



December 2024

REALITIES OF WORKPLACE AGE DISCRIMINATION

About AARP

AARP is the nation's largest nonprofit, nonpartisan organization dedicated to empowering people 50 and older to choose how they live as they age. With a nationwide presence, AARP strengthens communities and advocates for what matters most to the more than 100 million Americans 50-plus and their families: health security, financial stability and personal fulfillment. AARP also produces the nation's largest circulation publications: *AARP The Magazine* and *AARP Bulletin*. To learn more, visit www.aarp.org/about-aarp/ or www.aarp.org/español, or follow [@AARP](https://twitter.com/AARP), [@AARPenEspañol](https://twitter.com/AARPenEspañol) and [@AARPadvocates](https://twitter.com/AARPadvocates) on social media.



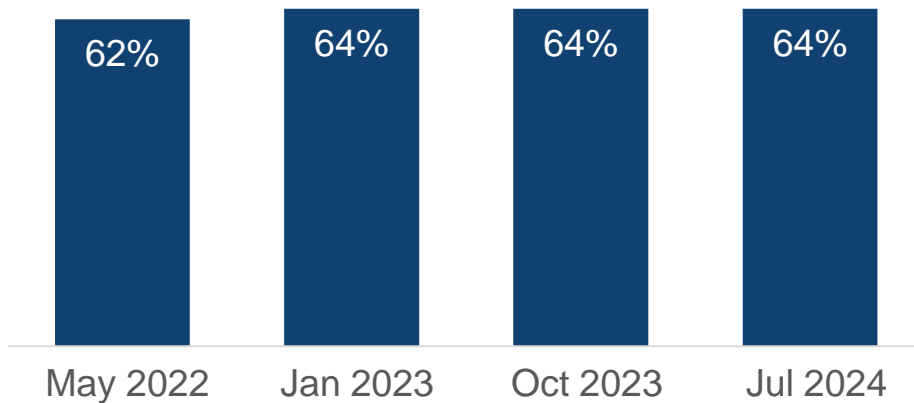




A NATIONAL PERSPECTIVE

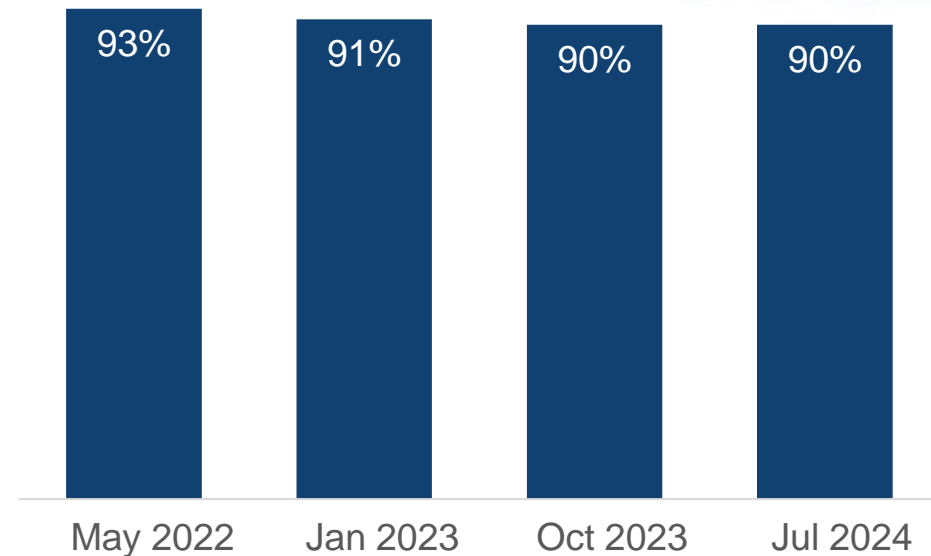
Age discrimination is an ongoing, pervasive problem for age 40-plus in the workforce

Seen or experienced



Based on what you have seen or experienced, do you think older workers face discrimination in the workplace today based on age?

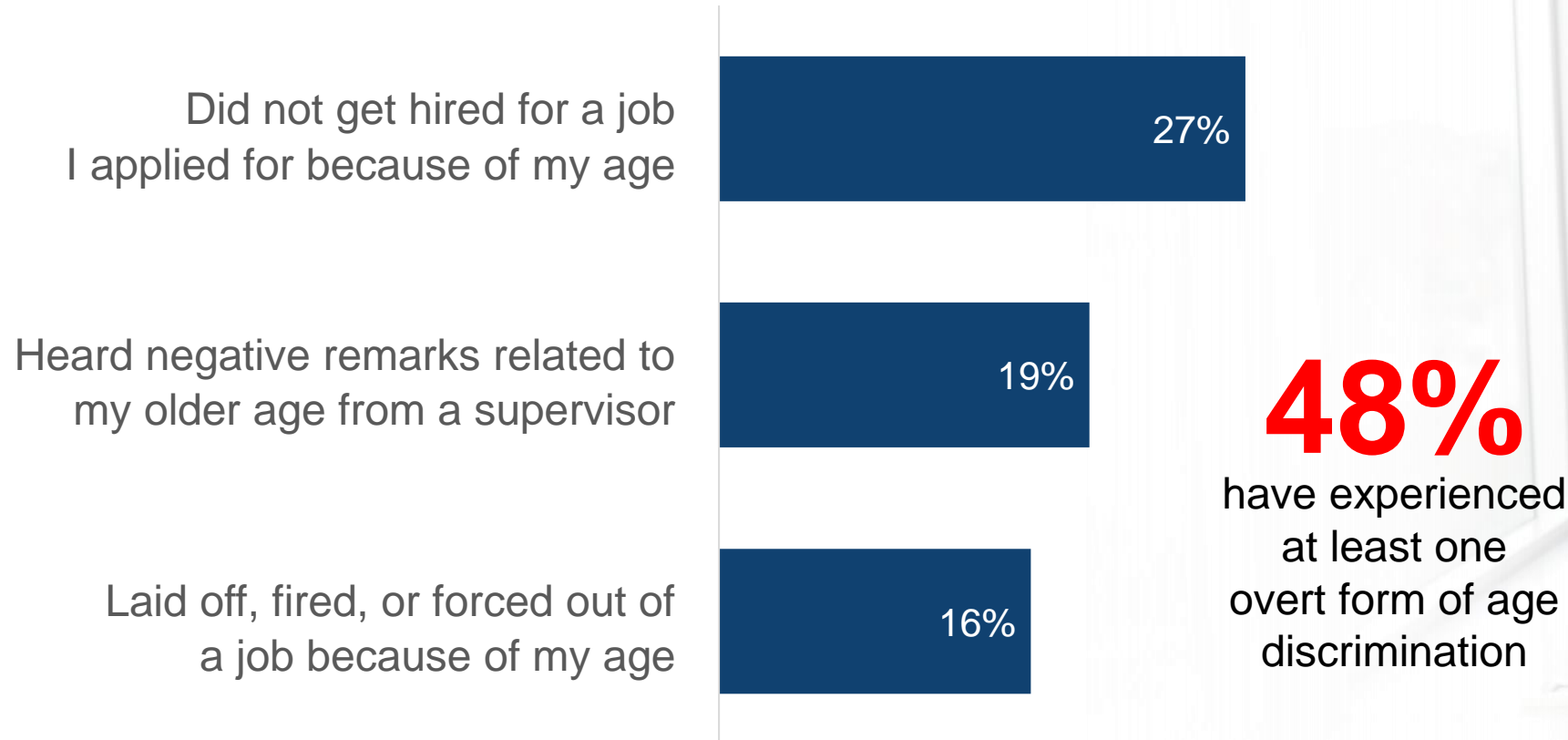
Say it's common



And how common do you think age discrimination against older workers is in the workplace today?

Source: Choi-Allum, Lona. *Understanding a Changing Older Workforce: An Examination of Workers Age 40-Plus*. Washington, DC: AARP Research, January 2023. <https://doi.org/10.26419/res.00554.001>

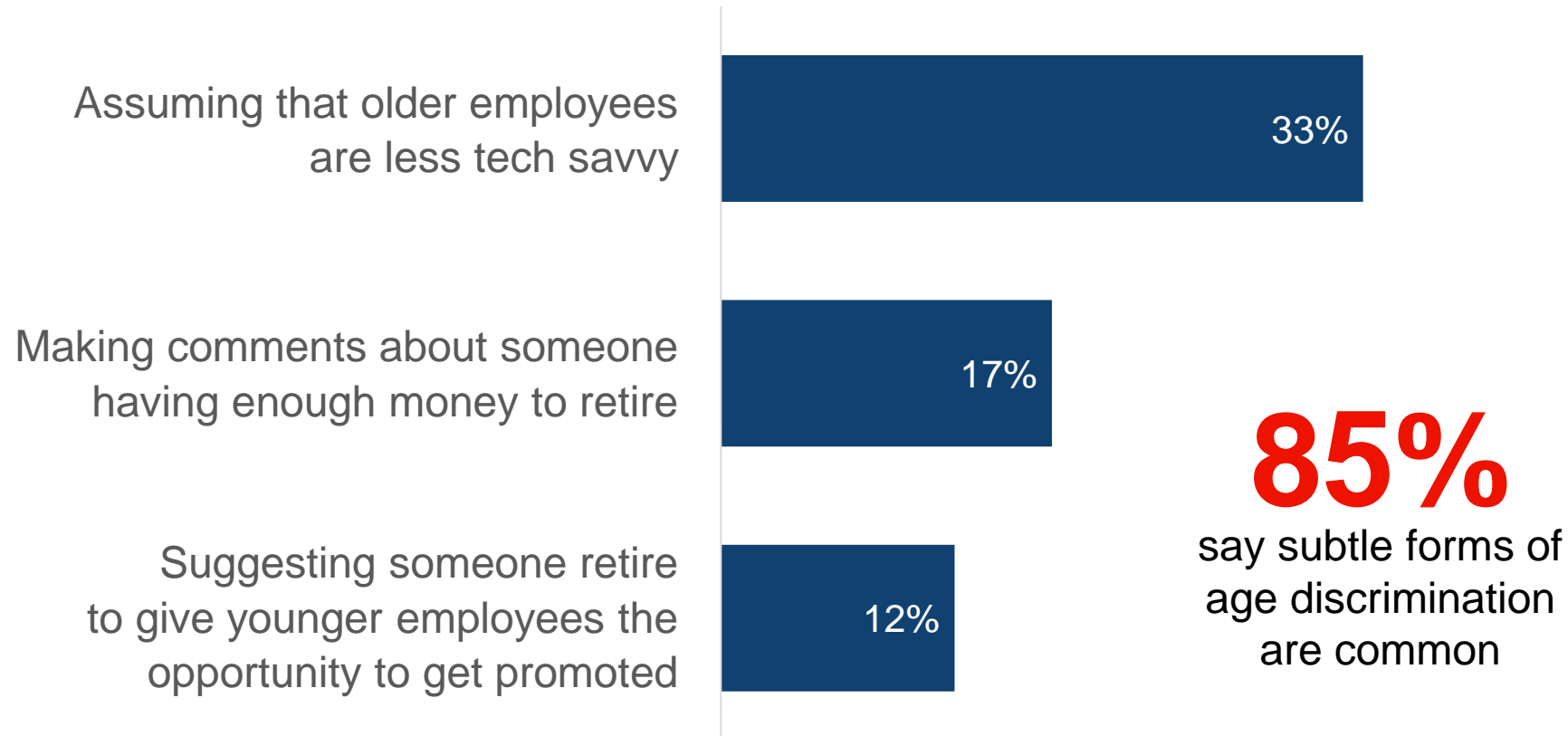
Workers age 40-plus experience overt age bias and age discrimination



Please tell me whether any of the following has happened to you at work since turning 40. Ages 40-plus.
Source: Choi-Allum, Lona. Understanding a Changing Older Workforce: An Examination of Workers Age 40-Plus.
Washington, DC: AARP Research, January 2023. <https://doi.org/10.26419/res.00554.001>



Subtle forms of age discrimination impact job search and workplace job experiences for workers age 50-plus

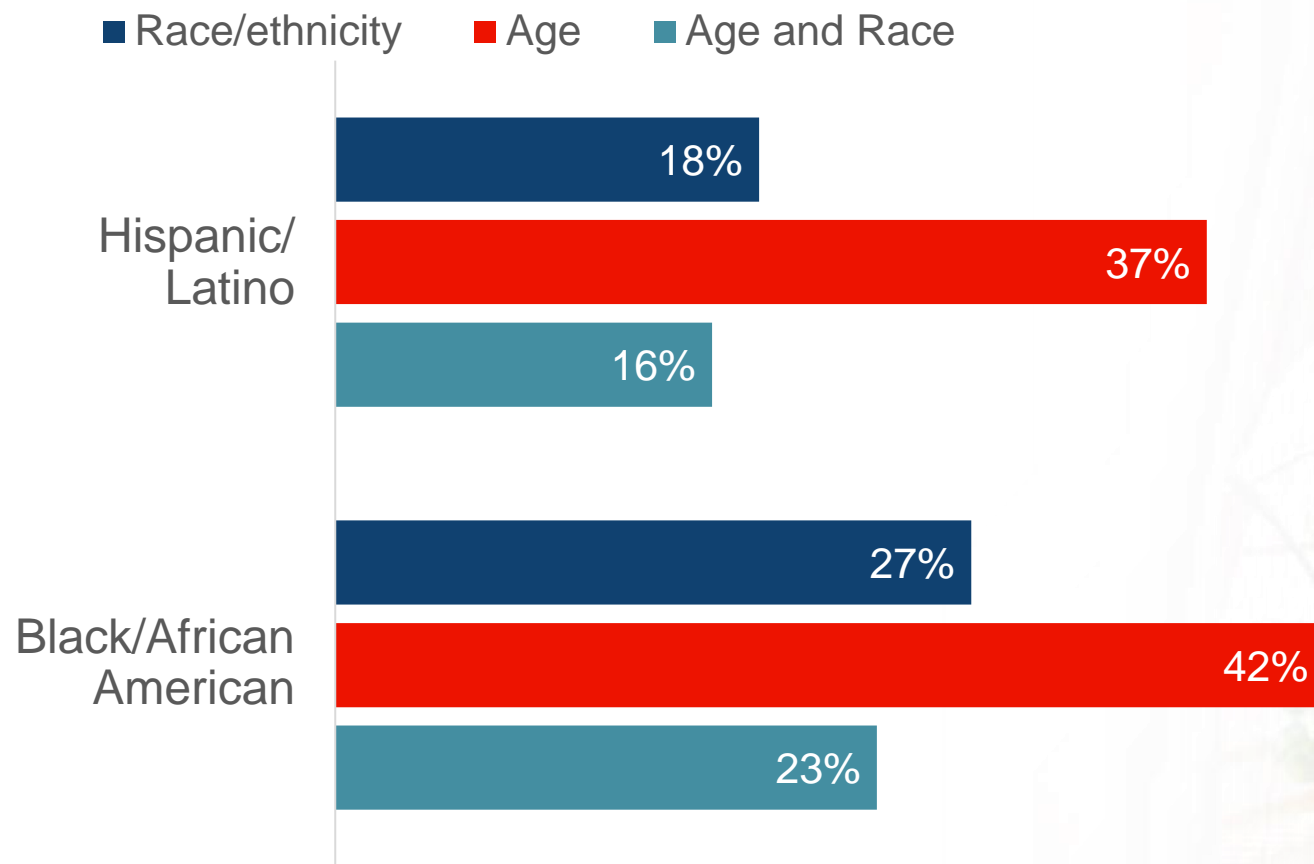


Have you observed or experienced any of the following subtle forms of age discrimination at work? Select all that apply.

Source: Perron, Rebecca. Work and Jobs Data Trends — Age Discrimination: Annotated Questionnaire. Washington, DC:

AARP Research, October 2024. <https://doi.org/10.26419/res.00849.001>

Unemployed job seekers age 50-plus experience age discrimination at higher rates than other forms of discrimination



During your most recent period of unemployment, to what extent, if at all, did the following negatively affect your ability to get a job? Black n=346; Hispanic n=242. Unemployed adults age 50-plus
Source: Williams, Alicia R. 2022 Unemployment Short-Term and Long-Term. Washington, DC: AARP Research, September 2022. <https://doi.org/10.26419/res.00562.001>

Resume experiments show that age discrimination is real

In a study of identical resumes of U.S. women, younger workers were more than 40% more likely to be offered an interview than older workers.¹



In a U.K. study that looked at resumes that only differed on age, gender, and race, older applicants of both races and genders had poorer outcomes.²

1: Lahey, Joanna N. Age, Women, and Hiring. *Journal of Human Resources* 43, no. 1 (Jan 2008): 30–56; <http://doi.org/10.3368/jhr.43.1.30>

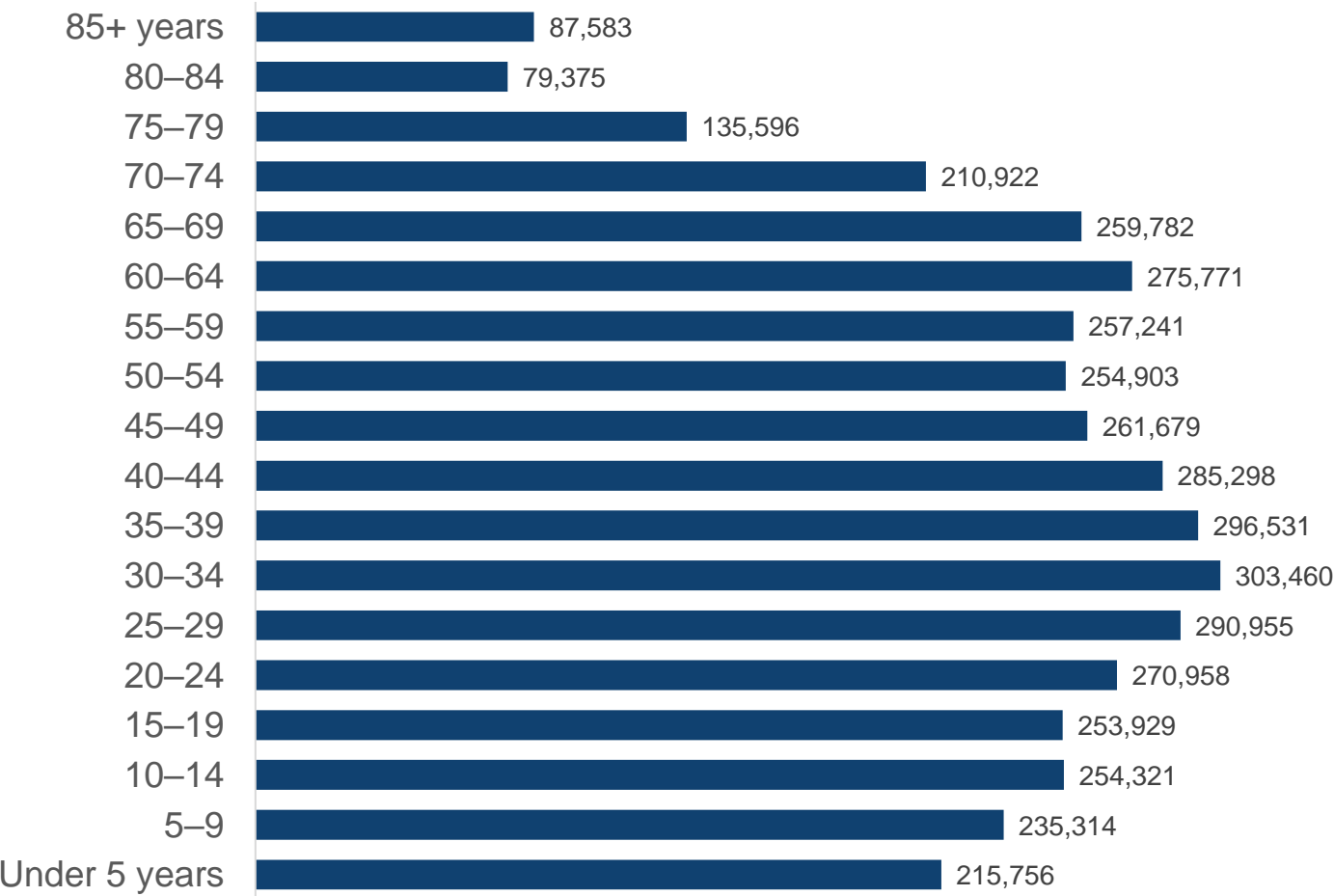
2. Drydakis, Nick, Paraskevopoulou, Anna, and Bozani, Vasiliki. A Field Study of Age Discrimination in the Workplace: The Importance of Gender and Race—Pay the Gap. *Employee Relations* 45, no. 2 (2023): 304–327. <https://doi.org/10.1108/ER-06-2021-0277>



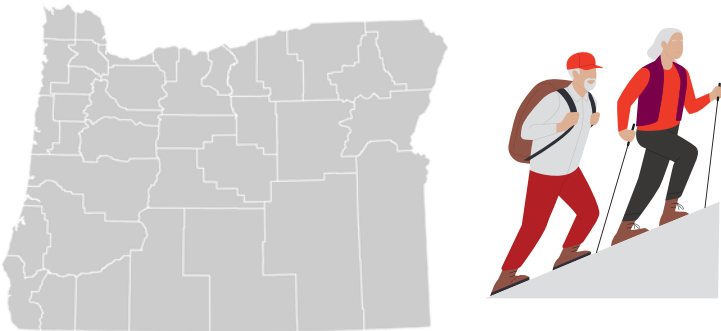
OREGON

Oregon is an aging population

Population pyramid: Population by age in Oregon

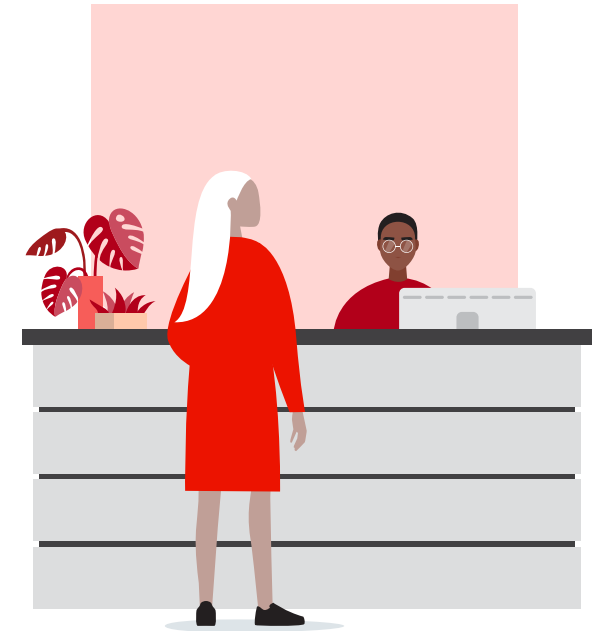
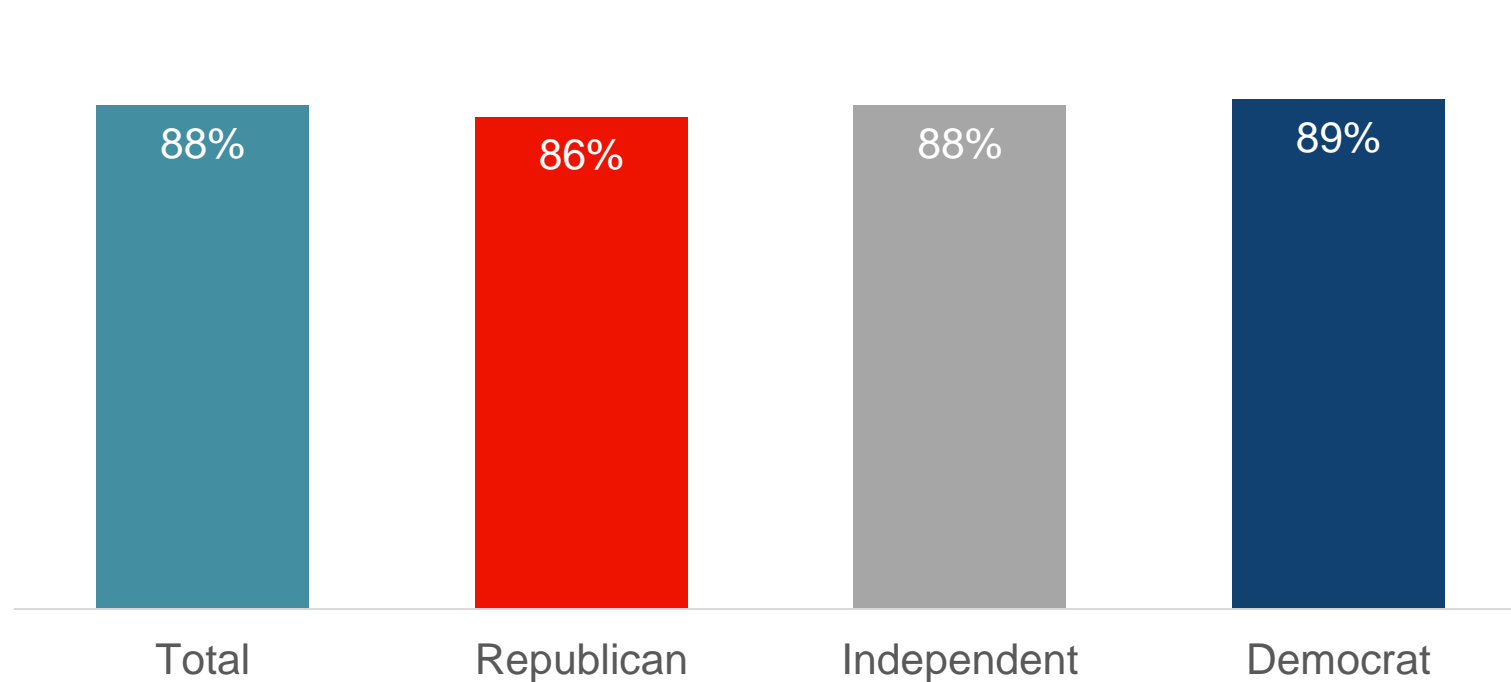


In Oregon, **37%** of the population is age 50-plus.



Source: 2022 ACS 5-Year Estimates Subject Tables.
<https://data.census.gov/vizwidget?g=040XX00US41&infoSection=Age and Sex>

55% of older workers age 40-plus in Oregon have seen or experienced age discrimination and 88% of those say it is common, regardless of political party

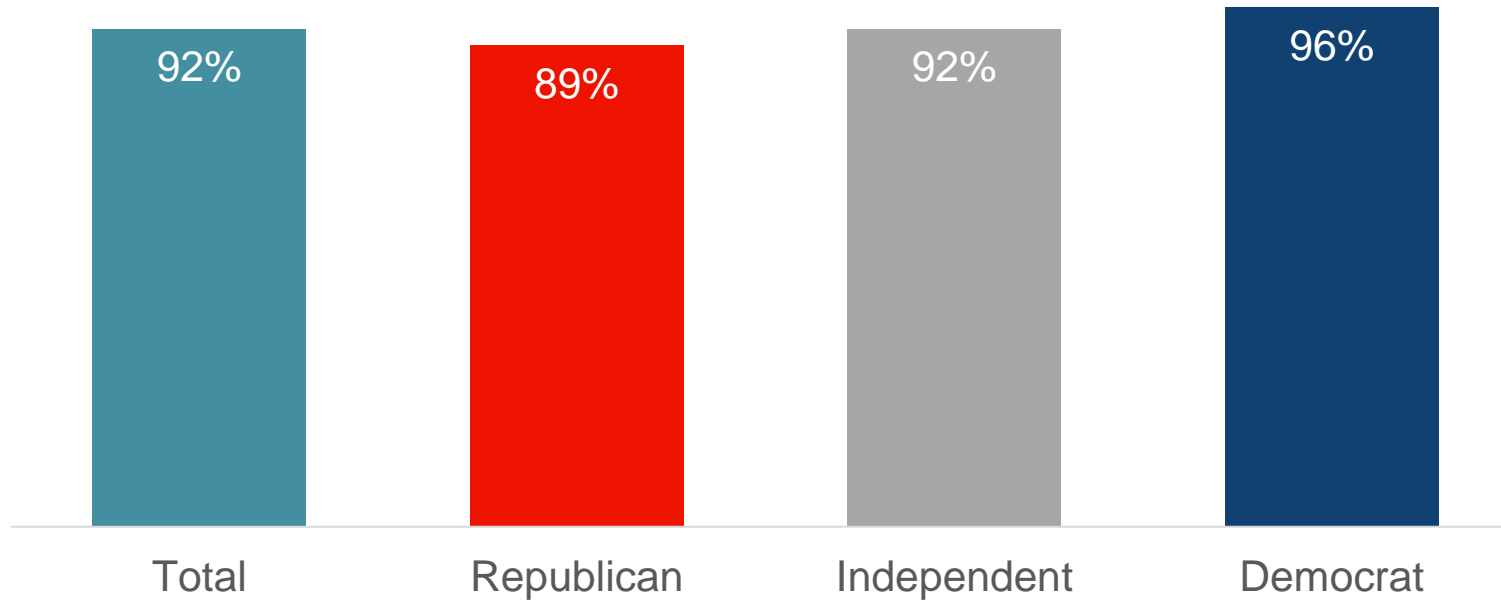


How common do you think age discrimination against older workers is in the workplace today?

Sample: Oregon registered voters age 40-plus who are in the labor force. | Source: Choi-Allum, Lona. Understanding Age Discrimination

in Oregon: A Survey of Oregon Voters Age 40-Plus. Washington, DC: AARP Research, November 2023. <https://doi.org/10.26419/res.00757.001>

Across party lines, Oregon workers age 40-plus are nearly unanimous that our workplace age discrimination law must be stronger



How strongly do you agree or disagree with the following statement: Older Americans should be protected from age discrimination in employment just as strongly as they are protected from discrimination on the basis of race, sex, national origin, or religion. | Sample: Oregon registered voters age 40-plus who are in the labor force. | Source: Choi-Allum, Lona. Understanding Age Discrimination in Oregon: A Survey of Oregon Voters Age 40-Plus. Washington, DC: AARP Research, November 2023. <https://doi.org/10.26419/res.00757.001>

Half of older Oregon job seekers age 40-plus were asked for age-identifying information



55% of Oregonians age 40-plus have applied for a job in the past 5 years.

50% were asked for age-related information, including age, date of birth, and/or graduation date.

*In the past five years, have you taken any of the following job or career steps? Applied for a job.
In the past five years, have you been asked to provide your birth date, graduation date(s), or any other age-related information during the job application process?*

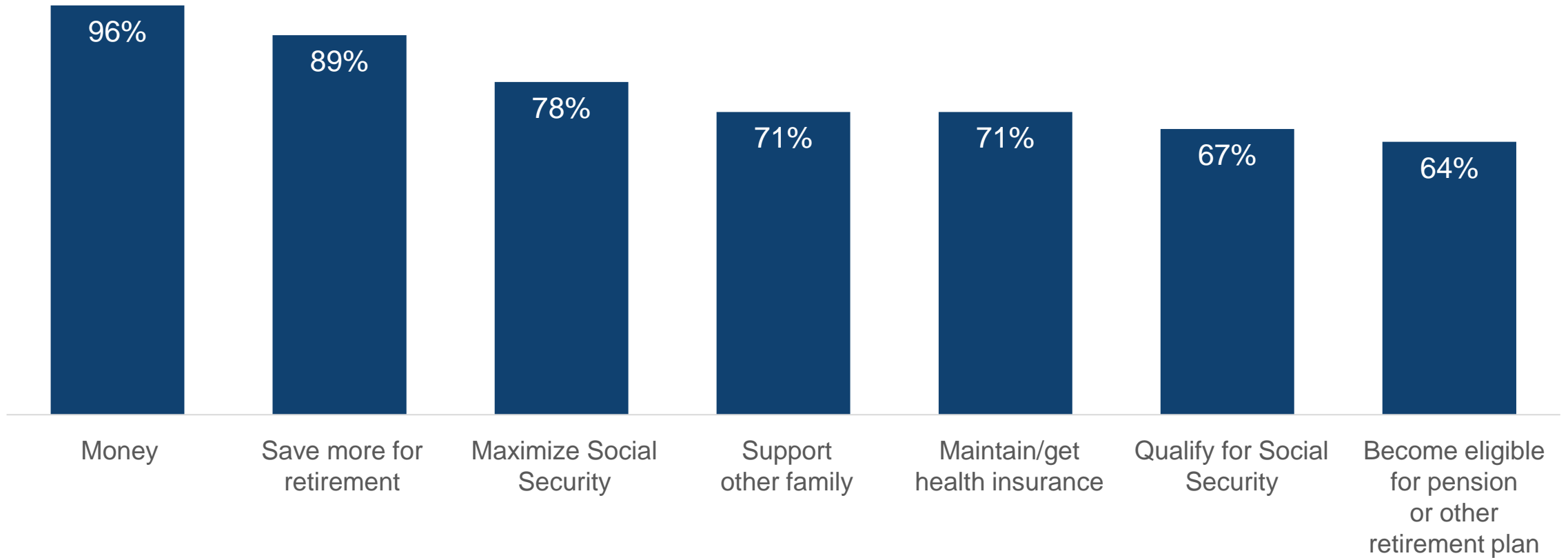
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Source: Choi-Allum, Lona. Understanding Age Discrimination in Oregon: A Survey of Oregon Voters Age 40-Plus. Washington, DC: AARP Research, November 2023. <https://doi.org/10.26419/res.00757.001>



THE LINK BETWEEN WORK AND FINANCIAL WELL-BEING

Older Americans' reasons for working center around finances



Please rate each of the following items in terms of their importance in your decision to be working right now.
Source: Choi-Allum, Lona. *Understanding a Changing Older Workforce: An Examination of Workers Age 40-Plus*.
Washington, DC: AARP Research, January 2023. <https://doi.org/10.26419/res.00554.001>

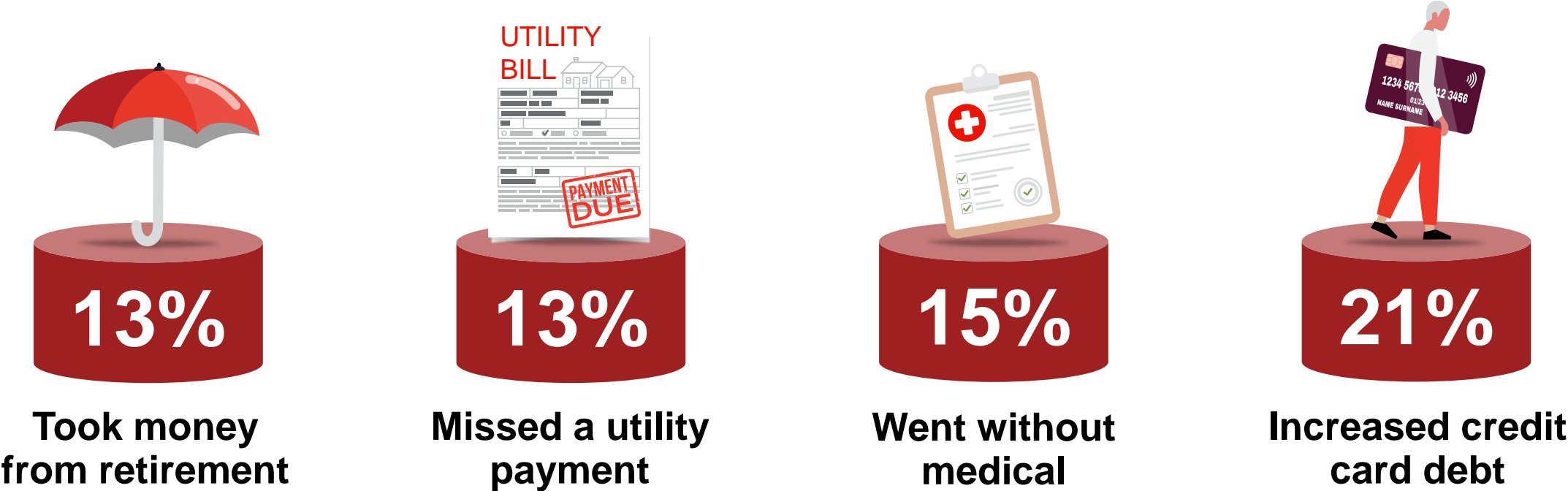
Older workers – who are at a higher risk of being long-term unemployed – face real financial hardship.



**Never recover
financially**

*During your most recent period of unemployment, did you do or experience any of the following? Have you recovered financially from your most recent unemployment experience? Age 45-plus.
Source: Williams, Alicia R. 2022 Unemployment Short-Term and Long-Term. Washington, DC: AARP Research, September 2022. <https://doi.org/10.26419/res.00562.001>*

Unemployment puts a large financial burden on older workers.



During your most recent period of unemployment, did you do or experience any of the following? Have you recovered financially from your most recent unemployment experience? Age 45-plus.
Source: Williams, Alicia R. 2022 Unemployment Short-Term and Long-Term. Washington, DC: AARP Research, September 2022. <https://doi.org/10.26419/res.00562.001>

Older Oregonians are at a risk for homelessness as a result of job loss ⁽¹⁾

In Oregon,

21%

of homeless are age 55-plus.²



Studies outside Oregon show that for

24%

the primary cause of homelessness is a loss of job.³

1: Older Adults. National Alliance to End Homelessness. <https://endhomelessness.org/homelessness-in-america/who-experiences-homelessness/older-adults/>

2: Greene, Jacen, Spurbeck, Franklin Holcomb, and Zapata, Marisa. 2023 Oregon Statewide Homelessness Estimates. Portland State University Homelessness Research & Action Collaborative. January 2024. https://pdxscholar.library.pdx.edu/cgi/viewcontent.cgi?article=1042&context=hrac_pub

3: McDevitt, Isabel. Homeless, but Able and Willing to Work: How Federal Policy Neglects Employment-Based Solutions and What to Do About It. Manhattan Institute. September 2022. https://media4.manhattan-institute.org/sites/default/files/homeless-but-able-and-willing-to-work_how-federal-policy-neglects-employment-based-solutions.pdf

Pulling it all together

Age discrimination is prevalent and pervasive, and it plays a role in keeping older workers out of work.

About 40% of Americans age 55+ are still in the labor force.¹ The majority of these Americans identify their primary reason for working as financial.²

In summary, the Oregon labor market needs older workers, and all older workers deserve strong protections from workplace age discrimination.

1: AARP Public Policy Institute. *Employment Data Digest*. October 2024. <https://www.aarp.org/content/dam/aarp/ppi/topics/work-finance-retirement/employers-workforce/october-2024-employment-data-digest.pdf>

2: Choi-Allum, Lona. *Understanding a Changing Older Workforce: An Examination of Workers Age 40-Plus*. Washington, DC: AARP Research, January 2023. <https://doi.org/10.26419/res.00554.001>





Questions?

References

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- Choi-Allum, Lona. *Understanding Age Discrimination in Oregon: A Survey of Oregon Voters Age 40-Plus*. Washington, DC: AARP Research, November 2023. <https://doi.org/10.26419/res.00757.001>
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- Lahey, Joanna N. Age, Women, and Hiring. *Journal of Human Resources* 43, no. 1 (Jan 2008): 30–56. <http://doi.org/10.3368/jhr.43.1.30>
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- Williams, Alicia R. *2022 Unemployment Short-Term and Long-Term*. Washington, DC: AARP Research, September 2022. <https://doi.org/10.26419/res.00562.001>
- Homeless data: [Older Adults - National Alliance to End Homelessness](#)
- OR data: [2023 Oregon Statewide Homelessness Estimates](#)
- OR population pyramid: <https://data.census.gov/vizwidget?g=040XX00US41&infoSection=Age and Sex>
- Other state data: https://media4.manhattan-institute.org/sites/default/files/homeless-but-able-and-willing-to-work_how-federal-policy-neglects-employment-based-solutions.pdf
- <https://www.aarp.org/content/dam/aarp/ppi/topics/work-finances-retirement/employers-workforce/october-2024-employment-data-digest.pdf>



Rebecca Perron, PhD
AARP Research
rperron@aarp.org

For Oregon, please contact:
Andrea Meyer
Director of Government Relations
ameyer@aarp.org