**Willing to Work: National Inquiry into Employment Discrimination against Older Australians and Australians with Disability**

# Submission No 11

**Name** Christopher Edward Frethey

**Submission made by**

[x]  Australian with disability in work

# Submission regarding Australians with Disability

### **Your experience**

**Have you (or the person you are submitting on behalf of) experienced employment discrimination?**

[x]  Yes

[ ]  No

[ ]  Not sure

**Did you take any action in relation to the employment discrimination you experienced?**

[ ]  Yes

[ ]  No

**Please tell us more, for example, what action you took and how effective you felt it was; or why you chose not to take any action.**

I wrote to a Federal minister and they offered to only employ me for six months to complete a training program and could'nt guarantee employment after that

**Did your experience of employment discrimination impact on your participation in the workforce? (For example, did you have to stop work, change jobs or take sick leave?)**

[ ] Yes

[ ] No

**Please tell us more**

I had to stop work

### **Barriers**

**Do you think older Australians/Australians with disability face barriers when they look for work or are in a job?**

[ ] Yes

[ ] No

[ ] Not sure

**If yes, or not sure, what do you think these barriers might be?**

Age in the workforce is hard enough but to top it off with a disability makes it even tougher

**Does employment discrimination have an impact on gaining and keeping employment for older Australians/Australians with disability?**

[ ] Yes

[ ] No

[ ] Not sure

**Are there any practices, attitudes or laws which discourage or prevent equal participation in employment of older Australians/Australians with disability?**

[ ] Yes

[ ] No

[ ] Not sure

**Please tell us more**

**What are the incentives and disincentives for older Australians/Australians with disability to work?**

**Incentives:**

Pride, self esteem

**Disincentives:**

loosing amounts of disability

### **Good practice**

**Are there examples of good practice and workplace policies in employing and retaining older Australians/ Australians with disability?**

[ ] Yes

[ ] No

[ ] Not sure

**Please tell us of examples of good practice in employing and retaining older Australians/ Australians with disability in work that you are aware of.**

### **Solutions**

**What action should be taken to address employment discrimination against older Australians/Australians with disability?**

Making it illegal to to discriminate because of disability

**What should be done to enhance workforce participation of older Australians/Australians with disability?**

not down all barriers in gaining access to employment agencies for people with disability

**What outcomes or recommendations would you like to see from this National Inquiry?**

improvement in the system