

UNISON

Influencers 2026

DISABLED WORKERS

Disabled people face barriers to employment, workplace discrimination, and lack of access to essential services. Too many are excluded from fair work and independent living.

Key Facts

- Disabled workers are less likely to be employed
- Many workplaces fail to provide effective reasonable adjustments and workplace support is inconsistent
- Social care underfunding limits independence and participation
- Public services remain inaccessible for many

UNISON is calling for

- Enforcement of workplace adjustments in a consistent manner and timely
- Expansion of accessible employment opportunities that offer permanent employment and career progression possibilities
- Investment in social care to support independent living
- Fully accessible and inclusive public services

Questions for candidates

- How will you ensure workplaces meet accessibility requirements?
- What investment will your party make in social care?
- How will you remove barriers to employment for disabled people?
- How will you hold employers to account if they consistently fail in their duty to provide reasonable adjustments?
- What improvements do you propose will strengthen measurement of progress towards reducing the disability employment and pay gaps?

Action for you

- Highlight accessibility issues in your workplace and community
- Campaign for inclusive policies within your party
- Engage with disabled members and amplify their voices
- Press for a Scottish equivalent Disability Confident Scheme with independent assessment, measurement of progress, and enforcement action against employers who consistently fail to provide reasonable adjustments and who consistently fail to meet accessibility requirements.

Follow our campaign *Public services at the heart of a fairer Scotland* [here](#)

**Public services:
the heart of a fairer
Scotland**

UNISON
Scotland