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

**Age Facts**

- 464,000 young people aged 16-24 were unemployed in June-August 2018
- Young people are 2.5 times more likely to be unemployed (10.8%) than the rest of the population (4.0%)
- 7/10 graduates feel underemployed or underutilised. 49% of recent graduates are in non-graduate roles

**Age in the workplace**

- Job advertisements use phrases such as “mature” and “experienced” implying they are not looking for younger candidates
- Young unemployed people are 2 times more likely to experience mental ill health
- Younger workers are often overlooked for promotion and training and are less likely to be aware of their workplace rights
- Young people are more likely to be employed under zero hours and part-time contracts. 33% of zero hours contractors are aged 16-24
- National Apprenticeship Week 2020

For more information on how to prevent discrimination [www.enei.org.uk](http://www.enei.org.uk)