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

# Submission No 50

**Submission made by** Jane Gersch

X☐x Australian with disability 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?**

X☐X Yes

☐ No

☐ Not sure

**Did you take any action in relation to the employment discrimination you experienced?**

☐ Yes

X☐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.**

Didn’t want the employer to re employ me out of feeling sorry for me

Did not recognise it at the time

**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☐XNo

**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☐xYes

☐No

☐Not sure

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

Just me walking into an interview would reduce my chance of getting a job

I need a list every day, or reminding of the tasks that need doing

**Does employment discrimination have an impact on gaining and keeping employment for older Australians/Australians with disability?**

x☐xYes

☐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**

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

**Incentives:** Government incentives but once they have gone then they sack you or don’t renew your contract

**Disincentives:** Feel inadequate at first, and then not fulfilling the job properly, but not aware there is any problem

Having to bring work home, without the workplace being aware as need total concentration to be able to do a good job

Coming from the country and not having enough trained supports was a hard issue

### **Good practice**

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

☐Yes

X☐XNo

☐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.**

The employer choose me as there was government incentive but little adequate ongoing supports

### **Solutions**

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

Preparing the employee more for how it is in the open workplace

Having these employment agencies better equipped to manage disabled to find work suitable to their current abilities

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

TAFE working with the employer to match up suitable places of employment

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

Look at those seeking employment and those employed with a disability to work out how they are going and what barriers they experience in their every day life.