attitudinal barriers, prevent them from contributing to society on an **equal footing** with other members (United Nations enable, n.d.).



Disability Resides in the Society, not in the Person

- Someone in a **wheelchair** might have **employment difficulties**, not because of their condition, but because **environmental barriers** such as inaccessible buses or workplace facilities **obstruct their access**.
- Children with **intellectual disabilities** might have difficulties in **school** due to the attitudes of school staff and possibly parents who cannot adapt to students with **different learning capacities**.
- In a society where corrective lenses are available for myopics (nearsightedness), they would be considered abled. However, in a society where corrective lenses were unavailable, they would be deemed disabled if the condition prevented them from performing expected tasks such as shepherding, sewing, or farming (United Nations enable, n.d.).

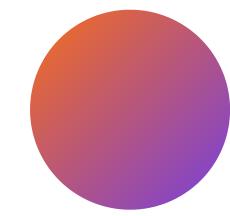
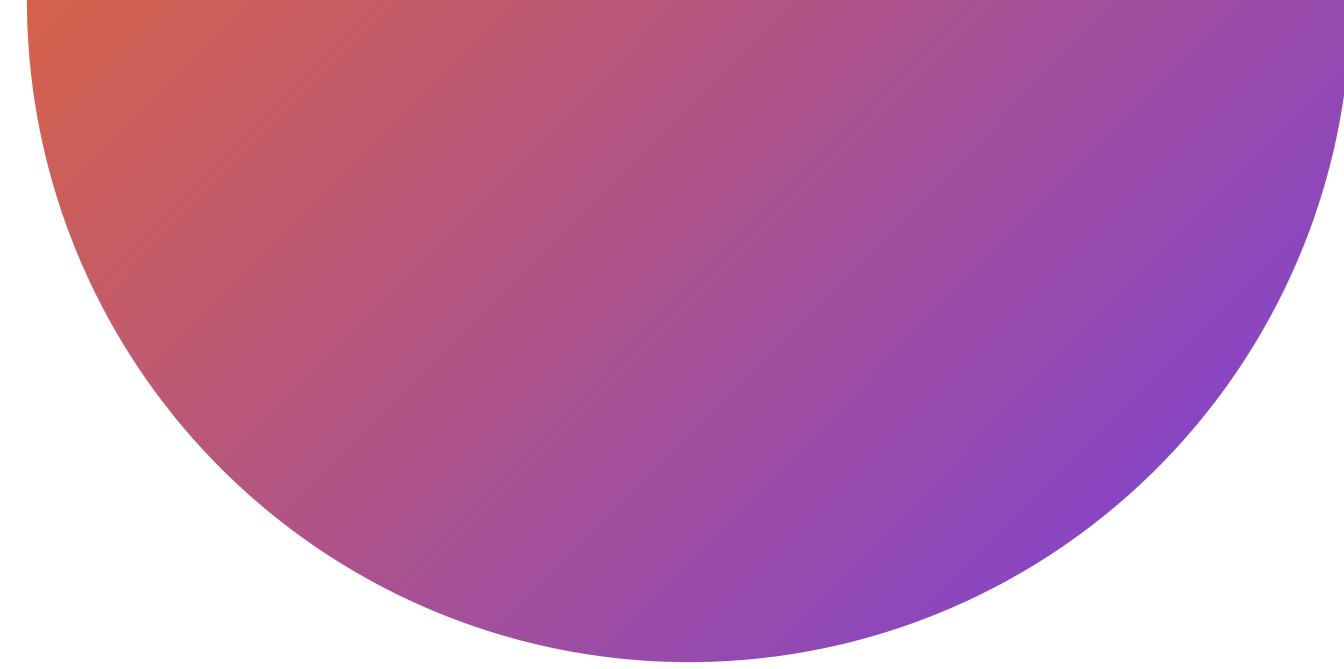


How are PWDs being treated in Singapore?

Socially

In a **survey** conducted by the National Council of Social Services (NCSS) in 2016, it was found that **62%** of PWDs felt **excluded** or **unaccepted**, and **lacked the same opportunities** as abled people (City Of Good, 2022).

There remains a **lack of awareness** and education about disabilities. As such, there is a **stigma** attached to having a disability which often leads to **teasing and bullying** such as snide remarks and shaming and harassment (City Of Good, 2022).



This lack of awareness also leads to a **lack of understanding** of the needs and concerns of PWDs. They are often excluded from the planning of services and facilities. This focuses on bringing them into the mainstream environment instead of adapting the environment to them (City Of Good, 2022).

Employment

Despite getting jobs, PWDs could still face **discrimination** and **below-market wages**. Many workplaces often have rigid alternative work arrangements because they are **ill-equipped for accessibility**. Employers often hire PWDs without considering their skills. As such, PWDs resign or are fired because they **do not fit the job** and **cannot fulfil the job requirements** (Company Of Good, 2022).

Few PWDs have leadership or upper-management positions. PWDs are usually presented with **rank-and-file job choices** (Phua, 2020).



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How do people view PWDs in Singapore?

01

In a **survey** conducted by NCSS in 2019 across **2000** Singaporeans, it was found that **3 in 4** have **positive attitudes** towards PWDs.



3 in 4

Singaporeans have positive attitudes towards persons with disabilities.[^]

[^]Based on responses to a series of statements which measure how inclusive participants are in their thoughts, feelings or actions towards persons with disabilities, in areas of education, employment and public access/social interaction.

9 in 10 agreed they would **speak up** for students with disabilities getting bullied and feel PWDs should be given priority when taking public transport.

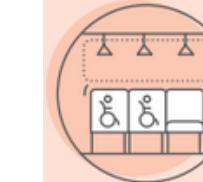
However, only **6 in 10** are comfortable with a PWD as a supervisor and would **continue long-term interactions** with them. This shows that most people want an inclusive society, but **fewer reach out** due to a lack of knowledge and are **uncomfortable** with direct personal interactions (National Council of Social Service (NCSS), 2019).

02

9 in 10 agreed:



They would speak up for students with disabilities if they saw them getting bullied in school



Persons with disabilities should be given priority when taking public transportation

VS

Only 6 in 10 agreed:



They would be comfortable with having a person with disabilities as a supervisor



They would not end interactions with persons with disabilities as quickly as possible



Some employers **hesitate** to hire PWDs as they are seen **as less productive**, and supporting them would be **too costly** and require **too much effort**. Some give excuses like “don’t do customer-facing roles, because customers don’t know how to communicate or interact with you” and “We cannot afford to pay you as much” (Phua, 2020).



How do PWDs live?

Most PWDs would not live their lives like a regular person would. Some face difficulties throughout their daily lives. Here are some examples of how they might struggle during their day (Ryan, 2017).

01

Trouble With Public Transport

PWDs have to set aside extra time to navigate and reach any destination.

Why?

require medical devices to assist them

02

Putting up with inquiries from strangers

PWDs may be approached and asked by stranger who want to help or may be curious.

Why?

PWDs may act differently due to their condition.





3A

Difficulties interacting with the people

Bouncers at clubs asking if the PWD is drunk.

Why?

People may think the PWD is drunk because of their behavior.

3B

Difficulties interacting with the people

During internet dating, potential dates may comment on the conciseness of the PWD's texts as phone texting may be tough for some PWDs.

Why?

PWDs may use text to speech to message.

4A

Trouble With Work

During the first day of a new job, PWDs may have negative thoughts and feel apprehensive about going to work.

Why?

PWDs may think too lowly of themselves.

4B

Trouble With Work

Clients may ask why a PWD is clocking off earlier.

Why?

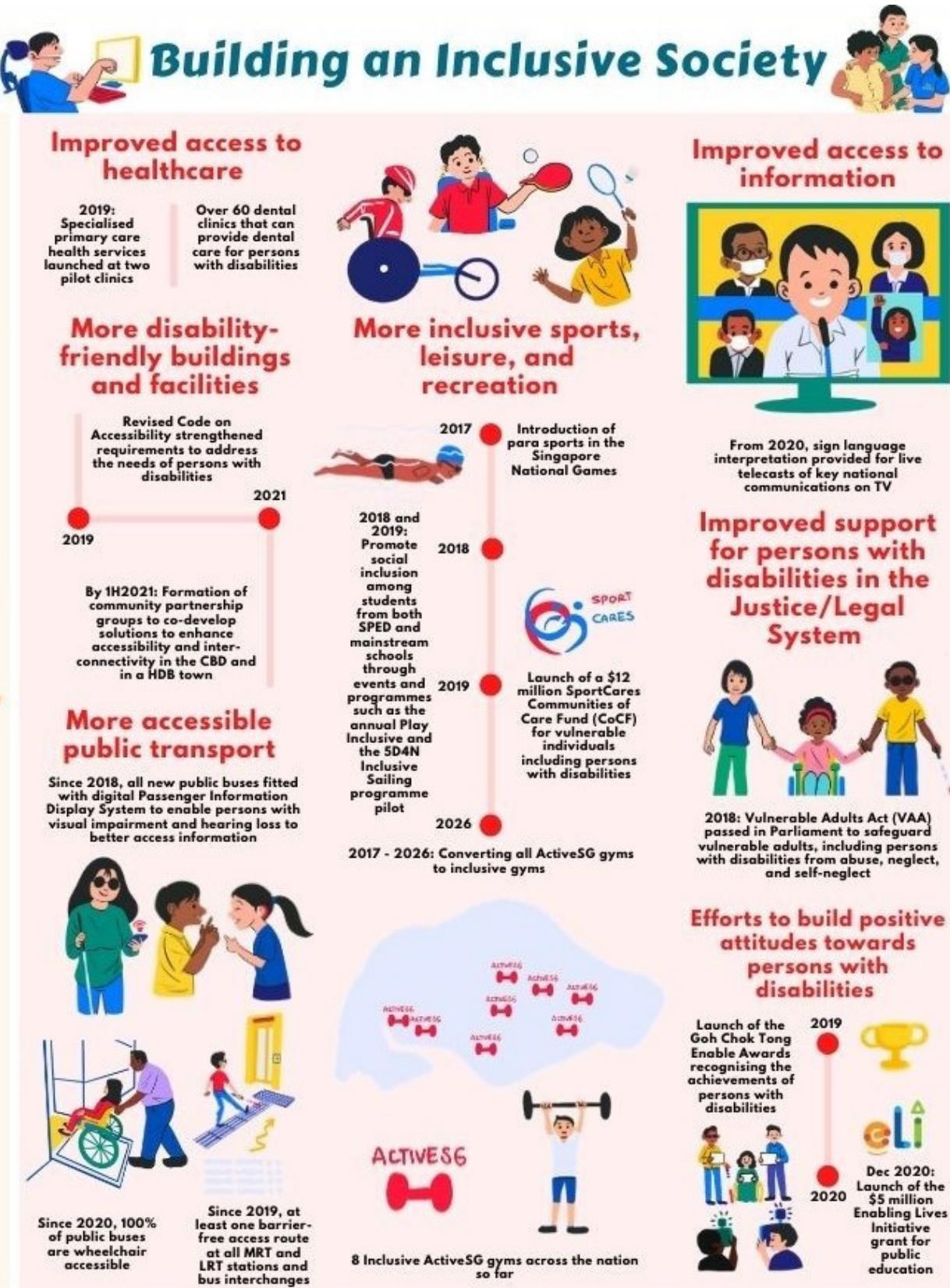
Some PWDs have medical reasons that require them to leave work earlier.



Efforts of the MSF (Ministry of Social and Family Development)

In a speech by Eric Chua, he unveiled Singapore has been focusing on **Assistive Technology (AT)**, one of the 14 focal areas to increase visibility and develop sector capabilities among the community as part of its Enabling Masterplan 2030 (EMP2030) (Ministry of Social and Family Development (MSF), 2022).

Supporting Caregivers and Building the Community



Efforts to help PWDs

01

SG Enable

As the focal agency for disability in Singapore, SG Enable is the first stop for PWDs and their caregivers, and for partners seeking to build an inclusive society and enabling lives (SG Enable, n.d.),

02

SG Enable II

By developing the disability support ecosystem through engaging and rallying stakeholders, and strengthening the Social Service Agencies (SSAs) and key stakeholders, SG Enable unlocks greater value for persons with disabilities and their caregivers (SG Enable, n.d.).

03

SG Enable offers the following :

Information on Disability Support

[Enabling Guide](#)

Training & Consultancy

[About Enabling Academy](#)
[Training](#)
[Consultancy](#)
[Resources](#)
[Partner Us](#)

Community Integration

[Enabling Village](#)
[i'mable - Public Education](#)
[i'mable Collective](#)
[Goh Chok Tong Enable Awards](#)

Disability Professionals

[Disability Professionals Network](#)
[Training for Disability Professionals](#)

Hiring & Employment

[Jobseekers](#)
[Employers](#)
[Enabling Mark](#)
[Disability Employment Professionals](#)

Accessibility & Assistive Technology

[Accessibility](#)
[Assistive Technology](#)
[Tech Able](#)

Social Innovation

[Innovation Projects](#)
[Enabling Lives Initiative Grant](#)

Schemes & Grants

[For Persons with Disabilities](#)
[For Inclusive Employers](#)
[For Training Partners](#)
[For Social Innovation](#)
[For Disability Inclusion in the Community](#)

04



SG Enable's impact in 2020 summary:

Our Impact in 2020 - Inclusive Society. Enabled Lives.

1,903
employers trained

\$25,000,000
secured to support Disability
Social Innovations and Public
Education

>8,000
persons with disabilities,
employers and sector
professionals learn about Assistive
Technology

Provided community funding of
\$453,570
during onset of COVID-19

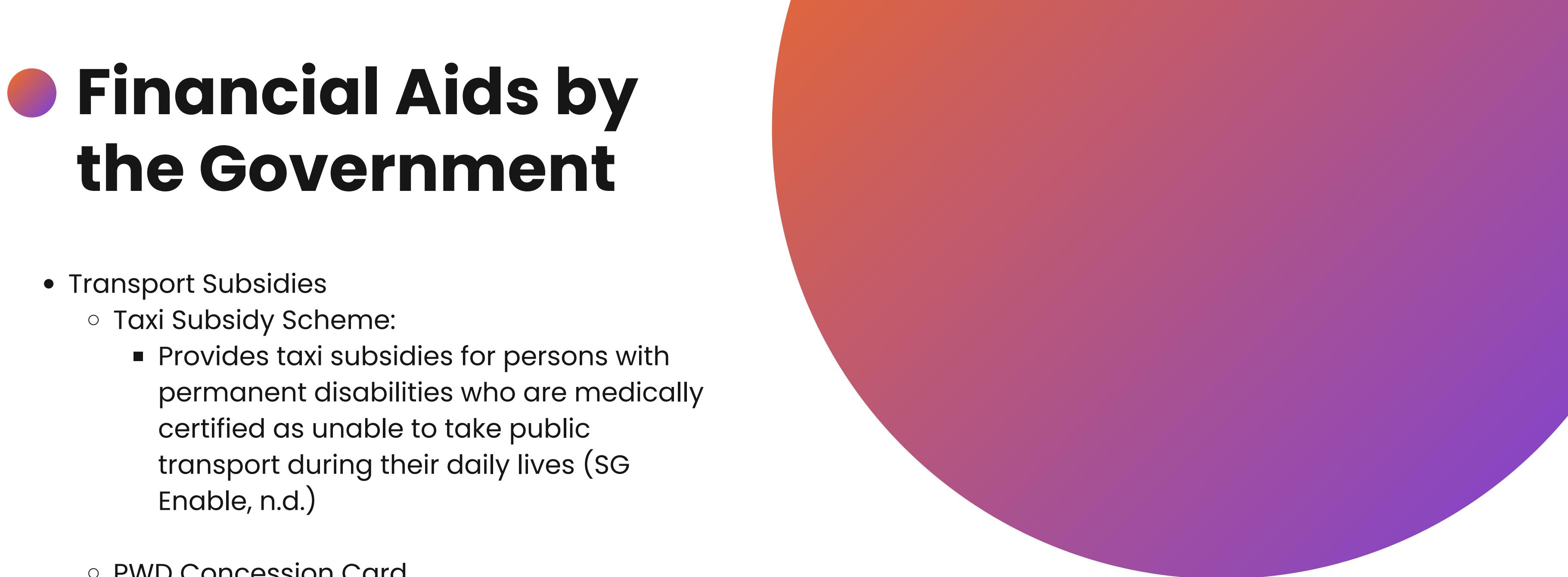
05

SG Enable's annual report (fiscal year 2021) detailing the agency's spending in aiding the disabled and enhancing the disability support ecosystem.

Disbursement of Schemes and Programmes for the Year Ended 31 March 2022

SCHEMES AND PROGRAMMES

	2022 \$	2021 \$
Assistive Technology Fund	4,738,088	3,662,973
Community Chest Fund	24,756,364	5,345,661
Job Placement Job Support	1,716,302	1,032,536
MOE SPED Fund	198,586,681	-
Open Door Programme	2,261,937	1,231,214
SGUnited Jobs & Skills Programme	172,651	-
SkillsFuture for Persons with Disabilities	131,646	-
SkillsFuture Study Award for Persons with Disabilities and Disability Employment Professionals	30,000	45,000
Special Assistance Fund	495,087	426,156
Taxi Subsidy Scheme	124,524	136,788
Tech Able	485,467	189,588
MSF Service Provider Funding	57,121,881	24,427,211
Temasek Trust-CDC-Lifelong Learning Enabling Fund	30,420	-
Temasek Foundation-Peer Support Network	129,175	-
Tote Board - Enabling Lives Initiative Grant	1,042,899	2,607,055
Tote Board - Enabling Lives Initiative Grant 2	57,086	-
Tote Board - Social Service Fund	90,767,800	19,184,653
VWO Transport Subsidy Scheme	8,257,413	7,615,541
TOTAL DISBURSEMENT IN THE YEAR	390,905,421	65,904,376



● Financial Aids by the Government

- Transport Subsidies
 - Taxi Subsidy Scheme:
 - Provides taxi subsidies for persons with permanent disabilities who are medically certified as unable to take public transport during their daily lives (SG Enable, n.d.)
 - PWD Concession Card
 - Provides public transport concessions for Persons with permanent disabilities.
 - Up to 55% off adult fares for all basic bus and train services
 - No additional fares beyond 7.2km (SG Enable, n.d.)

● Limitations

Firstly, like other government schemes, PWDs can only apply if they are **citizens or permanent residents**. We know that Singapore's workforce relies heavily on **foreign talent & labour**. Thus this measure may **not be accessible to a significant population** of people living in Singapore.

This scheme may have eased the financial burdens experienced by the PWDs. However, this does not mean that Singapore's **transport system** is thoroughly **equipped to adequately transport** Singapore's growing population as well as accommodate for PWDs.

● Recommendation

Public buses are designed around abled people.

For Singapore to be a more PWD-inclusive society, one recommendation is to **modify existing buses** to address the previously-mentioned issues.

This will be expensive, time-consuming, and require a new design, but it is considerably **cheaper than building new PWD-friendly buses** and will **improve accessibility** for PWDs.

These new buses can have more priority seats and are roomier to accommodate more PMDs.



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Thank You

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Q&A

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