



## Equal Pay, Equal Respect

### Our ideas about employment for the Election

 <p>Inclusion Australia</p>	<p>This information was made by Inclusion Australia.</p> <p>Inclusion Australia is the national representative organisation for people with an intellectual disability and their families.</p>
	<p>Our Voice is a committee which gives advice to Inclusion Australia.</p> <p>All the members are people with an intellectual disability.</p>
	<p>Our Voice members said that employment and jobs for people with an intellectual disability should be a big priority for Inclusion Australia in 2022.</p>
	<p>This information has some ideas about creating more jobs for people with an intellectual disability.</p> <p>We want to share these ideas with all political parties before the Federal Election in May 2022.</p>

## More help for people leaving school

	<p>We think it is too hard for young people with an intellectual disability to get a job when they leave school.</p>
	<p>There is not enough information for young people about different job options. Lots of the information is confusing.</p>
	<p>This means lots of people still go to day services or Australian Disability Enterprises (ADEs). ADEs are also called sheltered workshops.</p>
	<p>We think it should be easier for people with intellectual disability to work in open employment. Open employment is when people with and without disability work together in regular jobs.</p>
	<p>We want the Government to make it easier for people to understand their employment choices and to make decisions that work for them.</p>

## People should be paid properly for their work

 <p>Workplace</p>	<p>Most people who work in an ADE have an intellectual disability.</p>
	<p>People with disability work hard in their jobs.</p> <p>Some people work long hours.</p> <p>They are proud of their work.</p>
	<p>Some people who work in ADEs get paid just \$2.50 per hour.</p>
	<p>Inclusion Australia does not think this is fair.</p> <p>We think everyone should be paid properly for work that they do.</p>
	<p>Our Voice members said this about ADEs:</p> <p>“People with disabilities have the right to work in the open market like anyone else and get the training and support they need.”</p> <p>“This means no more sheltered employment.”</p>



It is time to make ADEs fair for everyone.  
This means paying people properly for their work.  
Equal pay means equal respect.

### Making a plan for the future



We think there should be a plan to change ADEs to help people find open employment.  
This plan should be co-designed with people with a disability, families, advocates and services.



We also think the Australian Government should do more to create job opportunities for people with an intellectual disability.



We think all governments should have employment targets for people with an intellectual disability.  
This means making sure that some jobs in the public service are only for people with an intellectual disability.



Government systems also need to help more people to find jobs.

This includes the NDIS and Disability Employment Services.



We want there to be a DES provider in all areas of Australia who can show they are the best at supporting people with intellectual disability.

We will call them **Specialist Disability Employment Services**.



These specialist services can train other employment services to support people with an intellectual disability.



We also want there to be a Knowledge and Technical Hub for open and self-employment of people with an intellectual disability.

This is a place that has experts on employment.



The Specialist services will work with the Hub to teach employers how to support people with intellectual disability.



We do not know who will win the election and be the next government.

Whoever wins, we want to make sure there are more jobs for people with an intellectual disability in the future.