

Inquiry into Middle Aged Workers

I read with interest an article in The Age - Melbourne 5 June 99 - which focused on the employment prospects (or lack thereof) for the over 50's who are made redundant

In that article there is a reference to yourself as Chair of an inquiry into this situation.

I wish to submit that although I personally have nothing substantive to contribute to this Information process, I wish to propose a solution to this very real problem. However you may need to put my suggestion to one side until you have hard data to prove that the problem really does exist.

I suggest that the concept of Affirmative Action be enshrined in either Legislation or Regulations that enforces a statistical ratio of mature and younger employees in the workplace.

I suggest that this concept be modelled on " programme of a few years ago that enforced a Male Female balance in the work force.

To my mind this Male Female Affirmative Action gave employers a measurable target to ensure that Females were not discriminated against in the work force. This has led to the acceptance of Females in the work force, further acceptance at a senior level has come of age and will now only take time to come to a natural maturity.

Given the current level of indirect discrimination against mature people in favour of the younger workers, I believe that it is appropriate to introduce some programme that enforces an equal approach to employment on the basis of age.

Should this submission not be an appropriate one to be directed to your office, would you please advise me to whom it may more properly be addressed.

Sincerely

Howard Colernan