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

# SUBMISSIONS FORM

Send your submissions form:

* by email to ageanddisabilityinquiry@humanrights.gov.au
* by post to: Willing to Work, Australian Human Rights Commission, GPO Box 5218, Sydney NSW 2001

To make your submission in another way contact ageanddisabilityinquiry@humanrights.gov.au or call (02) 9284 9600.

**Top of Form**

**Name of person making submission:**

**Submission made on behalf of (if relevant):**

**Organisation or business name (if relevant):**

**Do you want your name to be kept confidential?** Yes / No

**Do you want your submission to be kept confidential?** Yes / No

*The National Inquiry will not publish confidential submissions. Please be aware that whilst every endeavour will be made to ensure confidentiality, there is a possibility that submissions marked confidential might be released, in whole or in part, in accordance with the Freedom of Information Act 1992 (Cth). Where people have indicated that they would like their submission to be published, these will be made available on the National Inquiry’s website Please see our submissions policy at* [*https://www.humanrights.gov.au/submission-policy*](https://www.humanrights.gov.au/submission-policy)*.*

**Email address:** **Phone:**

**Postal address:**

*Please provide us with at least one method of contacting you.*

**Please tell us who you are** (*select all that apply*)

[ ]  Older Australian in work

[ ]  Older Australian looking for work

[ ]  Older Australian who would like to work

[ ]  Older Australian who is not working and does not wish to work

[ ]  Australian with disability in work

[ ]  Australian with disability looking for work

[ ]  Australian with disability who would like to work

[ ]  Australian with disability who is not working and does not wish to work

[ ]  Carer/family member of Australian with disability

[ ]  Business/employer

[ ]  Government organisation
[ ]  Organisation
[ ]  Membership based organisation
[ ]  Trade union
[ ]  Legal practitioner

[ ]  Academic/social policy practitioner

[ ]  Other
 Please describe:

Please complete the submission form most relevant to you:

1. [Submission regarding Older Australians /Australians with Disability / Both](#_FORM_1:_Submission) (*pages 3-6)*
2. [Business or Employer Submission](#_FORM_3:_Business) *(pages 7-11)*
3. [Organisation or Government Agency Submission](#_Organisation_or_Government) *(pages 12-15)*

All questions are optional. You may enter your responses in this document.

# FORM 1: Submission regarding Older Australians/ Australians with Disability / Both

### **Your experience**

**Gender**

[ ]  Female

[ ]  Male

[ ]  X (Indeterminate/Intersex/Unspecified)

**Are you of Aboriginal or Torres Strait Islander descent?**

[ ]  Aboriginal

[ ]  Torres Strait Islander

[ ]  Both

[ ]  No

**Are you from a culturally and linguistically diverse background?**

[ ] Yes

[ ] No

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

*Discrimination is when a person is treated less favourably than another person in a similar situation because of a characteristic they have, such as their age, or disability.*

*It is also discrimination when there is a rule or policy that is the same for everyone but has an unfair effect on people who are older or people with a particular disability.*

[ ]  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.**

**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**

### **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?**

**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:**

**Disincentives:**

### **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?**

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

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

# FORM 2: Business or Employer Submission

### **About you**

**What is your role within your organisation?**

☐ Owner

☐ Manager

☐ Human Resources Manager

☐ Other

**If other, please tell us your role within your organisation**

**Is employment discrimination a barrier for older Australians/Australians with disability who are willing to work?**

*Discrimination is when a person is treated less favourably than another person in a similar situation because of a characteristic they have, such as their age, or disability. It is also discrimination when there is a rule or policy that is the same for everyone but has an unfair effect on people who are older or people with a particular disability.*

☐Yes

☐No

☐Not sure

**If yes, is employment discrimination a barrier (please tick all that are relevant):**

☐While working in a job

☐While looking for work

☐While dealing with recruitment companies

**Please tell us more**

**What is your experience of recruiting and/or employing older Australians/Australians with disability?**

### **Barriers**

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

☐Yes

☐No

☐Not sure

**Please tell us more**

**Does employment discrimination have an impact on older Australians/Australians with disability gaining and keeping employment in your business/industry?**

☐Yes

☐No

☐Not sure

**Please tell us more**

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

☐Yes

☐No

☐Not sure

**Please tell us more**

**What are the incentives and disincentives for your business/industry to employ and retain older Australians/Australians with disability?**

**Incentives**

**Disincentives**

### **Good practice**

**Are there examples of good practice and/or workplace policies for employing and retaining older Australians/ Australians with disability in work in your business/industry?**

☐Yes

☐No

☐Not sure

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

**What works well in recruiting and/or retaining older Australians/ Australians with disability in your business/industry?**

### **Solutions**

**What would help your business/industry employ and retain older Australians/Australians with disability?**

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

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

# FORM 3: Organisation or Government Agency Submission

### **About you**

**What is your role within your organisation?**

[ ]  Owner

[ ]  Manager

[ ]  Human Resources Manager

[ ]  Other

**If other, please tell us your role within your organisation**

**What is your experience of providing work/services/advocacy for older Australians/Australians with disability?**

**Do you have any case studies of the experience of older Australians/Australians with disability working or looking for work?**

**What are the impacts of employment discrimination on older Australians/Australians with disability working or looking for work?**

### **Barriers**

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

[ ] Yes

[ ] No

[ ] Not sure

**Please tell us more**

**Is employment discrimination a barrier (please tick all that are relevant):**

[ ] While working in a job

[ ] While looking for work

[ ] While dealing with recruitment companies

**Please tell us more**

**What impact does employment discrimination have on older Australians/Australians with disability gaining and keeping employment?**

**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 in employing older Australians/Australians with disability?**

**Incentives**

**Disincentives**

### **Good practice**

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

[ ] Yes

[ ] No

[ ] Not sure

**Please let us know about practices you are aware of.**

### **Solutions**

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

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

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