

# Introduction to Inclusive Employment



## Overview

Under the Social Procurement Framework, fair and inclusive employment is when suppliers:

- Provide jobs for priority jobseekers
- Follow workplace laws
- Provide a safe workplace

The SPF creates opportunities for underrepresented groups to access meaningful employment opportunities through direct employment; or indirect employment by a social enterprise, Australian disability enterprise or Aboriginal businesses

Inclusive employment goes beyond treating **everyone** equally. The law acknowledges that disadvantaged groups may require additional support to access equal opportunities. The Special Measures Act allows employers to provide different treatment in specific situations to ensure genuine equality for people experiencing disadvantage.







Ultimately, inclusive employment can provide opportunities and transform the lives of individuals as well as their families and communities, helping them become financially independent, learn new skills, connect with others, and increase overall well-being.







## Definitions

- **Inclusive Employment** - making sure that everyone has a fair chance to find good jobs with decent pay, good working conditions, and opportunities for career growth.
- **Diversity** - the mix of people in your organisation with differences such as race, ethnicity, gender, age, sexual orientation, disability and cultural backgrounds
- **Inclusion** – involves creating a supportive workplace culture where everyone feels respected, included, and empowered to contribute their skills

# Benefits of inclusive employment

Workers in inclusive teams are	
Performance and productivity	
 <b>11x</b> more likely to work effectively together.	 <b>10x</b> more likely to innovate.
Retention	
 <b>10x</b> more likely to be very satisfied.	 <b>4x</b> less likely to leave their current employer.
Legal, ethical, and social responsibilities	
 <b>5x</b> less likely to experience discrimination and/or harassment	 <b>4x</b> less likely to feel work has a negative or very negative impact on their mental health.

Source: Diversity Council Australia.

Employee Value Proposition	Financial
 A diverse workforce is an important factor when employees evaluate companies	 the most diverse companies are now more likely than ever to outperform less diverse peers on profitability *
Skills shortage	Brand reputation
 Engaging people from a larger talent pool secures your future workforce and gives you <b>access to more diverse skills, experiences, perspectives.</b>	 Workplace inclusion is becoming increasingly important to clients, employees, and stakeholders – it can give you a point of difference.

## How to get started

**Talk with other contractors:** Start by reaching out to people who have done this before. You can see examples of inclusive employment on the Big Build website

**Plan early:** are there specific areas of expertise / roles which are always challenging to fill? Could these be filled with cohorts you wouldn't necessarily consider?

**Start Local:** a local employment service provider can help guide you and identify potential jobseekers in the community where you operate. Reach out with your needs

**Explore small changes:** Can you adapt your policies or systems to make your workplace attractive to job seekers? There are many organisations who specialise in helping businesses to become inclusive employers

**Ask your team:** Diverse groups can be unintentionally overlooked, or often assumptions are made about their needs. You might already have people from diverse groups in your workforce, ask them if they'd like to contribute their ideas