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

# Submission No 84

**Name** Withheld

**Submission made by**

X Older Australian in work

# Submission regarding Older Australians and 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

XNo

**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.**

As an older person in the workforce we are less likely to take action because it is harder to find another job should the outcome be less favourable than a younger worker.

**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?)**

XYes

☐No

**Please tell us more**

Absolutely older workers are less valued in the workplace when it comes to there opinions and input being quickly dismissed. I have heard first hand that some older staff should retire because of their age to make way for the younger workforce. and there are dismissed quickly no matter how

### **Barriers**

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

XYes

☐No

☐Not sure

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

The barriers can become devaluing because older workers can get as far as the interview stage based on their resume however at the interview the body language and the line of questions asked by the interviewer can leave an older person feeling demoralised.

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

XYes

☐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

XNot sure

**Please tell us more**

In all reality even if there are laws they will not be adhered to at street level. although it is illegal to ask for applicants aged between two age groups it is becomes evident the older worker will not get the job based on their age rather than their experience.

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

**Incentives:**

To feel valued and life a lifestyle they would like

Not being a drain on the Centrelink system.

Living the life an older person wants to live rather than the stereo type of he’s too old to work.

Self esteem and value to the community, this is why so many older people join community organisations SES, CES etc they like to fill valued and keep there self worth.

**Disincentives:**

The feeling that is I can’t keep this job I will find it harder to get another.

The fact we have to put up with the attitude towards us because of our age.

The demoralising attitude of people who believe older workers should just retire because of their age (nothing to do with mental capacity)

### **Good practice**

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

☐Yes

XNo

☐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?**

* Community forums to breathe life in older people who want to work.
* Government funded strategies to increase community awareness on the value of employing older workers.
* A body for older workers to access to work through the issues older workers can access for advise, support and advocacy.
* A turn around in employer perception that older workers are just that.

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

As above

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

As above