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

# Submission No 117

**Name** Angelo Spadaccini

**Submission made by**

Older Australian looking for work

Submission regarding Older Australians   
 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.**

In the past 6 years I’ve applied for over 500 jobs – was offered and attended 3 interview received Zero offers. Was also refused entry to the ADF because I experienced a mild latex allergy whilst working as a Scientist in 2007.

**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**

### **Barriers**

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

Yes – even without disabilities!

No

Not sure

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

1. Entrenched generational Racial and Age discrimination in Australia
2. The practice of government and corporate entities having a candidate destined to be placed into a job – then placing an advertisement in the media as it is a legal requirement and providing lip service to all applicants after each applicant has invested 5-7 hrs customising CV, writing Application letters, addressing a myriad of selection criteria and populating a myriad of online questionnaires
3. The practice of seeking fresh graduates so that employers can pay the absolute minimum wage and not question.

**Does employment discrimination have an impact on gaining and keeping employment for older Australians/Australians with disability?**

Yes – Quite obviously I would have thought… . Age is a disability in Australia

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**

It’s the lack of laws – The legacy of the “White Australia Policies). There is no legal obligation for government and/or corporate entities that obliges them to employ a percentage of older workers, for example proportionate with the age distribution of the Australian population. The Australian population is ageing and if Government continues to show Apathy, soon there will be a small (young, white, Anglosaxon) working population will be supporting the pensions of the majority of Australians that have topped 40 years of age and have become too old to be given work and too young for the pension with no prospect of accumulating superannuation. This will inevitably lead to illegal activities and the creation of an underground economy.

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

**Incentives:**

Life, food, gas, electricity, wages, superannuation and sanity

**Disincentives:**

Nil – no **Disincentives just Impregnable barriers**

### **Good practice**

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

Yes

No – None that I have ever seen in Australia

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.**

The best example I saw is a 65 year old man collecting trolleys at **[redacted]** probably making 12 per hr. Truly a commendable, exemplary business practice.

### **Solutions**

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

Formulate, Pass and Police Laws obliging government and corporate entities to employ a mandatory percentage of mature workers or where suitable or be forced to pay steep fines annually. Financial incentives should work fine and achieve compliance rapidly.

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

Formulate, Pass and Police Laws obliging government and corporate entities to employ a mandatory percentage of mature workers or where suitable or be forced to pay steep fines annually. Financial incentives should work fine and achieve compliance rapidly.

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

As above  
FORM 2: Business or Employer Submission

### **About you**

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

☐ Owner

☐ Manager

☐ Human Resources Manager

**☐** Other

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

Unemployed Molecular Biologist

**Is employment discrimination a barrier for older Australians/Australians with disability who are willing to work?**

*Discrimination is when a person is treated less favourably than another person in a similar situation because of a characteristic they have, such as their age, or disability. It is also discrimination when there is a rule or policy that is the same for everyone but has an unfair effect on people who are older or people with a particular disability.*

☐Yes – IF IT WASN’T WHY DOES THIS COMMINION EXIST?

☐No

☐Not sure

**If yes, is employment discrimination a barrier (please tick all that are relevant):**

**✔✔** While working in a job

**✔✔** While looking for work

**✔✔** While dealing with recruitment companies

**Please tell us more**

I was managed out of my last job when I turned 48. I can’t even get a job as a labourer because my CV is just either not blank enough or because I have more experience than the recruiter when I have attended interviews. Then professional jealousy kicks in.

**What is your experience of recruiting and/or employing older Australians/Australians with disability?**

I have not been in the position of employing anyone.

### **Barriers**

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

**✔✔**Yes

**✔✔**No

**✔✔**Not sure

**Please tell us more**

Covered above.

**Does employment discrimination have an impact on older Australians/Australians with disability gaining and keeping employment in your business/industry?**

**✔✔**Yes

☐No

☐Not sure

**Please tell us more**

Professional Jealousy – in government and corporate

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

☐Yes

**✔✔**No

☐Not sure

**Please tell us more**

**If our politicians don’t enact laws – there will continue to be no laws**

**What are the incentives and disincentives for your business/industry to employ and retain older Australians/Australians with disability?**

**Incentives**

The lack of laws prohibiting discrimination

**Disincentives**

NA

### **Good practice**

**Are there examples of good practice and/or workplace policies for employing and retaining older Australians/ Australians with disability in work in your business/industry?**

☐Yes

✔No

☐Not sure

**Please tell us examples of good practice in employing and retaining older Australians/ Australians with disability in work in your business/industry that you are aware of.**

**What works well in recruiting and/or retaining older Australians/ Australians with disability in your business/industry?**

Legal consequences

### **Solutions**

**What would help your business/industry employ and retain older Australians/Australians with disability?**

Legal consequences

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

Legal consequences

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

Legal consequences

# FORM 3: Organisation or Government Agency Submission

### **About you**

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

Owner

Manager

Human Resources Manager

Other

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

NA

**What is your experience of providing work/services/advocacy for older Australians/Australians with disability?**

I generated vaccines for young and elderly and regulated influenza vaccines annually for 6 years at the US FDA.

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

Just my own

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

Outlined above…creation of class distinction, creation of beggars on the shiny Australian streets, depletion of Pension funds, revolution

### **Barriers**

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

Yes

No

Not sure

**Please tell us more**

This question was asked previously – not well thought out

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

While working in a job

While looking for work

While dealing with recruitment companies

**Please tell us more**

As above

**What impact does employment discrimination have on older Australians/Australians with disability gaining and keeping employment?**

As above

**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**

Lack of legislation with teeth

**What are the incentives and disincentives in employing older Australians/Australians with disability?**

**Incentives**

As above

**Disincentives**

As above

### **Good practice**

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

Yes

No

Not sure

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

As above

### **Solutions**

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

Legislate or perish

**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?**

LEGISLATE !