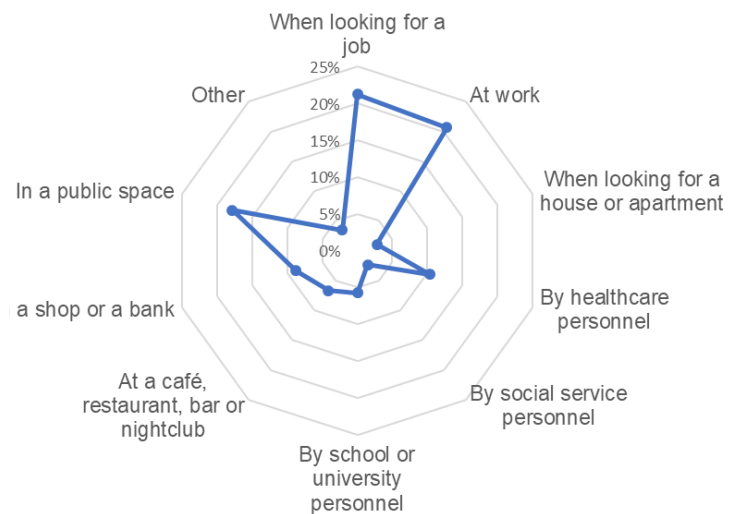


## AGEISM AND THE LABOUR MARKET

### What is ageism, and where can we experience it?

Ageism refers to prejudice, stereotyping and discriminatory treatment of people based on their age. Ageism can be experienced everywhere and at any age during the life course, but most it occurs in the labour market and affects people aged 50 and over. In the labour market, ageism can be encountered in

- job centres and recruitment,
- access to educational and training opportunities,
- management practices and opportunities to advance at the workplace,
- between colleagues and in manager-employee relations,
- age discriminatory policies and frameworks,
- career and retirement planning practices and transitions.



— Age discrimination in the last 12 months by place (among those who experienced ageism)

This highlights the need for a holistic approach. Joint actions from all stakeholders and cross-sectorial collaboration and coordination are required.

### Consequences of ageism in the labour market



## Key recommendations



Ageism in the labour market is pervasive and needs to be addressed globally and on individual, organisational and societal levels. Below are our key recommendations to address ageism in the labour market:

### Global solutions

Removing age discriminatory legal and regulatory framework

Rigorous research to understand ageism in the labour market

Awareness-raising and promotional campaigns to change the way we think

### Political solutions

Age-sensitive legislation and policymaking

Participatory approach and engaging relevant stakeholders in decision-making

Influencing and supporting age-management

### Organisational solutions

Investigating and allocating resources for age-diverse management

Collecting information and ensuring cyclical assessment and analyses

Applying a human-capital-centred comprehensive approach to HRM

### Individual level solutions

Investing in lifelong learning and personal development throughout the career

Creating diverse networks and social support systems

Raising awareness and accountability of ageism and ageist actions

If you are interested in reading our upcoming full policy brief on ageism and the labour market, follow us on Twitter and Facebook to receive updates and visit our webpage.



### About the authors

The work has been prepared by [Work package 1: Ageism and active contribution to society](#). For more information about ITN EuroAgeism and the individual projects, visit: <https://euroageism.eu/>



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