**Employment**

**People with disability want to work, earn wages and advance their**

**careers on an equal basis with others, but they face many barriers including:**

* Attitudes and low expectations of employers
* Fear of losing the Disability Support Pension and concessions
* Negotiating reasonable adjustments
* Lack of support for the transitions between education and employment
* Accessing work experience, further education and training
* Inflexible working arrangements
* Inaccessible recruitment practices
* Inaccessible buildings, workplaces and technology
* Ineffective and under-utilised job support programs
* Productivity based wage assessments
* Workplace bullying and culture
* Lack of open employment options

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**Things that work**

* Targets for employment of people with disability
* Targeted work with industries and business to help them become disability confident employers
* Government programs that subsidise the cost of reasonable adjustments
* Mentoring programs
* Flexible working arrangements
* Incentives for business to employ people with disability, including tax concessions and discounts
* Support that is individualised and tailored to meet needs
* Recruitment programs that target specific skills people with disability may have

**We will know people with disability are enjoying the right to employment on an equal basis with others when:**

* Employers have the resources and practical knowledge to support employment of people with disability
* Employment policies and programs for people with disability lead to long term open employment
* opportunities for people with disability
* Recruitment processes, workplaces and workplace technologies are accessible to all people
* People with disability are paid fair and equal wages

There are no barriers to people with disability getting the jobs they want.