



# Is Scotland Fairer

## Crichton Conversation Lecture

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## Scotland Commissioner

## Equality and Human Rights Commission

- Non Departmental Government Body (NDPB)
- National Human Rights Institution (NHRI)
- A Rating
- Human Rights Act
- Established 10 years ago

# Protected Characteristics

- Race
- Gender
- Disability
- Religion
- Sexual Orientation
- Age
- Gender Reassignment
- Marital or Civic Partnership Status
- Pregnancy and Maternity





## Disability

20% of Scotland's population, around 1m people define themselves as disabled

2% of the working population become disabled each year

50% of disabled people are in work compared to 80% of non-disabled people

Disabled people are twice as likely to be unemployed than non-disabled people



# Gender

The Gender Pay Gap in Scotland is 16%

On average women earn £182.90 a week less than men

17% of construction workers are female

15% of care industry workers are male





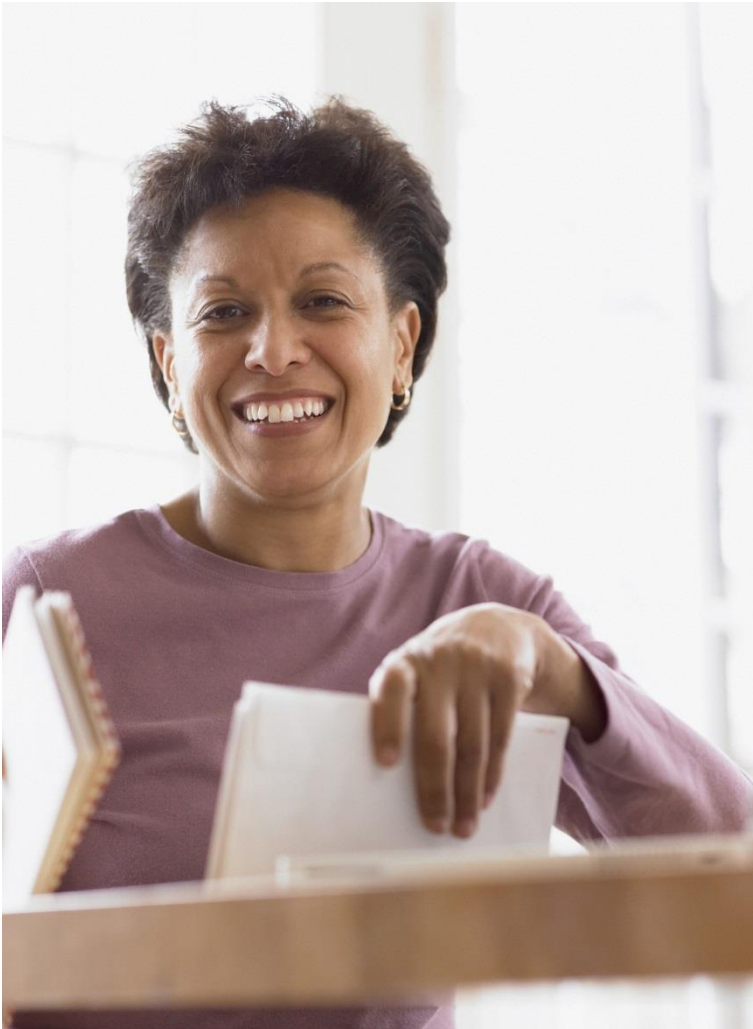
## LGBTI

19% of LGBTI have experienced discrimination in the workplace

Over 50% of LGBTI school children have faced harassment

People don't bring their true selves to work

Talent retention and recruitment



## Race

In Scotland  
people from ethnic minority families are:

Twice as likely to be unemployed

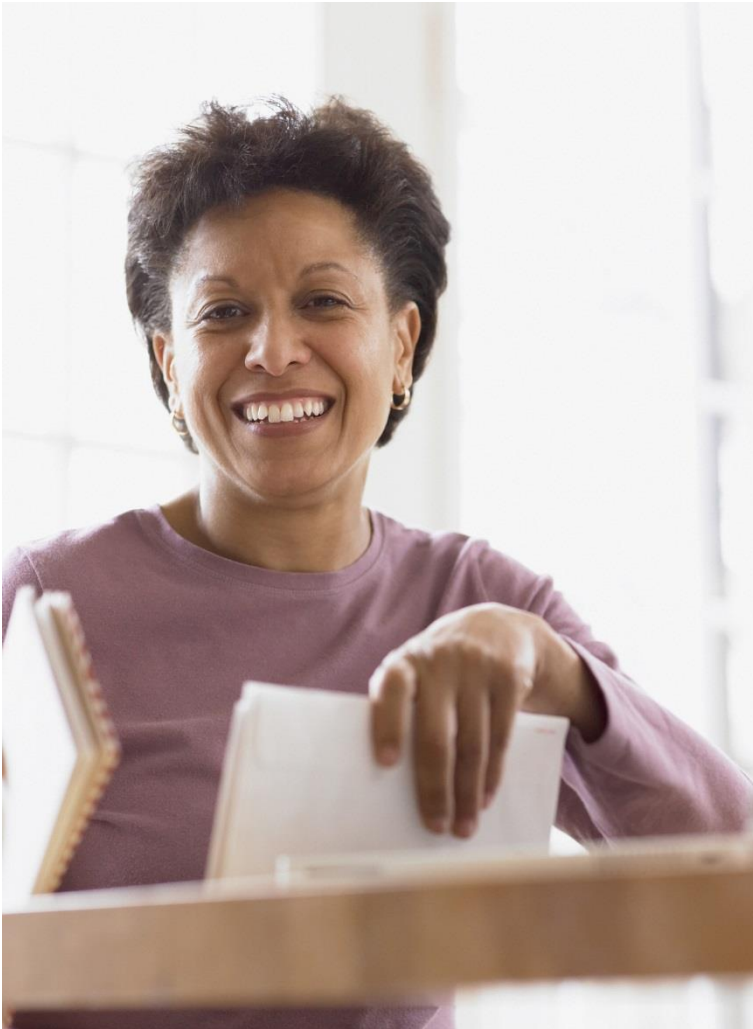
Twice as likely to live in poverty

Four times more likely to live in severe  
overcrowding



# Pregnancy and Maternity Discrimination

Is experienced by over  
5,500 women in Scotland  
each year



## Economic and Business Benefits

Full participation of BME individuals in the economy would generate £24bn or 1.3% of GDP

A 5% rise in the employment rate of disabled adults would generate an extra £6bn for the economy

Closing the gender pay gap in Scotland would deliver a £6.5bn boost to the economy

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# Is Scotland Fairer

What it means to people across Scotland:

Transport

Workplace

Housing

Infrastructure

# Equality and Human Rights

“human rights begin at home”

Eleanor Roosevelt

One final thought....

“If not us, then who? ”



Thank you



# Equality and Human Rights Commission