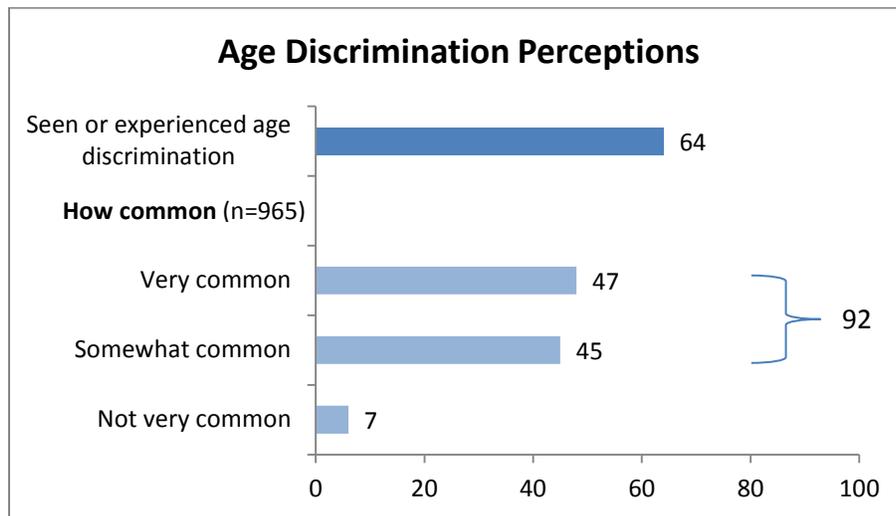


Staying Ahead of the Curve 2013: AARP Multicultural Work and Career Study Perceptions of Age Discrimination in the Workplace – Ages 45-74



The United States population is aging and that is having a substantial effect on the workforce. After decades of ever earlier labor force exit, the age at which people retire is now increasing. Although older workers did not experience the level of unemployment seen by younger workers during the recent recession, their duration of unemployment was and has remained significantly longer. Eliminating age barriers to employment is critical if older worker employment opportunities are to be enhanced. The Age Discrimination in Employment Act (ADEA) of 1967 and its amendments prohibit employment discrimination based on age (ages 40 and older), but what do older workers report about age discrimination in the workplace 45 years after this legislation? Data from AARP's 2013 Staying Ahead of the Curve data aims to shed some light on the topic.

- **The majority of older workers¹ believe age discrimination occurs in the workplace.** Approximately two thirds (64%) of older workers (ages 45-74) say they have seen or experienced age discrimination in the workplace. Of those, a whopping 92 percent say it is very or somewhat common (translating to 59% of the entire sample).



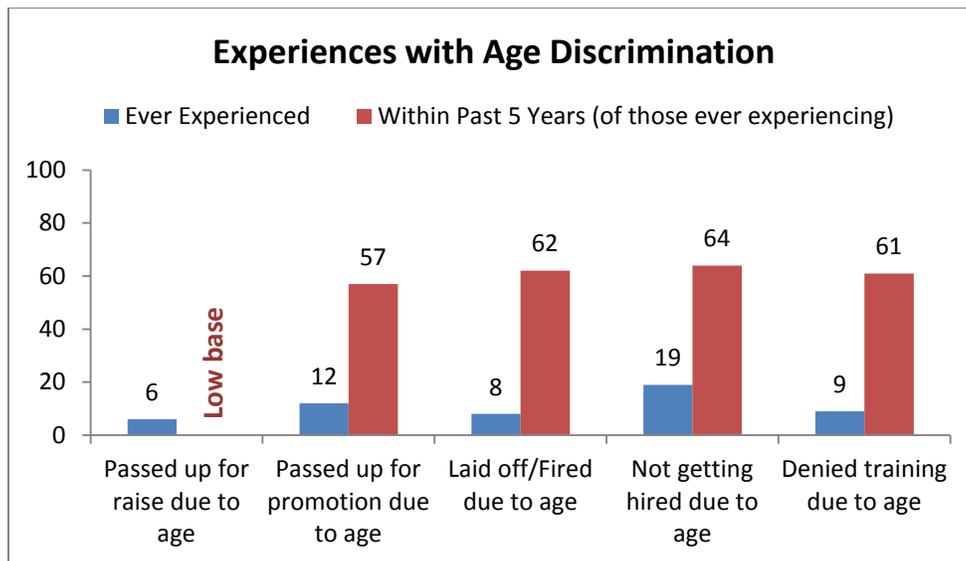
In percent; (n=1,502); “Based on what you have seen or experienced, do you think workers face age discrimination in the workplace today?” “And how common do you think age discrimination against older workers is in the workplace today?”

- **Most believe age discrimination begins in workers' 50s.** Of those who have witnessed or experienced age discrimination in the workplace, 22 percent believe it begins in one's 30s or 40s, 17 percent believe it begins in the 60s or older, and the majority (58%) feel it begins in the 50s.

¹ Unless otherwise stated, for the purposes of this report “older workers” refers to those surveyed for this project – adults ages 45-74 who are working or looking for work.

- Individual experiences with age discrimination in the workplace vary depending on type of discrimination.** Although nearly one in five indicate they have not gotten hired for a job they applied for because of age (19%), 12 percent say they were passed up for a promotion, and almost one in ten say they were either, denied access or training or development opportunities (9%), or laid off or fired (8%) because of age. (See chart below.)

More than half of those who experienced one or more of these types of age discrimination report experiencing it within the past five years. For example, of those who have ever been passed up for a promotion due to age, 57% say it occurred within the past five years.

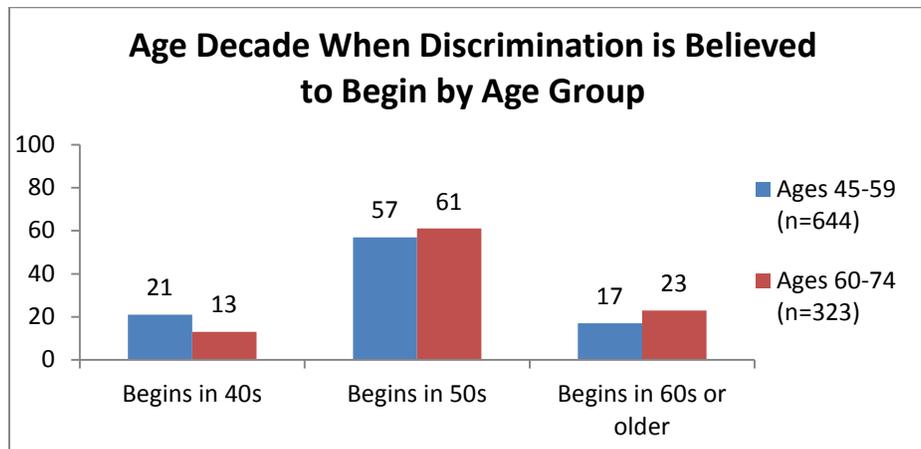


In percent; (n varies); “Please tell me whether each of the following has ever happened to you at work.”; “And which of the following has happened to you at work in the past five years?”

- Age-related issues rank high on workers’ list of reasons they might not be able to become quickly reemployed in the event of job loss.** More than one-third of older workers are not confident that they would find another job right away without having to take a pay cut or move (37%). Of those, about one in six (16%) say the reason they are not confident is due to age discrimination and 17 percent identify other age-related issues, such as feeling they are “too old” or limited in some way because of their age.
- The majority of older workers say that their age has not caused their employers to treat them differently than other workers.ⁱ** A full three-fourths (75%) of non-self-employed older workers report that they are treated no differently based on their age. Another 16 percent feel they are treated worse, and 8 percent say they are treated better.

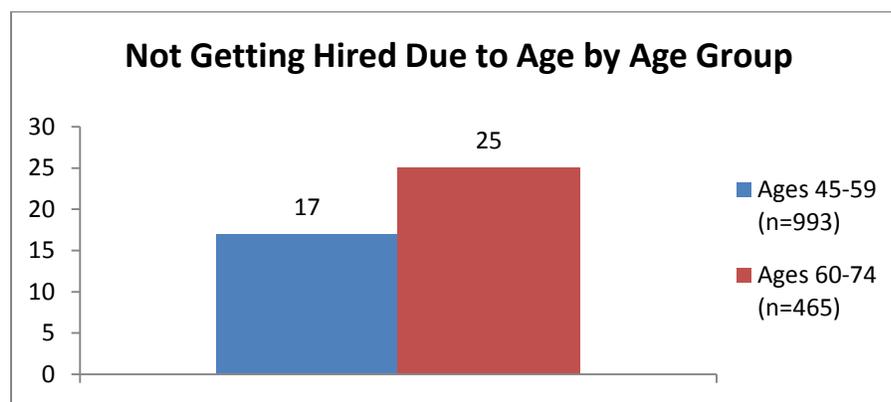
Differences in Perceptions of Age Discrimination in the Workplace by Age (Ages 45-59 vs. Ages 60-74)

- Compared to older workers, younger workers in the study believe age discrimination in the workplace starts at younger ages.** Of those who have experienced or seen age discrimination in the workplace, workers ages 45-59 are more likely to say it begins in workers' 40s, while those ages 60-74 are more likely to report that it begins in their 60s and older. A majority of both groups, however, believe it starts in one's 50s (57% vs. 61%).



In percent; Sample base = Those who believe age discrimination exists; "At what age do you think workers begin to face age discrimination?"

- The aged 60-74 workforce is more likely to say age discrimination is very common.** If they believe age discrimination in the workplace exists, older workers (ages 60-74) are more likely than those ages 45-59 to indicate that it is very common (55% vs. 45%).
- Older workers (ages 60-74) are more likely than their younger counterparts (ages 45-59) to say they have not been hired for a job due to their age (25% vs. 17%).**



In percent; "Please tell me whether each of the following has EVER happened to you at work?"

ⁱ The survey asks two questions related to treatment in the workplace due to age. The first asks generally if respondents believe age discrimination exists in the workplace (based on what they have seen OR experienced), while the second asks specifically if respondents personally are treated differently by their employer due to age. The latter question excludes the self-employed.

This telephone survey was fielded in November 2012 and December 2012 with a national sample of 1,502 adults ages 45-74 who were working full-time or part-time, self-employed, or looking for work. Oversamples were also collected in order to yield a total of 402 African Americans and 410 Hispanics. This fact sheet focuses on only general sample results (n=1,502) and is the second in a series of fact sheets that will be released throughout 2013. A full report of all results, including results for the national sample, African Americans, and Hispanics, inclusive of data from surveys conducted in 2002 and 2007, as well as in 2012 is anticipated in late 2013. All fact sheets and full reports are available at www.aarp.org/StayingAheadoftheCurve2013.

For any questions about this fact sheet or *Staying Ahead of the Curve 2013: AARP Multicultural Work and Career Study*, please contact AARP Media Relations (202-434-2560 or media@aarp.org) or Rebecca Perron (rperron@aarp.org).

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