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

# Submission No 36

**Name** Jeremy David Laird Flanagan

**Submission made by**

[x]  Other
 Please describe: I work constantly, unrecognised , unrewarded, vilified. Im handicapped but im achieving. Policy impedes my progress.

# Organisation or Government Agency Submission

### **About you**

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

[x]  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?**

Im advocating for human rights for an introduction of an 'ability pension' because i got half points for 'disability' and im hoping to get half for 'ability.' I defend my Citizenship, or I seek political assylum. I'm Siting aggressive policy reform insensible to individual case.

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

I tell you my story

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

Government Policy impedes progress. Medical policy impedes process.

### **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

[x] While looking for work

[x] While dealing with recruitment companies

**Please tell us more**

40 job contacts, Im unable to conform to paid employment requirements, I'm not pretending. 15 hours per week WFD, im unable to conform to enslavement. Experience has taught me to trust no Agency, other than myself. I remain in control of my own reasonable objectives. I remain a Citizen, or i seek political assylum. I'm medically sane.

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

Everything is given to the young, and the advantaged, in recognition of potential, while potential is unrecognised and unfunded in adult education. Certifications are over rated and over paid, while uncertified competents are under rated and under paid and discrimiated against, and bullied.

**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**

Recognise the skills people have when it is in front of your face.

**What are the incentives and disincentives in employing older Australians/Australians with disability?**

**Incentives**

Ability pension. Reward ability.

**Disincentives**

Currently inability, disability and incompetency are rewarded. That has always been a bad way to run a welfare system.

### **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.**

Salvation Army Store [**location redacted**] recommend **[name redacted] for** recognition for services to the community and particularly for her personal hands on history of inclusion of disability, parole, rehab, elderly, volunteers, otue paid staff, and inductees. As Store Manager her income is less than a single mum on welfare. This woman should have her income supplemented by an Ability Pension. Underpaid under recognised person doing great service to the community.

### **Solutions**

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

People should be allowed to do what they do best. We need deregulation of legislative requirements which hamper personal development of long term unemployed / people with disadvantage and / or disability. We could adopt a more Scandanavian attitude of respecting our Citizens. instead of Marginalising, discriminating, and Criminalising our Citizens, respect their abilities, and defend them from bullying political reform.

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

Bus tours, workplace tourism, put people together from both sides, into a workplace environment, where both parties meet willingly and openly share common/ related interests and objectives. Team up individuals with complimentary skill sets, forming effective hubs (economic/ community/conservation/enrichment and diversity). Pro active health policy, participation in play groups, for exercise. Non compulsory is mandatory.

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

Look at the side of human rights and freedom within an increasingly oppressive right wing political environment. Abandon the mantra of unlimited economic growth and take account, take stock, begin massive regeneration of community and environment. Value ability, understand disability, and pity the incapability of Autocratic Governance, because division and disunification will never progress a nation. Resist enslavement to economic ideals. Preserve us and preserve our land and our planet.