

April 9,1999

The Secretary
House of Representatives Standing Committee on
Employment, Education and Workplace Relations
CANBERRA

Dear Dr. B. Nelson

Re: Issues specific to workers over 45 years of age seeking employment

Thank you for inviting submissions for the above inquiry. My submission is brief.

The “over 45” age group should be made an EEO group. Until there we set policies and legislation similar to the other EEO groups (Aboriginal people, women, disabled, NESB) this group will continue to be marginalised when it comes to competing in the job market.

Two issues loom large:

1. Age discrimination by prospective employers is impossible to prove. If there was legislation in place things might improve-no guarantee, but it's a start.
2. Implement a fiery campaign (TV, print, electronic media, etc) encouraging employers to hire “over 45’s”.

That' it. Nothing long-winded, overly complex or impossible to solve.

I would be pleased to discuss these matters further

Sincerely,

Joana Finchley
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