

**The Future of Work**  
**Older Workers**  
**Policy**  
***ACTU CONGRESS 2003***

1. Congress affirms its commitment to actively oppose discrimination on the basis of age, including in relation to older workers and in doing so, recognise current legislation protecting early retirement for workers in hazardous industries.
2. Congress supports in principle federal anti age discrimination legislation. Legislation of this kind has been introduced into the Parliament by the Federal Government.
3. Congress supports the right of workers to retire at 55 or older, recognising that financial security is critical to the exercise of that choice, and affirms that there is no justification for increasing either the preservation age for superannuation or the eligibility age or other conditions for receipt of the age pension.
4. Congress also supports the right of workers to continue in employment after normal retiring age, including their ability to access transitional arrangements such as part-time work provided that this does not override existing specific industry legislation.
5. Congress calls for a number of measures to assist older workers, including:
  - (a) an education campaign to change community attitudes to the abilities of older workers, particularly amongst employers;
  - (b) assistance to achieve financial security, including increased superannuation, improved redundancy payments and protection of employee entitlements;
  - (c) access to quality part-time work;
  - (d) access to guidance about retraining needs and options;
  - (e) access to vocational education; and
  - (f) access to improved employment services.