**Submission of the United Kingdom**

**of Great Britain and Northern Ireland**

**to the CRPD general discussion on**

**the right of persons with disabilities to work and employment**

The United Kingdom is grateful to the Committee for the opportunity to make a short submission regarding its outline of possible sections and content for a draft General Comment on Article 27 of the Convention on the Rights of Persons with Disabilities. The UK strongly supports this Convention, and the outline of the draft General Comment raises a number of important points for consideration.

The UK acknowledges the areas of concern raised by the Committee in relation to disability discrimination. To address this we suggest that the Committee should explore recommending that states consider placing a legal duty on education providers, employers and service providers to make reasonable adjustments to enable disabled people to take part in education, use services, work and receive equal remuneration.

The UK also notes the Committee’s proposals to reduce the disability employment gap. The UK suggests that the Committee could explore the following range of measures to support disabled people and their employers.

* Discretionary grant schemes that can be used to support recruitment, retention and progression of disabled people. The UK Access to Work scheme is an example of this.
* Initiatives which enable participants to receive coordinated and person-centred targeted support from local services, The UK Work and Health programme provides an example of such support.
* Intensive, flexible and highly personalised programmes which support disabled people and others with complex needs who have been out of the labour market for long periods. In the UK, the Intensive Personalised Support programme is one such scheme.
* Government programmes that support private employers to attract, recruit, retain and develop disabled people in the workplace, such as the UK Disability Confident scheme.

We would be very happy to provide the Committee with further details on any of these UK initiatives, to help inform the Committee’s drafting.

During the COVID 19 pandemic, in particular, the UK has been fully committed to supporting disabled people. We have been ensuring that disabled people continue to have access to employment support, as well as accessible communications and updated guidance. One of the central aims of the UK’s G7 Presidency is to develop a shared agenda for international and national economic recovery that builds back better, taking the opportunity to recover in a way that benefits all and delivers jobs, prosperity and wellbeing for all our citizens. The G7 Employment Task Force has been reconvened to support this aim and to discuss how to build back better, greener and more inclusively, supporting vulnerable groups who have been disproportionately impacted by the pandemic.

The UK looks forward to reviewing and providing comments on the draft General Comment in due course.

23 March 2021