Ageism and employment

38,200 mature age people outside the labour force in Sept 2013 had stopped looking for work because of ageism

Factors:
1. Lack of any jobs
2. Considered too old
3. No jobs in locality or line of work
4. Lacked necessary training, skills or experience
5. Believes ill health or disability discourages employers

I don't want to be left out, completely ignored. 50 jobs and you don't even get an answer ... You feel like you are wasting your time.

Ken, 61

AGE ▶ GENDER ▶ CLASS

- Women are more likely to be stereotyped based on appearance and seen as 'old' sooner than men
- Levels of perceived ageism are highest in occupations dominated by women

The biggest disadvantage is the way you look. I would prefer to look 25 ... Just about every job I've applied for, I've got an interview. But I'm always just pipped at the post.

Rita, 57

If it's a public person type of job, the fact that you look older [may] not be the image they're trying to project ...
Generally they want people who look young, fit and attractive.

Natalie, 52

RECRUITMENT AGENCIES

- Recruitment agencies perform a gate-keeping function that can exclude many older workers
- Young recruiters and workers are more likely to believe negative stereotypes about older workers

They're in their 20s to mid-30s. They do a lot of filtering out. I think there's a perception in their mind that once you're over mid-40s, that you're a bit too old or that you're rigid and not flexible enough.

Tim, 61

Compiled as part of an Australian Research Council-funded study on workforce vulnerabilities in mid-life and beyond.

The project is a collaboration between BSL, the University of Melbourne, Curtin University and the University of Canberra, in partnership with Jobs Australia.

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