

02 T Novak

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Question 1:

System Efficiency Maximisation

I believe in its current form, we as a society and the economy, are wasting valuable resources in terms of not utilizing the knowledge, skills, talents and wisdom of older workers.

On a larger scale, throughout human history it was the role of older man to moderate and temper the directions societies and nations took.

Question 2:

As long as 'fairness' is included in the previous question, Yes.

Question 3:

Perhaps the Age Pension is not a barrier to mature age participation. Only a dis-incentive?!

Question 4:

Perhaps the Pension Bonus Scheme is not a barrier to mature age participation. Only a dis-incentive?!

Question 5:

No comment.

Question 6:

Question 7:

Question 8:

Question 9:

Question 10:

Question 11:

Question 12:

Question 13:

Question 14:

In my experience it is the mental attitude of hirer's that stops them from employing mature age people. I believe it to be an element of the Oedipus Complex, where the son - younger employer, manager, superior - is faced with the dilemma and fear of having to control his/her father - a mature age job applicant.

I believe it to be a deep seated psychological deterrent that surfaces in a wide range of logical and intellectual reasoning and explanation.

Question 15:

If the assumption I posited in the previous question is correct, than we are, metaphorically speaking, barking up the wrong tree here.

Question 16:

Question 17:

Question 18:

Question 19:

Question 20:

Question 21:

Question 22:

Question 23:

I found that if the hirer (boss) does not want to hire an older person, just because he/she doesn't like the idea, they will find a million ways to explain why a younger guy is better suited.

"Where there is a will, there will be a way."

"Emotions rule over logic."

Question 24:

Question 25:

Question 26:

Question 27:

Question 28:

Question 29:

Question 30:

Question 31:

Question 32:

Question 33:

Question 34:

Not much. They are only serving their client's needs. They have very little influence on their clients in the current climate. The best/worst thing they can do is to educate the hirers about this new Age Discrimination Law and help them not to get sued. It is a process of adapting to the changing legal landscape while maintaining business as usual. The first thing I noticed is the change of job advertisement language. Plus, it is more difficult to establish age discrimination when the companies use agencies. No feedback = No evidence.

Question 35:

No. I believe it would only reinforce the employer's belief that older workers are less productive.

Question 36:

Question 37:

Very effective. They raise awareness and put the issue on the agenda. We shall see a few court rulings too. It's a cultural change and it takes time, but thanks God we live in a civilized society.

Question 38:

Question 39:

Question 40:

Question 41:

Question 42:

Question 43:

Fair Work and the Court does a very good job.

They are listening to them.

Question 44:

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Question 46:

It will depend on the nature and effectiveness of court cases.

Question 47:

Question 48:

Question 49:

Question 50:

Question 51:

Question 52:

Question 53:

Question 54:

Question 55:

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