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

# Submission No 71

**Name** Withheld

**Submission made by**

[x]  Older Australian looking for work

[x]  Older Australian 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?**

[x]  Yes

[ ]  No

[ ]  Not sure

**Did you take any action in relation to the employment discrimination you experienced?**

[x]  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.**

Sexual discrimination by **[redacted]** - settled out of court

**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**

Lost work,loss of marriage, family, small payout

### **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?**

Older Australians without disability are discriminated with when looking for a employment

Forget it if you are a single woman over 50

**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

[ ] Not sure

**Please tell us more**

All on glossy papers , discrimination is rife in Australia

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

**Incentives:**

Pay their bills and have a life

**Disincentives:**

No response from employers/ organisations

Too old, too sick

too mature

A liability

### **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

### **Solutions**

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

Start with no discrimination to older Australians who have more empathy, experience and willing to give others a go

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

As above

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

As above