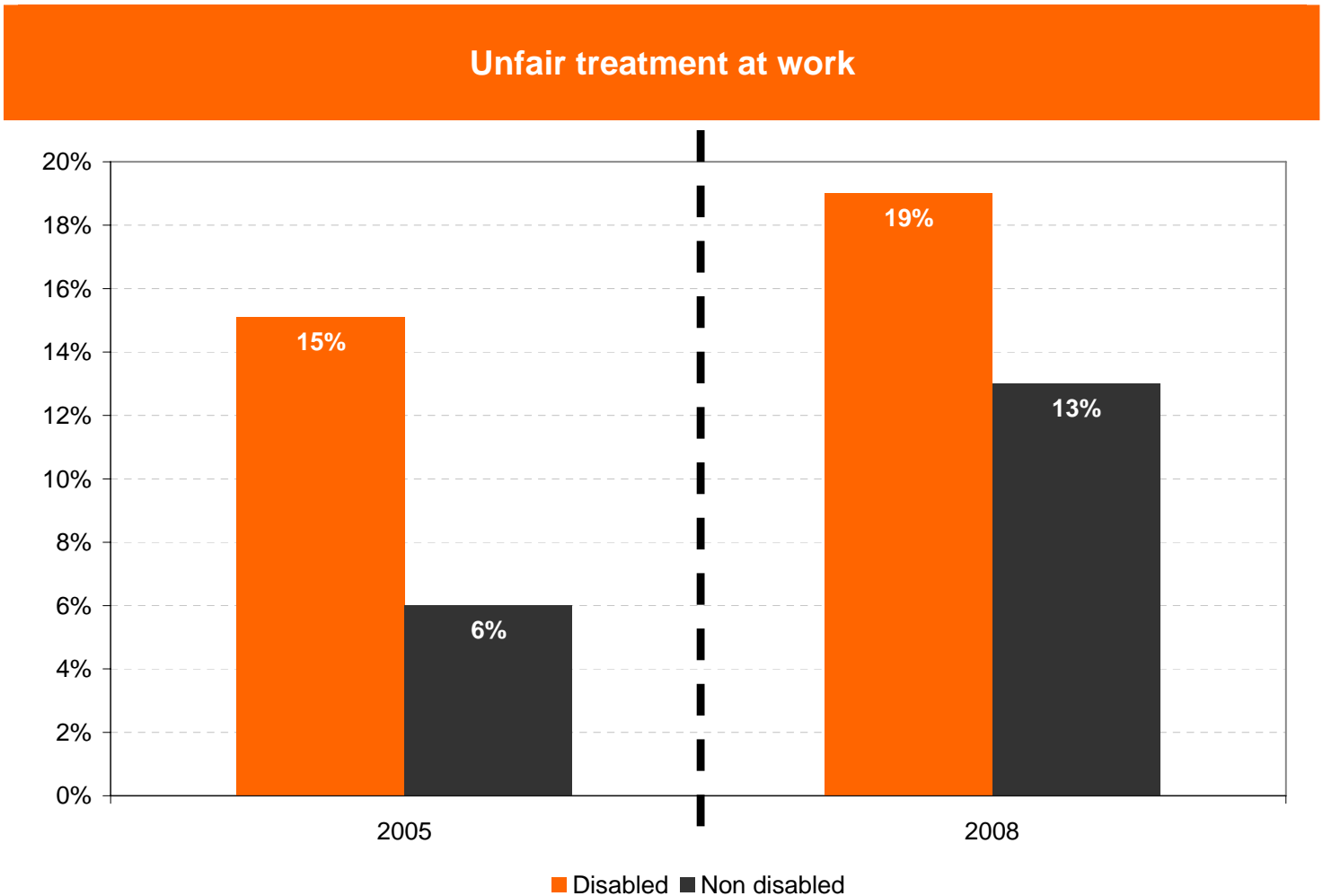


D1 – Unfair treatment at work

Baseline and Trends: Baseline – 2005. Figures from 2008 show that disabled people were significantly more likely to experience unfair treatment at work than non disabled people. In 2008, 19 per cent of disabled people experienced unfair treatment at work compared to 13 per cent of non disabled people. These figures cannot be compared to the 2005 baseline for the reasons outlined below.



Definition: Changes to the sampling collection method prevent significance testing from being carried out between years. In addition, the definition of unfair treatment at work has also changed between years. In 2005, unfair treatment related to a respondent's experience of unfair treatment, with their current or most recent employer, within the previous two years as a result of their age, gender, disability, etc. The full list can be found in the 2005 Fair Treatment at Work report (www.berr.gov.uk/files/file38386.pdf, page 19). In 2008, unfair treatment refers to a respondent being treated unfairly compared to others in the workplace. It also includes experience of unfair treatment with a previous employer in the last two

years. Further details can be found in the 2008 Fair Treatment at Work report (www.berr.gov.uk/files/file52809.pdf, page 64). Respondents who identify having a long-term illness, health problem or disability are defined as disabled. Data is for Great Britain.

Independent Living Strategy (ILS): This indicator is used to monitor the Independent Living Strategy, which covers England only. Data for England only shows a similar result; disabled people in England were significantly more likely to experience unfair treatment at work than non disabled people. In 2008, 20 per cent of disabled people experienced unfair treatment at work compared to 13 per cent of non disabled people.

Data Source: Fair Treatment at Work Survey