

Disability employment in Australia



1 in 5

Australians of working age
live with disability¹

77%

vs

35%

77% of employers are open to hiring people with disability, **but only 35%** of employers demonstrate a commitment to hiring people with disability³

~50%

The employment rate for people with disability is almost half compared to those without disability²



Benefits to employers for hiring people with disability

Increase \$ by 30%

Companies that offered the most inclusive working environment for employees with disability **gained an average of almost 30% in revenue**⁴



20% increase

In employers' potential candidate pool by considering people with disability for roles



Enhanced brand reputation

Employees and customers are more loyal to businesses who value diversity and inclusion⁵



Bottom-line benefits

Workers with disability often have:

Lower absenteeism

Higher loyalty

Low incidence of workplace injury⁶

^{1&2} Australian Bureau of Statistics (ABS) 2016, 4430.0 - Survey of Disability, Ageing and Carers 2015

³ Kantar Public: October, 2017, Commissioned by Australian Government, Department of Social Services, Building Employer Demand Research report

⁴ Accenture in partnership with Disability:IN and the American Association of People with Disabilities (AAPD) 2018, Getting to Equal 2018: The Disability Inclusion Advantage

⁵ Employer of Choice Study, 2014 by Instinct and Reason for Heads Up campaign. AND surveys of members and case studies.

⁶ Australian Safety and Compensation Council, 2007. Are People with Disability at Risk at Work? A Review of the Evidence, ASSC, Canberra, Du Paul University 2007 and Graffam J, Shinkfield A,