

28 August 2003

EMP Inquiry
Submission No. 38**House of Representatives
Standing Committee on Employment and Workplace Relations****Employment: Increasing participation in paid work****COTA (NSW) Submission**

- The Commonwealth Government's paper titled 'Building a simpler system to help jobless families and individuals' has as its objective "**self-reliance and social inclusion**". This should be the theme of all work in this area.
- State and Federal governments should work together on mature age unemployment issues and importantly encourage the State MW agencies to work with the job network and Centrelink ultimately to have one MW contact point. The combined agency would then find it easier to set standards, benchmarks and set the foundations for change.
- Encourage the NSW State government to strengthen age discrimination legislation and encourage the Federal government to introduce effective, meaningful legislation against age discrimination.
Does the current state and proposed federal legislation answer the ten essential questions posed by the UK group EFA for effective legislation? The ten questions can be found on the website:
www.efa.org.uk/pressreleases/press.asp?articleid=193&num=
- Establish a version of the English Pre Retirement Association to provide a range of services to people in mid-life. These services include financial planning, professional training, business services, research, advocacy. There should be a focus on providing literacy and numeracy skills and retraining in learnt skills for mature age people who are seriously looking for work.
- The study of mid-life and pre-retirement should be treated as a serious academic discipline and University or TAFE programs established for it.
- Investigate The Employers Forum on Age, UK with a view to use as a model for Australian employer groups. It is a network of employers with the aim to -- support member organisations in managing the skills and age mix of the workforce, remove barriers to achieving an age-balanced workforce and to inform all employers of the benefits of a mixed age workforce.

COUNCIL ON THE AGEING (NEW SOUTH WALES) est. 1956

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- Maybe there are subsidy issues for mature age jobseekers and employers who hire mature age workers.
- Develop and promulgate studies of employer Best Practice. Convene employer forums in association with BCA and Business, Work and Ageing (BWA) using the forums to educate employers on population ageing, age discrimination and other human resource management issues relating to the employment of mature workers.

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