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

# Submission No 97

**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?**

[ ]  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

**Please tell us more**

I have no confidence in the confidentiality process ie to say if I lodged a complaint it would be obvious it came from me and the employers can get around the processes so easily and then not fere to age a s a barrier and simply say the candidate misunderstood. Going forward you would not even get an interview as you are a trouble-maker. I have been told I am an exceptional candidate with all the specified qualities and I may be starting within a fortnight - then mysteriously head office sends an email as unacceptable. I have never even had an interview from this large company since - age discrimination

### **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?**

Too old to manually carry out tasks - can they catch on as quickly as younger people - will they be away sick longer - also fear that the new starter may be a threat to the knowledge of the supervisor

**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?**

[x] Yes

[ ] No

[ ] Not sure

**Please tell us more**

Nowadays practically all on-line applications, followed by face-to-face interviews require presentation of proof to work requesting birth certificate, passport, drivers licence. This has only occurred since employers were advised that inappropriate to ask someone's age - this is how they circumvent that rule so easily

### **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.**

I have never really found an employer who will give me an opportunity in my two years out of workforce

### **Solutions**

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

A fair dinkum Government Policy to get older Australians back with support by engaging to employers who benefit form this country's people - they seem to think all take and no investment eg banks, large employers

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

Definitive Policy backed up by committed Leaders

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

OLDER AND AUSTRALIANS WITH DISABILITIES ACTUALLY GET A CHANCE - A GOVERNMENT WHO REALLY CARES AND WILL TRY FOR US