

Healthy Ageing Unit

Maureen Chan  
Inquiry Secretary  
Inquiry into issues specific to mature age workers  
House of Representatives Standing Committee on  
Employment, Education, and Workplace Relations  
Parliament House  
Canberra  
ACT 2600

17<sup>th</sup> November 1999



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Dear Ms Chan,

Thank you for sending us the verbatim transcript of the proceedings of the inquiry into issues specific to older workers seeking employment, or establishing a business, following unemployment.

Please find enclosed typographical corrections that we feel should be made.

Dr Steinberg stated that she would provide you with contact details regarding the Quebec exhibition. These are outlined below.

Yvan Chouinard  
Musee De La Civilisation  
16, Rue de la Barricade  
CP 155 Succ B  
Quebec  
Canada  
G1K 7A6  
Telephone 418 643 2158

Enclosed is information concerning self reported computer literacy by age. This is from a sample of 3000 Queenslanders taken at random from the electoral roll.

The Chairman of the Committee asked about research that supported assertions that older employees are more stable etc. I have enclosed a reference list of relevant journal articles /books for your information.

With regard to unfair dismissal, I understand the Queensland Chamber of Commerce and Industry surveyed their members and discovered that the unfair dismissal legislation was affecting recruitment practices. I suggest you contact

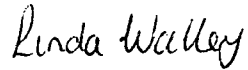
Carla Gerbo,  
Queensland Chamber of Commerce & Industry,  
375 Wickham Terrace,  
Brisbane 4000.



Dr Steinberg recently attended the Council on the Ageing Congress in Adelaide 7-9th November and also the ACOSS Conference in Sydney. One of the main issues arising in both conferences was the need to get the value of unpaid/volunteer work into the public accounts.

If you need any further information please do not hesitate to contact me.

Yours sincerely

A handwritten signature in cursive script that reads "Linda Walley".

Linda Walley  
Senior Research Officer

## Relevant journal articles/books

American Association of Retired People (1995) cited in Encel S, Work in Later Life, Ch.7 in Borowski A, Encel S, and Ozanne E (eds), *Ageing and Social Policy in Australia*, Cambridge University Press, 1997.

Barth, M, McNaught, W and Rizzi P, *Corporations and the Ageing Work force* in Mirvis P.H. (1993) *Building the Competitive Workforce*, Wiley New York

Bennington L and Thorenau P. *Older workers : Myths, Evidence and Implications for Australian Managers* Asia Pacific Journal of Human Resources 34 (3)

Borowski A, Encel S, and Ozanne E (eds) *Ageing and Social Policy in Australia*, Cambridge University Press, 1997.

Encel S and Studencki H (1998) *Employment and Unemployment Among Older Workers Literature Review and Bibliography for the Office of Seniors Interest of Western Australia* Social Policy Research Centre, University of New South Wales

European Foundation for the Improvement of Living and Working Conditions

- *Combating Age Barriers in Employment, A European portfolio of good practice* (1998)
- *Combating Age Barriers in Employment European Research Report* (1997)
- *Combating Age Barriers in Employment Research Summary* (1997)
- *Managing an Ageing Workforce A guide to good practice* (1999)

Ilmarien J *Work ability and Health Maintaining work ability among the middle aged and elderly in Ageing of the Workforce* Key note presentations and Abstracts from a workshop held in Brussels March 23-24 1998, Department for Work and Health Asa Kilbourn (Ed)

Inquiry into Planning for Positive Ageing, Family and Community Development Committee, Parliament of Victoria, December 1997.

Kern A (1990). *Productive Ageing; the Health Policy Implementations of Continued Employment for the Elderly*, Geneva, World Health Organisation.

Kendig H and Browning C. Positive Ageing: facts and opportunities. *Medical Journal of Australia*, 1997;167(Oct 97):409.

Mathers C & Scholfield D. The health consequences of unemployment: the evidence. *MJA*, 1998;168:178-182.

Patrickson M and Hartmann L (eds) (1998). *Managing an Ageing Workforce*, Woodslane Pty Ltd, Warriewood, Australia.

Pickersgill R, Briggs C, Kitay J, O'Keefe S and Gillezau A. *Productivity of Mature and Older Workers Employers Attitudes and Experiences*. Australian Centre for Industrial Relations and Research and Teaching Monograph No 13 Sydney Jan 1996

Solomon C. Unlock the potential of older workers. *Personnel Journal*, 1995;79,(10-Oct):56-66.

Warr P (1993). Age and Employment in Dunnetten M, Hough L and Triandis H (Eds) *Handbook of Industrial and Organisational Psychology*, Vol 4, Consulting Psychologist: Press, Palo Alto, CA.

# Computer Literacy

Respondents self-reported level of computer literacy by age group (n=1825)

