I am not altogether sure what business it is of a "FairPay" Commission, which sort-of implies that one is being paid something, but please find below my submitted comments as requested in your newspaper advertisement yesterday. I note with some satisfaction that "submissions need not be lengthy", which suits me fine, because frankly making these comments won't be helping me to pay the bills.

As a veteran of forty years in the IT industry (this year), working with an unblemished record and for most of that time with an international industry leader, I have acquired many skills. MANY skills. However, as far as "human resources" consultants are concerned, the only thing I have acquired is forty years, which to them is sufficient excuse not to even bother calling me in for an interview (only about 50 times so far, it's true ...). I know that legislation exists which supposedly prohibits discrimination on the grounds of age (among many other things); however, this legislation is not only widely ignored, but those who ignore it are never punished, so noone ever sees any disadvantage to doing so -- other, of course, than its victims.

Private enterprise simply thumbs its nose at such "restrictions". The public service -- as I suppose should be expected -- merely procrastinates its way around the issue, confident that noone can allege discrimination within the permitted 12-week window that follows a job application, if the outcome of the application has not been determined within that period!

The population continues to age, as the boomer bubble works its way up the population demographic, and the problem won't go away. However, it doesn't seem to stop people rabbiting on about "skills shortages" while a sizeable -- experienced, skilled -- portion of the job applicant market remains not only impoverished, but also UNEMPLOYED.

You have an opportunity -- actually, an obligation, almost -- to make legends of yourselves by insisting on general public audits of corporate and government hiring statistics to show that they reflect age distributions within the population at large, and within the unemployed section of the population in particular. To recommend dramatic financial punishments against those whose hiring practices demonstrate entrenched bias could only help, as would the automatic fining and dismissal of any third-party hiring "consultants" who might allow themselves to be used as dummies in order to achieve the same ends without attracting blame where it rightly belongs.

Thanks for that opportunity to blow off some steam. And it didn't even take long, either. Still won't pay the bills, though ...

regards,

W Webster