

The issues with Australian Disability Enterprises



Easy Read

About this information

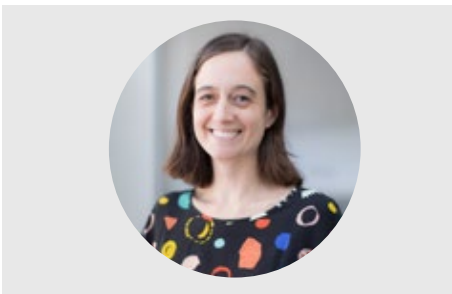


This information is about **Australian Disability Enterprises**.

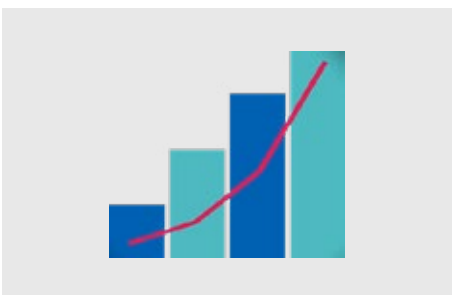


Australian Disability Enterprises are workplaces only for people with disability.

We will say **ADE** for short.



Linda Steele from the University of Technology wrote this information.



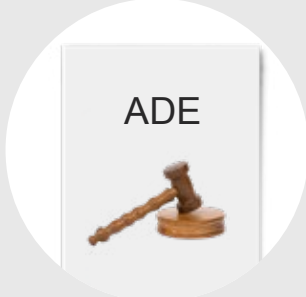
Linda did **research** about ADE.



Research means to look into something to find out more about it.

When Linda did the research she

- Looked into what people with disability think about ADE
- Looked into what the **law** says about ADE
- Looked into the **human rights** of people with disability



A **law** means rules everyone must follow.



Human rights are rights that every person has.



This information will talk about

- What the issues with ADE are
- What should happen with ADE.



Some of this information might make you feel sad or angry.



You can read it with someone you trust.



You can also call a support service like

- Lifeline on 13 11 14
- Blueknot on 1300 657 380.

About ADE

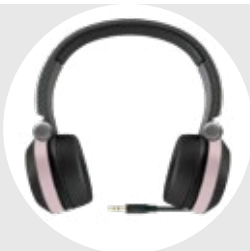
600



There are over 600 ADE in Australia.



People with disability get support to do their work at ADE.



- Pack things for airlines like headphones or snacks



- Sort things like plastic or paper



- Gardening



- Cleaning and laundry.



People with different types of disability work in an ADE.



Most of them have an intellectual disability.



Lots of ADE are run by disability services.



The ADE might get money from the NDIS to support people with disability to do the work.



Most of the time the boss and support staff at the ADE are people that do not have a disability.

The big issues with ADE



We think there are some things that are not good about ADE.



We will talk about what the big issues are.

Your human right to choose your work



Every person has the human right to work.



Every person should also have the human right to choose where they want to work.



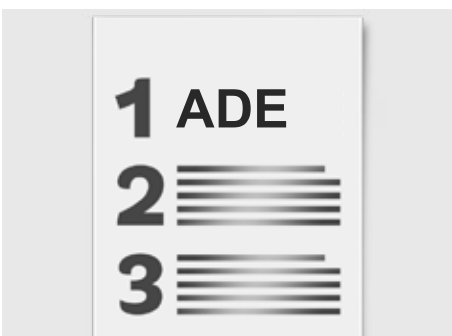
Sometimes people with disability do not choose to work at ADE.



Their family or **guardian** might have said they should work in an ADE.



A **guardian** is someone who makes decisions for you.



Sometimes people with intellectual disability feel that ADE is their only choice for work.



People with disability often find it hard to leave ADE.



That is because there is no plan to help them move out of the ADE into **open employment**.



Open employment means workplaces where people with and without disability work together.



Not many people with intellectual disability work in open employment.

What people get paid



People who work in ADE do not get paid much money.



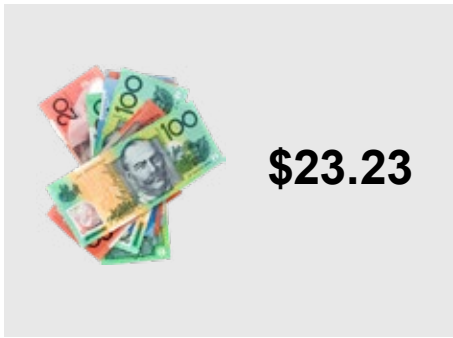
Most people at ADE get paid less than the **minimum wage**.



Minimum wage means the smallest amount of money a workplace must pay people.



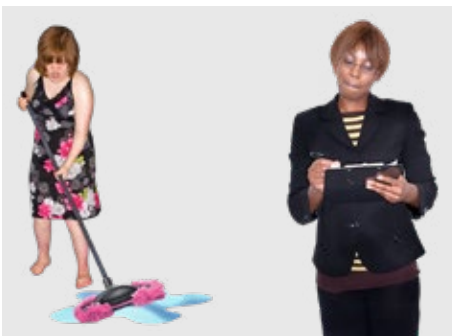
There is a law that says what the minimum wage is in Australia.



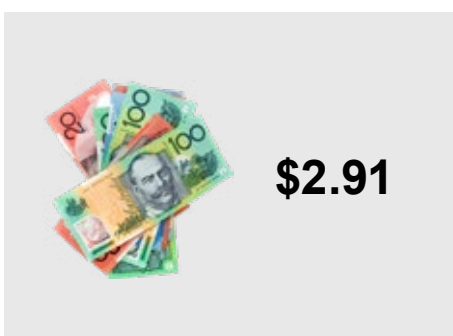
The minimum wage for this year is \$23.23 for every hour.



ADE are allowed to pay people with disability less than the minimum wage.



People with disability are tested to check how well they work.



Some people with disability in ADE only get paid \$2.91 for every hour.



We think people with disability should get paid the minimum wage or more.



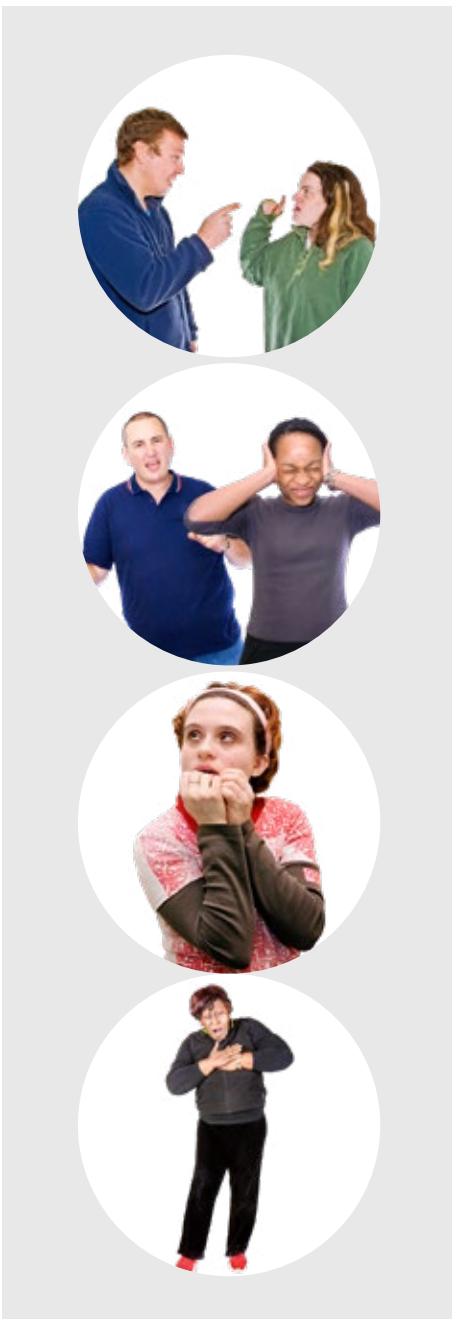
When people with disability at ADE do not get paid a lot of money it is hard for them to

- Live a good life
- Do the things they want to do.

The way people with disability are treated at ADE



Some ADE do not treat people with disability in a good way.



Some people with disability say

- They get hurt at the ADE
- People say mean things to them
- The ADE is not a safe place to work
- The ADE will not help when they speak up if something bad happens.



Sometimes the ADE uses **restrictive practices**.



Restrictive practice means they do not let you move around how you want to.



This might be things like

- The doors or windows are locked
- They give you medication to keep you calm
- Someone ties or holds you down.

ADE do not help make inclusion happen



We think that ADE do not help make **inclusion** happen.



Inclusion means people with disability are part of things like everyone else.



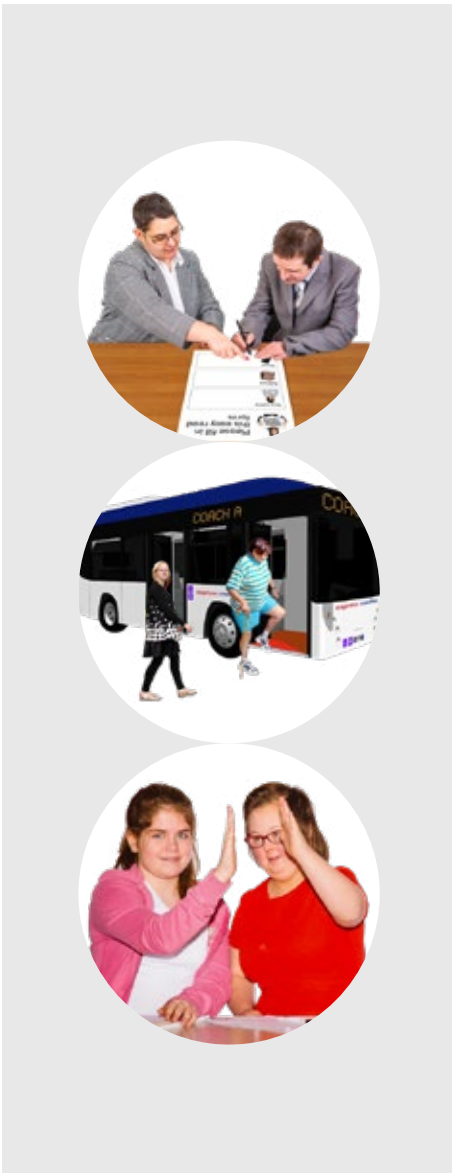
This is because only people with disability work at ADE.



Other people who do not have disability do not work at ADE.



People with disability at ADE do not get paid as much as people without disability.



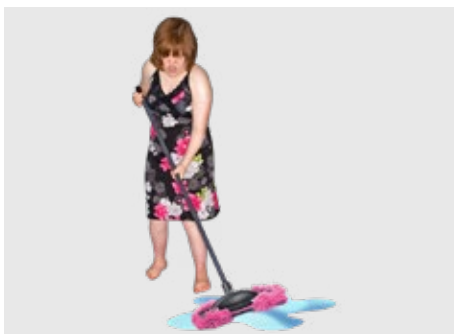
Inclusion would happen if people with and without disability do things together like

- Work
- Go to and from work
- Learn at school or uni.

ADE is modern slavery



Modern slavery is what we call it when someone is treated in a bad way at work.



This can be that someone makes you do work you do not want to do.



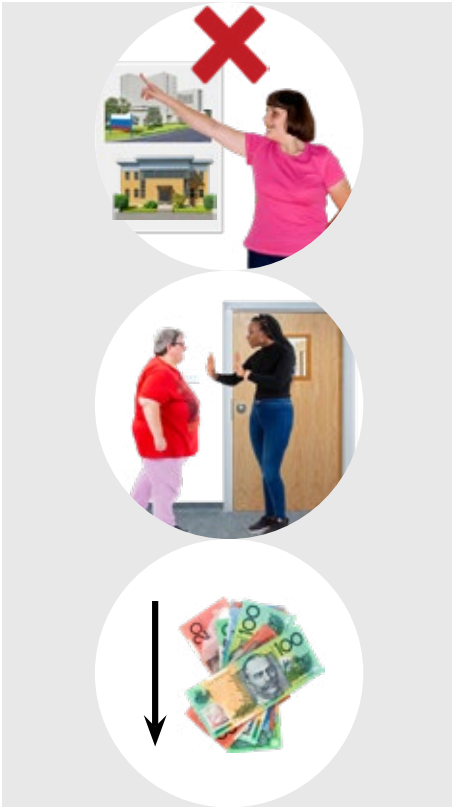
It can be that someone makes you work but does not pay you money for it.



It can be that someone makes you work and does not let you leave the workplace.



We think that ADE are modern slavery.



This is because people with disability

- Do not always get to choose if they work there
- Might not be able to leave when they want to
- Get paid less than the minimum wage.



There is a law that is meant to stop modern slavery from happening.



We think the modern slavery law could help people with disability in ADE.

What we think should happen



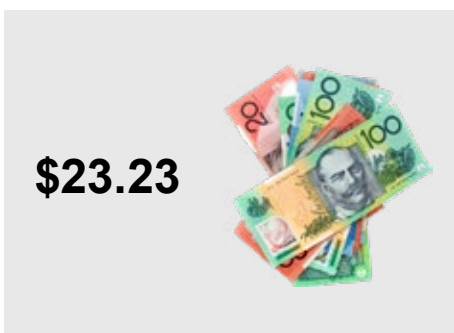
We want people with disability to have more choice about their work.



There need to be more jobs for people with disability in open employment.



We think there should be no more ADE.



Until all ADE close they should at least pay people minimum wages.



People with disability can live better lives if they get paid more money.



Inclusion can only happen if people with and without disability work together at workplaces.



The modern slavery law can help us make change happen.

The law can help us



- Close ADE



- Bring people with and without disability together in workplaces



- Make sure people with disability get paid the minimum wage



- Move people with disability into open employment



- Change how people think about people with disability.

Council for Intellectual Disability made this document Easy Read. **CID** for short. You need to ask CID if you want to use any pictures in this document. You can contact CID at **business@cid.org.au**.