



Ageism in the workplace

18-24 AGE GROUP

53% reported being treated with disrespect, while 41% reported being ignored due to their age [1]



65 AND OVER

A report found that more than one in six (18%) of HR professionals report that they are **not** open to hiring people aged 65 and over “at all”. [1]



ASSET-BASED LENS

Older workers are overwhelmingly viewed as more loyal (74 per cent), more reliable (64 per cent) and better able to cope with stress (62 per cent) than younger workers [1].



Majority viewed younger workers as more creative, energetic, adaptable to change, ambitious, physically capable, and proficient in using technology [1].

WHY DO ORGANISATIONS NOT HIRE YOUNGER OR OLDER WORKERS? [1]



3 most significant barriers to hiring older workers are:

- Lack of older worker applicants (36 per cent)
- Concerns about high salary expectations (32 per cent)
- Too much experience (28 per cent).

3 most significant barriers to recruiting younger workers:

- Lack of experience (57 per cent)
- High salary expectations (43 per cent)
- Lack of qualifications (24 per cent).

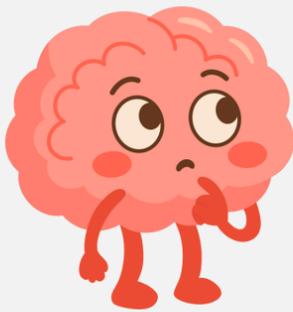
UNFAIR OPPORTUNITIES

Compared to younger workers, older workers (55+ years) were more likely to be made redundant (77%), less likely to be promoted (67%) and more likely to have difficulty adapting to change (55%) [2].



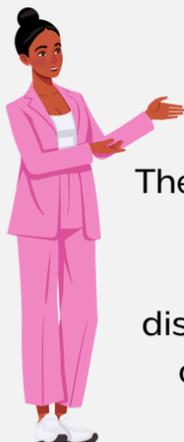
SIMILARITIES

Among those who had experienced age discrimination, similarities exist across younger and older groups with 23% of those aged 18–24 years reporting being turned down for a position on the basis of their age, along with 25% for those aged 50–64 years [3].



INTERSECTING FACTORS

There is a need to consider how age discrimination – at any age – intersects with sex, race and disability discriminations as well as other contextual factors of the workplace [3 & 4].



Recommendations to promote age inclusive participation (Page 6)



SOURCES

- [1] Australian HR Institute, & Australian Human Rights Commission. (2025). Older and Younger Workers: What Do Employers Think? Melbourne Australia: Australian HR Institute.
- [2] Handy, J., & Davy, D. (2007). Gendered ageism: Older women's experiences of employment agency practices. *Asia Pacific Journal of Human Resources*, 45(1), 85-99.
- [3] Oloughlin, K., Kendig, H., Hussain, R., & Cannon, L. (2017). Ageism Feature. *Australian Journal of Ageing*, 36(2), 98-101.
- [4] Taylor, P., McLoughlin, C., & Earl, C. (2018). Everyday discrimination in the Australian workplace: Assessing its prevalence and age and gender differences. *Australasian Journal on Ageing*, 37(4), 245-251.



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