

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS  
AUSTRALIAN HUMAN RIGHTS COMMISSION

**Question No. 86**

**Senator Siewert asked the following question at the hearing on 16 October 2012:**

Can you please provide detail of any programs or strategies that you are developing to address the job-market discrimination issues faced by unemployed older Australians?

**The answer to the honourable senator's question is as follows:**

The Age Discrimination Commissioner will continue to promote the business case for employing older workers by collecting and publicising case studies of good business practices for the recruitment and retention of older workers and the benefits they bring to the workplace and to service users.

The Age Discrimination Commissioner is exploring follow-up activity from the September conference into the business case for employing older workers. Follow up activity may include a project to inform human resources specialists about good practice in the recruitment and retention practices including guidance around ways in which employers can have lawful (non-discriminatory) discussions with employees about their working intentions over time.