

## 36. L Masters

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Question 1:

An assessment of the definition of 'old age'. What is it that makes 45 the magic number? my understanding is that this number is based on historical acceptance that being 45 years of age is to be old. Was that not the case when the longevity of males was around 63 years of age? Has there not been a shift in the longevity, to something like 73 years of age for men, and around 83 for women. Where do women fit in the definitions of 'old age'? the term has always been based on the notion that men determine what is old, what age is old, and what age is young. Women also have determinants of 'old age' that differ to those that men hold true. Those determinants should also be considered, and the female population consulted about their notions of 'old age'. It is only when perceptions of 'old' are changed that age discrimination will be altered. everyone gets older every day, and some people live very full and complex lives such that the chronological determinants have little relevance to the life lived.

Question 2:

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Question 16:

The superannuation limitations are not the barriers per se, but rather the community perceptions about older people participation in the workforce. Change the age barrier perceptions and the superannuation issues become less significant because older people can still actively contribute to both sectors - the superannuation and the employment (and taxation) sectors.

Question 17:

Not certain what the rules are. The assumption that people know the rules in relation to any of the legislation creates barriers to active understanding and participation, because not all persons have access to computers, are computer literate, or literate, or able to understand the regulations when they do access them. Neo-liberal notions of personal responsibility for all aspects of one's life places an onerous burden on every individual to know every law and regulation that has been drafted if they are to understand all aspects of every sector they are now deemed responsible for.

Question 18:

Get rid of rules

Question 19:

Stop taxation of superannuation. There are so many taxes on so many items that the taxation regulations and legislation places an onerous burden on individuals for compliance and knowledge. Income is already taxed, albeit that superannuation contributions is taxed at a lower rate, but why tax it at all? There are taxes on the income derived from super investments, taxes on the management fees that are charges, and taxes on the companies that manage the instruments that create eligible super depository mechanisms, so why tax it at all? Smacks of double dipping.....

Question 20:

Remove the barriers to employment of older people like stigma, labelling, bullying, perceptions of uselessness and ageism. Enforce the discrimination laws that currently exist, provide taxation incentives for employers to engage older people, create a mentoring program that fosters inter-generational capacity building and social change to engender personal autonomy and foster community development.

Question 21:

Not very. Assumptions are made that people have access to computers, that they know that they SHOULD know legislation, and that they can keep pace with the ever-changing legislation and how it applies to them personally.

Question 22:

What tools? Who has them? How do I get them? Why should I get them or use them or want to use them or know that I should use them?

Question 23:

Enable older persons to work in the areas that apply the requirements, to foster better relationships and enhance the wellbeing of older people that have already suffered the indignity of being deemed unemployable, for whatever reason.

Question 24:

Ageism, discrimination, elitism and many other barriers cloud perceptions about the capacity of people to actively engage in employment. Every person should be deemed suitable for some role in the community. However, that deeming should carry with it an array of flexibilities that foster individualisation of the application of the rules, with less, not more, bureaucratic regulation around compliance. Assessors should be trained to make no assumptions about their clients, but rather that they should ask each individual each time they have an engagement with that individual about their aspirations and needs. Lives and circumstances change, and consideration of this fact should be demonstrated through flexibility in the government representative approach.

Question 25:

YES! Recognition of the work load of being a carer, of the 24/7/365 commitment to unrelenting attention, effort and compassion required to be made in a sphere that carries little social status or economic credence. The carer's role has become the state's replacement for institutionalised care without the necessary social and community infrastructure to adequately support the emotional, physical and psychological needs of carers.

Question 26:

What is working credit? Who knows about it?

Question 27:

Break down barriers

Question 28:

What is that? Who knows about it? What assumptions are being made about how available the information is?

Question 29:

Look at the assumptions that underpin the regulations - are they steeped in social justice? Do they ensure that the human rights of each individual are being met?

Question 30:

Question 31:

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Question 37:

In my personal experience, they are ineffectual - employers are wised up enough that they use reasons such as 'you're over-qualified', or 'you are too experienced', suggesting what I am not certain, but definitely smacking of agism rather than lack of suitability to the role.

Question 38:

Question 39:

They discriminate. Apply them to everyone, or get rid of them.

Question 40:

Are mature-aged people considered disabled ? Why do they have considerations that are special? Perhaps OHS regulations should ensure that a mature-aged rep is on the OHS committee at each workplace to have adequate representation of the needs of older people.

Question 41:

Question 42:

Question 43:

Committee representation, auditing for inclusion of older worker reps

Question 44:

Question 45:

Understanding, destigmatisation, knowledge, exposure. Mentor young people using older people, train employers with trainers of all different ages, draw on older people's ideas for engagement and community development.

Question 46:

Break down perceptions of agism through information, media participation

Question 47:

Question 48:

Question 49:

Question 50:

Question 51:

Question 52:

Question 53:

Not yet

Question 54:

Not yet

Question 55:

Yes. If they have a sponsor, it shouldn't matter their age.

File: