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

# Submission No 161

**Name** Dementia Alliance International

**Submission made by**

☒ Australian with disability in work

☒ Academic/social policy practitioner

☒ Other
 Please describe: Advocate for people with dementia

# 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?**

[ ]  Yes

[x]  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.**

1. I was asked to leave a position, after I lost my drivers license, and not offered a position with Reasonable Adjustments - and did not realise I had a legal right to this

2. I was actively denied a position on the board of an organisation twice, because of my disabilities. I have proof of this, and did seek legal advice.

**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**

re 1 above, I did not realise I could take action, and the advocacy organisation supporting me did not ever suggest I could.

re 2 above, I felt the impact of taking the organisation to court may not result in the outcome I want for people with dementia more broadly.

### **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?**

They already face barriers of ageism... add in the discrimination of disability, and it would have to be much tougher for them to find work

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

[x] 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

[x] Not sure

**Please tell us more**

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

**Incentives:**

No idea

**Disincentives:**

Discrimination and ageist attitudes

### **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?**

Not sure

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

Perhaps legislation that forces employers (of companies over a certain size) to employ a certain number of older people, and people with disabilities?

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

Fairer outcomes for both groups

# Organisation or Government Agency Submission

### **About you**

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

[ ]  Owner

[ ]  Manager

[ ]  Human Resources Manager

[x]  Other

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

Co-founder and Chair

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

I provide support specifically for people with dementia, of all ages

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

No

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

loss of self esteem, apathy to try and find work, self doubt,

### **Barriers**

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

[x] Yes

[ ] No

[ ] Not sure

**Please tell us more**

ageist attitudes towards them

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

[x] While working in a job

[x] While looking for work

[x] While dealing with recruitment companies

**Please tell us more**

Interesting, I have even recently been advised there is ageism in universities towards older people who apply for a PhD - so I imagine there are barriers everywhere

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

financial impact to self and society, plus the more person al issues raised above

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

**Incentives**

I don't know of any that are in place

**Disincentives**

not sure

### **Good practice**

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

[ ] Yes

[ ] No

[x] 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?**