

**Statistics on complaints of age discrimination received under the
Human Rights and Equal Opportunity Commission Act 1986 from
1 January 1999 to 31 December 1999.**

22 complaints were received.

7 from women and 15 from men.

4 of these complaints came from people from Non-English Speaking Backgrounds. In terms of sex, 3 of these complaints came from women and 1 from a man.

Statistical data on the age of complainants is not currently available. On the basis of the facts of the cases, it appears that at least 10 of the 22 complaints were made by people who were 45 years of age or over.

Issues raised by these complaints are as follows

- Employment terminated because of age (4)
- Not offered a job because of age - too old (4)
- Not entitled to a redundancy or receive reduced payments because of age (4)
- Maximum age specified in selection criteria (2)
- Retired because of age (1)
- Question about age asked at job interview (1)
- Not covered for workers' compensation due to age (1)
- Negative comments about a person's age (2)
- Given menial work because they are young (1)
- Other (2)

This would be fairly representative of the types of complaints received under the HREOCA each year.

Age is a ground of discrimination under the *Human Rights and Equal Opportunity Commission Act 1986*. Unfair treatment on the basis of age is only covered by the Act if it occurs in the area of employment or occupation. Under the Act if a complaint with substance is unable to be resolved through conciliation, the President must report to Federal Attorney-General. The Attorney must then present the report to Federal Parliament. The report may contain recommendations. These recommendations aren't enforceable. Unlike complaints under the *Racial Discrimination Act 1975*, the *Sex Discrimination Act 1984* and the *Disability Discrimination Act 1992*, there is no mechanism to refer a complaint of age discrimination to the Federal Court for public hearing and determination.