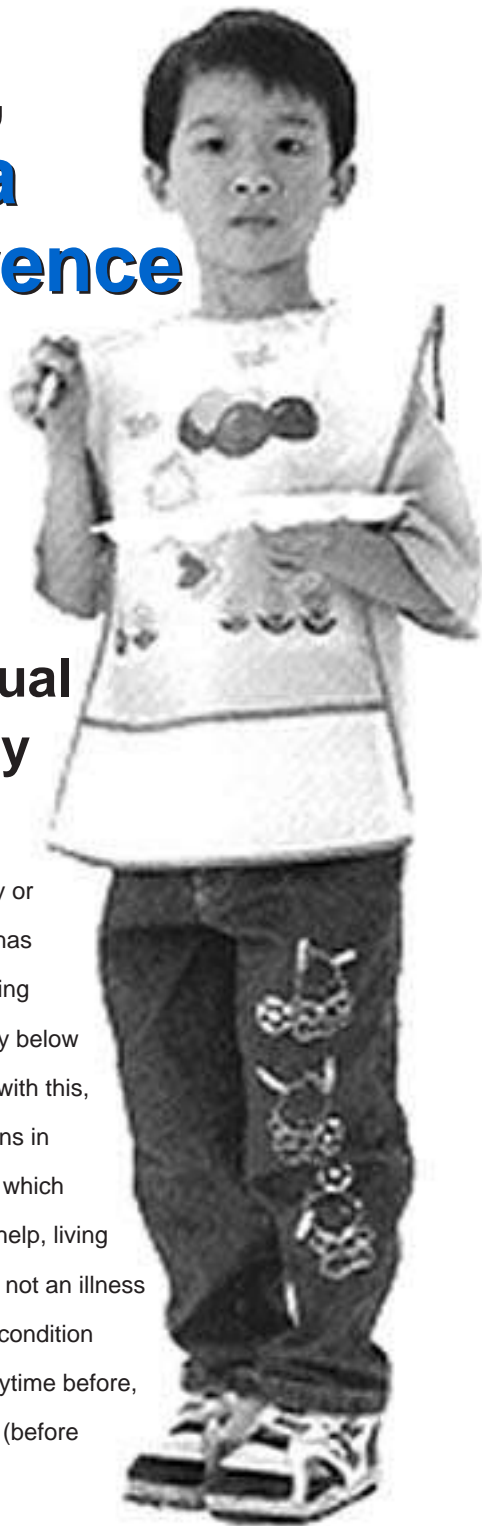


# Alike, with a Difference

## Intellectual Disability

A person with intellectual disability or mental retardation has intellectual functioning which is significantly below average. Together with this, he/she has limitations in adaptive behaviour which affects his/her self-help, living or social skills. It is not an illness or a disease, but a condition which can occur anytime before, during or after birth (before 18 years of age).



## Movement for the Intellectually Disabled of Singapore (MINDS)

The largest Voluntary Welfare Organization catering to the educational, training, residential and welfare needs of the intellectually disabled in Singapore.

**MINDS** has:

- 5 Special Schools
- 3 Employment Development Centres
- 2 Training and Development Centres
- 2 Residential Homes

People with disability have been engaged in contract work involving various crafts. Many Singaporeans are aware of the diversity and versatility of their talents.

Human potential for creativity and artistic expression is not limited by intellectual disabilities. **MINDS** aims through cultivating their artistic expression, to help the Intellectually Disabled achieve independence and a meaningful vocation.

Your purchase goes a long way towards supporting and encouraging their artistic talent and self-employment.

### Problems commonly faced by Intellectually disabled persons seeking employment

- Limited opportunities due to prejudice against disabled workers is still prevalent
- Lower intellect confines scope to manual labour and service industry
- Technological advancement make jobs more IT oriented, automation forces out manual labour
- Firms prefer employing the aged or foreign workers as cost effective labour
- Adaptability of Intellectually Disabled Workers: inability to easily adjust and be retrained results in labour immobility
- Attitude & perception of supervisors and co-workers
- Approval of customers

## Misconceptions on *Employment* of Intellectually Disabled (ID) Persons

### MISCONCEPTIONS

- 1 Employees with ID cannot work, except possibly in sheltered work environment
- 2 Performance standards decrease because of lower intellect
- 3 Less initiative to learn
- 4 Absenteeism increases
- 5 Ordinary workers will not accept employees with IDS

### FACTS

- 1 Employees with ID can learn a variety of tasks when they are given the chance to learn. They can be employed in competitive jobs.
- 2 Employees with ID can equal ordinary workers in productivity and quality of work if they are appropriately matched to the job and given adequate training and practice.
- 3 Employees with ID generally show good performance in maintaining a positive attitude at work. Like anyone else, they take pride in their job and are eager to learn when given the chance.
- 4 ID Employees can maintain better attendance and lower turnover rate than ordinary workers. While there are limitations as to how much they can learn, the fact is that in many types of work, they have proven to be better suited than ordinary workers who may soon become bored, impatient and overly ambitious for a better job.
- 5 The more chances for interaction, the more willing the co-workers are to accept disabled employees. A positive attitude of the employer will set a good example...

# *Silk Greeting Cards*

## *Hand painted with pride*

By persons with  
intellectual disabilities

Each hand-painted silk card you buy is as distinct in character as the individual at MINDS who made it. By sending a MINDS greeting card today, you will help to provide an on-going employment avenue for him (or her).

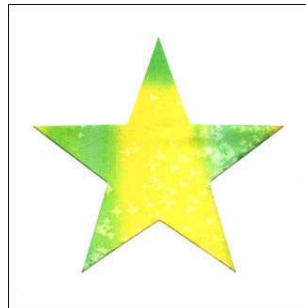
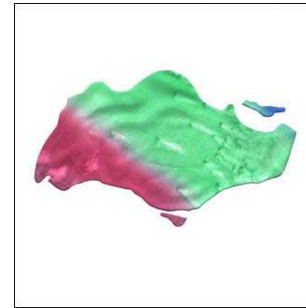
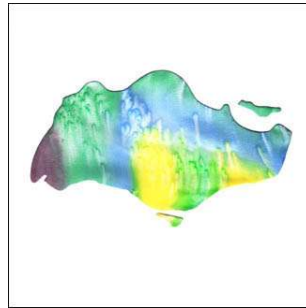
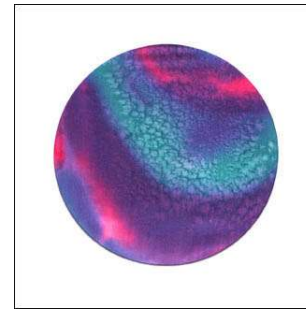
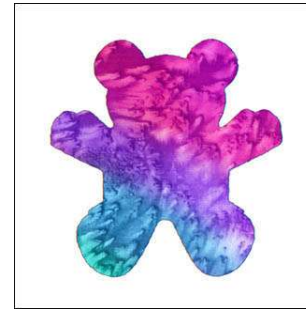
*“Give a man a fish and he will eat for a day.  
Teach him to fish and he will eat for a lifetime.”*  
- Confucius

This festive season, help the intellectually disabled achieve independence.

- A charity project by

**minds**  
Movement for the Intellectually Disabled of Singapore

Some examples of the cards:  
Actual size: 11.3cm (width) x 11.5cm (height)



Pack of 3 cards	\$5.00 each
50 cards and above	\$1.50 each
500 cards and above	\$1.50 each
+ free printing of company's name	

*All proceeds will go to*  
**SIA MINDS Employment Development Centre**

**To order, please contact:**

Mr Kwek Thiam Chye  
Tel : 6473 1148  
Fax : 6473 3885  
Email: [KWEK\\_thiamchye\\_SMEDC@minds.org.sg](mailto:KWEK_thiamchye_SMEDC@minds.org.sg)