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

# Submission No 174

**Name** Chris Medic

**Submission made by**

☐ Older Australian in work

☒ 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.**

Action not taken due to anticipation of other/future work within the industry.

**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 have never stopped work, or taken a sick leave nor quit the job.

Since the early 1990's, engagement was always on a temporary basis and for a short duration. Work was extended if more work comes in.

Even when successfully completed short duration engagement, with multiple engagement by same employer (different projects at various times) is not looked on favorably by next employer.

It appears that local engagement was always intended to be of short duration while the company is sourcing and making arrangements for overseas migrant labor .

### **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?**

Australian without disabilities, qualifications, and many years of industrial experience cannot secure work, what makes you think that those with with less and any disabilities have better opportunities.

**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**

There is plenty of evidence in the media about local workforce discrimination by the industries however there is no active action in law enforcement to protect Australian labor.

In 2010, former Treasurer Joe Hockey commented about 2.5 million of Australians on unemployment benefit recipients were looking for work, however nothing was done to cancel new incoming migrant work visas.

Media reports that for the 3 -to 4 years on from 2007 (start of the GFC), over 300,000 /year migrant 457 work visa's were approved. After 4 years of continuous employment their entitled to immediate citizenship and remain permanently employed.

The locals who lost their job during that period, are now permanently out of work.

**[Redacted]**

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

**Incentives:**

Still have a mortgage to service.

Capable to work in chosen profession until retirement.

Enjoy reward in wage payment until retirement.

Have a lifetime study, training, qualification and skills in a chosen field of work.

Able to afford health care when required.

**Disincentives:**

Live on handouts and in poverty.

Further discrimination by Governments and government paid groups to help.

Palliative care by employment services, ensuring that Newstart payment are stopped immediately if you don't report when due.

### **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?**

Review the the qualification and experience of imported labor against the skill of available and unemployed Australian workforce.

There are two group.

Group 1 - unemployment recipients.

Group 2 - Unemployed that don't qualify for unemployment benefits.

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

Make priority for employers to employ appropriately the local market.

The law already exists!

Enforce it!

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

Dismissal for reckless and mismanagement in Australian labor force in education, skill training and ensuring mandatory appropriate employment to local labor first.

Prosecute offending companies.

Victims to be compensated.

Provide appropriate support for re-employment.

A review of conduct and practices between the CES and Employment services as reported by 4 corners in Late Feb on TV and their website March 2015.