

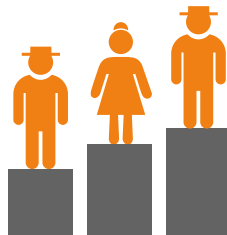
Age Older People

It is illegal for employers to discriminate because of age. It is direct discrimination to treat someone less favourably than someone else in the same circumstances, because of their age. Other forms of age discrimination include **indirect**, by **perception**, by **association**, **harassment** and **victimisation**.



Age Facts

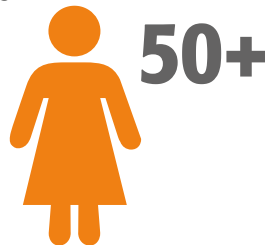
By 2022 the number of people in the workforce aged 50 to State Pension age will have **risen to 13.8 million**



There are **10.2 million** over-50s in paid employment, they now account for more than a quarter of the entire workforce

2x The number of over 65s in work has **doubled** in the last 10 years

Women **over 50** are the fastest growing group of workers in the UK



Age in the workplace

Phrases such as “**vibrant**”, “**dynamic**”, “**recent graduate**” or “**young and energetic**” dissuade older candidates from applying for jobs



26% of **over 50s** describe themselves as feeling as fit as ever for work but structural and attitudinal barriers hold them back

Older workers are often **over looked** for promotion and training and are more vulnerable to bullying at work. They are more likely to be pushed to part time contracts and suffer from loss of entitlements due to contract changes



Older workers are **4x less likely** to be offered a job interview than their younger counterparts



Younger managers have strong misconceptions on the potential challenges of managing older workers



Older People's Day



National Grandparents Day