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

# Submission No 19

**Name** Peter Hayes

**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?**

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.**

**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

No

Not sure

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

1. Younger people occupy recruiting roles and appear to favor younger workers for their presentation attributes

2. Job experience and life experience are discounted by age by most recruiters/employers.

3. Employers and recruiters sense a tiredness and inflexibility accompanies older workers.

**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**

Yes, practices and attitudes. But I couldn’t say with certainty with respect to laws.

Linking age to physical attributes

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

**Incentives:** income and sense of purpose

**Disincentives:** rejection, lower wage offers

### **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.**

Australian Bureau of Statistics - Field Interviewer program

### **Solutions**

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

Mandate workforce mean age to match the national mean and incentivise businesses which comply with lower business tax rates and penalise businesses which fail to comply with a higher tax impost.

**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?**

Workforce mean age matches the national population mean age.