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

# Submission No 165

**Name** Withheld

**Submission made by**

☐ Older Australian in work

☒ Older Australian looking for work

☒ Older Australian who would like to work

☒ Australian with disability looking for work

☒ Australian with disability 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?**

[x]  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.**

Made enquiries to determine if what I experienced was discriminatory. I'm considering my options whether to take further 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**

I am well qualified and have relevant experience for the jobs I'm applying to, but not able to find any employment.

I have plied for over 200 positions without success.

I'm over 50 but don't include my age on my resume.

### **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?**

Employers reluctant to hire older or disabled people, due to **misconceptions**

**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**

Job market is very difficult and lots of competition even for jobs that don't require particular qualifications, such as retail or hospitality.

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

**Incentives:**

A better sense of achievement and participation

**Disincentives:**

Lack of suitable jobs, lack of employer knowledge on people with disabilities.

### **Good practice**

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

[ ] Yes

[ ] No

[x] 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?**

Employers need to be better educated on the advantages of hiring older people.

Employers also need to be trained in working with disabled employees.

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

More education and training of both employers and employees.

Government participation in training programs. Government incentives or subsidies to organisations training programs.

Marketing in mass media showing the benefits of hiring older/disabled workers.

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

Older/disabled people want to work are disadvantaged and need to be recognised as having the potential to boost the Australian economy and increase their own well being by having meaningful employment.