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

# Submission No 74

**Name** Withheld

**Submission made by**

[x]  Older Australian in work

[x]  Australian with disability in work

# Submission regarding Older Australians and Australians with Disability

### **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

**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

### **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?**

Hearing Aids very obvious.

**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

[x] Not sure

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

**Incentives:**

Income

**Disincentives:**

Depression and isolation

### **Good practice**

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

[ ] Yes

[x] 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.**

Tongue in cheek really and how do you prove this discrimination

### **Solutions**

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

Bonus payment to employer to offer work for at least 1 year versus short term contracts

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

Understanding their knowledge and experience

# Organisation or Government Agency Submission

### **About you**

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

[ ]  Owner

[ ]  Manager

[ ]  Human Resources Manager

[x]  Other

**If other, please tell us your role within your organisation**

Teacher

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

Self many interviews whereby I could prove I had more experience than younger applicants

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

Income loss, isolated, stress on partner still working to maintain some income, depression and feeling a failure.

### **Barriers**

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

[x] Yes

[ ] No

[ ] Not sure

**Please tell us more**

Meetings, mumbling when people talk etc

**Is employment discrimination a barrier (please tick all that are relevant):**

[x] While working in a job

[x] While looking for work

[x] While dealing with recruitment companies

**Are there any practices, attitudes or laws which discourage or prevent equal participation in employment of older Australians/Australians with disability?**

[ ] Yes

[ ] No

[x] Not sure

### **Good practice**

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

[x] Yes

[ ] No

[ ] Not sure

**Please let us know about practices you are aware of.**

Their knowledge and experience + reliability, punctual at work and relationships over years with many people.