**Disability Discrimination Commissioner National Consultations**

**Employment Video Transcript**

Everyone has the right to work and earn a decent wage.

But for people with disability, there are many barriers that prevent them from getting and keeping the jobs they want and earning a wage that can support the high standard of living that many other Australians enjoy.

You told me that one of the biggest barriers to employment for people with disability is the attitudes and low expectations of employers. Lots of employers are not aware of the great skills, talents and experience that people with disability have to offer. They make assumptions about what people with disability can’t do, instead of asking what they can do. And they often don’t know about the programs and support available to help people with disability find and keep jobs.

You told me that workplaces aren’t always accessible to people with disability. They don’t offer flexible working hours or conditions and there are physical and communication barriers because of inaccessible buildings and technology. And if you need adjustments to make the workplace more accessible, it’s often difficult to negotiate and the cost isn’t always covered by the Employment Assistance Fund. Even though there are many employers with great policy on inclusion of people with disability, practice does not always match policy.

You also told me that it’s hard to access work experience, vocational education, training and university education because these opportunities aren’t accessible or affordable. The right support to transition from school to further education, and from education to employment, isn’t always available for people with disability. Many people with disability end up in supported employment because they don’t have the right support to get and keep a job in open employment. And the continued use of productivity based wage assessments means people with disability don’t always get paid a fair wage for the work that they do.

A lot of people agreed that there is a need for quotas or targets to increase the number of people with disability in open employment. And that people with disability need more individualised and targeted support to help them get and keep the jobs that they want. There is also a need for better resources and engagement with employers to help them provide the support people with disability need to get jobs and advance their careers.

We will know that people with disability are enjoying their right to employment on an equal basis with others when there are no attitudinal, physical, communication or any other barriers to people with disability getting the jobs that they want.