

## **CEOE Ltd Outline to Productivity Commission Review of Disability Discrimination Act**

- Background to the CEOE Ltd
- CEOE Ltd Involvement in employment of people with a disability
- Work with leading employers in area – scope of CEOE Ltd’s membership base
- Employment of people with a Disability – many misconceptions amongst the population and employers are no exception – one of the hardest areas of Diversity within the population to make a meaningful difference with. Important to recognise that many employers have high levels of good will but in an increasingly competitive and global economy, sense of urgency to get things done often means People with a Disability are stereotyped by employers as ‘slow’ and non-productive
- Specific Area of Mental Illness is one where CEOE Ltd experience indicates high levels of anxiety and low levels of perceived competency amongst employers.
- Aging of Population and decline in new entrants into the labour market means Australia needs to be accessing and utilizing 100% of the talent 100% of the time.
- Failure of government to appoint a dedicated Disability Discrimination Commissioner [after the completion of her term by Elizabeth Hastings] – sends conflicting messages to the community and in particular to business regarding the importance of this issue
- Leading Businesses recognize the importance of this issue from both an employment and a service delivery perspective – presentations by McDonalds and National Australia Bank
- Closing Comments