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

# Submission No 155

**Name** Desmond Barry Jamieson

**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

**Do you want your name (and the name of another person on whose behalf you are submitting, if that is the case) to be kept confidential?**

[ ]  Yes

[x]  No

Do you want your submission to be kept confidential? (required)

**Do you want your submission to be kept confidential?**

[ ]  Yes

[x]  No

**Any further comments on confidentiality can be included here:**

JSP are totally ineffective, lack employer network skills, especially for those mature age workers who have professional skills and qualifications and looking for work...... especially in administrative functions and those who are of sound mind, intellect and function but use a wheelchair like myself.. If it could be done, a full commission inquiry should be undertaken to analyse the effectiveness of these JSP to include number of people registered with these JSP's and the success rate regarding finding them jobs. Furthermore I am of the belief that not enough is being done to establish a workable equal opportunity program between all recruitment personnel agents and JSP's alike.

# 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

[x]  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.**

**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?**

**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:**

For me personally it is the need and want to be totally independent and self sustaining and earning like everyone else and not dependent on a DSP for income.

**Disincentives:**

In accessibility to workplaces in part.

### **Good practice**

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

[x] 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.**

Logically there has to be employers and companies who have gone out their way to employing and retaining older Australians and those with a disability though I have not met one yet.

### **Solutions**

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

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

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

A commission of enquiry into JSP success and failures and more networking between all recruitment personnel agencies and JSP's and potential employers