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

# Submission No 56

**Name** Mia Vitue

**Submission made by**

[x]  Older Australian looking for work

[x]  Older Australian who would like to work

# Submission regarding Older Australians

### **Your experience**

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

[ ]  Yes

[ ]  No

[x]  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.**

This was against a government department therefore very difficult.

**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**

A forced redundancy meant that I was kept without information for two years and, on a daily basis, no information was available to me about whether or not my employment was coming to an end. This culminated in me becoming ill.

### **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?**

Employers are reluctant to pay for the expertise that older workers have accumulated.

**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**

For example the 'job search' for the Government asks for your date of birth and age. Surely this is a barrier when looking for work. I thought it was illegal for employers to ask for age of participants.

Another practice is to dismiss older workers who are on the top of their pay scale and to employ graduates at a much reduced wage.

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

**Incentives:**

A sense of participating in the community and feeling worthwhile. With good government decisions, that encourage workers to work on beyond 65, means less people on pensions, draining the public purse.

### **Good practice**

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

[ ] Yes

[ ] No

[x] Not sure

### **Solutions**

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

government Departments, such as Education should carry policies for the retention of aged workers. Why do they have to make older teachers redundant just to employ uni grads?

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

Ensure that employers have policies that create a certainty for older workers of a fair and equal status.

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

Older workers being employed beyond retirement age of 65.