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

# Submission No 48

**Name** Debra Mundy

**Submission made by**

Older Australian looking for work

Older Australian who would like to work

☒ Australian with disability who would like to work

# Submission regarding Older Australians

### **Your experience**

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

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

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

There are few jobs available in my area of expertise which is Marketing and Communications in Adelaide. The few that are available are being given to Gen Y's and younger graduates from University. This is the culture in the field I am in!

**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**

Advertising for Recent graduates should be illegal! This discriminates against those of us who graduated years ago and those of us that trained whilst performing the job.

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

**Incentives:**

None

**Disincentives:**

Advertising jobs and specifically at younger people

Culling of Resumes based on age of applicant

Cultures of companies where young people perceive older people as IT iliterate or old fashioned in our ideas

### **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.**

Disabled specific companies such as Pheonix etc

Companies with good practice HR guidelines and culture change

### **Solutions**

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

Companies need incentives to

Employ older Australians

They will not change their Culture without government intervention. Simply not going to happen!

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

Again, it needs the Government to offer incentives to employees to change the culture and for them to see benefits

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

Change!