

Economy and Fair Work Committee
Wednesday 5 June 2024
18th Meeting, 2024 (Session 6)

Disability Employment Gap
Note by the Clerk

Background

1. “Disability employment gap” is the term used to refer to the difference in employment rates between disabled and non-disabled people. Statistics show that disabled people in Scotland have a lower employment rate than non-disabled people.
2. The Committee agreed on [21 February 2024](#) to undertake an inquiry to identify the barriers that limit the ability of disabled people to get and keep a job and consider how these might be addressed.

Previous Work

3. The Committee undertook some initial work on the disability employment gap in 2023. This included visits, [an evidence session with stakeholder organisations](#), and [an evidence session with the then Minister for Just Transition, Employment and Fair Work](#).
4. A [letter with the Committee’s initial findings](#), and [the then Cabinet Secretary’s response](#) can be accessed online.
5. The Committee agreed to undertake an inquiry to build on this initial work.

Remit

6. During this inquiry, the Committee will consider—
 - the help available for disabled people to get back into the labour market;
 - the support available for employers for more inclusive recruitment practices and workplaces;
 - specific barriers faced by people with learning disabilities and neurodivergent people; and
 - the employment support systems for disabled people.

Call for Views

7. The Committee previously undertook a call for views. This ran from 20 December 2022 to 16 February 2023 and received [41 responses](#).

Witnesses

8. This is the final evidence session of the inquiry. The Committee will hear from—

- Tom Arthur, Minister for Employment and Investment;
- XXX; and
- XXX, Scottish Government.

Clerks to the Committee
May 2024