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

# Submission No 10

**Name** Withheld

**Submission made by**

Older Australian in work

Older Australian looking for work

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?**

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.**

As the the discrimination was age biased and occurred in several interviews, only after removing my age and birthdate did I get the interviews btw, when I walked in the looks going around the room said it all. OMG , how old is he, then a trivial conversation, which in one interview didn't even relate to the job! Most conversations were feel good in nature and get him out ASAP. Reason I didn't report it was there is no use or mechanism in place that allows for gut feeling. I even had one guy tell me my qualifications weren't relevant because I did them so long ago.( hydraulics, pneumatics, metrology , gear cutting, drafting) I didn't know these things didn't excise anymore.... Apparently

**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**

Didn't get the jobs

### **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?**

Any heavy industry trade worker past the age of 50 will require medical treatments of one kind or another.( bricklayers, mechanics, fitters, carpenters etc etc) there is no system in place to get "good" medical treatments at no or reasonable costs for this. So no one wants to employ broken down workers who can't afford to fix themselves. The stupidity of the government in raising pension ages with no regard to the workers that were the backbone of this country is abhorrent. Then we see human rights commissions trying to,act like they give a flying. The general consensus on the street amongst us is were screwed, we will have to sell everything to survive and the government is doing anything that will work to fix it.

**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**

You want to fix this, then make it law that no employer can ask your age or request it on websites or interviews. And how about all interviews have to be blind interviews that might help.

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

**Incentives:**

None

**Disincentives:**

The resume process , the interview process, the lack of medical funding to fix us up. The total luck of anything with teeth to resolve the issue.

### **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.**

Haven't seen any as yet. Lot of government feel good rubbish, that does absolutely nothing. And this fits right into that category .

### **Solutions**

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

Make it illegal to ask a persons age at interviews, online applications, and online submissions. Make all interviews blind interviews by law.

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

Increase funding for medical procedures so we can get healthy enough to contribute. Decrease the retirement age to what we agreed to when we starting working 40-60 years ago. What most young people forget is we didn't have weight limits, or work hour limits when we started working. It was nothing for most heavy industry trades people to be lifting 40-80 kgs most days, and they were long days, and that takes a toll. If your going to make us work longer, then put in place the medical resources to make it so we can physically work. This BS idea of training us in new fields is a laugh, there's no jobs worth a flying in those fields, that's just a feel good attempt at sweeping us under the rug.

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

More medical funding for 50-100 year olds, realistic incentives to employ older people( tax breaks, yearly continual cash incentives till retirement age), mandated legal requirements that your age cannot be asked in any interview or resume , wether online or in person. Real penalties for infringement of these requirements. I.e. $500,000 for companies and $50,000 for individuals with a 10% return of this to the person affected.