

**Economy and Fair Work Committee**  
**Wednesday 22 May 2024**  
**16<sup>th</sup> 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. Today's evidence session will focus on the support available to help young disabled people transition from the education system to adulthood.
9. The Committee will hear from—
  - Tracey Francis, Policy and Development Worker for the Scottish Transitions Forum, [Association for Real Change Scotland](#);
  - Anne-Marie Sturrock, Vice Principal – Student Experience, [Colleges Scotland](#); and
  - Dr. Charlotte Pearson, Senior Lecturer in Social & Public Policy, [University of Glasgow](#).

**Clerks to the Committee**  
**May 2024**