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

# Submission No 74

**Name** Withheld

**Submission made by**

Older Australian in work

Australian with disability in work

# Submission regarding Older Australians and Australians with Disability

### **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

**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

### **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?**

Hearing Aids very obvious.

**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

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

**Incentives:**

Income

**Disincentives:**

Depression and isolation

### **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.**

Tongue in cheek really and how do you prove this discrimination

### **Solutions**

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

Bonus payment to employer to offer work for at least 1 year versus short term contracts

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

Understanding their knowledge and experience

# 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**

Teacher

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

Self many interviews whereby I could prove I had more experience than younger applicants

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

Income loss, isolated, stress on partner still working to maintain some income, depression and feeling a failure.

### **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**

Meetings, mumbling when people talk etc

**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

**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

### **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.**

Their knowledge and experience + reliability, punctual at work and relationships over years with many people.