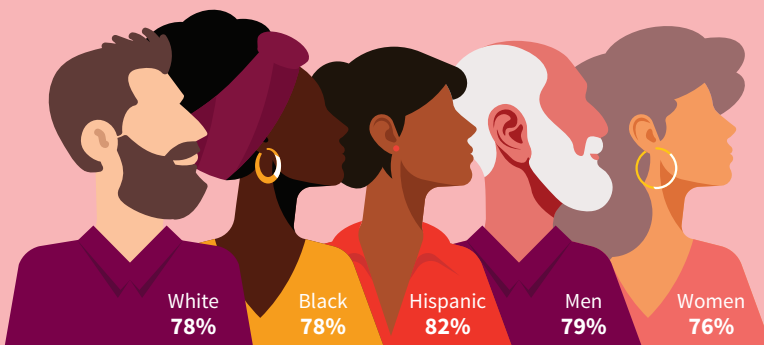


Perceptions of Age Discrimination Grew During the Pandemic

In 2020, **78% of older workers** reported having seen or experienced **age discrimination in the workplace**—up markedly from 61% in 2018.¹

Rates are similarly high across gender and race/ethnicity:



Older Workers Are at Greater Risk of Being Left Out of Recovery

In April, **over half of job seekers ages 55 and older were long-term unemployed (53.3%)**, compared with 42.3% of job seekers ages 16 to 54.²

After the Great Recession:

- It took older workers who were displaced about **twice as long to find a new job** as younger workers.³
- Older workers who were unemployed for six months or more had far worse outcomes in reemployment, including 59% who made less money than in their previous job, compared to 41% of the short-term unemployed.⁴



Older Job Seekers Need Help Navigating Age Discrimination in Hiring

In 2020, **41% of older job seekers were asked**—either on an application or in a job interview—to provide their **birth date, graduation date(s), or other age-related information.**



90% of older job seekers **voluntarily submitted age-related information** to prospective employers, including:

- 81%** Number of years spent on previous jobs
- 66%** High school or college graduation dates
- 39%** Age or date of birth



Nearly all older workers agree that laws to combat age discrimination should be stronger.

96% of Older Workers; 96% of Whites; 99% of African Americans; 98% of Hispanics/Latinos

¹Perron, Rebecca. (2018). The Value of Experience: Age Discrimination Against Older Workers Persists. Washington, DC: AARP. (This sample was slightly narrower in age than the current study.)
²Schramm, Jen. (2021). Employment Data Digest: April 2021. Washington, DC: AARP.
³Johnson, R & Butrica, B. (2012). Age Disparities in Unemployment and Reemployment during the Great Recession and Recovery. Washington, DC: The Urban Institute.
⁴Koenig, G, Trawinski, L & Rix, S. (2015). Insight on the Issues: The Long Road Back: Struggling to Find Work after Unemployment. Washington, DC: AARP.