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

# Submission No 63

**Name** Charles John Hamilton

**Submission made by**

☒ Older Australian looking for work

☒ Older Australian who would like to work

☒ Australian with disability looking for work

☒ Australian with disability who would like to work

# Submission regarding both Older Australians / Australians with Disability

### **Your experience**

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

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.**

Discriminated against by **[redacted–state government agency]**.

I have previously brought a complaint against the **[redacted–state government agency]** for their overt discrimination against me via my daughter - we both applied for the same positions. She obtained hers but in the process was informed by **[redacted–state government agency]** staff that it would be ideal for her to contact some of her friends because older people were "too slow"

**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

### **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

Age

Age

**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**

Anti Discrimination Act but this does not stop discrimination. You get weeded out before any interview process in the main.

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

**Incentives:**

There do not appear to be too many. There are taxation incentives but unaware of any that encourage employers to employ older or disabled Australians

**Disincentives:**

The willingness of employers to either ignore their applications and/or actively discriminate against them in the workplace

### **Good practice**

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

Yes

No

Not sure

### **Solutions**

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

Financial incentives for companies to employ

Mandatory % of older Australians/Australians with a disability employed into positions in the public service and local Council positions

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

Financial incentives for companies to employ

Mandatory % of older Australians/Australian with a disability employed into positions in the public service and local Council positions

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

Active policies that encourage the employment of older Australians and Australians with a disability that include:

Financial incentives for private enterprise

Quotas for older Australians/Australians with a disability in the public service, local Councils - just because you have PTSD does not mean you are unable to do all/most jobs competently efficiently and effectively. Organisations are pointedly employing indigenous people and there is at least as much discrimination against older/disabled Australians as there is against indigenous people.