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

# Submission No 139

**Name** Withheld

**Submission made by**

[ ]  Older Australian in work

[x]  Older Australian looking for work

[x]  Older Australian who would like to work

# Submission regarding Older Australians / Australians with Disability / Both

### **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?**

[x]  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 consulted the intterview chair and asked them to itemise where I had shortfalls. The answers were so unconvincing that I intended to challenge it as a breach. I was provided with an email I misheard so my submission was not heard out before the expiry date. I realised that were to do so the small mind and pond culture of Perth would very soon black list me as happened to a very able but totally incorruptable professional who is now black balled through WA in her chosen professsion.

**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?)**

[x] Yes

[ ] No

**Please tell us more**

I have begun to question the purpose in applying for job after job when I only secure positioins no one else wants - a recent one for 5 months was offered to me and I turned it down for a promised longer contract . The post was readvertised months on and I was again offered the job after a second interview. This has been my ONLY source of employment making it look as if I cannot hold down a job for longer that three or so months

### **Barriers**

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

[x] Yes

[ ] No

[ ] Not sure

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

I already feel discrimation is just below the surface and to add an added disadvantage on makes the question redundant

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

[ ] Yes

[ ] No

[x] 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

[x] Not sure

**Please tell us more**

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

**Incentives:** Meritricous system not a subjective one masked behind legislation

**Disincentives:** Watching able bodied people like me fail to secure work - any work

### **Good practice**

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

[ ] Yes

[ ] No

[x] 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?**

Change mind sets (as if...)

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

I am not disabled in that way so it would be presumptious to second guess

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

A well publicised report that suggests mix of older and younger staff is mutally beneficial