

Experience, Knowledge and Commitment Valuing Older Workers

KEY FINDINGS

Older workers report being discriminated against in the workforce and say they don't receive the same opportunities provided to other workers. They are more likely to be made redundant and stigma remains around their competency with technology and openness to change. Older women, working part-time or on a casual basis, are most likely to report having experienced discrimination. Older workers are skilled and able and employers are missing out on the benefits, which come from the experience, commitment and knowledge they bring to the workforce.

Why older workers matter



By 2030, there will be **6 million Australians over 65**. In NSW, that will be more than **1.8 million people**, almost double the number in 2011.¹

Ratio of workers to non-workers:

1976	7 : 1
2016	4 : 1
2056	2 : 1

Hiring



27%
of older workers report ageism in hiring practices



47%
of older workers report being told they were **too experienced**

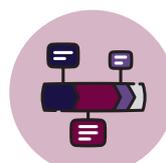


None of the employers surveyed thought they were currently **performing poorly with regards to the treatment of older employees or job applicants** - despite what older workers report



74%
of employers recognise it is **important for the economy to have older people continue working**

Retirement



23%
of businesses report offering **phased retirement**



69%
of older workers intend to use **phased retirement** where it is offered by employers

In the workplace



33%
of older workers report experiencing **age discrimination**



Of those who say they have experienced **age discrimination**, **66%** of older workers took **no action**



Only **10%** of older workers who had experienced ageism made a **formal complaint or spoke to HR**



Only **4%** of employers are aware of **age-related discrimination** happening in their organisation



When confronted with an **age-discrimination issue** against an older person in the workplace, **56%** of employers did **nothing**



Half of employers in the survey thought they were already **doing enough to support older workers** but only a **minority** had any support measures



49%
of employers provide **no assistance or programs** specifically for older workers



43%
of employers have an **age discrimination policy**

What the COTA NSW & Challenger program will offer



HR and hiring advice



Support with internal policies and structure



Opportunity to forge connections



Training for older workers and jobseekers

Download the full report at cotansw.com.au

Source: COTA NSW & Challenger report - "Mature-Aged Employment 2020" (Newgate Research)
¹Source: NSW Intergenerational Report (https://www.treasury.nsw.gov.au/sites/default/files/2017-01/Budget_Paper_5_-_Intergenerational_Report_2016_-_full_report.pdf)

