

Committee Secretary  
House of Representatives Standing  
Committee on Education and Employment  
PO Box 6021  
Parliament House  
Canberra ACT 2600

Bill Wyatte

**Submission to Inquiry into inhibitors to employment for small business and disincentives to working for individuals**

I limit my submission to factors relevant to the third matter in the Committee's Terms of Reference.

I have been employed in large and small businesses, self-employed, a small employer and unemployed, over the course of my working life. My experience has included that:

- Small businesses may have insufficient critical mass to sustain the costs of many of the business capabilities or capacities that contribute to a good employment experience for employees.
- Rightly or wrongly, and perhaps partly as a consequence of my previous point, potential employees can perceive that larger businesses offer better employment security, employment conditions and better opportunities for advancement and ongoing professional development over their working life than small businesses.
- Not limited to small businesses, travel costs, including time costs, can significantly impact on the relative value of employment, particularly part-time employment, to potential employees. This includes costs of self-provision of transport including parking costs, cost of public transport and the contribution that travel to and from work makes to the amount of a day related to employment, compared to remuneration from that employment.
- I believe that when all other things are equal, older job seekers are disadvantaged because of their age, particularly regarding full-time, permanent positions. Not knowing for sure from personal experience, I suspect that it is even worse for female job-seekers. This is not limited to small business, but nonetheless may be unnecessarily reducing the pool of potential employees for small business.

Thank you for considering these points.

Sincerely

Bill Wyatte

8 May 2015