



Cabinet Office

Information about our survey

Disability workforce reporting



Easy read booklet

Changes we want to make to the law about pay. Booklet 3 of 4

Disability Workforce Reporting



Disability workforce reporting

is when employers collect information about their disabled employees.



In this booklet we call disability workforce reporting DWR for short.



In 2021 we asked employers and employees in a survey what they think about DWR.



They told us what they think is good about DWR and what they worry about.



Some people think DWR will

- show everyone how many disabled people are employees.
- help organisations talk to disabled employees about what they need at work.
- get more people to talk about problems to do with disability.
- make employers think more about how they include disabled employees.



Some people worry that

- disabled employees will be treated badly if they tell their employer they are disabled.
- disabled employees will feel scared that they will be treated badly if they tell their employer they are disabled.
- it will not help disabled people but just be something that organisations have to do.
- personal information about disabled people will not be kept safe.



We also asked employers and employees about the information their organisation collects about disabled employees.



Most employers and employees said their organisation collects information about the number of disabled people who work there.



Just over half of employers said

- they collect information about how many disabled people do different types of jobs.



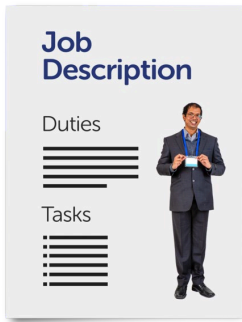
- they have been collecting this information for more than 5 years.



- it costs them little or no money to collect this information.



Some employers and employees said people outside of their organisation can read this information.



Employers said information about disabled employees was used to be more **inclusive** and to help decide who to give new jobs to.



Inclusive means to treat everyone fairly and give them what they need to do well.



Most employers and employees think organisations should collect information about disabled employees.



They think this information should be private so no one can tell who it's about.



They think employers should collect information about

- their employee's disability.
- how much they are paid.
- what type of job they have.
- what support they have.