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

# Submission No 58

**Name** Withheld

**Submission made by**

☒ Older Australian looking for work

☒ Older Australian who would like to work

☒ Carer/family member of Australian with disability

# 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.**

There are many examples but I will refer to the **[redacted–a military service]**. I was in my 40s and passed mentally and physically A 1 to return to the **[redacted]**, having served years earlier. But two women, one civilian and one **[redacted–a member of the military service]** on the three person Board made remarks that they regarded me as too old to return to the **[redacted]**. Had I made a formal complaint, that would NOT have gone down well within the **[redacted]** and had I been accepted she or her peers would have made my life hell.

**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**

I wanted to return to the **[redacted–military service]**, had duties lined up to support one key area with that Commanding Officer's support but then nothing

### **Barriers**

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

Yes

No

Not sure

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

People have a poor attitude towards older persons. We are NOT all in wheel chairs but even those who are may be mentally very able. WE do NOT all want to retire. We do NOT all seek a bludge job

**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**

1/ I have applied for jobs with the Vic Parliament only to be knocked back for persons ''with better experience and skills'' on two occasions and I discovered that both times they were 'kids' fresh out of university whereas I had years of experience.

2/ Many teachers in their 50s are bullied into resigning because teachers in their 20s and 30s get paid much less

3/ I have not had an interview despite well over 10-0 applications in the past couple of years

4/ I was a local govt Cr. I asked my council how many disabled employees we had and was told that was confidential. Did we have any? Confidential. Do we actively seek to hire them? Confidential

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

**Incentives:**

self confidence; self belief

**Disincentives:**

discrimination eg I applied for a graduate position with the Public Service only to be told that they wanted graduates with less than 5 years experience only

### **Good practice**

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

Yes

No

Not sure

### **Solutions**

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

see above; call many of the people making submissions into a panel and we can talk

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

ibid

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

positive change, starting with state and federal govt departments AND the ADF