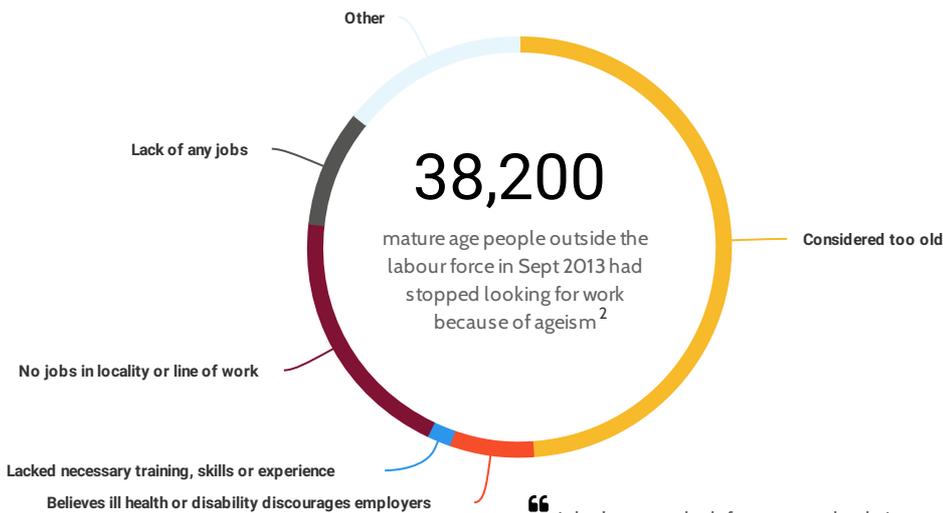


Ageism and employment



Age discrimination is widespread, pushing many older Australians out of work early



1 in 4 Australians aged 50+ perceived some form of ageism in work during 2013-14¹



58%
LOOKING FOR WORK

Older Australians are most likely to experience ageism looking for work¹

“ 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

Men, women and those in different occupations experience ageism in different ways

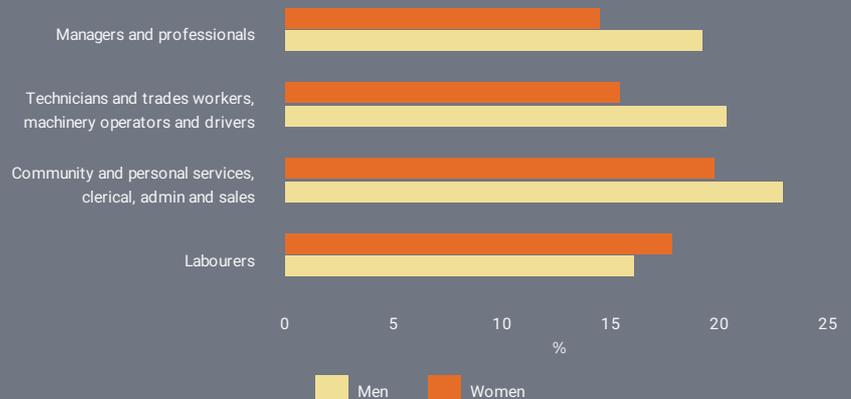


- Women are more likely to be stereotyped based on appearance and seen as 'old' sooner than men
- Levels of perceived ageism are highest in occupations dominated by women³

“ 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 is 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

Perceived ageism among unemployed and marginally attached mature age Australians, 2008-13⁴



KEY RECRUITMENT AGENCIES

- Recruitment agencies perform a gate-keeping function that can exclude many older workers⁵
- Young recruiters and workers are more likely to believe negative stereotypes about older workers⁶

“ 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

1. Australian Human Rights Commission (2015) National prevalence survey of age discrimination in the workplace. Sydney: AHRC.
2. Australian Bureau of Statistics (2014) Persons not in the labour force - September 2013. Cat. 6220.0. Table 6.
3. Duncan C. and Loretto W. (2004) 'Never the right age?' Gender and age-based discrimination in employment. Gender, Work & Organisation, 11(1): 95-115.
4. Source: data on perceived discrimination extracted from the Household Income and Labour Force Dynamics in Australia (HILDA) Survey 2008-2013. Courtesy of Rachel Ong, Curtin University.
5. Australian Law Reform Commission (2013) Access all ages: Older workers and Commonwealth Laws. Canberra: Commonwealth of Australia
6. See Australian Human Rights Commission (2013) Fact or fiction? Stereotypes of older Australians. Also Henkens K. (2005) 'Stereotyping older workers and retirement: the managers' point of view.' Canadian Journal on Ageing, 24: 353-66.

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Brotherhood of St Laurence