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Age Discrimination in the Workplace that Targets Seniors

The problem of age discrimination in the workplace is still quite common. Seniors are the ones who are most targeted when looking for a job and getting a rejection. Even though seniors have tons of expertise to offer in their field, they are quite often not seriously considered for a position because a company wants to hire as many young people as possible. One of the main reasons why this happens is that a company wants to get young employees who will become dedicated to the company and spend many years working there.

Here are the most common signs a person is a victim of age discrimination in the workplace:

- an employee gets damaging comments about his or her age
- there is a tendency to fire older workers or offer them buyouts while younger people are hired
- an employee stops getting raises
- an employee gets reassigned to unpleasant duties
- an employee starts getting bad performance reviews even though they demonstrate great results

(AARP)

Even though there is a law that protects older workers, the bias still exists. According to a recent study, the number of callbacks which older applicants got was fewer than their younger counterparts, even though all of them had the same set of skills. A part of the problem lies in the fact that tons of job applications are now posted online or even via social media. Even though older workers know how to use a computer, the majority of them do not check their email or browse through social

media feed as often as young people do. As a result, they miss the opportunity because of the fact that the only channel to find out about a new position is the internet.

Taking everything into account, most older workers feel that they are being discriminated against during the hiring process or in the workplace. What this means is that the problem is still very relevant in today's society. Most companies forget that by trying to appeal to the younger generation and by hiring young employees they might miss out on one of the most important factors in the workplace: experience. Older employees have had different jobs during different periods of time, which definitely means they have a lot to offer and would be a great addition to the team, not to mention the fact that they might have tons of fresh ideas as well. That is the reason why it is time to get rid of the bias that older employees are not a strong addition to a team.

Works Cited

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