

21 Embassy Street
Deception Bay
Qld 4508
29-05-1999

To: The Submission Committee

Re: Mature Age Unemployment

Dear Committee Members,

I was delighted to read in Ms Gambaro's news letter that there is now an inquiry into mature age unemployment and that the Committee is asking for submissions on that issue. As someone that has experienced mature age unemployment I believe that this is one of the most insidious issues facing Australia. I do not wish to downgrade other subgroups (youth, aged, migrant handicapped) however in many ways the mature aged unemployment, due in part to the sheer size of this cohort, are in the unfortunate position of being able to negatively impact on other parts of society ie families, community.

On a personal basis I resigned from a middle management position in 1995 (aged 42) and found that I was unable to find equivalent work. It was also a shock to find that benefits from Social Security were limited and the whole experience was quite demeaning. I was fortunate that I was able to realise quite quickly, that I was on my own and that the future depended totally on me. As a result of that realisation I returned to study supported by a working wife (please note that her income is well below the "Average" so often quoted).

This was a period of great change for me and there were times that I did really wonder if there was any hope. Indeed I did consider in my 'down times' that both society and Government spoke volumes about responsibility, concern and the need to 'up-skill' but appeared to do little to assist. Especially in my case as the educational bills mounted up as I took on responsibility to pay for parts of my own education. University however was another matter, while some Auststudy was available this was for me last year cut quite dramatically - leaving me to wonder if anyone was really sincere about the need to improve and change. However due to my own efforts and the support of my family I am now two subjects away from a Degree and have a Diploma of Applied Science in Counselling. I have also been able to seek and obtain a Part Time (One Year Contract Position) as a Job Development Office with the Commonwealth Rehabilitation Service. A position that now (interestingly) demands that I use those skills and experiences that developed out of the past four years of unemployment.

Mature age unemployment is an awful situation to be in. Seeking work is at any time a demanding and harrowing experience needing 'mountains' of motivation, 'stickability' and a caring and supportive family, community,

society and Government. It also demands a mind set that dismisses the concept that age is a barrier to work. In my own experience however, and subsequently highlighted by my experience in the counselling field I have found that in reality the mature age man suffers greatly. Suffering increased by indirect pressure brought on by their own views of what is right, society's own unwritten laws (men must work and provide) and a rapidly changing work place where the full time position is no longer a right for anyone.

I am aware that the causes of unemployment are both individual and economic. Indeed the causes I believe are well documented. The effects however are also well documented, *however these effects impact on the social* and this should concern both Government and society greatly. Indeed I believe that the recent rise of the One Nation party was due in part to the scourge of unemployment in this particular sector.

I congratulate the Government on taking this step in the right direction and I would be more than willing to take part in any further discussions, surveys or focus groups aimed at developing REAL SOLUTIONS and ACTIVE POSITIVE MEANS OF ASSISTANCE.

I would have liked to have allocated more time to this issue however the time parameters for this particular submission were quite limited.

Regards

David Winter

Table 1.3 Age statistics. Number, incidence and time lost

(week-jr (b) Age group Median	Permanent		Temporary		Total Cases		Time lost		en .12
	Fatal	disability and over 6 monthr	6 montA-£7L4?ss Man	di-Tabilitv	No. Inc. (a)	Total Average			
Males									
15-19		228	145	1,6530	2,005	22,3	14,334	8.1	2.1
20-24	15	649	417	3,655	4,736	30.5	38,779	9.5	2.6
25-29	11	927	507	3,929	5,374	30.6	44,M	10.1	2.7
30-34	12	1,242	524	3,820	6,598	33,9	48,654	11.2	3.0
35-39	25	1,342	529	3,842	5,739	34.7	49,861	11.4	3.1
40-44	18	1,469	433	3,033	4,953	32.7	38,670	11.2	3.1
45-49	20	1,772	364	2,716	4,872	35,8	35,170	11.4	3.1
50-54	22	1,684	318	2,154	4,178	38.2	27,809	11.3	3.7
55-69	14	1,766	220	1,517	3,517	51.3	20,120	11.6	3.7
60-64	12	1,226	108	718	2,084	63.2	10,185	12.1	3.7
65 and over	7	367	25	150	539.	38.9	2,254	12.9	4,7
TOTAL MALES	161 10.8	12,672 3.0	3,591	27,189	43,613	34.5	330,872		
Females									
15-19	1	60	71	617	749	8.5	6,751	9.8	2.4
20-24	2	204	172	1,385	1,763	12.4	16,149	10.4	2,7
25-29	1	237	226	1,306	1,770	12,1	19,901	13.0	3,1
30-34	0	259	226	1,243	1,728	13.8	18,348	12.6	3,3
35-39	3	430	301	1,571	2,305	16,9	25,167	13.5	3,4
40-44	2	454	348	1,701	2,505	19.0	29,706	14.6	3,9
46-49	0	540	361	1,576	2,477	20.8	29,594	15.4	4,0
50-54	2	410	250	1,198	1,860	22.0	22,171	15,4	3,9
65-59	0	247	140	607	994	22.0	10,871	14,7	4,1
60-64	1	78	38	163	280	18.1	3,074	15.4	4,9
65 and over	0	14	8	41	63	10,9	683	13,9	4,7
TOTAL FEMALES	12	2,933	2,142	11,409	16,496	16.0	182,453	13.5	3,4
Persoris									
16-19	3	258	216	2,247	2,754	15.55	21,085	8.6	2,3
20-24	17	853	589	5,040	6,499	21,8	54,928	9.8	2,6
25-29	12	1,164	733	5,235	7,144	22,7	64,805	10,9	2,9
30-34	12	1,501	750	5,063	7,326	25,2	67,002	11,8	3,1
35-39	29	1,772	530	5,413	8,044	26,7	75,028	12,0	3,3
40-44	20	1,923	781	4,734	7,458	26,3	68,376	12,5	3,3
45-49	20	2,312	725	4,292	7,349	28,8	64,764	13,0	3,4
50-54	24	2,094	568	3,352	6,038	31,1	49,980	12,8	3,7
65-59	14	2,013	360	2,124	4,511	39,7	30,991	12,5	3,9
60-64	13	1,304	146	901	2,364	48,8	13,259	12,7	3,9
66 and over	7	371	33	191	602	30,7	2,937	13,1	4,7
TOTAL PERSONS	173	15,606 11.6	5,733 3.1	38,598	60,109	26.2	513,325		

(a) Incidence (incidence) is the number of injuries per 1,000 wage hours and years

(b) Includes: not included for temporary disability cases resulting in 3 or more years at work

(c) Includes, age not stated (20 cases)

Table 13 Age statistics. Number, incidence and time lost

Age group Median	Temporary i.,rabilit(v cases on~y				-Total cases		Temporary disability		
	Permanent 6 months (iveeks) (~)		Less than Fatai dsability andover 6 months		No.	Inc. (a)	Time lost 77atal Averi:~ge		
Males									
15-19	1	193	ill	1,433	1,736	19,3	11,371	7.4	2.1
20-24	5	529	351	3,202	4,087	26.3	32,561	9.2	2.4
25-29	4	689	411	3,404	4,5061	25.6	37,051	9.7	2.8
30-34	5	872	431	3,343	4,65'	28.1	40,299	10.71	2.9
35-39	10	799	435	3,280	4,5291	27.4	40,905	11.0	3.0
40-44	7	691	350	2,610	3,658	24.2	31,269	10.6	2.9
45-49	9	719	278	2,320	3,326	24.5	27,063	10.4	2.9
50-54	8	605	249	1,825	2,687	24.6	22,213	10.8	3.4
55-59	4	532	169	1,280	1,98.15	29.0	15,831	10.9	3.1
60-64	3	2:27	87	627	94.4	28.6	8,309	11.6	3.1
66 and over	1	61	20	119	201	14.5	1,710	12.3	4.3
TOTAL MALES	68	5,920	2,893	23,447	32,318	25.6	268,695	10.2	2.7
Females									
15-19	0	43	49	517	609	6.9	5,065	8.9	2.1
20-24	0	142	113	1,020	1,275	8.9	10,749	9.5	2,6
26-29	1	-165	154	972	1,292	9.3	13, 7187	12.3	2.9
30-34	0	200	158	937	1,296	10,3	13,230	12.1	3.0
36-39	0	314	225	1,202	1,741	12,8	18,731	13,2	3.1
40-44	0	329	228	1,346	1,9C13	14.4	20,534	13.1	3.3
45-49	0	348	249	1,249	1,84.6	15.5	21,010	14,1	3.6
50-54	0	288	173	954	1,415	16.8	15,518	13.8	3.4
55-69	0	145	95	474	714	15.8	7,670	13.6	3.9
60-64	0	39	30	129	1518	12.8	2,519	15.8	4.7
65 and over	0	11	5	31	47	8.1	413	11.5	4.9
TOTAL FEMALES	1	2,024	1,480	8,831	12,31.116	11.9	129,260	12.6	3.1
Persons									
15-19	1	236	16C	1,950	2,347	13.2	16,436	7.8	2.1
20-24	5	671	464	4,222	5,362	18,0	43,311	9,3	2.4
25-29	5	854	665	4,376	5,8(0	18.4	50,838	10.3	2.5
30-34	5	1,072	589	4,280	5,946	20,4	53, 5 2 9	11.0	2. GO
35-39	10	1,113	660	4,482	6,2(36	20.8	59,635	11.6	3.0
40-44	7	1,020	578	3,956	5,5151	19.6	51,803	11.5	3.0
45-49	9	1,067	527	3,569	5,172	20.3	48,072	11.8	3.0
50-54	8	893	422	2,779	4,1 ~2	21.2	37,728	11.8	3.4
65---59	4	1577	2114	1,714	1,619	23*11	23,102	11,7	13
60-64	3	266	117	756	1,142	23. 6	10,828	12.4	3.4
66 and over	1	72	25	150	248	12.6	2,123	12.1	44
TOTAL PE RSONS 69	7,944	4,373	32,278	44,554	19.4	397,955	10.9	2.9	

(a) Inc. (Incidonec:) is the nurr ber of injuries per 1,000 wige asid salary camci.s

(b) 'rimc lo:g is not includcd (or terrporary ses rest.

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(c) Includes age not stated (ID cases)

Table 3.3 Age statistics: Number, incidence and time lost

Age group	Temporary disability cases only				Temporary					
	permanent ~ months (weeks) (over 6 months)	less than 6 months	6-12 months	more than 12 months	7 day cases	Time lost				
Average Median	Fatal disability and over 6 months				No.	Inc. (a)	Total			
Males										
15-19	0	16	12	02	1101	1.2	1,207	12.8	4.3	
20-24	1	73	27	230	331	2.1	2,767	10.8	4.5	
25-29	0	164	47	293	504	2.9	3,974	11.8	3.6	
30-34	2	309	47	301	669	4.0	4,831	13.9	4.7	
36-39	9	469	63	354	895	5.4	5,425	13.0	4.7	
40-44	3	709	56	290	1,058	7.0	5,195	15.1	5.4	
45-49	5	1,001	60	265	1,331	9.8	5,637	17.5	6.0	
50-64	7	1,045	51	249	1,352	12.4	4,191	14.2	6.0	
56-59	6	1,205	39	172	1,422	20.7	3,340	16.0	7.3	
60-64	6	981	11	92	1,090	33.0	1,291	12.7	8.5	
65 and over	5	295	2	18	320	23.1	232	11.6	6.9	
TOTAL MALES	44	6,274	415	2,347	9,086	7.2	38,109	13.9	5.1	
Females										
16-19	0	3	10	43	59	0.6	768	14.5	3.4	
20-24	0	25	23	150	171	1.4	2,225	12.9	2.6	
26-29	0	28	34	153	215	1.5	2,490	13.5	4.1	
30-34	0	32	44	161	237	1.9	3,199	15.8	5.5	
35-39	0	70	45	217	332	2.4	3,906	15.1	4.4	
40-44	1	78	87	209	375	2.8	6,074	21.1	7.5	
48-49	0	137	76	196	403	3.4	5,646	21.1	9.6	
50-54	0	97	56	132	285	3.4	4,784	26.0	8.7	
55-59	0	73	27	58	153	3.5	1,827	21.8	7.2	
60-64	0	50	3	10	43	2.8	241	18.6	3.3	
65 and over	0	2	0	4	13	1.0	12	3.0	2.6	
TOTAL FP-MALES	1	576	404	1,334	2,314	2.2	31,174	18.2	5.6	
Persons										
15-19	0	19	22	125	165	0.9	1,975	13.4	4.1	
20-24	1	98	50	380	529	1.8	4,992	11.6	3.9	
25-29	0	192	81	446	719	2.3	6,463	12.4	3.7	
30-34	2	341	91	462	896	3.1	8,030	14.6	5.3	
36-39	9	539	108	571	1,227	4.1	9,331	13.8	4.6	
40-44	4	787	143	499	1,433	5.1	11,269	17.8	6.1	
45-49	5	1,138	135	461	1,739	6.8	11,283	19.2	6.9	
50-54	7	1,142	107	381	1,637	8.4	8,975	18.7	6.7	
55-59	6	1,278	66	230	1,564	13.9	5,167	17.6	7.3	
60-64	6	1,011	14	102	1,125	23.4	1,533	13.3	8.4	
65 and over	5	297	2	22	326	16.6	244	10.2	6.3	
TOTAL PERSONS	45	6,849	819	3,501	11,351	6.0	69,283	15.63	6.3	

(a) Inc. (incidence) is the number of injuries per 1,000 wage and salary earners

(b) Time lost is not included for temporary disability cases resulting in three or more years of work

(c) Inclusionage not stated (9 cases)