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

# Submission No 154

**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 / Australians with Disability / Both

### **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

**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.**

I feel that I am qualified for the jobs I apply for as I meet the selection criteria, but once I have a interview, I never hear back from the employer again. Given the fact that I have all the skills and experience required for the role, I am currently studying which demonstrates my ability to be trained, I have no other choice but to believe that I don't get the jobs because of my age.

**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

[x] 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?**

See above comment, I think it is harder for the people with a disability out there.

**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

[x] No

[ ] Not sure

**Please tell us more**

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

**Incentives:**

**Disincentives:**

### **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.**

### **Solutions**

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

The employers should be required to have at least two or more older people in their employment, and one or two disabled persons.

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

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

That the discrimination against older Australians be stopped. The incentive that the government have in place is not working, maybe it is due to not being promoted well enough, or maybe employers don't see the benefit. It is not the applicant who needs training, it is the employer. Recruiters should also be properly trained to recruit in accordance with the role requirements.