

# AGE DISCRIMINATION IN EMPLOYMENT

## [ AGE LIMITS ARE DISCRIMINATORY ]

Current legal exceptions allowing age limits exclude part of the population



- Any assessment of someone's capacity to perform a job should be based on an individual assessment rather than on stereotypical or age-based assumptions.
- Legislations must prohibit age discrimination, with no exceptions.
- Older workers must have access to their rights and be able to claim them easily.

## [ AGEIST PRACTICES PREVAIL ON THE LABOUR MARKET ]

It's a prejudice to think that older workers are obstacles to the employment of young people.

- Communication campaigns should be developed to end age discrimination in the labour market and in society.
- Guidance on ending ageism at work must be provided regularly in companies, starting with recruitment processes.
- Multigenerational dialogue and intergenerational teams should be better valued and harnessed.



## [ OLDER PEOPLE ARE NOT A HOMOGENEOUS GROUP ]

Ageing and life experience go hand in hand with great diversity and a multitude of profiles.



- The specific needs of people at the intersection of different forms of discrimination in the labour market must be recognised.
- Employment policies should adopt an intersectional approach to tackle the several forms of discrimination that older people face.
- Research on ageism and its intersection with other forms of discrimination in the labour market should be developed.