

FORWARD

This booklet together with "**Social and Community Services: The workforce - who are they?**" is intended to give both employers and employees a glimpse of who and who isn't employed in non-government social and community services, what anti-discrimination laws and programs mean for the industry and ways employers may start to identify and redress discriminatory employment practices within their own organisations.

The Brotherhood of St Laurence has for many years been concerned with increasing employment opportunities for disadvantaged workers. During 1985 and 1986 with the financial assistance of the Victorian Department of Employment and Industrial Affairs, the Brotherhood has been and will continue to be focussing on its own workforce as a demonstration model of how to increase employment opportunities for disadvantaged workers in a human service organisation. At the end of 1986 the Brotherhood will publish a comprehensive equal employment opportunity implementation manual for social and community service employers, based on our own experiences.

The problems of youth unemployment, the poverty in which many single parent families find themselves and the disadvantaging impact of past unequal opportunities for women, aborigines, people with disabilities and people of non-english speaking background, are **OUR** problems and as such should be addressed in each of our own environments. One way of doing this, is to look at our own employment practices.

It is my wish that this booklet will assist and encourage other community organisations to also focus on their workforce.

Bishop Peter Hollingworth
January 1986.