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

# Submission No 103

**Name** Withheld

**Submission made by**

**X** Australian with disability in work

**X** Australian with disability looking for work

**X** Australian with disability who would like to 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?**

**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.**

Have tried to plead my case of having being put in the too hard basket by so many people and have not been given a fair go in the workplace simply because there are a lot of people who think I’m not capable of doing anything because “I just don’t have the experience” and lack education simply because I can’t afford it and don’t want to end up in a heap of debt with Hecs fees that I’m not able to pay back and not able to work more than the required amount of hours that usual normal people do therefore would worry so much that that debt would never be paid off should I study at either university or tafe to further enhance my skills in the field but what’s the use of doing it as such if nobody’s going to hire me for a job in the first place?

**I’ve just now simply given up looking for work** and are just going to stick to my school crossing supervisor job as no longer able to have that confidence to do any further training and also have job interviews with future potential employers as I know that I’ll never ever sadly get a position that’s more highly paid for from the one I’ve got now so are going to have to get used to living on the such a low income that I do still hoping my dreams/wishes do come true one day hopefully in the near future sometime.

**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’ve thought I’ll still keep on trying and just still keep on keeping on but nope have had to stick to what I’m doing now as I’m simply no good in any workplace or employers eyes simply because I just don’t have the skills necessary or work experience in place for employers to hire me! I would require a lot of training in a lot of areas which employers are not patient about nor with, nor do they want or like to hire a person with a disability in the workplace as “it’s too much work for them” to be bothered about a person with a disability thinking they require care for themselves during the day well what about people who don’t require that sort of care and nobody wants you if you don’t have any experience in the workplace!

You’re seen to be as totally & completely useless/hopeless as anything simply because you’ve never been given a fair go in the first place trying to secure employment for yourself.

### **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?**

Nobody wants older people with employment skills & history they want someone who’s young who’s straight & fresh out of University who’s cheaper to pay and can withstand the hours of work they can get as they are energetic and are able to do the job much quicker faster & easier than what most older Australians could also possibly do as well in a more thorough job productivity than the young ones might be.

The barriers are your disabilities as no one wants them in their workplaces as they (people) (employers or otherwise) prefer to run theirs as smooth with no hassles or anything else. Or the fact that women have disabilities such as intellectual or wheelchairs as that can make a huge significant difference In the way that minor or major adjustments have to be made possible in the workplace that other than they don’t have too if a person is not wheelchair bound or is able to get up and down stairs that employers have in their organizations.

Barriers can be all sorts of things ranging from ethnicity, to having a disability or discrimination or age, or race or even religion.

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

**X** Yes definitely! in many ways!

☐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

**X** Not sure

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

**Incentives:**

There would be money offered to the employer for having the older person or person with a disability in the workplace but some employers are actually greedy & selfish just for the money they don’t care about what the person with the disability or the older Australian would be able to do for their workplace, they just want the money, money money that’s it!

They just (employers) see us as a burden on society and don’t want anything to do with us when they could hire someone who’s young with skills and that their cheap to maintain or pay in the workforce.

### **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.**

That people with disabilities are loyal to their employer never taking a day off, doing a higher more thorough job of that of a non typical person with a disability and providing a higher more thorough work productivity for their employer than what a person without a disability can do!

People with ASD especially can focus on the task at hand and do repetitive and non productive tasks that what a non-neurotypical person with a disability can do. This ensures higher productivity not only for the employer but also for the company/organization should they be

### **Solutions**

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

That employers should look on people with disabilities and employ them with higher and greater expectations than that of a person without a disability. People with a disability should be looked on first than a non person and that people with a disability should be considered first to do the job of that before a non person with a disability is even considered for the position of the job at the company/organization.

In fact many people in many companies/organizations should be considering those who’ve got disabilities rather than those who haven’t as these people are fantastic at what they do they just need to be given a chance and time to do things and develop their skills. employers should be open to expression of hiring a person with a disability simply because they can just give more time and effort into a task rather than someone who sometimes doesn’t do that!

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

Oooh! Education! Education! Education! and also training and workshops run around the country for those employers who would like to hire someone with a disability into their company/organisation but are too afraid to do so fearing the unknown of the person and also the outcome of the circumstances involved in them being in their workplace.

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

The hiring of more people with disabilities in the workplace happens more in the workplace and also the community. And also more education/training for employers/companies/organisations for having someone with a disability in the workplace.

*Supplementary information provided 23 September 2015:*

I have been running a business for 8 years. People borrow my resources and books on educating others about autism and don't wish to return them. When they do, they've educated themselves and use that information practically to do that and train people without my being there.  Then they don't contact me again for anything else.

I'm also being used up in many ways and that people are taking advantage of me for my expertise and knowledge.

I'm the one also who does the chasing around for other people and it's not going to happen!  I'm the person with Aspergers who has to do things for other people like go and get them from the airport or take them to a fast food outlet to get what they want all simply because other people are too lazy and don't want me for anything else.  The person with ASD just does things just to keep the peace as other people are so lazy and don't want to do things for themselves.

They are the ones being used up for such things as people are completely helpless for themselves as sometimes it's up to a person with a disability as to actually do some things for them as to resolve their own problems as such as they don't even sometimes know how to do it themselves!

I have a phone no & email address as simply people don't contact me for anything unless they want to see me for something and then they stuff up my plans as well when they set a time and date to meet me and want me to catch up with them all of a sudden it's no good as they are inconvenienced by something else.

So then they set another day and all of a sudden that doesn't suit them either so they end up stuffing you around.

I have set up an autism support group in my local area for teenagers and adults.

I have a Diploma of Community Services but cannot get work. I want to be given a fair go!