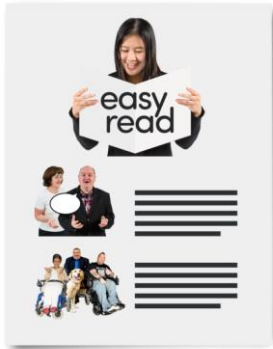


The Disability Employment Charter

	<p>This presentation is from Professor Kim Hoque.</p>
	<p>Professor Hoque is from King's Business School in London.</p>
	<p>Professor Hoque is a part of a group of researchers.</p>
	<p>This group is called Disability@Work The group want to learn more about disability and work.</p>



Disability@Work give information about their research in a way that everyone can understand.



The research shows that in 2021, there were less disabled people in work than non-disabled people.

This is called the Disability Employment Gap.



Disabled people were paid less than non-disabled workers.

This is called the Disability Pay Gap.



It can be harder for disabled people to get a job.

This is known as disability disadvantage.



How can we support disabled people to get into work?



We need to think about the things that stop disabled people from getting work.



We need to look at the design of jobs.



We need to look at the attitude of employers to disabled people.



Employers have a long way to go:



Only around 1 in 10 workplaces check if they hire and promote disabled people.

These workplaces employ 5 or more people.



Very few check if disabled people are paid the same as other workers.



Very few workplaces have special plans in place to encourage disabled people to apply for jobs.



The
**Disability
Employment
Charter**

The Disability Employment Charter



Different groups in the UK worked together on this charter in 2021.

A charter is a written agreement.



115 groups have signed up to the Disability Employment Charter.



There is support from some Members of Parliament and people in Government.



The
**Disability
Employment
Charter**

Some ideas in the Disability Employment Charter:



The Government should ask employers every year:

- how many disabled people they employ
- if they are paid the same as other workers.



The Government should offer more and better employment programmes and career advice for disabled people.



The Government should make sure that supports help disabled people to get into work.

 <p>A hand is shown signing a document titled "Contract". The document features a small illustration of two hands shaking. The hand holding the pen is positioned over the signature line.</p>	<p>The Government should give public sector contracts to organisations that employ a certain number of disabled people.</p>
 <p>A man in a dark suit and light blue tie is sitting at a desk, looking thoughtful. A thought bubble is visible above his head.</p>	<p>Employers should have to give employees a decision on reasonable adjustment requests within two weeks</p>
 <p>A group of people are seated around a table in a meeting. One person is in a wheelchair. A dog is visible on the floor near the wheelchair.</p>	<p>The Government should tell employers to talk with disabled people on disability equality matters.</p>
 <p>A blue circular icon with a white lowercase letter 'i' inside, representing information.</p>	<p>The Government should create a 'one stop shop'. This would give information to employers on hiring and keeping disabled people in work.</p>