



Close the Gap response to the Scottish Government's consultation on Increasing the Employment of Disabled People in the Public Sector

August 2018

INTRODUCTION

Close the Gap is a policy and advocacy organisation working in Scotland on women's labour market participation. We have been working with policymakers, employers and employees since 2001 to influence and enable action that will address the causes of women's labour market inequality.

Women's experience of inequality is not universal, but rather shaped by multiple identities. An intersectional approach is therefore crucial to understanding the complexities of women's lives and it is important that policy design and delivery considers groups of women who share more than one protected characteristic, for example, black and minority ethnic women; disabled women; and lesbian, bisexual and transgender women.

Within the labour market, disabled women face intersectional or dual labour market disadvantage on the basis of both their sex and disability. This means disabled women face the barriers which perpetrate women's labour market disadvantage, such as childcare and a lack of flexible working, in addition to the raft of barriers experienced by all disabled people in the labour market. As a result, disabled women generally experience poorer labour market outcomes and lower pay than disabled men.¹

The public sector has an important role to play in tackling inequalities because of the proximity of public sector bodies to the everyday lives of women and men in Scotland and we welcome the Scottish Government's focus on the disability employment gap and the emphasis on public sector action to halve this gap. Mainstreaming gender throughout employment policy, practice and service delivery will help address inequality in wider society through shifting gender norms and challenging stereotypical assumptions. Public sector employers should set a precedent and lead by example for private and third sector employers in Scotland.

¹ TUC (2015) *Disability and Employment: A social Model Study of Employment Experiences of Disabled People in Great Britain, with a Focus on Mental Illness* available at <https://www.tuc.org.uk/sites/default/files/DisabilityandEmploymentReport.pdf> accessed August 2018

DISABLED WOMEN IN THE LABOUR MARKET

Disabled women's experiences of the labour market is an under-researched area, and there continues to be a lack of robust, disaggregated data. However, we know that in 2015 women accounted for 55% of those in receipt of Personal Independence Payment (PIP)² and 65% of those in receipt of Attendance Allowance in Scotland.

A comparison of the average hourly earnings of disabled men, disabled women and non-disabled women compared to the average hourly earnings of non-disabled men shows all three groups are substantially worse off. However, disabled women also face a larger pay gap than the gender pay gap faced by non-disabled women. The average pay gap for disabled women is 22% when compared with non-disabled men and 11% when compared with disabled men.³

In terms of working hours, disabled women are much more likely to work part-time than disabled men (48% compared with 18%). Disabled women are also more likely to work part time than non-disabled people with 42% of non-disabled women and 11% of non-disabled men working part-time.⁴

Mental health problems are the most common reason for claiming disability benefits in the UK and people with mental health problems are among the least likely to be employed of all disabled people. This is especially true for women, who experience higher rates of mental health problems than men. Women with mental health problems experience worse employment disability penalties than disabled women generally.⁵

Disabled women are also more likely to experience domestic abuse than non-disabled women with half of disabled women experiencing domestic abuse in their lifetime compared with 1 in 4 non-disabled women. As acknowledged by Equally Safe, Scotland's strategy to eradicate violence against women and girls, violence against women and girls is a cause and consequence of women's wider inequality. An employability strategy that works towards narrowing the gender pay gap and reducing economic inequality between women and men and between disabled

² PIP was introduced in April 2013 and replaces Disability Living Allowance for those aged 16-65

³ Sykes, Wendy et al (2013) Barriers to employment and unfair treatment at work: a quantitative analysis of disabled people's experiences Equality and Human Rights Commission available at <https://www.equalityhumanrights.com/sites/default/files/research-report-88-barriers-to-employment-and-unfair-treatment-at-work-disabled-peoples-experiences.pdf> Accessed August 2018

⁴ Ibid

⁵ TUC (2015) Disability and Employment: *A social Model Study of Employment Experiences of Disabled People in Great Britain, with a Focus on Mental Illness* available at <https://www.tuc.org.uk/sites/default/files/DisabilityandEmploymentReport.pdf> Accessed August 2018

women and non-disabled people at a societal level, could ultimately reduce disabled women's experience of men's violence.⁶

1. How could public sector bodies better support self-reporting (self-declaration) of disabilities for staff in their own organisations, to improve response rates and the quality of data collected?

3. What support, if any, and from where, would public sector bodies need to implement measures, such as improving data collection?

Public Sector Equality Duty

Under the public sector equality duty, listed public bodies are required to collect a range of employee data annually, disaggregated by protected characteristic, to report every two years, and use the data to develop equality outcomes. A practical suggestion would be to include the proposed targets within the duty. This would build on the pre-existing requirements of the specific duties including mainstreaming equality, gathering and using employee information, and setting equality outcomes. However, incorporating targets into the duty in its current form, and at current levels of compliance, would be insufficient.

Close the Gap analysis of public bodies' public sector equality duty reporting in 2017 highlighted that there were significant issues with the quality and format of employee data published. 23% of bodies had either published no employment data, or the employment data was not disaggregated by gender. 87% of bodies were assessed as having made poor or no use of employee data.⁷ Of those who had published gender disaggregated employee data, few had published meaningful employment data beyond workforce composition. These findings are supported by Equalities and Human Rights Commission (EHRC) research which concluded that data must be improved on protected characteristics and employee monitoring.⁸ Arguably, employee data on gender is the easiest to gather and to report upon and yet even this aspect of the duty is not being met to an appropriate level.

At present, there is little evidence that the duty is delivering change in Scotland. Instead of a transformation in employment and service delivery within the public sector, as intended by the duty, equality organisations perceive a regression in focus, ambition, and performance. Indeed, our research has found a regression in employer compliance with the gender and employment aspects of the duty. Therefore, prior to

⁶ Engender (2016) *Unblocking the Pipeline: Gender and Employability in Scotland* available at <https://www.engender.org.uk/content/publications/Unblocking-the-Pipeline---Gender-and-Employability-in-Scotland.pdf> Accessed August 2018

⁷ Close the Gap (2018) *Assessment of Public Sector Employers' Compliance with the Public Sector Equality Duty* Forthcoming.

⁸ EHRC (2017) *Measuring Up? Scotland Specific Equality Duties: February 2017* available at https://www.equalityhumanrights.com/sites/default/files/measuring_up_presentation_feb2017.pdf Accessed August 2018

any incorporation of disability targets, efforts must be made to improve compliance with the duty more broadly, including introducing adequate enforcement action for non-compliance. This should involve ensuring that the EHRC is adequately resourced to undertake enforcement work.

We welcome the Scottish Government's current review of the duty in Scotland and the timing of the review presents an opportunity to consider how we can make space for disability employment targets within the duty. If the targets are to be implemented within the duty, ensuring that the review is robust and incorporates the expertise and learning of the equality sector in Scotland is vital to the success of targets.

In terms of improving data collection, and in response to question three on support for employers, in 2016 Close the Gap published 'Public Sector Equality duty: Guidance on reporting on gender and employment, equal pay and occupational segregation'. Although this guidance focuses on gender and employment, it covers fundamental methods and tools such as mainstreaming, impact assessment, and the process data gathering, analysis and use. Public bodies will therefore find this guidance useful when considering the duty in relation to service delivery, or other protected characteristics, such as disability.

Self-declaration

The low disclosure rates reported in various public sector bodies may be a result of the methods of data collection, such as staff surveys, where staff are asked to self-declare any disability. If, as noted in the consultation document, people may not declare their disability because of fears of negative reactions, misunderstandings or an impact on career progression, this in itself is evidence of a workplace culture that is perceived to not support disabled people.

Skills Development Scotland (SDS) recently worked with Disabled People's Organisations to complete a comparative analysis of disclosure and reporting practice.⁹ SDS have subsequently revised their monitoring questions for National Training Programmes (NTP) and, as a result, the proportion of MA starts self-identifying an impairment, health condition or learning difficulty has increased from 8.6% in 2016/7 to 11.3% in 2017/8.¹⁰ This improvement highlights the importance of working collaboratively with Disabled People's Organisations, such as the Glasgow Disability Alliance, through the Equality Advisory Group. Sharing information about

⁹ Skills Development Scotland (2016) *Modern Apprenticeships: Disability Disclosure* available at <https://www.skillsdevelopmentscotland.co.uk/media/41539/modern-apprenticeships-disability-disclosure-july-2016-update.pdf> Accessed August 2018

¹⁰ Skills Development Scotland (2018) *Modern Apprenticeship Statistics: Full Year Report 2017/8* available at <https://www.skillsdevelopmentscotland.co.uk/media/44711/modern-apprenticeship-statistics-quarter-4-2017-18-1.pdf> Accessed August 2018

the process and impact of this review, as well as promoting partnership working with Disabled People's Organisations, can help to increase levels of reporting across the public sector.

The new questions also ask individuals to provide further details on their disability from a list of options, providing a more detailed picture. However, NTP statistics are not yet disaggregated by disability and gender, so the picture of disabled women's experience of MAs, and the labour market is very limited.

Gaps in evidence

The Scottish Government should work with Disabled People's Organisations to identify gaps in evidence and uncover how to fill these gaps. We also recommend that the Scottish Government involve Scotland's women's sector to ensure that the experience of disabled women is visible. It would be possible to gather best practice from Disabled People's Organisations and share learning amongst public sector employers.

4. Would setting targets improve the disability employment rate in the public sector?

Targets, when set at the right level and given appropriate emphasis, can incentivise the public sector to prioritise improving the employment of disabled people in their organisation and can lead to positive changes to recruitment practices and workplace culture. However, within the target of halving the disability employment gap, there needs to be a strong focus on the additional impact of race and gender. It is possible that improvements could be made to the disability employment gap through the increased employment of disabled men while disabled women or disabled people from BME backgrounds remain effectively trapped outside of the labour market.

Evidence from Scotland's national equality organisations finds that the response from public bodies to the public sector equality duty has essentially been to treat protected characteristics in an undifferentiated way, glossing over or ignoring the specific disadvantage and discrimination faced by specific groups of people.¹¹ This homogenisation of equalities has resulted in a regression in the quality of equalities practice in the public sector in and should not be replicated within the context of targets. Instead, an intersectional approach and disaggregated data must be central to targets.

¹¹ Equality Sector Response (2017) The Socio-Economic Duty: A Consultation available at <https://www.closesthegap.org.uk/content/resources/Socioeconomic-duty-consultation-equality-sector-response-September-2017.pdf> accessed August 2018

Occupational segregation

Stereotypical assumptions of the capabilities of disabled people could see disabled people, particularly disabled women, funnelled into low-paid, low-status work, particularly when there is an emphasis on meeting numerical targets. Across the labour market, disabled women are more likely to be under-employed in terms of skills.¹² Evidence also shows that disabled women are more likely to be in low-paid jobs than non-disabled people with 35% of disabled women paid below the National Living Wage compared with 25% of non-disabled men and 29% of non-disabled women¹³. Targets must not reinforce the trend of underemployment and low-skilled work but attempt to actively disrupt this by supporting disabled women to enter work which meets their needs, skills and qualification level.

Workplace culture

While getting more disabled people into the workplace creates more opportunities to create positive cultures within it,¹⁴ targets will not immediately change cultures. Workplace culture is a key barrier for the employment of disabled people, particularly for disabled women who face workplace barriers on account of both their gender and disability. Inclusion Scotland research found that, when asked to choose from a list of factors, most disabled people said they are limited by a health condition, illness or disability. However, disabled people also reported a range of other barriers such as the attitudes of employers. This is echoed by findings from a recent Engender survey of disabled women which found the main issues faced by disabled women as being judged, not being taken seriously or listened to and a constant struggle to be respected.¹⁵

Building on the social model of disability, we are supportive of Inclusion Scotland's work on 'employerability' which addressed the fact that most of the activities geared towards disabled people's employment focuses on the perceived lack of capacity, rather than the barriers presented to disabled people including negative attitudes and exclusionary practices. In a recent survey by Disability Agenda Scotland, 64% of respondents said that they had felt at risk of losing their job because they didn't have the right support and almost a quarter said that they found their employer's

¹² Close the Gap (2017) *Response to the Independent Review of Employment Practices in the Modern Economy* available at <https://www.closesthegap.org.uk/content/resources/Close-the-Gap-response-to-the-review-of-employment-practices-in-the-modern-economy.pdf> Accessed August 2018

¹³ EHRC (2017) *Being Disabled in Britain: A Journey Less Equal* available at <https://www.equalityhumanrights.com/sites/default/files/being-disabled-in-britain.pdf> Accessed August 2018

¹⁴ Inclusion Scotland (2018) *Situations Vacant: Employerability Disabled People's Right to Work. A Report of Our Solutions* available at <http://www.ilis.co.uk/uploads/ILIS%20Summit%20report%20DIGITAL%20FINAL.pdf> Accessed 2018

¹⁵ Engender and Inclusion Scotland (2017) *Gender Matters in Disability* <https://www.engender.org.uk/content/publications/Gender-Matters-in-Disability-Briefing---Engender-and-Inclusion-Scotland.pdf> Accessed 2018

recruitment practices to be negative towards disabled people.¹⁶

Consequently, targets must be only one of a suite of measures to increase the employment of disabled women in the public sector and targets should be seen as a starting point, rather than a 'cap' or an end point.¹⁷ It should not just be about getting disabled women into the workplace but providing the right support and promoting an inclusive workplace culture which promotes sustainable employment and enables disabled women's retention.

Targets should therefore cover retention and promotion in addition to new entrants, ensuring that disabled women are given the opportunity to progress. Reporting on compliance with targets should take account of pay grades, recruitment processes and occupational segregation to encourage employment at all levels within the public sector. This approach would also support the public sector in meeting the public sector equality duty and tackling the causes of the gender pay gap.¹⁸

5. Options for targets

Regardless of the option decided for implementation, within the detail and guidance of these targets, there should be specific reference to disabled women. Targets should be accompanied by plans, timelines and performance indicators which highlight whether targets are working or not. If targets are implemented as part of the public sector equality duty, listed public bodies should also be required to report on how they are working towards meeting these targets and how they are mainstreaming disability throughout their functions.

Close the Gap does not have the disability expertise to suggest the levels at which these targets should be set. However, we note that targets must be ambitious, but achievable, and, where needed, employers should receive support in developing effective actions. There must also be sanctions for non-compliance which can act as a strong lever for action.

Before providing comment on each comment in turn, we would rank the options listed within the consultation document as such:

1. Option A
2. Option B
3. Option C
4. Option D

¹⁶ Disability Agenda Scotland (2017) *Disability Employment: End the Gap* available at https://www.disabilityagenda.scot/images/das_documents/end_the_gap.pdf Accessed 2018

¹⁷ Inclusion Scotland (2018) *Situations Vacant: Employerability Disabled People's Right to Work. A Report of Our Solutions* available at <http://www.ilis.co.uk/uploads/ILIS%20Summit%20report%20DIGITAL%20FINAL.pdf> Accessed 2018

¹⁸ Ibid

Option A and B

Option A - The Scottish Government to set one national public sector target with a timescale to meet this

Option B – The Scottish Government to set one overall incremental public sector employment target that would be reviewed and revised in fixed stages

Based upon our experience of targets for gender equality, we believe one public sector target which necessitates action from all public sector employers is the best route to closing the disability employment gap.

Option A furthers a sense of collective responsibility, highlighting that all public bodies have a role to play in closing the disability employment gap. This sense of universality also leads to a focus, as mentioned above, on an employer's 'employerability' and places emphasis on all public bodies becoming labour market leaders by recognising the benefits of a diverse workforce and viewing disabled women as equal and valued. Given the poor performance of the public sector equality duty, it is very likely that employers will require additional support in developing effective interventions to meet their targets. More detail on the kind of support needed is mentioned within question 4 and question 8 of this response.

Option B is more favourable to employers, however, there is the possibility that incremental targets may lead to complacency amongst those employers who currently have higher levels of disabled people, who may not immediately prioritise work on this. Alternatively, we note that under option A, there is nothing to stop individual public sector employers setting incremental targets underneath the overarching public sector target. This would enable public sector employers to work towards the overall target and create a timetable for compliance. This enables public sector employers to identify the causes of disabled women's under-representation and inequality, as well as potential barriers to compliance and ultimately have control over their work while ensuring that the organisation does not become complacent, as may be the case with option B.

Within this option, we do note that there may be some variation in the achievement of targets based upon geographical location and the percentage of the local population who are disabled. Timescales should also take account of the varying starting points, in terms of the representation of disabled people in the current workforce, across the public sector.

Option C

To require Scottish public sector bodies to set targets for their organisation taking into account their starting point in terms of the level of disabled people in their workforce, their size and differing core functions.

Option C has the possibility to perpetrate stereotypes against disabled people due to the reference of 'core functions' which makes an assumption that some organisations will not have roles suitable for disabled people. This also moves away from the idea of an 'all Scotland approach' by placing various emphasis on different organisations, rather than promoting a collective and shared responsibility for halving the disability employment gap.

Also, evidence shows that all organisations, regardless of size, can benefit from diversity in the workplace. That public sector employers of all sizes can recruit and retain disabled employees will send a positive message around the benefits of employing disabled women and how easy it is to make changes to the workplace.

Option D

For the Scottish Government to set a target for its own core Civil Service workforce, while working with other public bodies to encourage them to set their own voluntary targets

Close the Gap would strongly urge against Option D. Close the Gap has 17 years experience working on women and the labour market and, throughout this time, the evidence has highlighted that voluntary initiatives are ineffective in creating meaningful change. For example, the UK Government's Think, Act Report initiative was widely seen as a failure when out of the 280 companies that signed up, only five published their pay gap.¹⁹ There is no evidence that the Scottish Business Pledge has changed employer practice on gender equality at work.²⁰ Research consistently shows that most employers are unlikely to undertake action on equality unless they are legally required to do so.²¹

Overall, we believe that option A, if accompanied with support and guidance appropriate for public sector employers of all sizes, is the option which is most likely to close the disability employment gap. While not essential, for simplicity, universal

¹⁹ Close the Gap (2013) Missing Out on the Benefits: Summary of research on the reporting of the gender pay gap in Scotland <http://www.closesthegap.org.uk/content/resources/Missingoutonthebenefits-CTG.pdf> Accessed August 2018

²⁰ Close the Gap (2017) Submission to the Economy, Jobs and Fair Work Committee Inquiry into the Gender Pay Gap available at <https://www.closesthegap.org.uk/content/resources/Close-the-Gap-submission-to-pay-gap-inquiry.pdf> accessed August 2018

²¹ IFF (2015) Company Reporting: Gender Pay Data available at <https://www.gov.uk/government/publications/company-reporting-gender-pay-data> Accessed August 2018

targets across the public sector could be implemented under the public sector equality duty as part of a broader emphasis on equalities in public bodies. If this approach was adopted, public bodies should be expected to report on how they are working towards meeting targets.

8. What other measures or options do you, or your organisation, think could be put in place to:

- a) employ more disabled people in the public sector; and,**
- b) support disabled people to remain in employment in the public sector?**

Myth-busting campaigns

The consultation document suggests further actions could include ‘increasing awareness and dispelling myths and fears about employing disabled people’. However, myth-busting is not an appropriate means of improving representation or changing perceptions. For example, Frame Works Institute research on anti-poverty found that tackling misunderstandings of poverty with myth-busting further entrenches misconceptions and does not lead to increased public support for anti-poverty messages.²² We would therefore discourage Scottish Government from adopting a myth-busting campaign which may serve to cement stereotypes, rather than challenge them.

More effective than myth-busting in terms of strengthening commitment to positive change is work around shared values, such as those of inclusivity, opportunity and community.²³ Rooting campaigns in cultural values and positive assertions will also be more effective.²⁴

Equalities competence

A critical reason that the public sector equality duty has not resulted in meaningful change for women, and other protected groups, is the failure of public bodies to invest in gender competence, and equalities competence more broadly. At present, the responsibility for equality usually sits within the remit of one officer. In some cases, there is no organisational capacity for equalities. While there are clear advantages to having equalities expertise, the lack of competence across the organisation prohibits gender and disability mainstreaming and creates sustainability challenges around equalities work. Allocation of adequate resources to build capacity

²² FrameWorks Institute and Joseph Rowntree Foundation (2018) *How to Talk About Poverty in the United Kingdom* available at http://frameworksinstitute.org/assets/files/PDF_Poverty/JRFUKPovertyMessageMemo2018Final.pdf Accessed August 2018

²³ The Opportunity Agenda (2009) *Busting the Practice of Myth Busting* available at <https://opportunityagenda.org/explore/insights/busting-practice-myth-busting> Accessed August 2018

²⁴ Common Cause (2015) *Communication: A Toolkit for Charities* available at https://valuesandframes.org/resources/CCF_communications_toolkit.pdf Accessed August 2018

in staff on equalities is essential to developing equalities competence across the organisation.

Support for employers

Plans to halve the disability employment gap must address the changes that many employers need to make in order to become more accessible and inclusive employers.²⁵ This means assisting employers and disabled people in accessing appropriate support and highlighting the economic and business gains of inclusive workplace cultures.

Targets must sit alongside signposting to, and promotion of, support for employers and disabled people. For employers, support should include all aspects of employment policy, making reasonable adjustments and information around retention when someone becomes disabled, or their condition worsens. There should also be consideration of internal procedures to deal with bullying, harassment and discrimination. Less formally, providing best practice examples of light-touch support and supportive management which specifically covers the needs of disabled women can assist in promoting a positive workplace environment.

Challenges remain around the lack of knowledge and understanding of Access to Work, one of the main sources of support for employers and disabled people. As part of the promotion of targets and other measures to close the disability employment gap, the Scottish Government should work with the public sector and partners to promote Access to Work. This would also help to build a bank of useful resources and expertise which can subsequently be shared with private and third sector employers, ultimately benefiting more disabled people.

Disabled women

Disabled people are not always aware of what support is available and how to access this support.²⁶ Inclusion Scotland have previously called for peer mentoring for disabled people, support in accessing mainstream support and establishing a one-stop shop for advice for employees and employers via a Disabled People's Organisation with a track record of supporting disabled employees and employers.²⁷ The devolution of employability support and the delivery of Fair Start Scotland also presents a good opportunity to promote the new services in collaboration with Disabled People's Organisations.

A lack of quality flexible working, particularly at senior levels, is a key contributing factor in the persistence of the gender pay gap and will be a particular barrier for

²⁵ Inclusion Scotland (2018) *Situations Vacant: Employerability Disabled People's Right to Work. A Report of Our Solutions* available at <http://www.ilis.co.uk/uploads/ILIS%20Summit%20report%20DIGITAL%20FINAL.pdf> Accessed 2018

²⁶ Ibid

²⁷ Ibid

disabled women in the labour market. Only 6% of higher paid jobs are advertised as being available on a flexible basis.²⁸ In a survey completed by Inclusion Scotland for the purpose of this consultation, a third of respondents specifically stressed the need for 'flexible working' without prompt from the survey itself. Providing flexible working opportunities at all levels will enable women to take-up paid employment and to progress into senior positions. Specifically, for disabled women, flexible working will give individuals the opportunity to work from home or other accessible environments or to work hours which enable them to best manage their condition.

As mentioned previously, disabled women face further employment barriers as a result of their gender in addition to their disability. This means that the key causes of the gender pay gap, such as occupational segregation, economic undervaluation of stereotypical female work, women's disproportionate responsibility for unpaid care work and untransparent recruitment, development and progression practice, need to be considered throughout this work or the disability employment gap, and subsequent pay gap, for disabled women will remain unchanged.

9. Do you, or your organisation, have any views on monitoring and reporting of the actions needed to increase disability employment rates in the public sector?

Data disaggregated by gender and disability

The cross-cutting and complex issues relating to the nature of disabled women's and men's access to education, training and labour market participation can only be understood if information provided is disaggregated by gender, otherwise new policies and practices will continue to perpetuate gender inequality and may widen the pay gap.

It is therefore vitally important that disaggregated data is gathered as part of a transparent monitoring and evaluation process as there must be sufficient intersectional data to analyse the disability employment gap for different groups. Indeed, this information should already be gathered under the public sector equality duty and ensuring compliance with the specific duties will be a key determining factor in whether targets are successful in increasing the employment of disabled people in the public sector.

²⁸ House of Commons Women and Equalities Committee (2016) *Report of Inquiry into the Gender Pay Gap* available at <https://publications.parliament.uk/pa/cm201516/cmselect/cmwomeq/584/58402.htm> Accessed August 2018

Disaggregated data should also be gathered on grade and occupation, and retention so that an assessment can be made about the types of work disabled people are entering and whether sustainable employment outcomes have been achieved.

Conclusion

Throughout work to close the disability employment gap in the public sector, Scottish Government and public bodies must give consideration to intersectional approaches, gathering disaggregated data on equalities and mainstreaming equalities throughout their recruitment and workplace practices. This could be achieved through better compliance with the public sector equality duty.

Overall, Close the Gap is supportive of the introduction of one national public sector target with a realistic timescale to meet this target (Option A). However, we note that this target alone will be insufficient to increase the employment of disabled women in the public sector unless it is combined with support for employers, changes to workplace culture and consideration to other policy areas such as transport and childcare which enable disabled people to take up work in the first instance.