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

# Submission No 168

**Name** Carol Ann Worbs

**Submission made by**

☐ Older Australian in work

☒ Older Australian looking for work

☒ Older Australian who would like to work

☒ Carer/family member of Australian with disability

# 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.**

I was advised I was "overqualified" for a position and that they were really looking for a junior. This was not in the advertisement.

I responded via email thanking the company for their consideration, offered that I'd the company were prepared to train me, that I would work for the company to repay the training and continue with their company as a trainer. There was no reply.

**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

[x] 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?**

[x] Yes

[ ] No

[ ] Not sure

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

It appears that many employers are not prepared to employ an older person, preferring a less qualified, younger, more attractive person.

**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

[x] No

[ ] Not sure

**Please tell us more**

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

**Incentives:**

I don't believe there are any incentives for older/ disabled Australians.

**Disincentives:**

I am 61 years of age, have retired from being a Paramedic due to chronic problems with both shoulders. I hold greater than a Certificate III, and this exclues me from being eligible for "fee free" training.

I believe that all Australians over the age of 50, who wish to remain in or return to the workforce, should be eligible for free training/re-training, until they find employment.

### **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?**

Incentives offered to employers to employ these people. I.e., wage support, tax benefits, discounted training packages.

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

Encouragement, use of their skills gained over a lifetime of work.

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

1. Free training/retraining

2. Incentives offered to employers

3. Education for employers and employees

4. Workplace support for employees

5. Penalties for discrimination