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

# Submission No 150

**Name** Peter Stanley Smith

**Submission made by**

☐ Older Australian in work

[x]  Older Australian looking for 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.**

On the rare occasions when I actually get an interview but fail to get the job I always phone and ask for feedback. The feedback NEVER states that I was deficient in any of the selection criteria. They are always awkward and stumping in their response and usually just say the successful candidate had superior skills. Using LinkedIn and personal contacts I can sometimes find out who got the job and review their profile. They are always, always, always, less qualified, less experienced, and much much younger.

**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**

In the past 14 months I have applied for about 800 positions. I have had a handful of interviews. The process is costly and demoralizing. The interview process is clearly set up purely to eliminate me in favor of a preferred (young) candidate.

### **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?**

12 year old managers on the interview panel.Young managers who are biased towards recruiting someone younger than them who they perceive will be easier to manage and mentor.

**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

[ ] No

[ ] Not sure

**Please tell us more**

Based on a merit based recruitment process I should have been successful in gaining employment by now. I feel strongly that merit based recruitment should be encouraged- especially in the public sector. It definitely is not.

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

**Incentives:**

**Disincentives:**

Getting work.

### **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?**

**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?**

a fair chance at getting a job