Essay on key diversity concerns for australia

Literature, Russian Literature

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Diversity is referred to as differences in the human resources. The differences may be with respect to race, gender, appearance, family status, religion, mental or physical ability amongst other characteristics attributable to human beings (Bell 2012, p. 4). The following essay will give a deep insight diversity and diversity management in Australia.

Australia is a country which is characterized by sharp diversity. On this aspect, it is important to note that Australians are believed to have come from approximately 200 countries around the world (Racism No Way 2013, p. 1). In fact, the modern day Australians are not the original inhabitants of the country, but are immigrants into the country. In addition to this, Australia continues to receive a large number of immigrants every year who range from students, asylum seekers, job seekers amongst others. Due to the various origins of the Australians, it can be acknowledge that the difference cultures among other differences amongst the people gives rise to diversity in the work place which human resource managers in the country have to factor in their practices. The following sections will discuss the key diversity concerns in the country.

One of the key diversity concerns in the country is race (Australian Government 2011, p. 5). Historically there have been many problems in social and political realms which are associated with racial differences. Racial differences have continuously caused problems in the employment sector in

Australia. Owing to the various origins of Australians, the racial differences are eminent. Normally, whites have an advantage over other races in employment. However, the incorporation of diversity strategies in HRM has changed the way in which racial differences have influenced the workplace. The other key diversity concern in the country is the differences between indigenous people and other Australians (Skalsky & McCarthy 2009, p. 1). Generally, the indigenous people have been continuously subjected to social, economical and physical injustices. This is a very great concern in Australia. This explains why there are numerous campaigns aimed at ensuring that the Aboriginals and the Torres Strait people are not discriminated against in employment (Racism No Way, 2013, p. 1). The other key concern in diversity management in Australia is the incorporation of immigrants in the workforce (Australian Government 2011, p. 5). As identified early, Australia continues to receive high influxes of immigrants year in year out. On this aspect, it is important to note that the immigrants have different cultures, beliefs, skills and competencies and language among other aspects which pose problems to the immigrants as they attempt to get absorbed in the Australian job market. Owing to the fact that Australia lacks in skills and manpower, it is important that the country manages this diversity concern in order to ensure that it remains competitive.

The other diversity concern in Australia is gender. Discrimination with respect to gender is a major concern in the country (Skalsky & McCarthy 2009, p. 1). Lastly, disability is also a key diversity concern in the country. On this concern, people are discriminated against due to their mental and physical abilities; a concern which breached fundamental rights and

freedoms. However, several diversity management programs have been rolled out by the corporate and public sector and have been able to deal with some of the key concerns discussed above.

In conclusion, it has been seen from the above paper that Australia is challenged by diversity in the workplace just like the United States. In order to ensure that the Australian organizations remain competitive, it is important that they integrate in diversity management practices which will enable HRM to manage the human resources effectively. The key concerns discussed in the essay includes race, gender, indigenous people, immigrants, disability and gender.

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