

9. Employment

This is a plain English summary of Australia's 2019 CRPD Factsheet 9

Facts

Many people with disability find it hard to get a job.

We do not have the same opportunities as people without disability.

Discrimination in the workplace is very high.

People with disability often get paid less than other people and do not get the support they need.



There are groups of people with disability who find it harder to get a fair go in employment. This includes

- Women
- Aboriginal people
- Young people
- People from different cultures

Sheltered workshops

Many people with intellectual disability have jobs in separate work places like sheltered workshops and paid very badly.

These places are also called Australian Disability Enterprises or ADEs.

Separate workplaces mean people are not included in their community.

Willing to Work Report

In 2016 the Australian Human Rights Commission wrote a report called Willing to Work.

This report looked at discrimination in employment for people with disability and older people.

It talks about barriers people face like

- Lack of assistance to businesses and employers
- Bad attitudes of employers and the community
- Poor opportunities for young people when they leave school

The Human Rights Commission made lots of recommendations.

The government has not brought in these changes.

What we recommend

- Make a national disability employment plan to increase employment for people with disability.
- This plan should include the recommendations from the Willing to Work report.
- Provide good training and skill building opportunities so people with intellectual disability can get jobs in mainstream employment.
- Make sure employment services meet people's needs.