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Inquiry into the social, economic and industrial issues specific to workers over 45 years if age seeking employment, or establishing a business, following unemployment

Attached please find enclosed a submission from the Healthy Ageing Unit, University of Queensland on the above issues.

The Healthy Ageing Unit welcomes this Inquiry as mature age unemployment has risen disproportionately in the last decade, with the number of unemployed 45-64 year olds rising at more than twice the rate of the unemployed in general. This issue was highlighted in the Healthy Ageing Unit's research on attitudes and practices of employers and employees towards older workers in a climate of discrimination. A copy of a journal article and book chapter based on this and other work forms our submission. We have also enclosed some background information on the Healthy Ageing Unit.

We would be willing to appear before the Committee and/or expand our views if requested.

I wish to follow-up our written material to your committee with a request to be invited to present oral evidence. We have undertaken research on the attitudes and practices of employers and the community towards older workers since 1994. This led us to further explore issues raised such as technology and older people and ~ identification of best practice case studies. We have undertaken work funded by ARC, including a small international grant to work with experts in older worker policies in the UK and Europe.

My research manager and I recently attended a meeting of experts in Geneva (the only ones from the Southern Hemisphere) organised by the ILO/WHO on the future of pensions, work and retirement.

We also work closely as advisers to the Queensland Premier's Jobs Policy Council; my research manager being seconded half time to the supporting task force.

I look forward to further discussions with you