

Parliamentary report recommends promoting benefits of cultural diversity to employers

The House of Representatives Committee on Education and Employment recently released its report on inhibitors to employment for small business and disincentives to working for individuals.

FECCA made a submission to the inquiry and appeared before the committee to give evidence about issues specifically affecting culturally and linguistically diverse (CALD) workers. Key barriers to employment included difficulty having overseas qualifications recognised, negative stereotypes and racism, absence of personal networks and lack of Australian work experience. FECCA recommended that education for employers was necessary to promote the benefits of having a culturally diverse workforce to improve productivity, innovation and growth.

The committee proposed that the Australian Small Business Ombudsman, Small Business Commissioners, Chambers of Commerce, Business Enterprise Centres and peak small business organisations develop strategies to promote to small business about the benefits of workers from CALD backgrounds. Where appropriate, the providers of small business advisory services should incorporate an explanation into written and verbal material on how a small business can benefit from recruiting a person from a CALD background.

You can read FECCA's submissions to the inquiry here:

- [Submission to inquiry into inhibitors to employment for small business and disincentives to working for individuals](#)
- [Supplementary submission to inquiry into inhibitors to employment for small business and disincentives to working for individuals](#)

You can read the committee report here: <http://www.aph.gov.au/SmallBusinessEmployment>.

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