

Many older workers face barriers to staying in work, and people in their 50s and 60s who fall out of work struggle with ageism in the recruitment process.

More than a third of older workers feel their age would work against them in getting a new job.

One in five employers believe that age discrimination occurs in their organisation.



Mixed age teams, including older workers, are a vital part of a successful workforce.

**Three quarters (76%)
of employers see older
workers' experience
as crucial to their
organisation's success.**



**More than half (54%)
of employers agree
that an age-inclusive
workforce would
increase productivity.**



Almost 4 in 5 of employers say that older workers would bring depth and breadth of experience to their organisation.



86%



With few employers focusing on age diversity, older workers continue to be disadvantaged in the labour market and employers are missing out on their experience.

**Less than half (49%)
of employers say that
age is covered by their
existing diversity and
inclusion policies.**



Policy

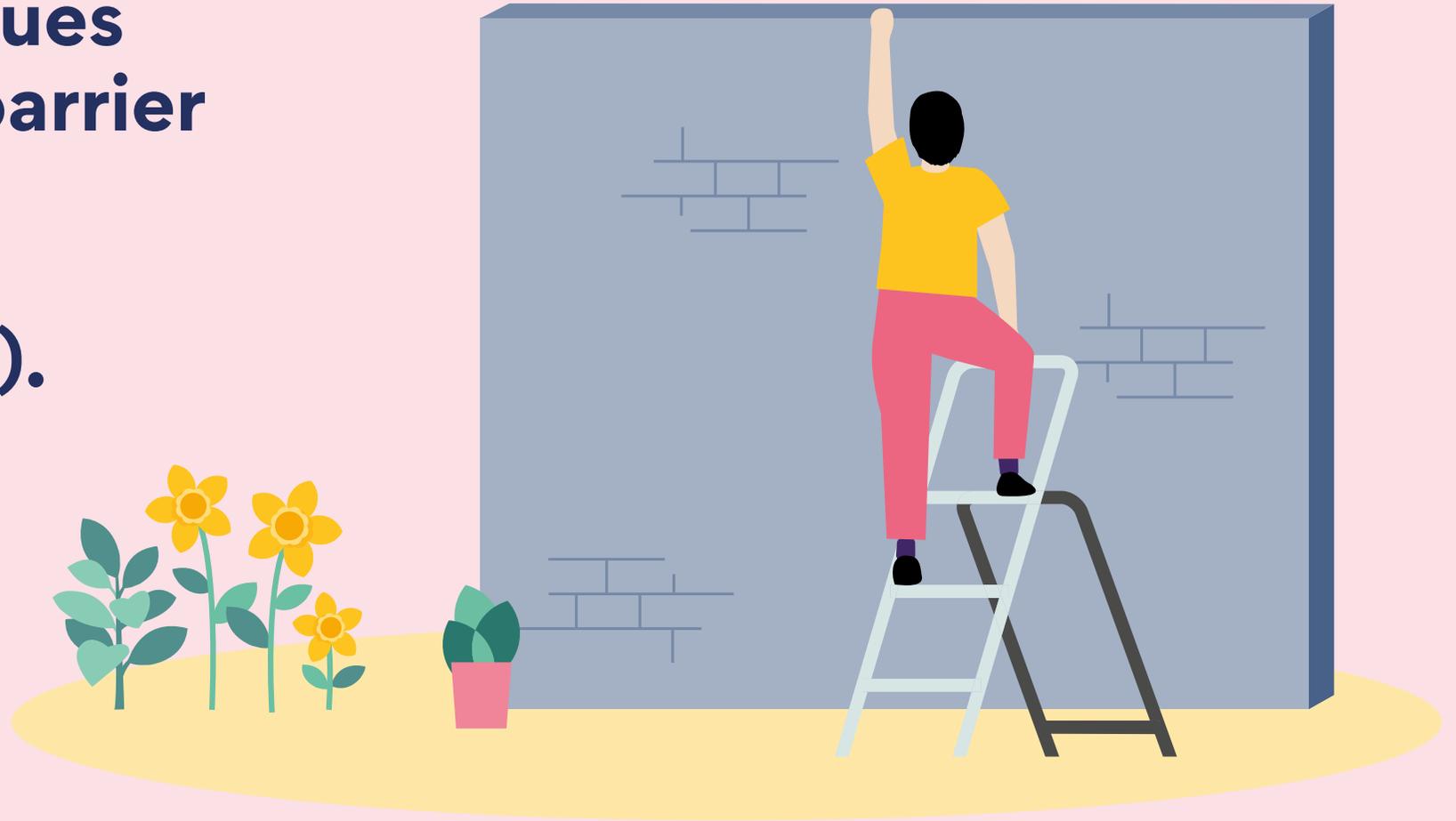


**7% of employers say
they haven't heard
of age inclusivity in
the workplace.**



This situation is unlikely to change unless more employers take action to create a multi-generational workforce that harnesses the talents of workers of all ages.

Employers say that prioritising age above other issues is the biggest barrier to introducing age-inclusive practices (29%).



**Only 1 in 6 employers
are very likely to
introduce policies on
age-inclusion in the
workplace in the next
12 months.**

