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

# Submission No 1

**Name** Michael Thomas Costello

**Submission made by**

[x]  Australian with disability who would like to work

# Submission regarding Australians with Disability

### **Your experience**

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

[ ] Yes

[ ] No

[x] Not sure

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

[ ]  Yes

[x]  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?)**

[x] 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?**

[x] Yes

[ ] No

[ ] Not sure

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

Lack of acceptance of people for who they are.

Recruitment systems designed to weed out people who have conditions like Asperger's Syndrome, etc.

**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

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

**Incentives:**

Having full independence (like not being forced to live with parents at age 40)

Not being dependent on parents and friends for ""top ups"" to your Pension for extras, etc.

**Disincentives:**

- Having to deal with the less than desirable members of society in public contact jobs.

- Being locked out of industries that you would like to work in due to behavior issues caused by Asperger Syndrome.

- Employers having jobs where you are required to do "multiple" roles, and not having roles that don't involve public contact, when people with Asperger's Syndrome prefer to do one thing and one thing well.

- Being put on the Disability Support Pension scrapheap.

### **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.**

Woolworths seem to be good at employing people with disabilities, but they only seem interested in those with severe disabilities though. I have tried to apply for work there on the basis of Asperger's Syndrome, and they have never offered me anything!

### **Solutions**

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

I don't know. If employers are not prepared to accept people for who they are, I feel you are better off on the pension.

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

Nothing. If we can't find suitable work, we should not be forced to look for unsuitable work.

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

To break the silence on this issue.