

# Booklet 1: about the National Inquiry

Australian Human Rights Commission

Please tell us what you think



This is booklet 1 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 15.



This Easy Read document is a summary of parts of other documents.



You can find the longer documents at [www.humanrights.gov.au/willing-work-issues-papers](http://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 1 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.



We want to know what everyone thinks.



We want to hear your:

- ideas
- experiences
- suggestions for change.



This 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.



This booklet explains the National Inquiry and how you can tell us what you think.

You can learn how to tell us what you think on page 13.



We've included some 'Things to think about' at the end of this booklet. We've also included some things to think about in each of the booklets.

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

# The National Inquiry



Everyone should have the right to work without discrimination.



In 2014 we held a National Disability Forum.

At the forum we talked to a lot of people about disability.



People at the forum told us that 1 of the biggest problems they face is taking part in the workforce.



Many people with disability said that they want to work, and are able to work.



Being allowed to work can make people feel:

- independent
- proud
- like they have a purpose.



People who are prevented from working miss out on these things, and that isn't fair.



The National Inquiry will look at what can be done to protect the right to find and keep a job.

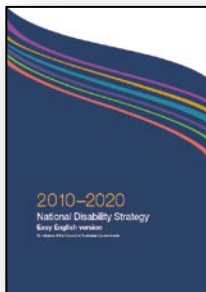


Some work has already been done on what barriers people with disability face in the workforce.



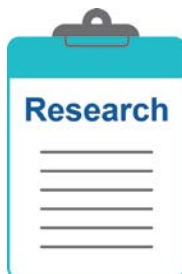
In 2005 we held a National Inquiry into Employment and Disability.

In our final report we made some suggestions about the barriers that people with disability face when looking for a job.



In 2011 the government released the National Disability Strategy.

It is a 10 year plan for improving life for Australians with disability, including having equal access to employment.



A lot of research has also been done on what barriers older people face when looking for a job.





We will look at all of this research and work that has already been done, as part of the Inquiry.



We will also talk to lots of people about their experiences and ideas for change, including:



- older people



- people with disability, their families and carers



- business people



- advocacy groups – these are people and organisations who speak up for people with disability



- employer and employee organisations



- other people and organisations that are involved.



After we've read or listened to everyone's ideas, we will think about the things that should change. This might include:



- attitudes



- laws



- the way things are done.



This will help us deal with employment discrimination.

## Business and employers



Many businesses and employers have ways of making sure older people, and people with disability, can take part in their workplace.



They know there are benefits to having many different people in their workplace.



And from making sure discrimination doesn't happen.



The benefits include:

- more talented people applying for jobs



- more work getting done



- more employees being satisfied with their job



- employees staying in their job longer



- avoiding the cost of discrimination complaints



- having a good reputation in business.



We would like to hear from people and organisations that have been using good ways of stopping employment discrimination from happening.



We are interested in learning about what works for different types of employers and workplaces.

## Things to think about

What types of things help to increase the number of older people taking part in the workplace?

What types of things help to increase the number of people with disability taking part in the workplace?

How well do the following things work:

- policies?
- workplace practices?
- programs?
- incentives?



What role should the following groups play in increasing the number of older people and people with disability taking part in the workplace:

- government?
- business?
- employee groups?
- individual employers?

What are the challenges when employing older people?

What are the challenges when employing people with disability?

Are the challenges different depending on the size of the:

- business?
- organisation?
- sector?
- industry?

## How to tell us what you think



We want you to share your ideas with us.



You can do this by sending us your ideas in writing, on the phone, or via our website.



Or, you can share your ideas in person when we hold public meetings.



You can register your interest on **our website**.

If you do, we will send you more information about how to tell us your ideas or attend a public meeting.



Your ideas will help us to understand the issues.



We may use your ideas in our final report.

If we do, we won't use your name, so your ideas will remain anonymous.

## Word list



### **Discrimination**

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



### **Workforce**

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

## Contact us



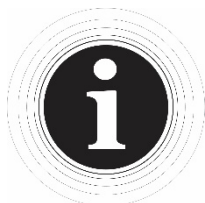
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