



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>.

Email address:

Phone:

Postal address:

Please provide us with at least one method of contacting you.

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

(a) Your experience

Gender

- Female
- Male
- X (Indeterminate/Intersex/Unspecified)

Are you of Aboriginal or Torres Strait Islander descent?

- Aboriginal
- Torres Strait Islander
- Both
- No

Are you from a culturally and linguistically diverse background?

- Yes
- No

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.

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

(b) *Barriers*

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

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?

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

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

Incentives:

Disincentives:

(c) Good practice

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

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.

(d) Solutions

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

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

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

FORM 2: Business or Employer Submission

(a) About you

What is your role within your organisation?

- Owner
- Manager
- Human Resources Manager
- Other

If other, please tell us your role within your organisation

Is employment discrimination a barrier for older Australians/Australians with disability who are willing to work?

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

If yes, is employment discrimination a barrier (please tick all that are relevant):

- While working in a job
- While looking for work
- While dealing with recruitment companies

Please tell us more

What is your experience of recruiting and/or employing older Australians/Australians with disability?

(b) Barriers

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

Yes

No

Not sure

Please tell us more

Does employment discrimination have an impact on older Australians/Australians with disability gaining and keeping employment in your business/industry?

Yes

No

Not sure

Please tell us more

Are there any practices, attitudes or laws which discourage or prevent equal participation in employment of older Australians/Australians with disability in your business/industry?

Yes

No

Not sure

Please tell us more

What are the incentives and disincentives for your business/industry to employ and retain older Australians/Australians with disability?

Incentives

Disincentives

(c) *Good practice*

Are there examples of good practice and/or workplace policies for employing and retaining older Australians/ Australians with disability in work in your business/industry?

Yes

No

Not sure

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

What works well in recruiting and/or retaining older Australians/ Australians with disability in your business/industry?

(d) Solutions

What would help your business/industry employ and retain older Australians/Australians with disability?

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

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

FORM 3: Organisation or Government Agency Submission

(a) *About you*

What is your role within your organisation?

- Owner
- Manager
- Human Resources Manager
- Other

If other, please tell us your role within your organisation

What is your experience of providing work/services/advocacy for older Australians/Australians with disability?

Do you have any case studies of the experience of older Australians/Australians with disability working or looking for work?

What are the impacts of employment discrimination on older Australians/Australians with disability working or looking for work?

(b) Barriers

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

Yes

No

Not sure

Please tell us more

Is employment discrimination a barrier (please tick all that are relevant):

While working in a job

While looking for work

While dealing with recruitment companies

Please tell us more

What impact does employment discrimination have on older Australians/Australians with disability gaining and keeping employment?

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 in employing older Australians/Australians with disability?

Incentives

Disincentives

(c) *Good practice*

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

Yes

No

Not sure

Please let us know about practices you are aware of.

(d) *Solutions*

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

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

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