



Australian
Human Rights
Commission

**WILLING
TO WORK**

Booklet 3: employment and Australians with disability

Australian Human Rights Commission

Please tell us what you think



This is booklet 3 of 4.



How to use this document



This information is written in an easy to read way.
We use pictures to explain some ideas.



This document has been written by the Australian Human Rights Commission (the Commission).
When you see the word 'we', it means the Commission.



Some words are written in **bold**. We explain what these words mean. There is a list of these words on page 24.



This Easy Read document is a summary of part of another document.



You can find the longer document at www.humanrights.gov.au/willing-work-issues-papers.



You can ask for help to read this document.
A friend, family member or support person may be able to help you.

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What is this document about?

This is booklet 3 in a series of 4 booklets.



Booklet 1: About the National Inquiry and how to tell us what you think



Booklet 2: About employment discrimination and older Australians



Booklet 3: About employment discrimination and Australians with disability



Booklet 4: About discrimination and what you can do if you experience it.



The booklets are part of a large review we are doing. This review is called the National Inquiry.



The review looks at employment **discrimination** against:



- older Australians



- Australians with disability.



Discrimination is when you are treated unfairly because of your race, beliefs, sexuality, disability or age.



The Inquiry will help us make suggestions on how more older people and people with disability, can take part in the **workforce**.



The workforce includes all the people who are working at the moment, and all the people who are looking for jobs.



You can read all about the National Inquiry in Booklet 1. It also tells you how you can take part.

This booklet talks about employment and Australians with disability.



We have included some 'Things to think about' in this booklet.

They may help you to work out what you want to say if you take part in the National Inquiry.

People with disability and employment in Australia



We have a responsibility to look into complaints about a person being treated unfairly because of their disability.



Between 2013 and 2014, we received 830 complaints.



Almost 1/3 of those complaints were about employment.



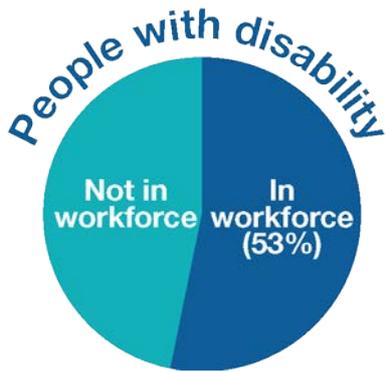
4.2 million

In 2012, 4.2 million Australians said they had a disability.

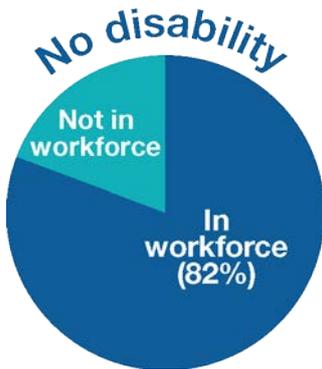


That is 18.5% of the population.

In Australia, the number of people with disability taking part in the workforce is low.



About 53% of people with disability are in the workforce.



This compares to 82% of people who don't have disability.



This number has been about the same for over 20 years.



Around 9 out of every 100 people with disability were unemployed in 2012.



This compares to around 5 out of every 100 people who don't have disability being unemployed.



This means that people with disability are unemployed at nearly twice the rate of people without disability.



Disability has a big impact on the way that people can find and keep a job.



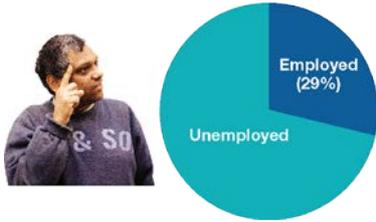
People with a sight or hearing impairment have the highest employment rate, at around 56%.

Physical disability



The number of people with a physical disability who are employed is around 47%.

Psychological disability



Whereas only 29% of people with a psychological disability are employed. A psychological disability might be:



- depression



- anxiety



- schizophrenia



- personality disorders



- an eating disorder like bulimia or anorexia.



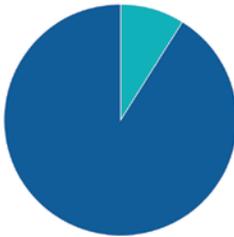
The number of people with disability working in the Australian Public Service (APS) is low.

3-7%



Between 3-7% of APS employees say they have some type of disability.

People with disability
(9%)



But people with disability make up almost 9% of the whole Australian workforce.

To think about

What other information is available about employment discrimination against people with disability?



How does Australia compare to other countries?



There isn't a lot of information on how many people with disability are employed in other parts of the world.



But we do know that Australia isn't doing as well as some other countries.



This Inquiry will look at what is being done well here in Australia, and around the world.



We are looking for good examples of how to deal with:

- employment discrimination
- barriers that stop people with disability from taking part in the workforce.

Things to think about

Which countries have good examples of how to deal with employment discrimination?

What lessons can we learn from other countries?



Barriers to employment

Australians with disability face different barriers at each stage of employment. Some stages are:



- finding a job



- keeping a job



- coming back to the workforce after taking a break.

Some groups of people in the community may experience disability discrimination differently. For example:



- older people



- women



- Aboriginal and Torres Strait Islander people



- people from different cultural and linguistic backgrounds



- lesbian, gay, bisexual, transgender and intersex (LGBTI) people.

Some people may experience more than 1 type of discrimination at the same time.

For example, an Aboriginal woman with disability may experience discrimination because she:



- is Aboriginal



- is a woman



- has a disability.

Barriers for Australians with disability

Some of the barriers you may experience while looking for and keeping a job include:



- employers having an attitude, or behaviour, that discriminates against you



- not being aware of your rights at work



- not many jobs being available



- not having help to find and keep a job



- finding it hard to access training or education to improve your skills



- possibly losing the Disability Support Pension as a result of increased hours of work



- finding it hard to get flexible working arrangements



- health issues



- not having accessible transport or technology in the workplace



- finding it hard to negotiate **reasonable adjustments** in the workplace.



Reasonable adjustments are changes made to a workplace that allow you to do your job.

Barriers for Australian employers

Some of the barriers that employers who are hiring people with disability may experience include:



- not knowing about all the laws they need to follow, or finding it hard to follow them



- finding it hard to make sure there is access and flexibility for people with disability



- not having enough people and money in their business to support people with disability



- finding it hard to report everything they have to



- not having enough knowledge on how to support workers with disability.

Things to think about

What are the types of challenges faced by different groups of Australians with disability?

This might include:

- women
- Aboriginal and Torres Strait Islander peoples
- people from different cultural and linguistic backgrounds
- LGBTI people.



The benefits of employing people with disability

Improving employment outcomes for people with disability will benefit:



- workplaces



- people with disability



- the community



- the **economy**.

The economy is the total amount of goods, services and money that Australia makes and uses.

Employment can provide you with:



- more income, or money



- an improved way of living



- financial independence.



Employment can also help people with disability by having a positive effect on their health.



It helps to create a sense of identity – who you are.



And it can improve self-worth – how you feel about yourself.



It can also reduce the need for welfare payments and services.



Businesses who employ people with disability also experience benefits.

Because people with disability have many skills to offer.



Research shows that people with disability stay in their job longer.



They take less time off work.



And they have less accidents at work, than people without disability.

Tell us your story

We want to hear success stories from people with disability.

Share your story with us about finding and keeping a job.

We particularly want to know what things helped you to have a good experience.



The cost of employment discrimination

Employment discrimination affects the Australian economy.



Research shows that Australia's economy would be much better if more people with disability were employed.

 **\$50 billion**

The benefits to the economy would be worth almost \$50 billion more by the year 2050.



Employment discrimination also affects the quality of life people with disability can have.



Research shows that people with disability in Australia are not very well off.



Not having a job means less income, or money.



45% of people with disability are experiencing poverty in some way.



This means that many people find it hard to pay for food or rent every week.



This is around twice the number of people without disability who experience poverty.

Word list



Discrimination

Discrimination is when you are treated unfairly because of your race, beliefs, sexuality, disability or age.



Economy

The economy is the total amount of goods, services and money that Australia makes and uses.



Reasonable adjustments

Changes made to a workplace that allow you to do your job.



Workforce

All the people who are working at the moment, and all the people who are looking for jobs.

Contact us



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