

# Age discrimination in the workplace

## Great Britain sample: 19th July – 3rd August 2018

All figures, unless otherwise stated, are from YouGov Plc. Total sample size was 4,064 adults aged 50+. Fieldwork was undertaken between 19th July – 3rd August 2018. The survey was carried out online. The figures have been weighted and are representative of all GB adults aged 50+.

### Summary:

#### All over 50s; 4,064 respondents

- Most over 50s (69%) know it's illegal for employers to discriminate based on age.

#### All who have applied for a job since turning 50; 1,329 respondents

- Over a quarter (27%) have been put off jobs since turning 50 as they sound like they're aimed at younger candidates
- Almost a third (32%) believe they have been turned down for a job because of their age
- Nearly one in five (17%) have or considered hiding their age in applying for a job since turning 50
- Two fifths think their age would disadvantage them in applying for a job

#### All current employees aged over 50; over 1,100 respondents

- Over 1 in 10 (11%) said they have had comments or 'jokes' from colleagues or managers related to their age in their current workplace
- Only 24% feel they can talk openly with their manager about future career plans, only 20% about their retirement plans and only 21% feel they can talk openly about adjusting current role to suit their needs (e.g. flexible working)
- 4% said they have considered leaving their job because they feel they are discriminated against because of their age
- 9% feel they have been overlooked for an internal role or promotion
- 1 in 5 current employees think people at work see them as less capable as they get older
- A third (32%) of current employees feel they have had fewer opportunities for training and progression as they get older
- Over a quarter (28%) current employees don't think their managers are good at managing mixed-age teams
- 16% think they have been managed differently/unfairly compared to younger workers
- 1% have made a complaint or raised concerns about age discrimination
- Nearly a third (29%) don't think their workplace values older workers
- 40% of current employees think their workplace has a policy related to preventing age discrimination but nearly half of these people (47%) say it has made no difference (46% of current employees didn't know if they had a policy)

### Survey results:

**ACW\_Q4. The Equality Act 2010 is a legal framework to protect the rights of individuals and to advance equality of opportunity for all. This means that it is illegal for employers to discriminate against protected characteristics. Which, if any, of the following do you think are protected characteristics under the Equality Act 2010? (Please select all that apply)**

Unweighted base	4064
<b>Base: All GB adults aged 50+</b>	4064
Age	69%
Disability	80%
Gender reassignment	48%
Marriage and civil partnership status	47%
Being pregnant, breastfeeding or having recently given birth	50%
Race	79%
Religion or belief	71%
Gender	75%
Sexual orientation	74%
Location lived in	16%
Nationality	52%

None of these	1%
Don't know	11%

**ACW\_Q1a. Thinking about what you have done since turning 50 years old...Which, if any, of the following apply to you about actively looking for a job since turning 50?**

Unweighted base	4064
<b>Base: All GB adults aged 50+</b>	4064
I have looked for a new job, but haven't applied to any	6%
I have applied for a new job(s)	32%
Neither of these	60%
Don't know/ can't recall	2%

**ACW\_Q2\_rb. Still thinking about what you have done since turning 50 years old...Which, if any, of the following would you say apply to you since turning 50? (Please select all that apply)**

Unweighted base	2097
<b>Base: All GB adults aged 50+ who are employed or have looked for/ applied for a new job since turning 50</b>	2049
I would consider hiding my age when applying for a job (e.g. not putting it on my CV or the application form, etc.)	16%
I have avoided giving my age when applying for a job (e.g. not putting it on my CV or the application form, etc.)	11%
I have been put off applying for jobs because they sound like they are aimed at younger candidates	21%
I feel I would be at a disadvantage in applying for jobs because of my age	43%
I think I have been turned down for a role because of my age	20%
None of these	42%
Don't know/ can't recall	2%
Prefer not to say	0%
<b>Net: Would consider or have avoided giving age</b>	<b>19%</b>

**ACW\_Q3. Which, if any, of the following apply to in you in this job since your turned 50? (Please select all that apply)**

Unweighted base	4064
<b>Base: All GB adults aged 50+</b>	4064
I have had comments or 'jokes' from colleagues or managers related to my age	7%
I feel I have been left out of social or team activity because of my age (e.g. after-work drinks, etc.)	4%
I feel I can talk openly with my manager about my future career plans	17%
I feel I can talk openly with my manager about my retirement plans	19%
I feel I can talk openly with my manager about adjusting my current role to suit my needs (e.g. more flexible hours, workplace adjustments etc.)	16%
I have considered leaving my business because I feel they discriminate against me because of my age	3%
I feel I have been turned down for an internal role/ overlooked for promotion because of my age	6%
I feel I have been given fewer opportunities for training and development because of my age	7%
I have made a complaint or raised concerns with my employer about being discriminated against because of my age	1%
None of these	34%
Don't know/ can't recall	4%

Prefer not to say	1%
Not applicable - I have not been employed since turning 50	23%

Still thinking about your MAIN current job since you turned 50 years old...

To what extent do you agree or disagree with each of the following statements? (Please select one option on each row)

ACW\_Q5\_rb\_1. I feel I have fewer opportunities for training or to progress at work as I get older

Unweighted base	1134
<b>Base: All GB adults aged 50+ who are employed</b>	<b>1101</b>
Strongly agree	8%
Tend to agree	25%
Tend to disagree	32%
Strongly disagree	24%
Don't know/ can't recall	10%
Prefer not to say	1%
<b>Net: Agree</b>	<b>32%</b>
<b>Net: Disagree</b>	<b>57%</b>

ACW\_Q5\_rb\_2. I feel people at work see me as less capable as I get older

Unweighted base	1134
<b>Base: All GB adults aged 50+ who are employed</b>	<b>1101</b>
Strongly agree	5%
Tend to agree	15%
Tend to disagree	34%
Strongly disagree	39%
Don't know/ can't recall	7%
Prefer not to say	1%
<b>Net: Agree</b>	<b>20%</b>
<b>Net: Disagree</b>	<b>73%</b>

ACW\_Q5\_rb\_3. I feel I have been managed differently/ unfairly compared to younger colleagues

Unweighted base	1134
<b>Base: All GB adults aged 50+ who are employed</b>	<b>1101</b>
Strongly agree	4%
Tend to agree	11%
Tend to disagree	33%
Strongly disagree	42%
Don't know/ can't recall	9%
Prefer not to say	1%
<b>Net: Agree</b>	<b>16%</b>
<b>Net: Disagree</b>	<b>75%</b>

ACW\_Q5\_rb\_4. I feel that managers at my workplace are good at managing teams of different ages

Unweighted base	1134
<b>Base: All GB adults aged 50+ who are employed</b>	<b>1101</b>
Strongly agree	16%
Tend to agree	45%
Tend to disagree	16%
Strongly disagree	11%
Don't know/ can't recall	10%
Prefer not to say	1%
<b>Net: Agree</b>	<b>60%</b>

Net: Disagree	28%
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**ACW\_Q5\_rb\_5. My workplace values older workers**

Unweighted base	1134
<b>Base: All GB adults aged 50+ who are employed</b>	1101
Strongly agree	16%
Tend to agree	43%
Tend to disagree	20%
Strongly disagree	9%
Don't know/ can't recall	12%
Prefer not to say	1%
Net: Agree	58%
Net: Disagree	29%

**ACW\_Q5\_rb. Does the company you work for have a policy related to preventing age discrimination?**

Unweighted base	1134
<b>Base: All GB adults aged 50+ who are employed</b>	1101
Yes, they do	40%
No, they don't	15%
Don't know	46%

**ACW\_Q7. You previously said the company you work for has a policy related to preventing age discrimination...Do you feel the policy has made a positive or negative difference generally in your workplace, or do you think it has made no difference?**

Unweighted base	478
<b>Base: All GB adults aged 50+ who are employed and said their company has a policy related to preventing age discrimination</b>	461
Very positive difference	16%
Fairly positive difference	26%
Has made no difference	46%
Fairly negative difference	1%
Very negative difference	0%
Don't know	10%
Net: Positive	42%
Net: Negative	1%