

Equal opportunities?

Australia declares equal opportunities regardless race, nationality, ethnic origin, disability and so on. Australia declares "we need skilled immigrants". Australia encourages overseas professionals to spend money on immigration. Is Australia actual equal opportunity country? I conducted social experiment which showed that Australian equal opportunities are fake.

The experiment involved several agencies and direct employers, one of them is Queensland government authority. Agencies are Recon, Hays, Hudson, Embedded Search and M&T Recruitment. Direct employers are Mansell Taylor, Veridian and Queensland Health. Some of agencies and employers are accidental participant of my experiment.

Just to set up milestone. In my home country I find job within 2 weeks because employers pursue me. In October 2016 I spent 3 weeks at home and I received 2 job offers within first 2 weeks at home country.

Prehistory

I am skilled immigrant from Russia, Permanent Resident. I have 12+ years of experience in systems and database management and database development. Also I have MCSE certification of Microsoft. I am in Australia form January 2016 and I am still unemployed. Why?

I have applied more than 1000 resumes within first year in Australia. All my resumes were rejected without any reasonable feedback. Approximately, every tenth agent or employer called me to ask one main question "Where are you from?" Having said "I am from Russia", I heard only "oh, Russia, do not worry, you are not suitable for this position due to very specific requirements". Then I usually receive email where employers say "your resume is excellent, but we decided to not proceed you". Why? Sometimes agents or employers explicitly say "you are not suitable because you are Russian", or "you are not team fit because you are Russian", or "you are not cultural fit because you are Russian", or sometimes they say "we do not want Russian in our team". Once, one agency told me that they do not wish to deal with me because I am not native English speakers. It look like they consider all non-English speaking immigrants as subhuman or animals. Few times employers demanded Aussie accent, however, Aussie accent is far away from London accent and different in every state.

Of course, no one writes this on the email, they say it within phone conversation. My skills, experience, certification and education become worthless just after I disclose my ethnic origin. Meantime, everyone denies that they reject me due to my nationality or ethnic origin, and everyone refers to my skills.

Once, an agency sent me job description which did not correspond to my skills. When I asked why they send me job description where I am not experienced and do not want to discuss my real experience the agent called me and asked me about my country of origin. He did it 5 times and he did not accept answers like "I am from overseas / Europe / Eastern Europe". Just after I said I am from Russia he replied that I am not suitable for similar positions in Australia, but he cannot disclose the true reason of this issue.

Social experiment

What is next? In June 2017 I decided to make experiment and I pretended German immigrant. I bought new mobile number, created new email and new profile on seek.com.au. I changed only country where I studied and worked and added new contact details on my resume. I defined that I am German and came from Germany, city of Augsburg in Bavaria. I have been to Augsburg on business trip when worked for Fujitsu. Both resumes Russian and German are absolutely identical.

Recon agency in Brisbane. I applied some Russian resumes for positions which Recon advertised on Seek website, but every time they ignored Russian me. Recon was the first who downloaded my German resume and called me instantly. I walked along noisy street and advised to call me 2 hour later. Previously, when I applied Russian resume and could not speak I asked to call me later but no one did it. Over 2 hour Recon called me again and said about position at Wardy IT and promised me to provide with job description. When I received email I replied that I already was in Wardy IT and still do not have feedback. However, Recon insisted me to come for an interview and sent me appointment.

When I arrived in Wardy office I disclosed my ethnic origin and said that German resume is not true and handed interviewer my true Russian resume. Also I said that I did not apply for this position and Recon insisted for interview.

I already was in Wardy as Russian immigrant half a year before. Then I talked to two men, Indian and Aussie and they both made wry faces when I replied that my recent experience was in Moscow, Russia. Also they expressed dissatisfaction about my MCSE certificates which I gained overseas, despite, Wardy IT is Microsoft partner. Moreover, Aussie interviewer of Wardy told me that they do not wish employee with disability in Wardy IT.

Microsoft partners in Australia are champions in discrimination. They do not recognize overseas Microsoft certification and every time create difficulties for people with disabilities. Every time they show complete lack of professionalism.

I have got slight disability which was not trouble in Russia, although, people in Russia sometimes are cruel, intolerant and impolite. In Russia I never faced when employers could say that they do not hire people with disability. In Moscow at Gagarinsky Mall, there is large supermarket Auchan where deaf-and-dumb girl works at cash-desk. Is this possible in Australia?

Few weeks later after this case I applied Russian resume one more time for position of Recon, however, they ignored Russian me again. It is obvious that they do not want do discuss my skills because I am Russian.

Hays agency branches in Sydney and Brisbane. Hays is my favorite recruitment company. They were the second who downloaded my German resume from Seek and called me. Hays sent me job description and promised to refer my resume to their client. Also they asked me to provide them with copy of my passport to check my visa and to fill profile on Hays website. Hays advised me that my German resume is good for their client and they are happy to represent my German resume to their client.

When I completed profile and sent copy of my true Russian passport, agent disappeared and did not respond my emails. I provided agent with Russian passport because I do not have any other passports including German one. Before 2001 I have got the USSR passport. Over a week I requested feedback, however, agent did not respond. I sent request to Hays client and asked to confirm whether they received my German resume or not. Hays client did not confirm that they received my resume. Then I requested feedback from Hays Customer Service and agent reported that I am not suitable for this position. After that I applied German resume for one more position of Hays, however, they rejected me.

I requested feedback from Hays Customer Service and asked why they changed friendly attitude to negative one afterwards I provided them with copy of my passport? Hays Brisbane called me and told me that they are happy to help me, but they cannot. They said that there is no negative attitude and my passport is not trouble. Hays were friendly when thought I am German and changed their attitude to negative after I disclosed my true ethnic origin.

I have to say that I am in Hays stop-list from my early stay in Australia. Once I was in Hays office in Sydney in April 2016. Their agent insisted me to come for interview, despite, their position did not match my resume. Since then Hays rejects my Russian resume all times within few minutes. I am in Hays black-list because my native language is Russian, they told me this information within phone conversation after my first visit in Hays office.

Hudson agency in Brisbane. In case of Hudson I applied my German resume myself. My mobile was switched off because battery discharged. Hudson agent tried to call me and eventually sent me email over one hour after I applied for the position which Hudson advertised on Seek. I replied that I have slight hearing disability and I am difficult to speak via mobile anyway. I offered to communicate via email and I am better to speak face to face. Hudson agent invited me for interview in their office on the next day.

Hudson rejects my Russian resume all times I apply for position which Hudson advertises on Seek for all my stay in Australia. They never tried to contact to Russian me. Every time they send me email that Russian me is not suitable for their positions. When I applied German resume I became suitable instantly.

I have to say that when I applied Russian resume agents and employers did not want to communicate via email or face to face when I said about hearing difficulties. When I asked to speak loudly or repeat they dropped connection and did wish to talk to Russian immigrant with hearing disability.

On the next day I talked to agent in Hudson office. She told me that my resume is good and their client is interested in my skills. However, when I applied my Russian resume I was not suitable. On the next day morning after the interview in Hudson office agent of Hudson called me and said that their client is ready to talk to me today afternoon and she sent me appointment.

Hudson's client was Queensland Health, government authority. When I arrived in Queensland government building I showed Russian ID and appointment for interview, Queensland Health interviewer refused talking to me. This case will be given below. When I came home I send email to agent and reported that interviewer did not want to talk to me, but I did not disclose the reason.

Few days later I applied my true Russian resume for this position, however, Hudson did not contact to me. I still do not have any feedback. After that I applied my Russian resume for another position of Hudson, however, I have been rejected on the same day. Recently I applied my Russian resume for one more Hudson position again, and I still do not have any feedback.

Embedded Search agency in Brisbane. In this case I applied German resume myself like in previous time. A girl from Embedded called me over about half an hour. I talked to the girl and she invited me for an interview on the next day morning. Over one more hour she called again and asked me to confirm "are you exactly German?" and I confirmed that I am real German.

The first time I applied my Russian resume for position advertised by Embedded in April 2016. Their director tried to communicate to me via Skype because I lived in Sydney at that period of time. In the first time technical troubles did not allow to speak and our conversation was not successful. Then I applied Russian resume for positions of Embedded several times, but every time they ignored me.

Once after I moved from Sydney to Brisbane they sent email to Russian me and offered to speak via Skype because they had position suitable for my skills. Agent of Embedded sent me appointment. I was able to come in their office because I already was in Brisbane, however, they offered only Skype interview. When appointment time came no one called me, but after 5 minutes I received appointment cancellation. Embedded cancelled interview 5 minutes after it started without any feedback or explanation. This was not nice deed.

I visited Embedded office as German immigrant, discussed my skills with Embedded agent. This girl is new Embedded employee, so she did not know me. She was happy with my German resume and German skills and promised me to send my German resume to their client. When I was Russian Embedded showed opposite attitude. When I went home the girl called me to clarify details of my education and university in Germany.

On the next day morning the girl of Embedded called me and sent text messages. She reported that their client wants to invite German me for technical interview. I did not respond because I already understood when I show my Russian ID their client refuses to discuss my skills. I already met this issue in case of Hays and Queensland Health.

On the next day their director sent me email and asked why I do not respond their phone calls. I replied that I am not German, I am that Russian who already met negative attitude from Embedded. I asked feedback about cancelled interview, however, they did not wish to respond. Embedded Search revealed negative attitude towards Russian me meantime they were happy to refer German me to their client.

M&T Resources agency branches in Sydney and Brisbane. M&T downloaded German resume from Seek themselves. At that moment I already stopped my experiment and did not apply German resume for positions on the Seek. Previously I applied a number of my Russian resumes for M&T positions on Seek, but every time they rejected Russian me and did not want to discuss my skills. They reported that Russian me is not suitable.

After M&T downloaded German resume they called me and then sent job description. They offered position at Queensland Health. Because I already stopped my experiment and already had negative experience with Queensland Health I revealed that they downloaded wrong German resume and I provided M&T with my true Russian. However, they did not wish to discuss my Russian resume and my Russian experience. M&T showed negative attitude towards Russian me, however, they tried to deny that they filter off people due to their ethnic origin and declared that M&T takes into account only candidate skills. The experiment showed that this is not truth.

Mansell Taylor is direct employer in Brisbane. I applied both my resumes for their position, Russian and German ones. They rejected Russian resume within few minutes and denied to provide any reasonable feedback. However, when I applied German resume, their recruiter called me and said that if they shortlist me, they invite me for interview until the end of week. Over a couple of days they sent me feedback where they explained that position is for junior. They did not even wish to speak with Russian me.

Veridian is direct employer in Sydney. Like in previous case I applied Russian and German resumes for their position. They invited German me for an interview and I still do not have feedback about my Russian resume, although, about two months have already gone. I sent them email and advised that German me already found job to avoid further negative attitude.

The experiment showed that agents and employers show different attitude towards candidates. Their attitude depends on candidate's ethnic origin. Now the most honey case about Queensland Health, government authority.

Queensland Health is a government authority. I applied my Russian resume for Queensland Health positions a number of times, directly or through agencies. I wrote selection criteria for any positions, however, every time I was not suitable and every time no one could provide Russian me with any reasonable feedback.

In this case I applied German resume through Hudson agency. As previously mentioned Hudson rejected my Russian resume all times, however, they shortlisted German me and made appointment for interview over a day after I applied for the position. Agent of Hudson called me on the next day morning after interview in Hudson office and advised that Queensland Health is ready for interview today afternoon. Be ready and hurry up! She sent me appointment with address, time and contact details.

I arrived in Queensland government building on Charlotte Street 20 minute prior the interview time. I told a guard that I have an appointment for interview, said interviewer's name and showed Russian ID. I have no other IDs other than Russian ID, so I showed my true ID. Guard gave me visitor badge and called to the interviewer and then he came to me and said that interviewer does not want to speak to me. I showed appointment on smartphone screen and said that I am directed to Queensland Health by Hudson agency and sounded agent's name. The guard called to interviewer again and then applied to me and said that the interviewer does not want to talk to me anyway. Ok, I

returned the visitor badge to the guard and went home. At home I send email to agent and described what happened without revealing my ethnic origin.

I applied feedback to Queensland Health and asked to advise me why they did not pass me for interview when I showed Russian ID. However, Queensland Health did not provide me with reasonable explanation of their negative attitude towards me and my ethnic origin.

Conclusion

The experiment was not cheating or fraud. The target of the experiment was to find reasonable explanation why agent and employers do not want to consider Russian me and my Russian resume. Experiment showed that my accent, English level and skills are suitable for agents and employers. Experiment showed that agents are more friendly when they like candidate's ethnic origin, however, they show negative attitude when they dislike candidate's ethnic origin.

In Russia I worked for Fujitsu and sometimes agents ask me about my work for Fujitsu. If I say I worked for Fujitsu in Russia they reply "oh, Russia, do not worry, you are not suitable...", however, when I say I worked for Fujitsu in Europe, they invite me for interview. Then I disclose that I worked for Fujitsu in Russian branch office and agents reject me. In 2016 in Sydney, Robert Walters agency rejected me after interview when I disclosed that I worked for Fujitsu in Russia and since then they reject me every time I apply for their positions on the Seek.

Queensland Health is not only single government authority in Australia who filters off people due to their ethnic origin. In October 2016 I moved from Sydney to Brisbane and applied for some positions. One agency provided me with job description of Queensland Department of Justice, however, QLD DJAG did not want to discuss my skills because I am Russian. In last week two agencies sent me job description of the same position of QLD DJAG. I told agents that it is a waste of time and efforts because I already have negative experience with Queensland Department of Justice.

I met the same negative attitude in Sydney. Before October 2016 I resided in Sydney and applied for a number of NSW government positions, but every time I was not suitable. Once I applied for bus driver position at Sydney Transport. They provided studying and employment, however, they rejected me within 15 minutes, although, I have got overseas driver license for motorcycle, car and heavy truck with no gross weight restriction.

Three times various agencies provided me with job description of NSW Education and every time they promised me interview at NSW Education, however, NSW Education did not want to talk to me. The third agency disclosed that this position is available for a long time because NSW Education demands Australia born employee.

In May 2017 I was invited for an interview in Sydney city council. After the interview an interviewer told me that my skills and experience a good and he will report positive decision about me to an agency. However, few hours later the agency reported that Sydney city council does not want to hire me. Agency denied to provide reasonable feedback.

It is more than obvious that employers and agents select employees according to their ethnic origin. Australian equal opportunities are fake and skilled immigration is a fraud because Australia is not able to guarantee equal opportunities. Australian employers are only interesting in candidate's ethnic origin. If employers dislike candidate's ethnic origin their skills and experience become worthless. Australian Human Rights Commission is like Wedding General exists just to be. They either ignore complaints or reject them or justify racists. AHRC only shows off and promote homosexuality, however, they do not investigate real discrimination cases.