



Australian
Human Rights
Commission

**WILLING
TO WORK**

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

SUBMISSIONS FORM

Send your submissions form:

- by email to ageanddisabilityinquiry@humanrights.gov.au
- by post to: Willing to Work, Australian Human Rights Commission, GPO Box 5218, Sydney NSW 2001

To make your submission in another way contact
ageanddisabilityinquiry@humanrights.gov.au or call (02) 9284 9600.

Name of person making submission:

Submission made on behalf of (if relevant):

Organisation or business name (if relevant):

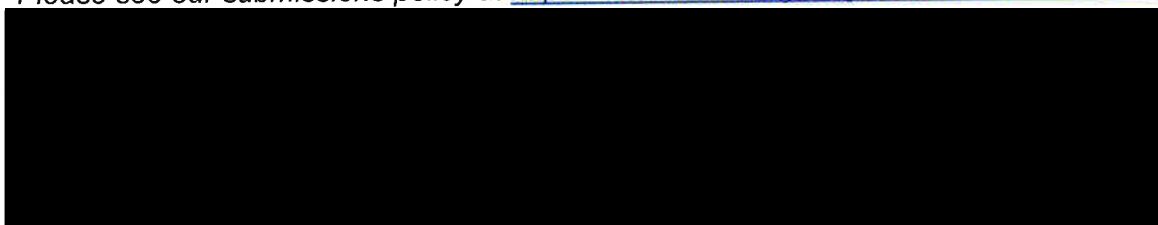
Do you want your name to be kept confidential?

Yes No

Do you want your submission to be kept confidential?

Yes No

The National Inquiry will not publish confidential submissions. Please be aware that whilst every endeavour will be made to ensure confidentiality, there is a possibility that submissions marked confidential might be released, in whole or in part, in accordance with the Freedom of Information Act 1992 (Cth). Where people have indicated that they would like their submission to be published, these will be made available on the National Inquiry's website. Please see our submissions policy at <https://www.humanrights.gov.au/submission-policy>.



Please tell us who you are (select all that apply)

- Older Australian in work
- Older Australian looking for work
- Older Australian who would like to work
- Older Australian who is not working and does not wish to work
- Australian with disability in work
- Australian with disability looking for work
- Australian with disability who would like to work
- Australian with disability who is not working and does not wish to work
- Carer/family member of Australian with disability

- Business/employer
- Government organisation
- Organisation
- Membership based organisation
- Trade union
- Legal practitioner
- Academic/social policy practitioner
- Other

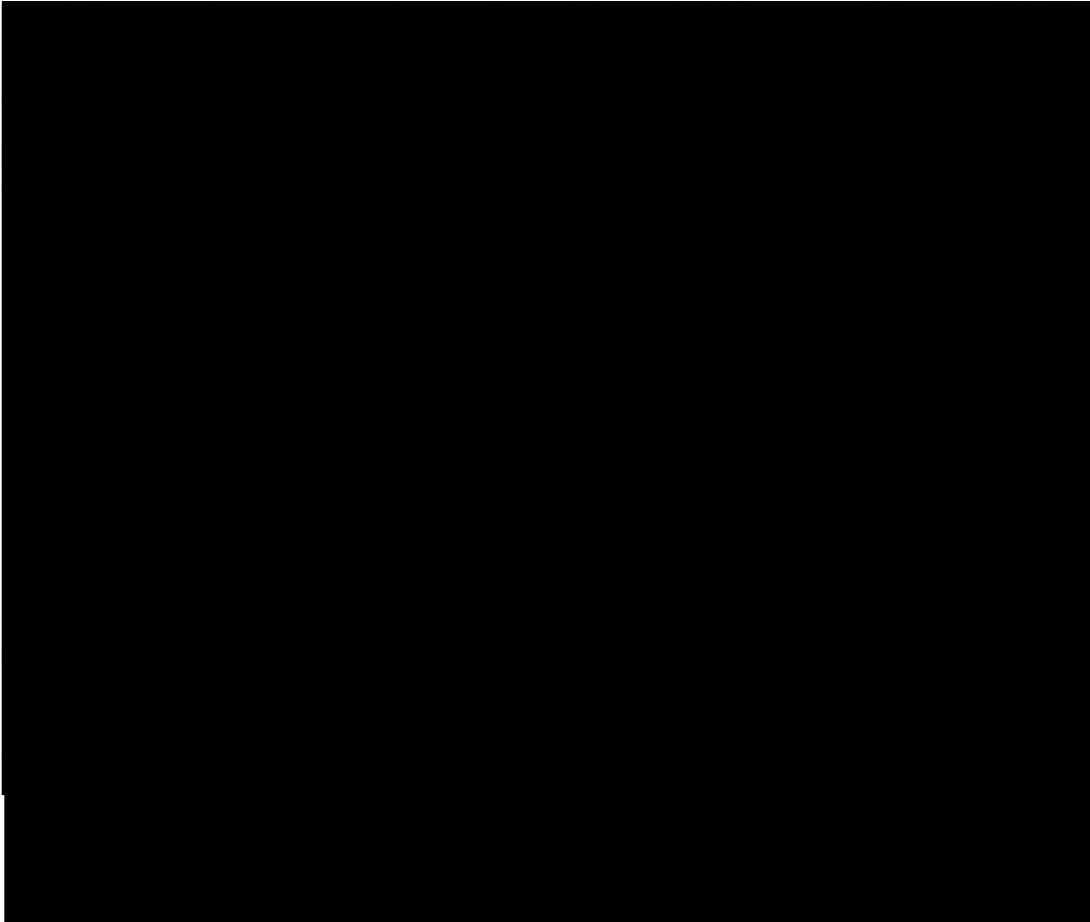
Please describe:

Please complete the submission form most relevant to you:

1. Submission regarding Older Australians /Australians with Disability / Both (*pages 3-6*)
2. Business or Employer Submission (*pages 7-11*)
3. Organisation or Government Agency Submission (*pages 12-15*)

All questions are optional. You may enter your responses in this document.

FORM 1: Submission regarding Older Australians/ Australians with Disability / Both



Have you (or the person you are submitting on behalf of) experienced employment discrimination?

Discrimination is when a person is treated less favourably than another person in a similar situation because of a characteristic they have, such as their age, or disability. It is also discrimination when there is a rule or policy that is the same for everyone but has an unfair effect on people who are older or people with a particular disability.

- Yes
- No
- Not sure

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

- Yes

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.

Dept. did OT. assessments to modify my work environment but did not implement in a timely manner. (ie years rather than months) or not at all. I became very stressed at inaction so made a referral to vision australia + then Commonwealth paid for environment changes + assistance with technical (computer) - large print etc.

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

Please tell us more - Management did not address - ignored my requests - (from 2007-2014) then I put in an outside request for assistance. Then a grievance to find out why nothing was done however the grievance did look at poor paperwork recording from previous H.R person. → She said it was a management call + so nothing was fixed.

(b) Barriers

Do you think older Australians/Australians with disability face barriers when they look for work or are in a job?

- Yes ^{in my case} When in employment the barrier is around technical assistance (computer, training + large print facilities etc). lighting, seating etc. Some modification needs happen in a timely manner
- No
- Not sure + also work colleagues being made aware of a disability so they can have more general understanding rather than seeing the person as a hindrance or 'not worthy'.

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

The department I work for did not assist until I pushed. This has been positive but should be less stressful to the employee with either age or disability issues. (I was left to manage for too long!)

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

Please tell us more

The department I work for has policies but the implementation is poor - no one is responsible to make changes happen in a timely manner.

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

Incentives: Self esteem, better self image.
Financial independence
Community participation

Disincentives: Due to part time hours (I have a full time position)
Can't work FT. due to needing further technical support. There is no tax offset or centrelink benefits although my take home pay is \$600.

(c) **Good practice**

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

- Yes Commonwealth (den) did assist me.
 No IF I known earlier about this service I would be better off as I could have had help in 2007
 Not sure in stead of 2014-2015!

Please tell us of examples of good practice in employing and retaining older Australians/ Australians with disability in work that you are aware of.

(d) **Solutions**

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

Policy needs to be acted on by organisations
HR-should be responsible under legislation not just leave to the management or 'budget concerns',
(within reason of course!).

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

flexable work hours ,
{ technical assistance (computer training)
{ large print, lighting - LED not fluro, natural light
Offices need a range of postural chairs, standing
Natural light/air
Frequent walk breaks for admin (using computer all day)
tax incentives
Community education - to change value perceptions associated with age.
Inclusion and activity rather than exclusion & isolation.