AGEISM IN THE **WORKPLACE**

JULY 2019



FAIRYGODBOSS

EXECUTIVE SUMMARY

While ageism is widely discussed, there isn't a lot of data surrounding the topic. Recognized by the World Health Organization as a "prevalent and insidious problem," ageism can act as a dangerous employment discrimination tactic, even if it's unintentional.

The fastest growing segment of the American workforce is employees aged 65 and older, according to AARP, yet our survey results show that a majority of people experience ageism before the age of 45. Ageist remarks and comments, when internalized, have proven to have negative impacts on a person's mental and physical health so it's important to combat ageism at every level of a company.

In the summer of 2019, Fairygodboss surveyed 1,000 people over the age of 40 to understand the prevalence of ageism in the workplace, learn how it affects employees, and determine what employers can do to better combat ageism at work. We initially set out to see if there were any differences in the ways men and women experience ageism and while there were a few notable differences, there are far more similarities. We found that there are more distinctions between respondents who have and have not experienced ageism when it comes to their perceptions of ageism at work.



HAVE YOU OBSERVED A SITUATION THAT YOU PERCEIVED TO BE AGEISM IN THE WORKPLACE?

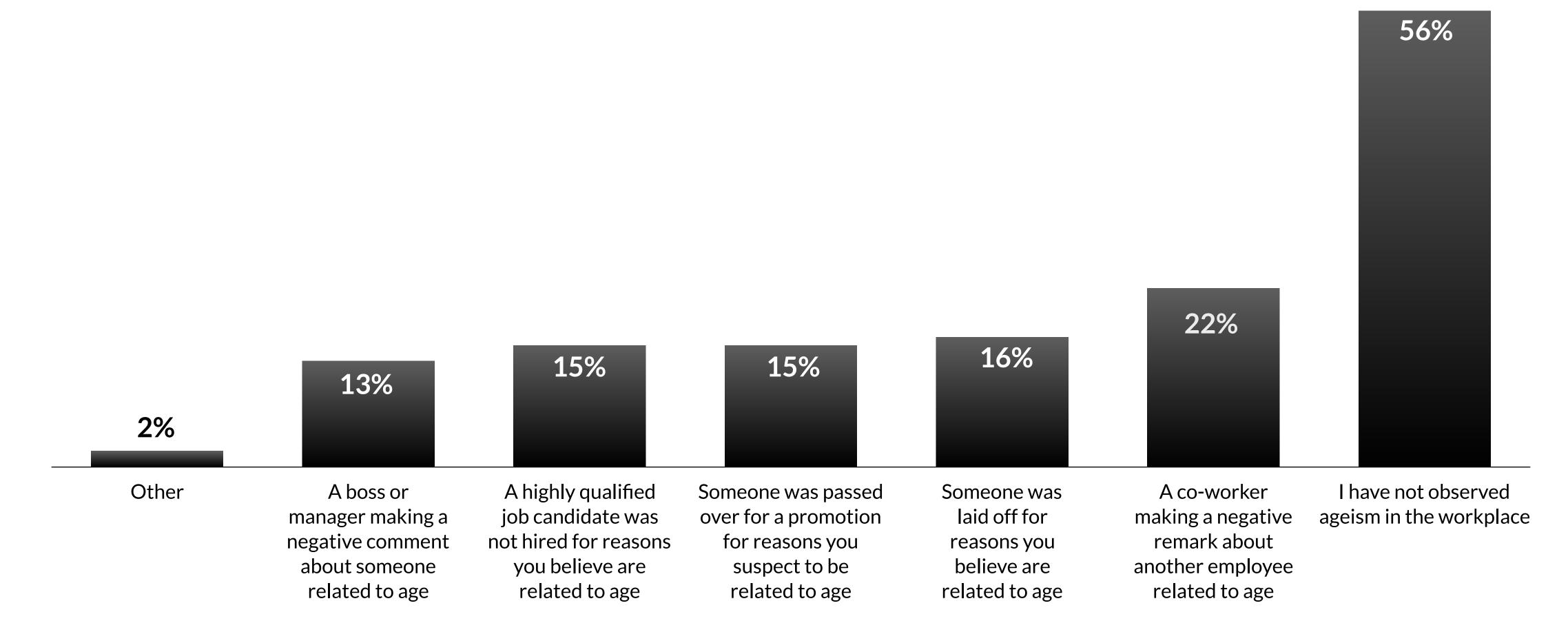
44% HAVE OBSERVED

AGEISM IN THE WORKPLACE

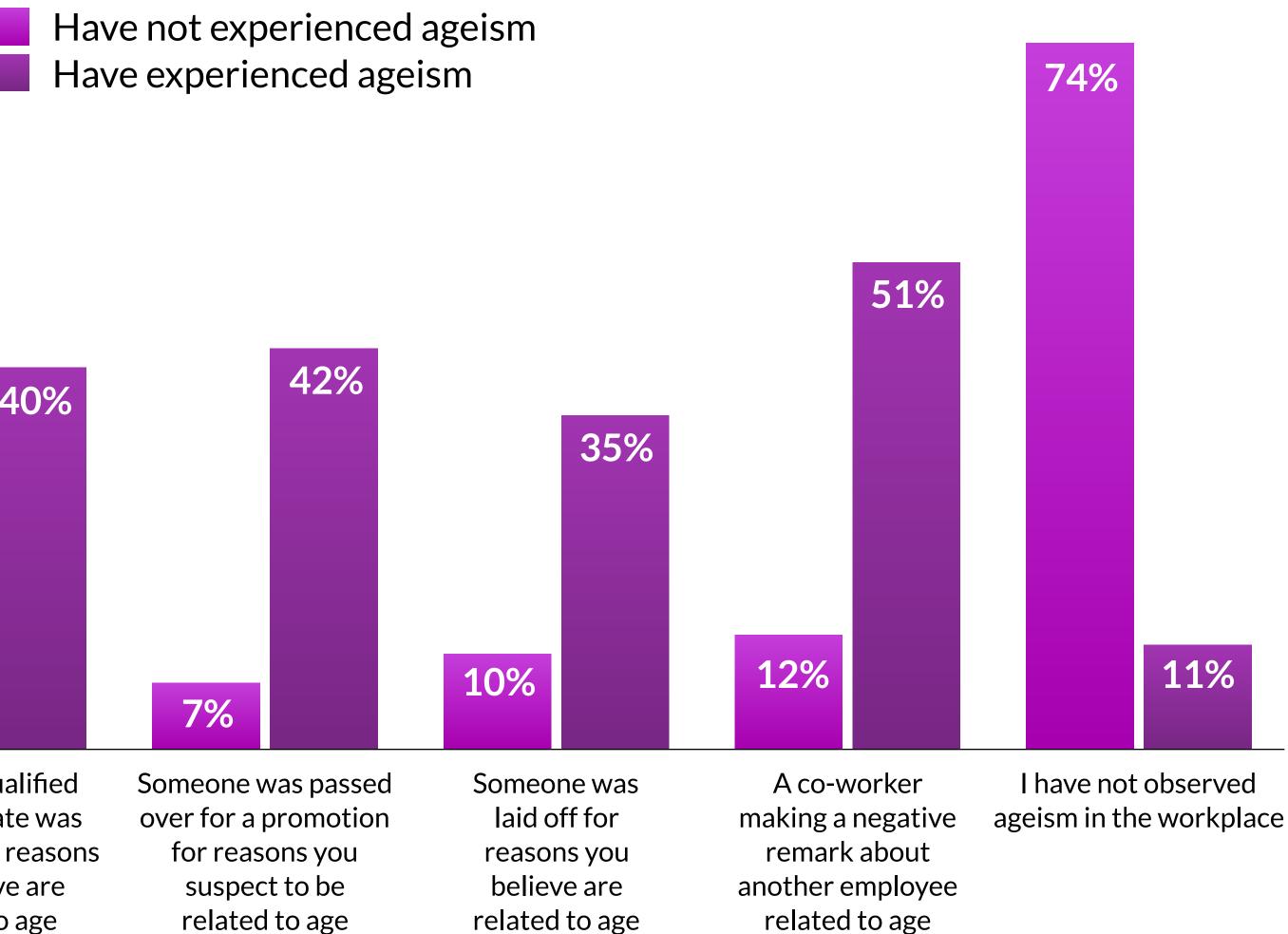


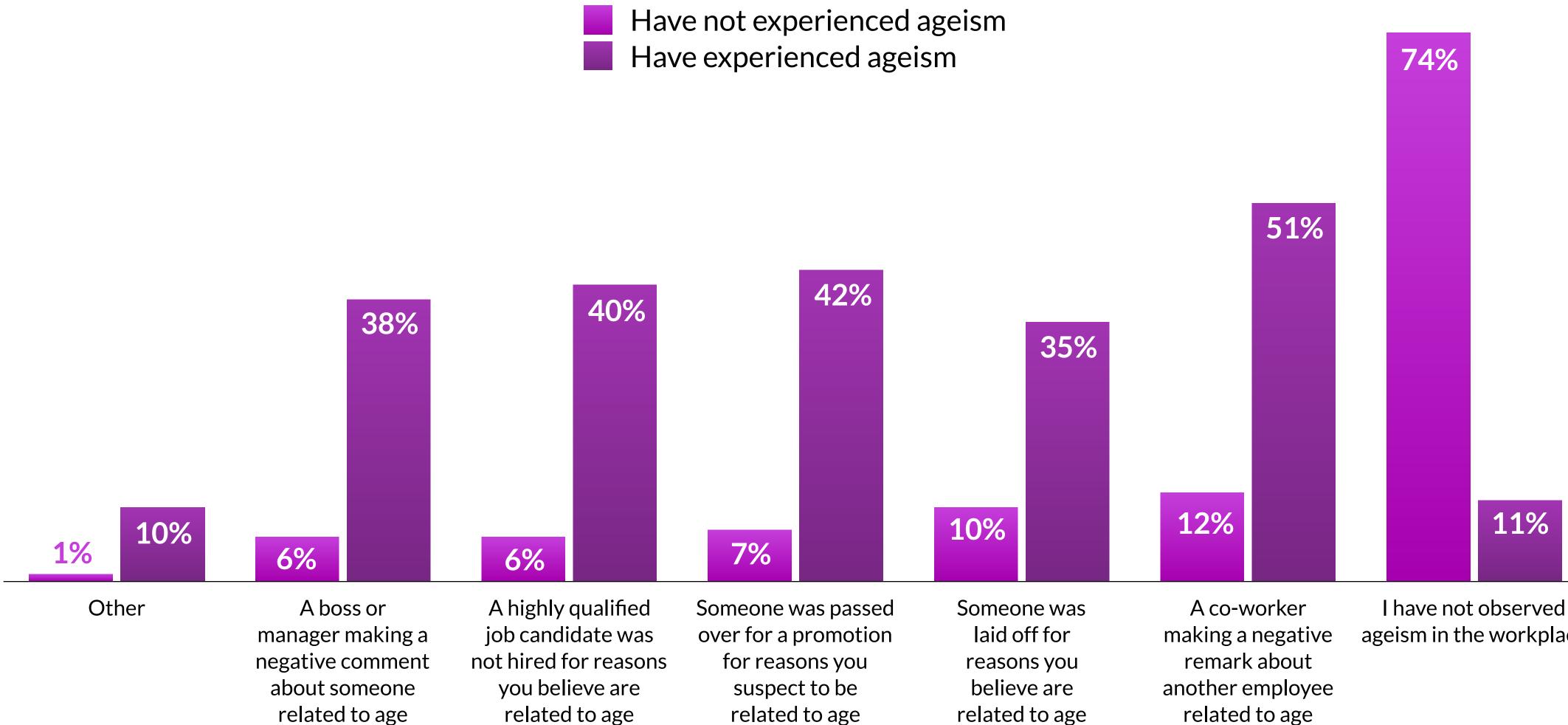
HAVE NOT OBSERVED AGEISM IN THE WORKPLACE

HAVE YOU OBSERVED A SITUATION THAT YOU PERCEIVED TO BE AGEISM IN THE WORKPLACE? CHECK ALL THAT APPLY:



HAVE YOU OBSERVED A SITUATION THAT YOU **PERCEIVED TO BE AGEISM IN THE WORKPLACE? CHECK ALL THAT APPLY:**





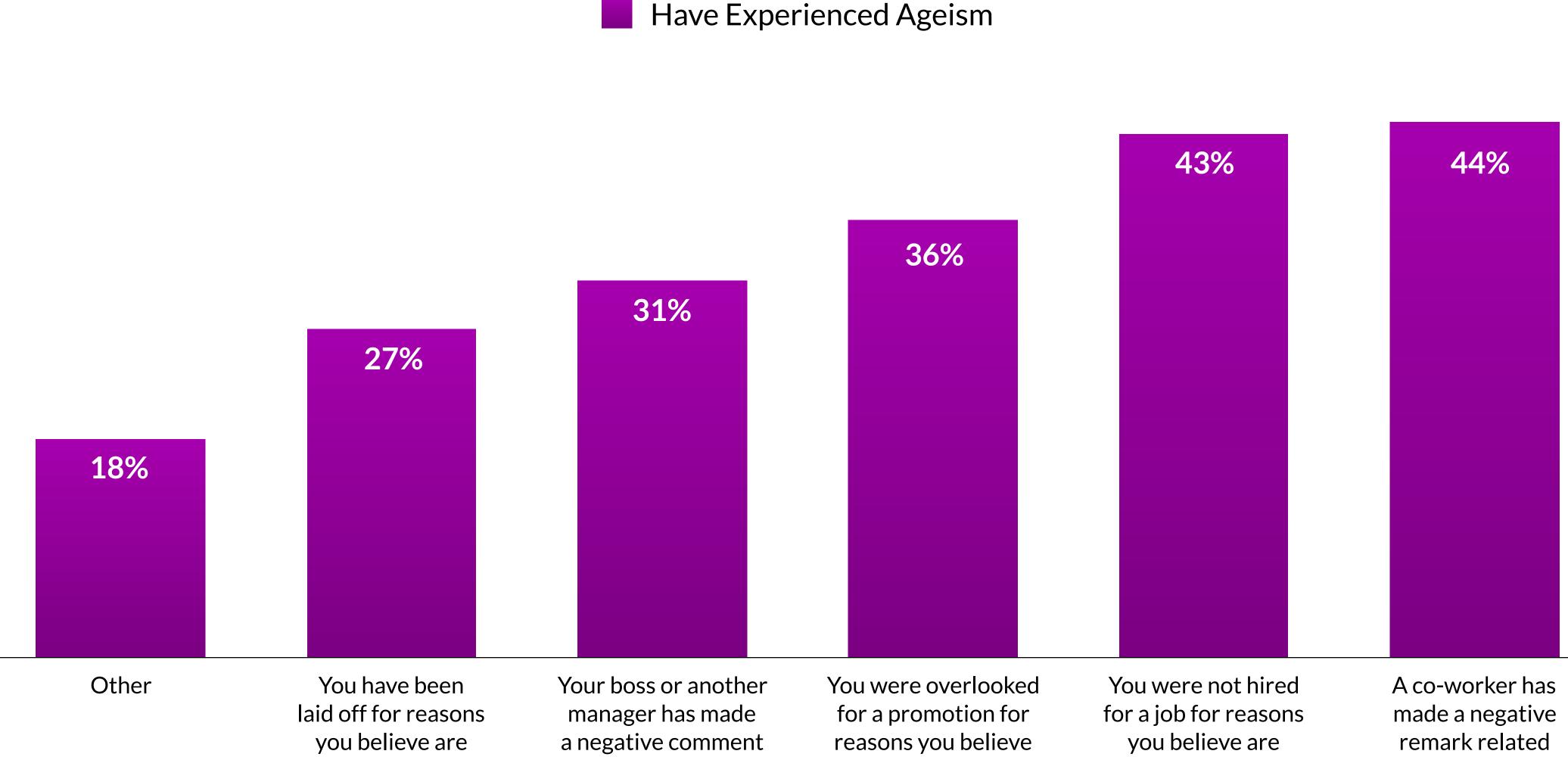
HAVE YOU PERSONALLY EXPERIENCED WHAT YOU BELIEVE TO BE AGEISM IN THE WORKPLACE?

28% HAVE EXPERIENCED AGEISM IN THE WORKPLACE

HAVE NOT EXPERIENCED AGEISM IN THE WORKPLACE

72%

IN WHAT WAYS HAVE YOU PERSONALLY **EXPERIENCED AGEISM IN THE WORKPLACE?**



related to your age

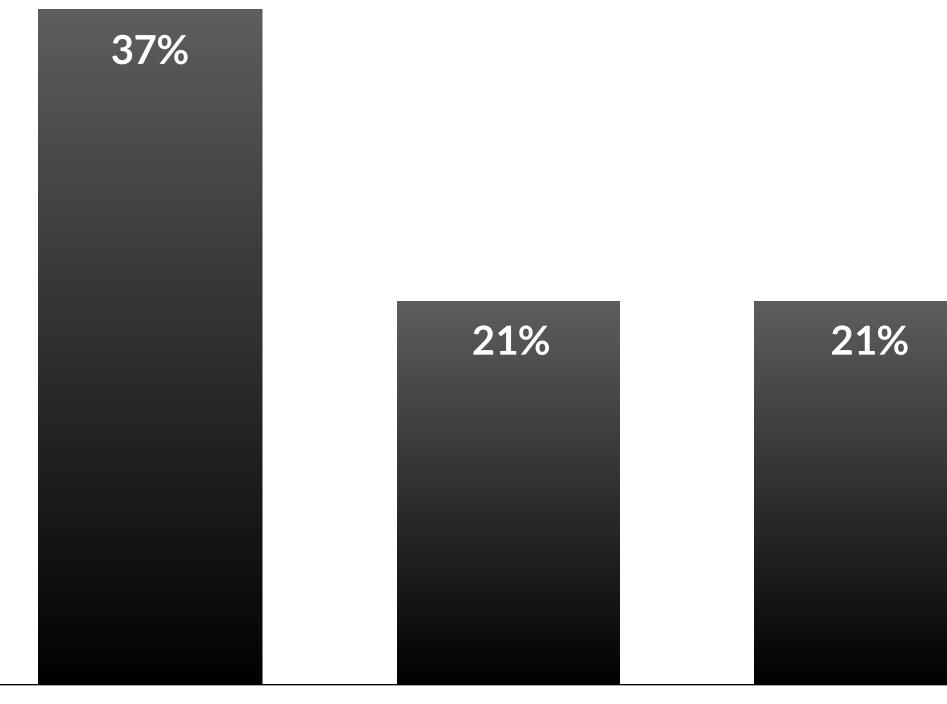
related to your age

are related to your age

related to your age

to your age

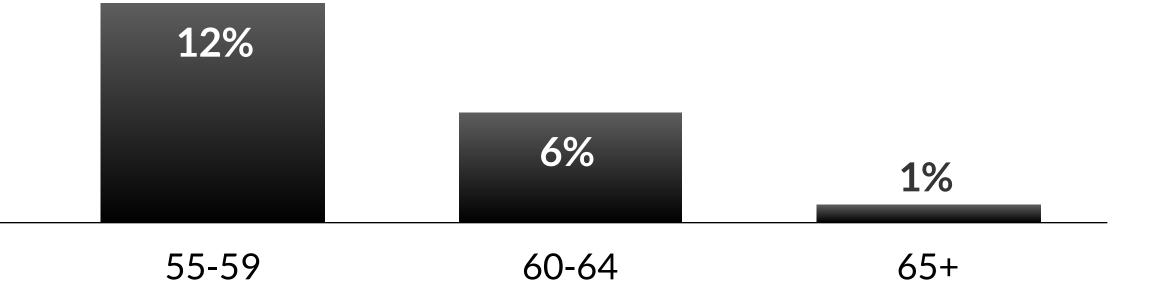
HOW OLD WERE YOU THE FIRST TIME YOU EXPERIENCED AGEISM IN THE WORKPLACE?



Younger than 45

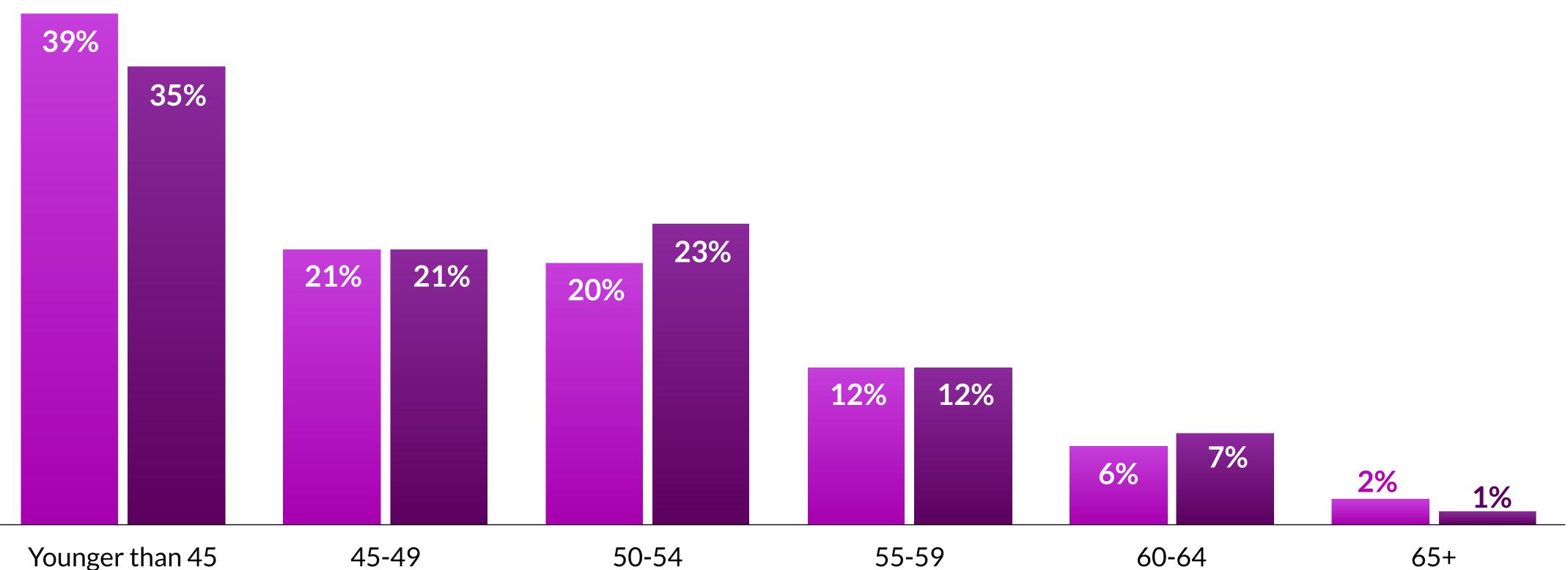


50-54



HOW OLD WERE YOU THE FIRST TIME YOU **EXPERIENCED AGEISM IN THE WORKPLACE?**





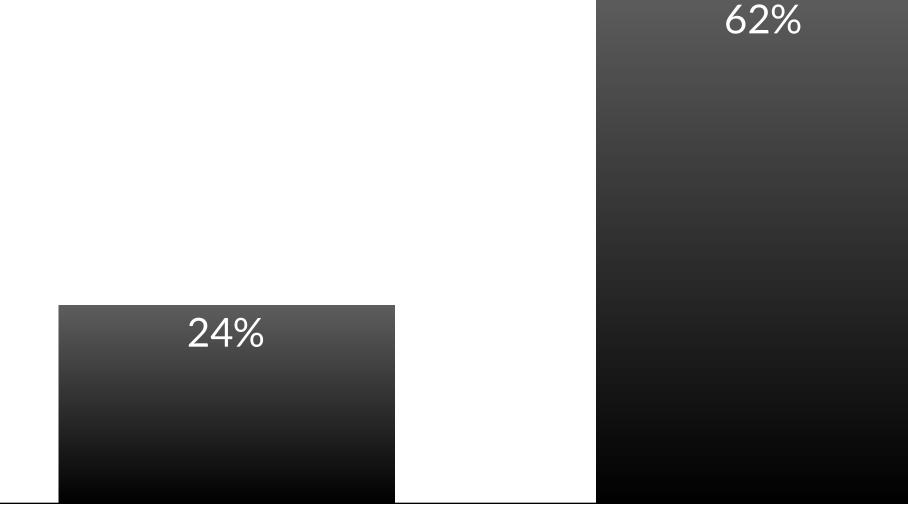
Younger than 45

45-49

50-54

Male

WHAT LEVEL WERE YOU AT IN YOUR CAREER WHEN YOU FIRST EXPERIENCED AGEISM?



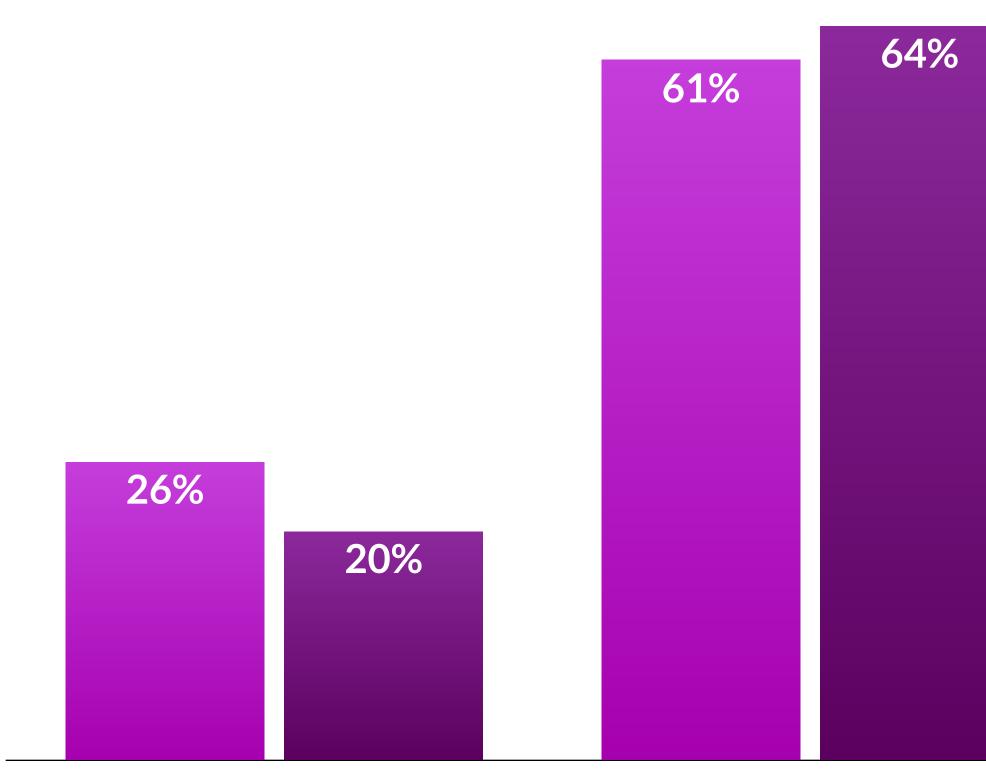
Entry

Mid-level



WHAT LEVEL WERE YOU AT IN YOUR CAREER WHEN YOU FIRST EXPERIENCED AGEISM?

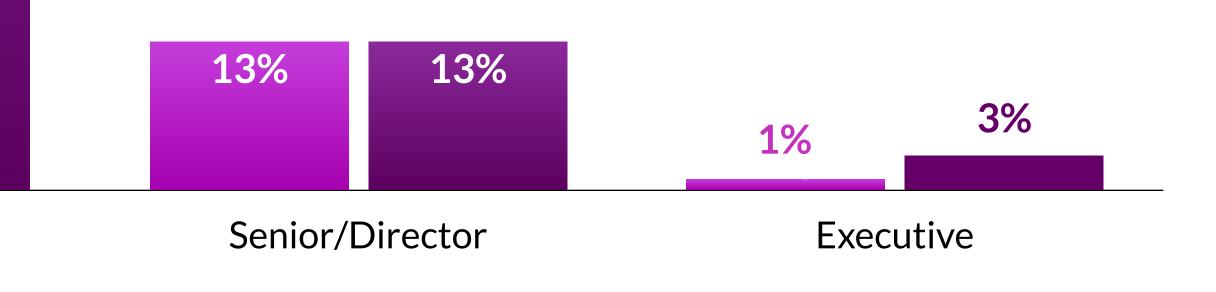
Female



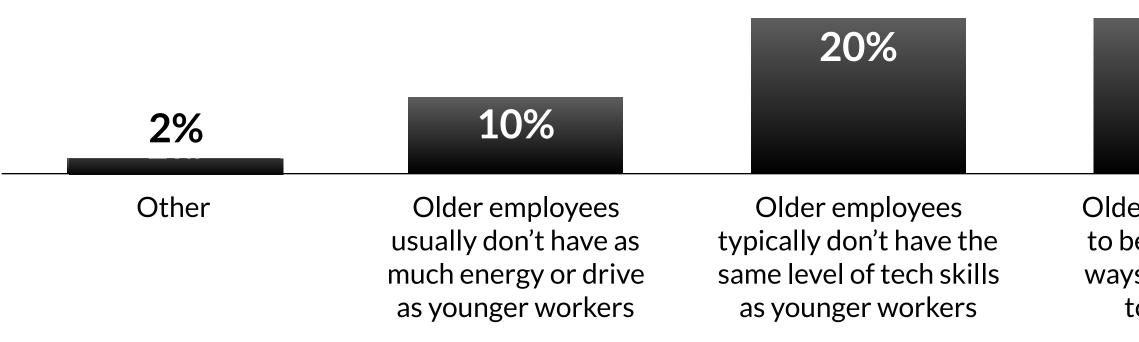
Entry

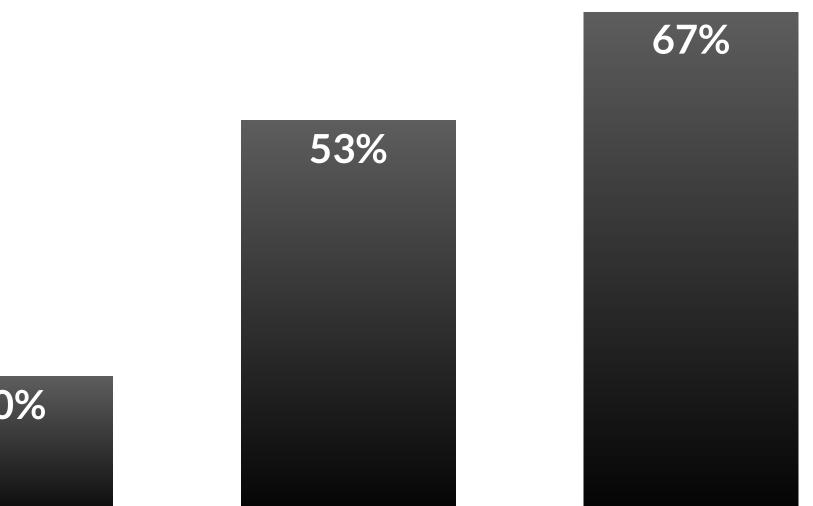
Mid-level

e 🗾 Male



WHICH OF THE FOLLOWING STATEMENTS ABOUT **OLDER EMPLOYEES DO YOU THINK ARE TRUE? CHECK ALL THAT APPLY:**





20%

Older workers tend to be stuck in their ways and less open to new ideas

Teams with older and younger workers are more productive than teams without age diversity

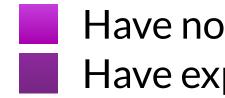
Older employees often elevate a team by teaching and mentoring younger colleagues

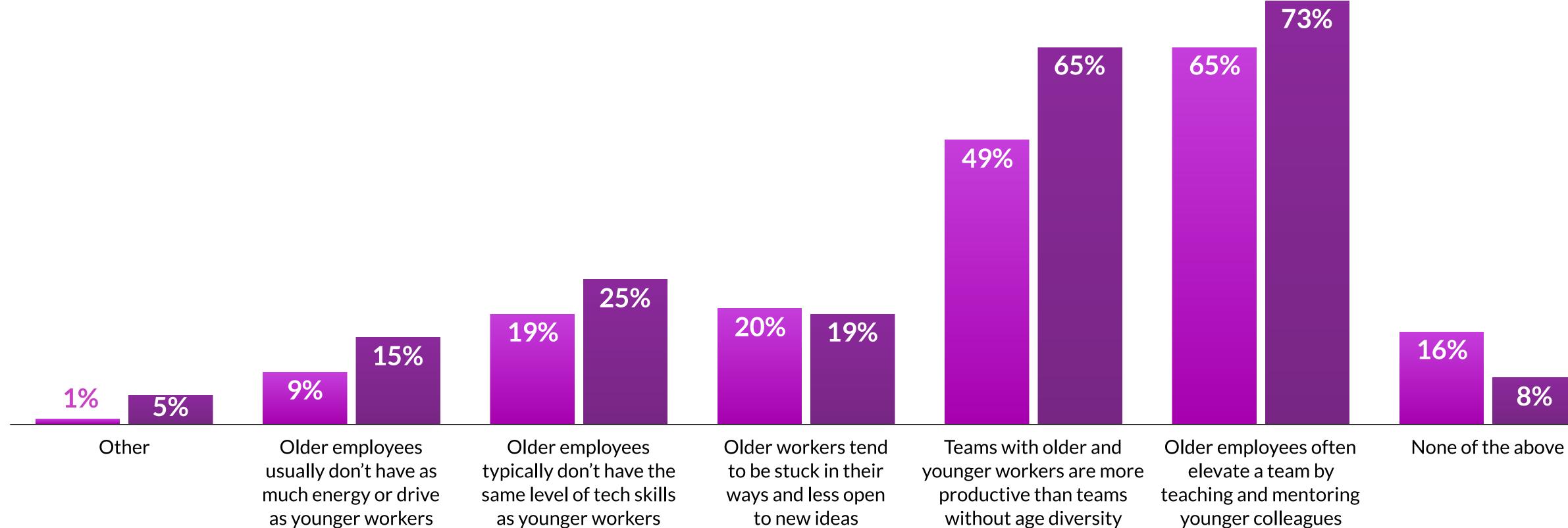
13%

None of the above



WHICH OF THE FOLLOWING STATEMENTS ABOUT **OLDER EMPLOYEES DO YOU THINK ARE TRUE? CHECK ALL THAT APPLY:**





Have not experienced ageism Have experienced ageism

to new ideas

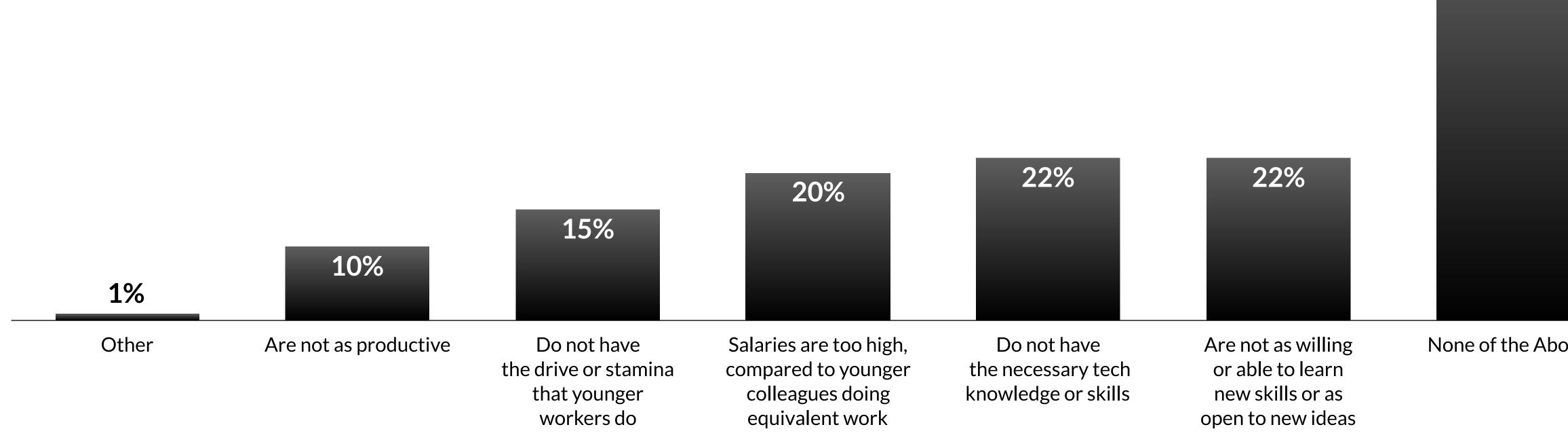
without age diversity

younger colleagues





HAVE YOU PERSONALLY ENCOUNTERED **NEGATIVE STEREOTYPES ABOUT OLDER WORKS?** CHECK ALL THAT APPLY. "OLDER WORKERS..."



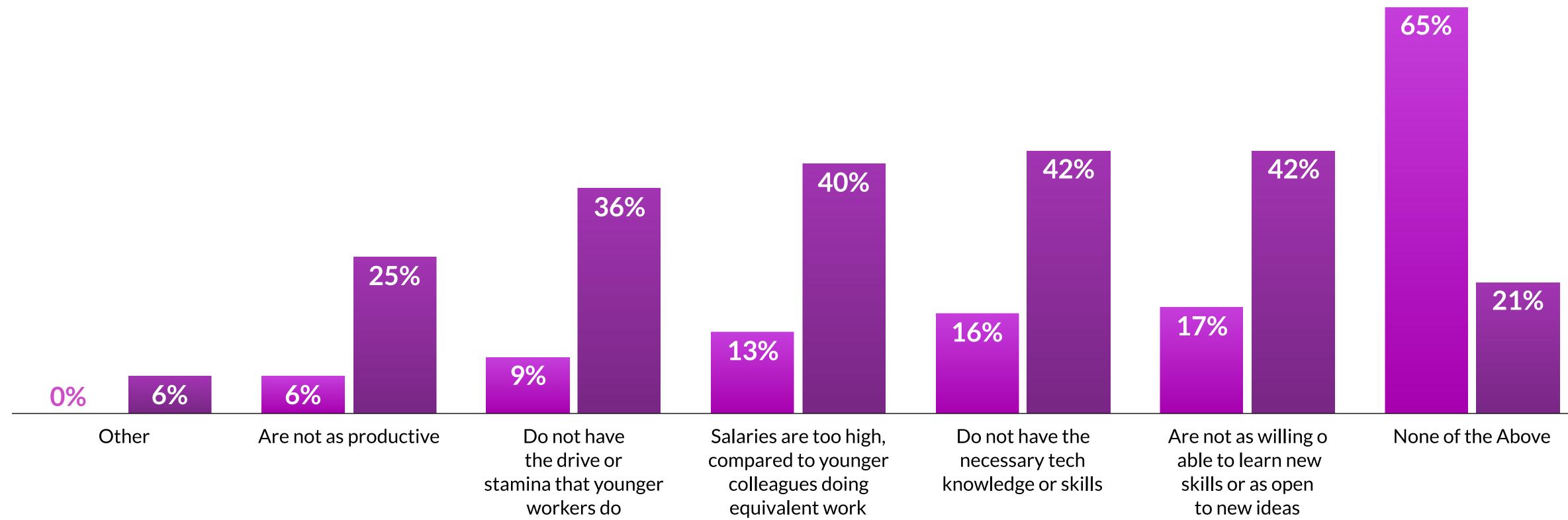
None of the Above

53%



HAVE YOU PERSONALLY ENCOUNTERED **NEGATIVE STEREOTYPES ABOUT OLDER WORKS?** CHECK ALL THAT APPLY. "OLDER WORKERS..."

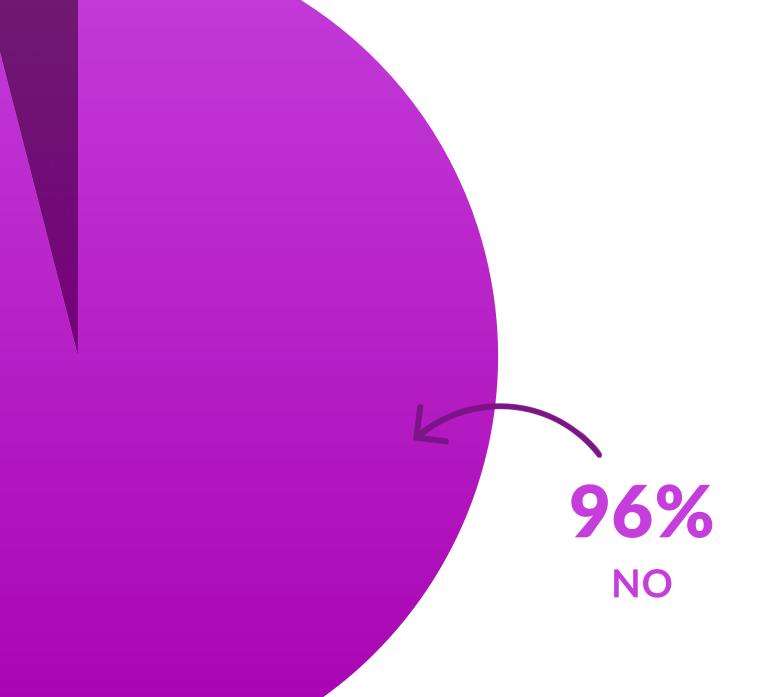




Have not experienced ageism Have experienced ageism

HAVE YOU EVER LIED ABOUT YOUR AGE TO GET OR KEEP A JOB, OR APPEAR YOUNGER AT WORK?

4% YES

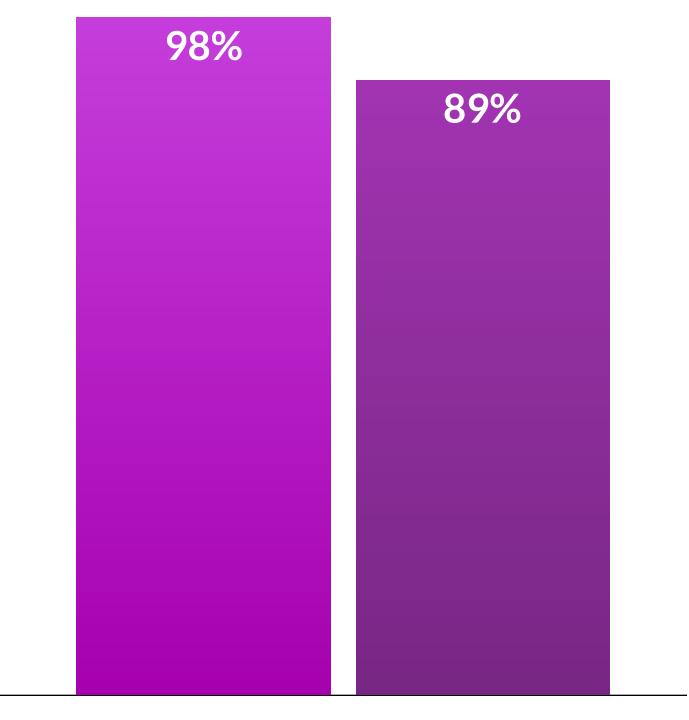


HAVE YOU EVER LIED ABOUT YOUR AGE TO GET **OR KEEP A JOB, OR APPEAR YOUNGER AT WORK?**



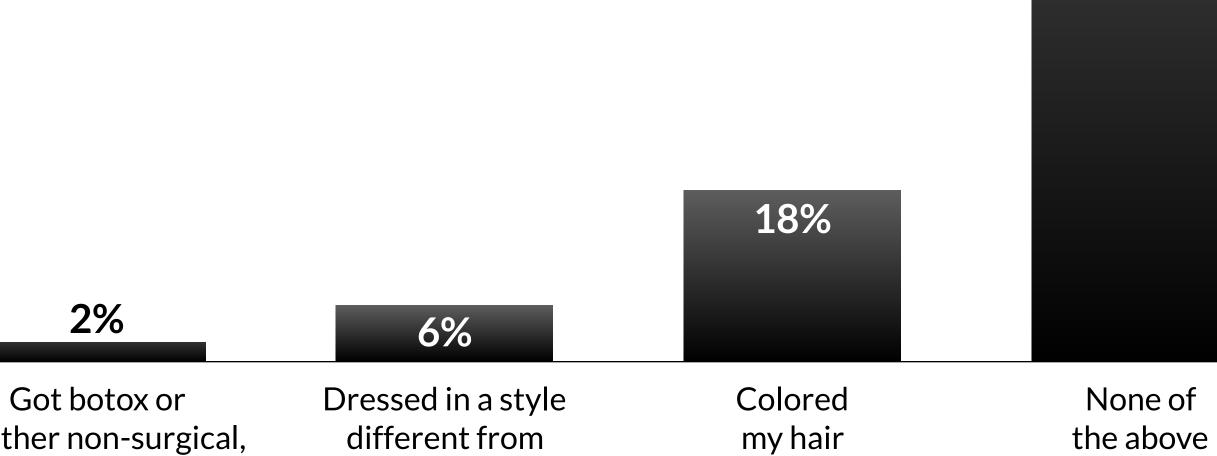


Have not experienced ageism Have experienced ageism



HAVE YOU TAKEN ANY OF THE FOLLOWING STEPS TO APPEAR YOUNGER THAN YOU ARE FOR WORK PURPOSES? CHECK ALL THAT APPLY:

1%	1%	2%	2%
Other	Elected to have plastic surgery	Altered dates on my resume, CV, or LinkedIn profile	Got botox or another non-surgical, anti-aging treatment



what I prefer



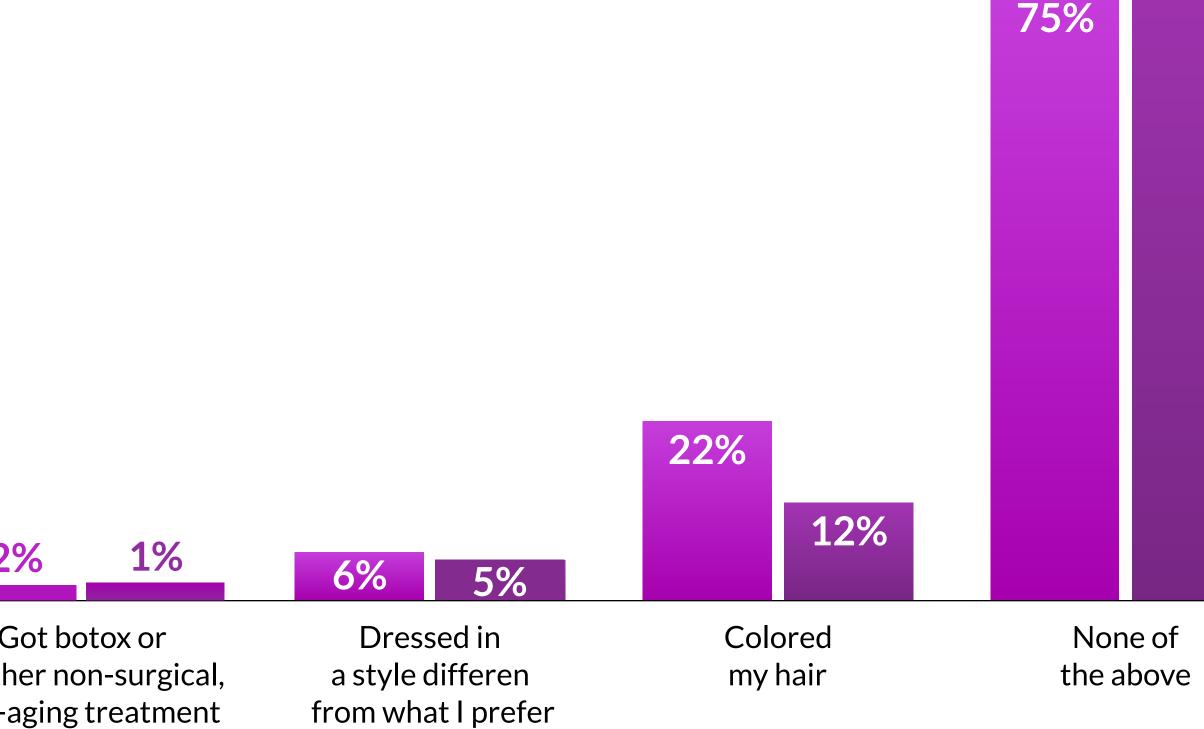
78%

HAVE YOU TAKEN ANY OF THE FOLLOWING **STEPS TO APPEAR YOUNGER THAN YOU ARE FOR WORK PURPOSES? CHECK ALL THAT APPLY:**

Female

1%	0%	1%	1%	2%	2%	29
Ot	her	have	ted to plastic gery	resur	dates on my ne, CV, or dIn profile	G anoth anti-a

Male

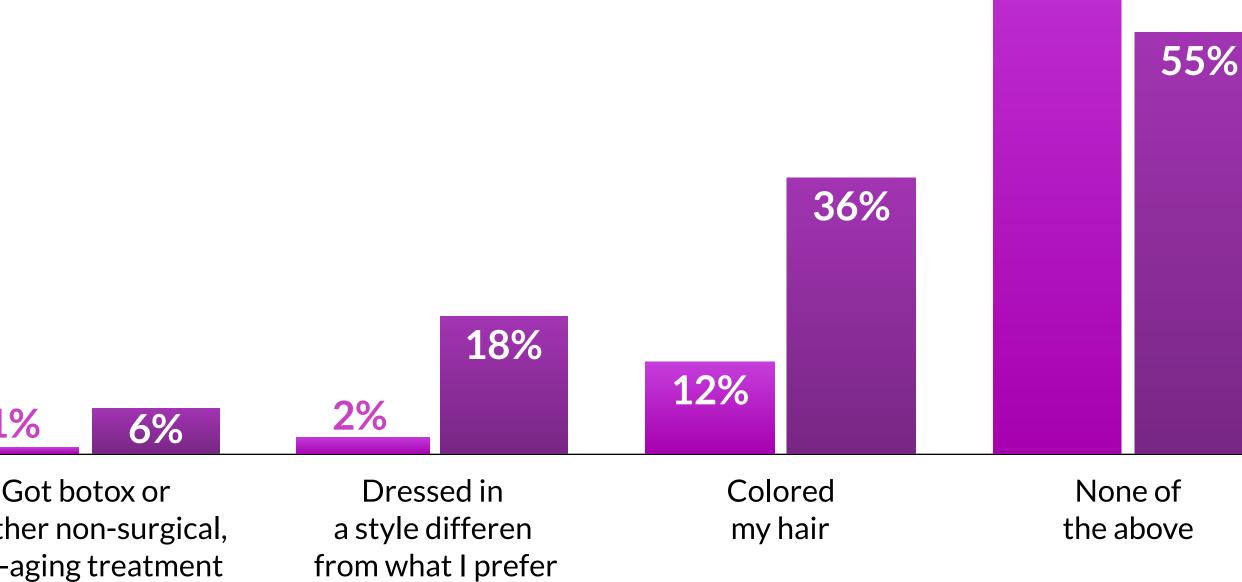




HAVE YOU TAKEN ANY OF THE FOLLOWING STEPS TO APPEAR YOUNGER THAN YOU ARE FOR WORK PURPOSES? CHECK ALL THAT APPLY:

Have not experienced ageismHave experienced ageism

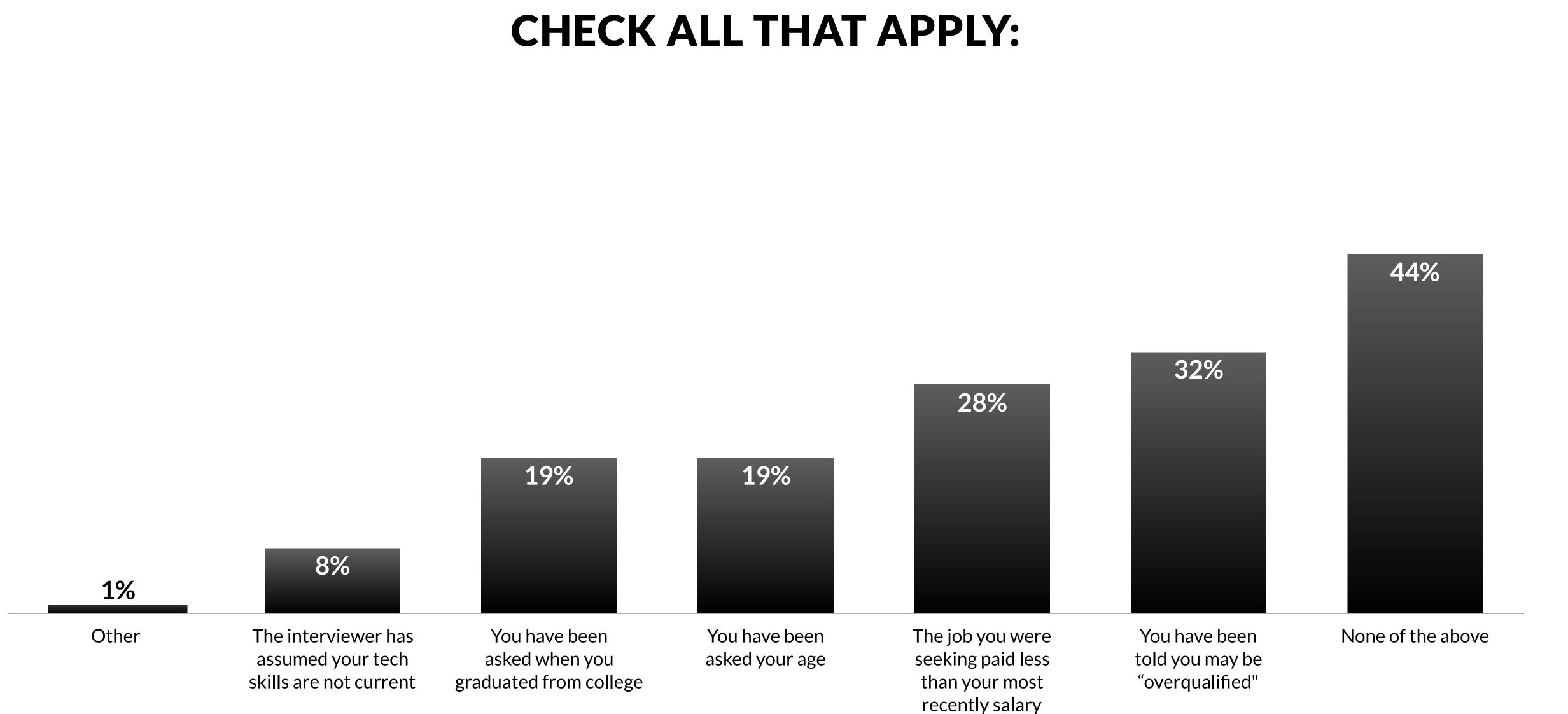
19	5%	1%	%	0% 29	2%	0%	
G anoth anti-a	dates on ne, CV, or In profile	my resur		Elected to have plastic surgery	her	Oth	





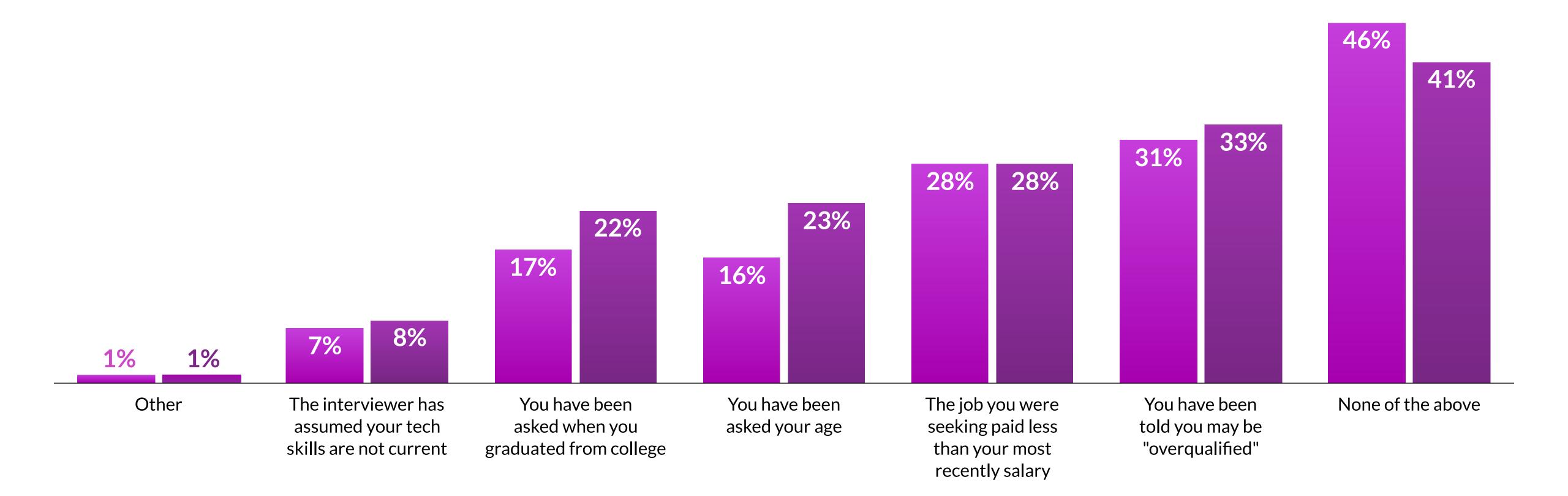
85%

IN SEARCHING FOR A NEW JOB, HAVE YOU ENCOUNTERED ANY OF THE FOLLOWING? CHECK ALL THAT APPLY:



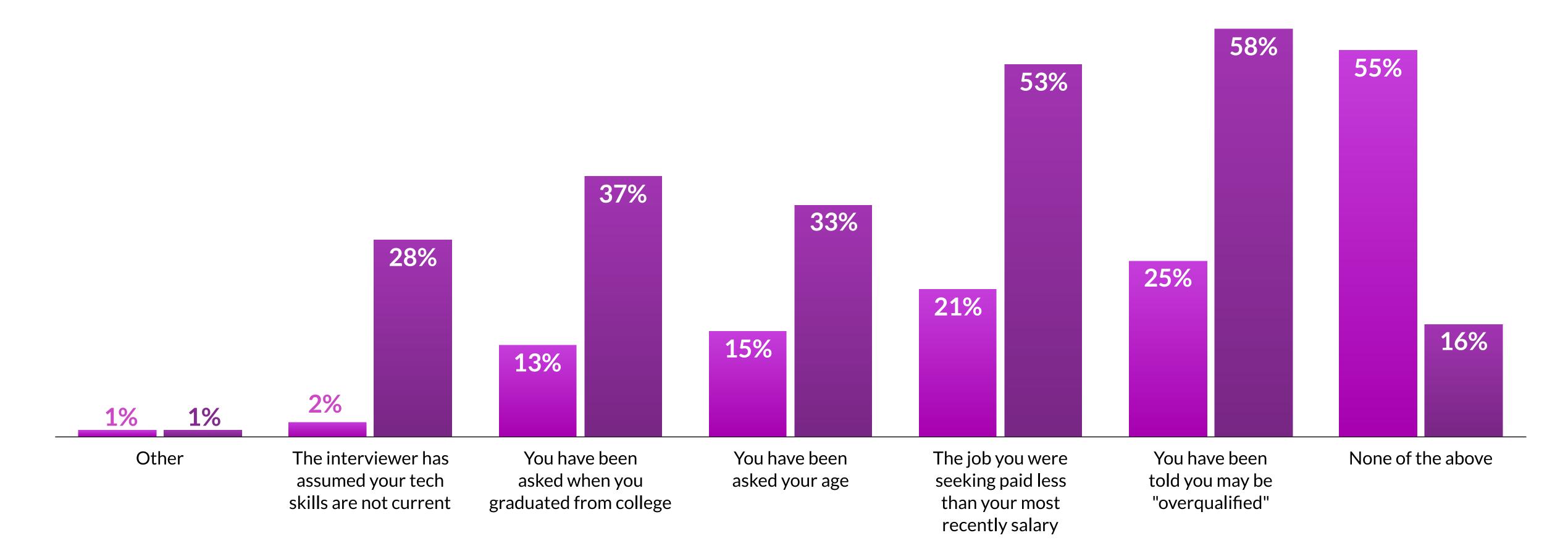
IN SEARCHING FOR A NEW JOB, HAVE YOU ENCOUNTERED ANY OF THE FOLLOWING? CHECK ALL THAT APPLY:

Female Male

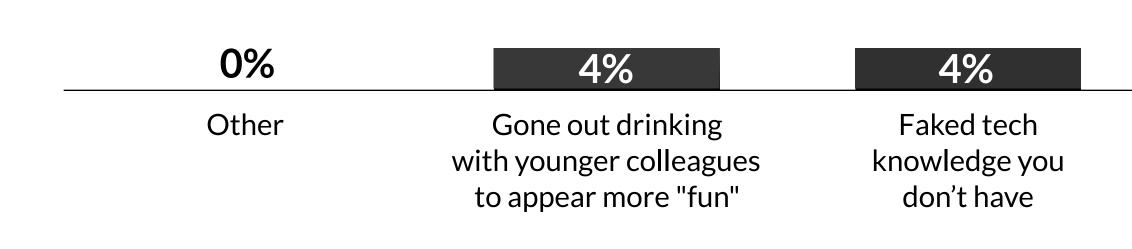


IN SEARCHING FOR A NEW JOB, HAVE YOU ENCOUNTERED ANY OF THE FOLLOWING? CHECK ALL THAT APPLY:

Have not experienced ageismHave experienced ageism



HAVE YOU TAKEN ANY OF THE FOLLOWING ACTIONS TO COUNTER AGEIST STEREOTYPES? CHECK ALL THAT APPLY:





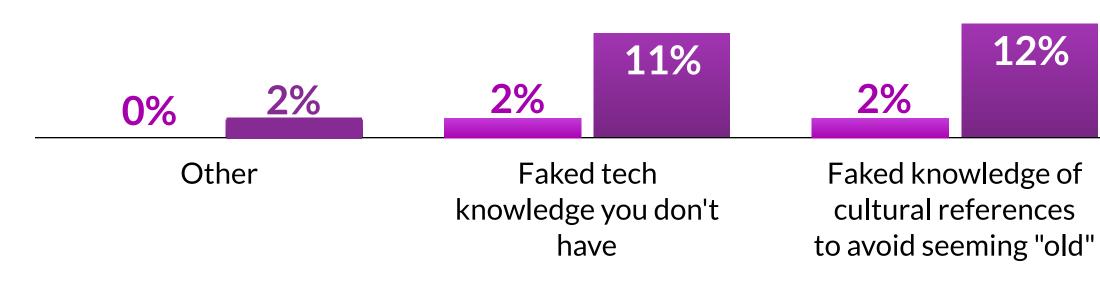
19%

5%

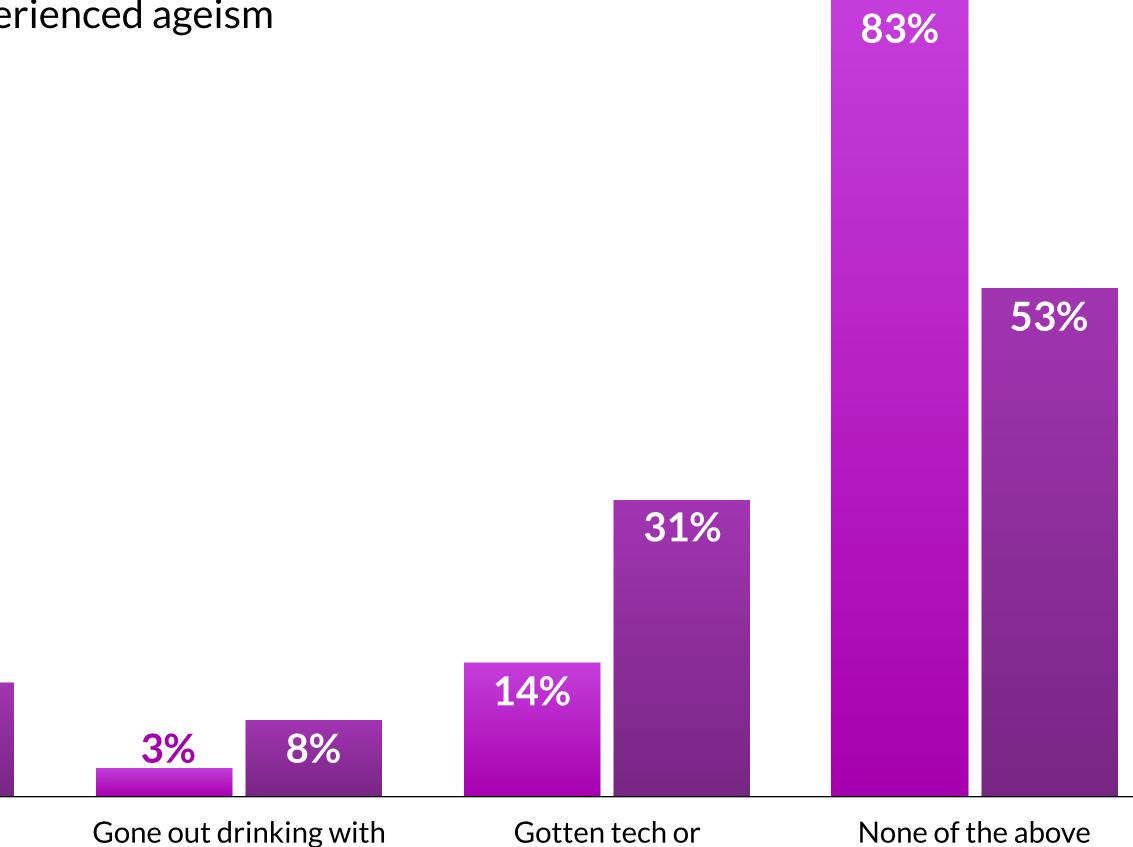
Faked knowledge of cultural references to avoid seeming "old" Gotten tech or other training on new techniques in your field None of the above

HAVE YOU TAKEN ANY OF THE FOLLOWING ACTIONS **TO COUNTER AGEIST STEREOTYPES? CHECK ALL THAT APPLY:**





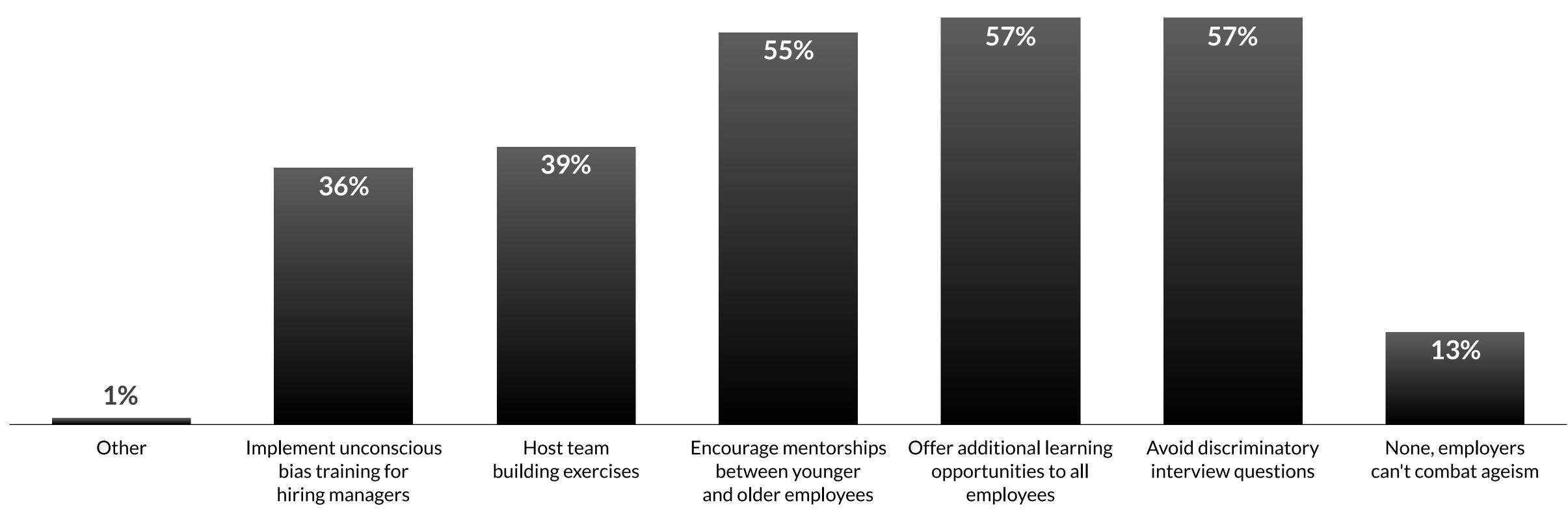
Have not experienced ageism Have experienced ageism



younger colleagues to appear more "fun"

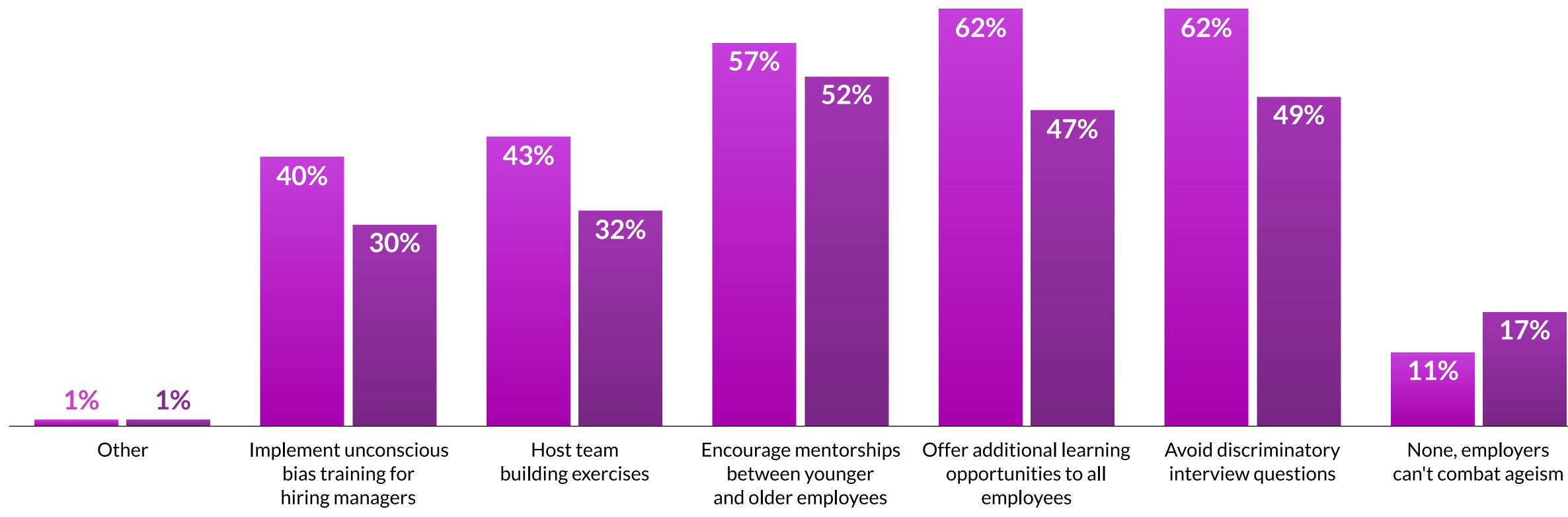
Gotten tech or other training on new techniques in your field None of the above

WHAT DO YOU THINK EMPLOYERS COULD DO TO HELP **COMBAT AGEIST STEREOTYPES IN THE WORKPLACE? CHECK ALL THAT APPLY:**



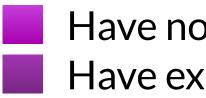
WHAT DO YOU THINK EMPLOYERS COULD DO TO HELP **COMBAT AGEIST STEREOTYPES IN THE WORKPLACE? CHECK ALL THAT APPLY:**

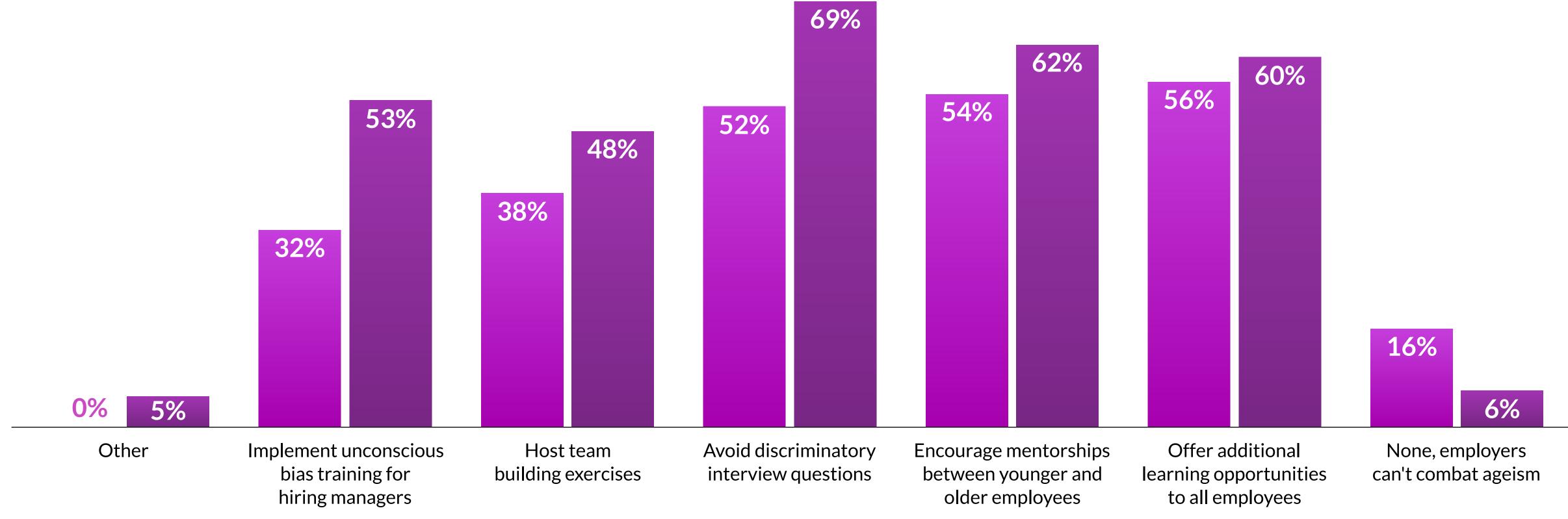
Female





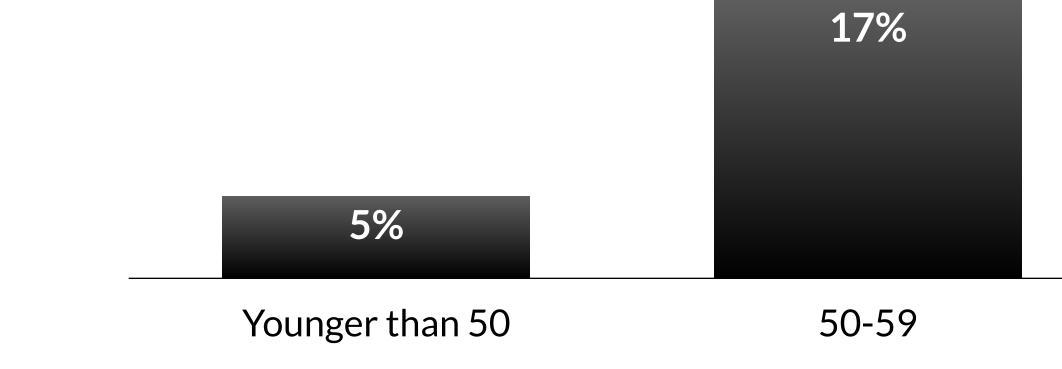
WHAT DO YOU THINK EMPLOYERS COULD DO TO HELP **COMBAT AGEIST STEREOTYPES IN THE WORKPLACE? CHECK ALL THAT APPLY:**

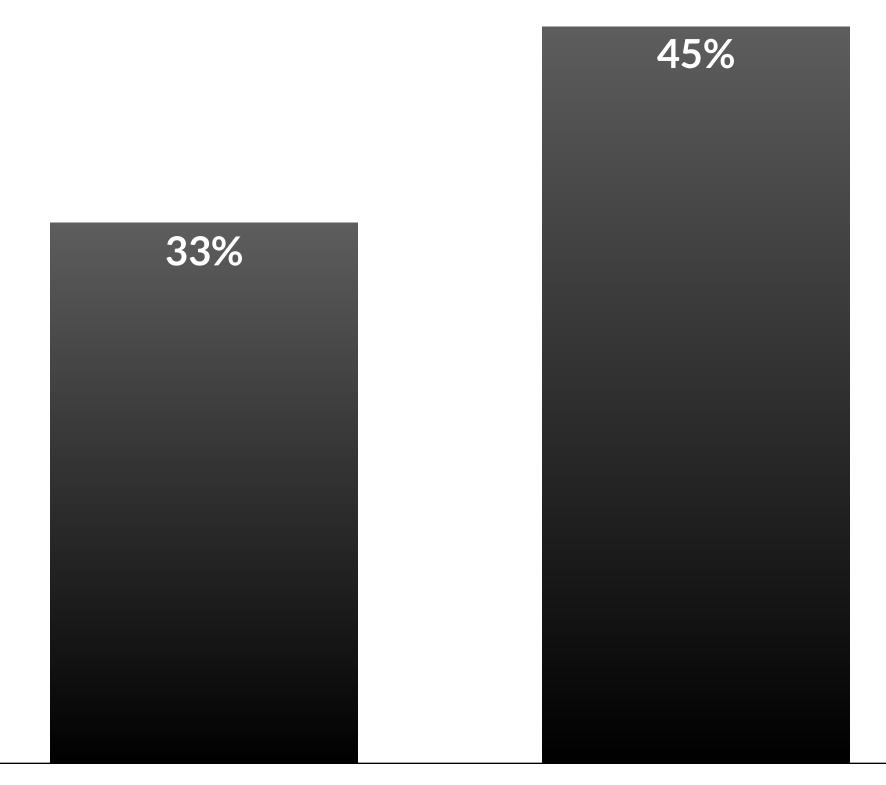




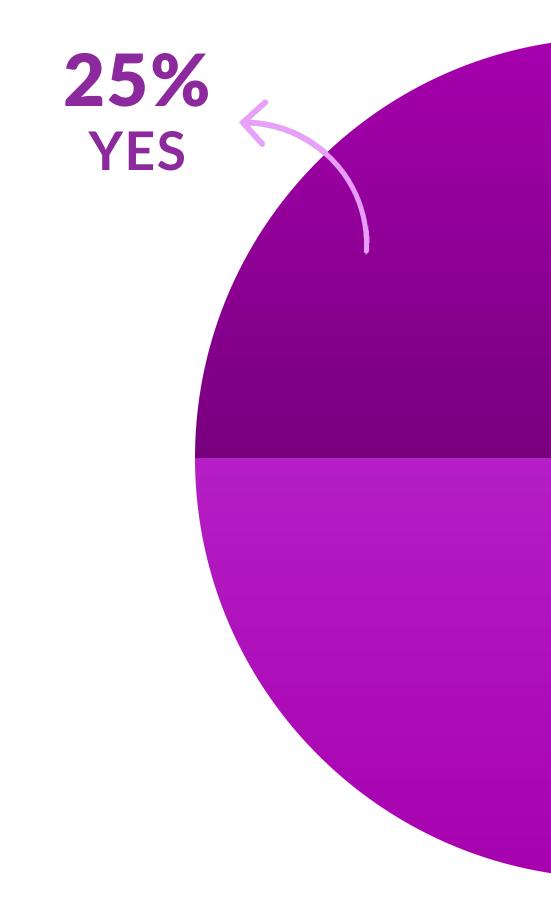
Have not experienced ageism Have experienced ageism

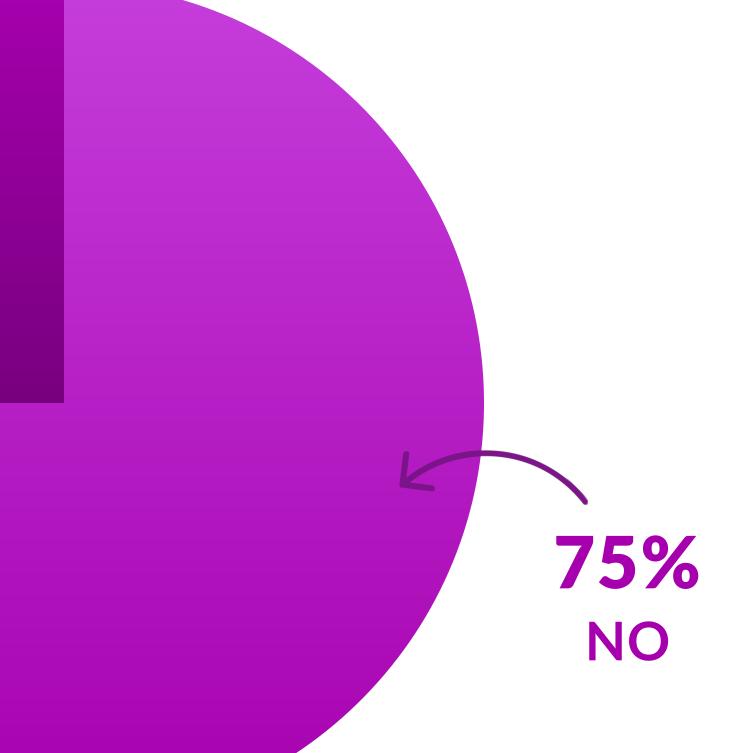
WHAT AGE RANGE DO YOU WANT TO RETIRE?



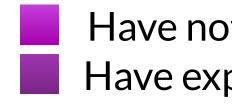


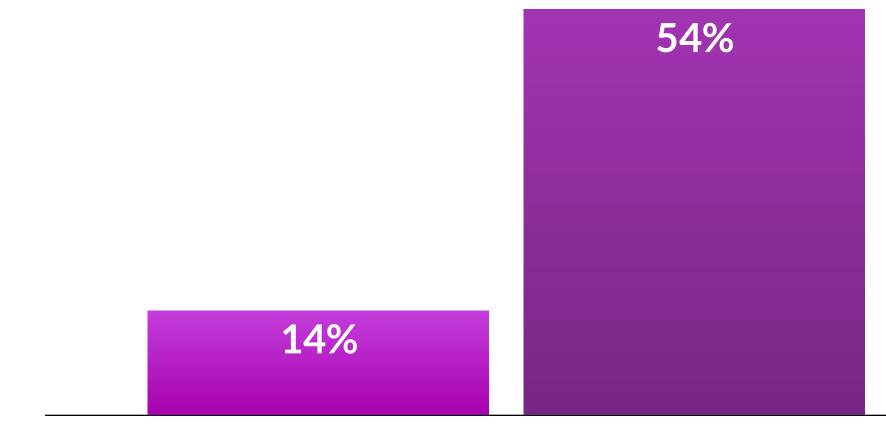
DO YOU FEAR BEING 'PUSHED OUT' AT WORK BECAUSE OF YOUR AGE?





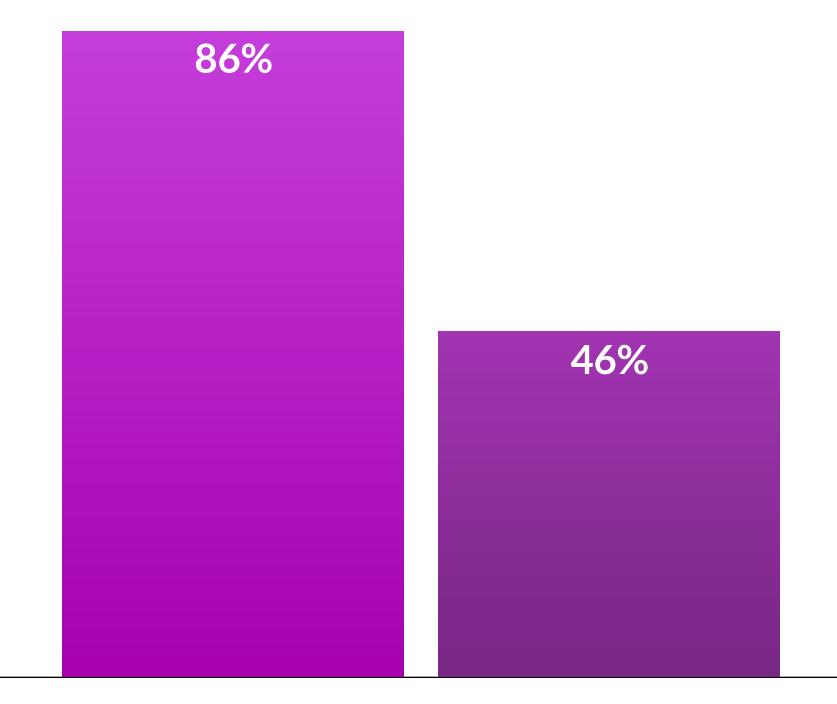
DO YOU FEAR BEING 'PUSHED OUT' AT WORK **BECAUSE OF YOUR AGE?**



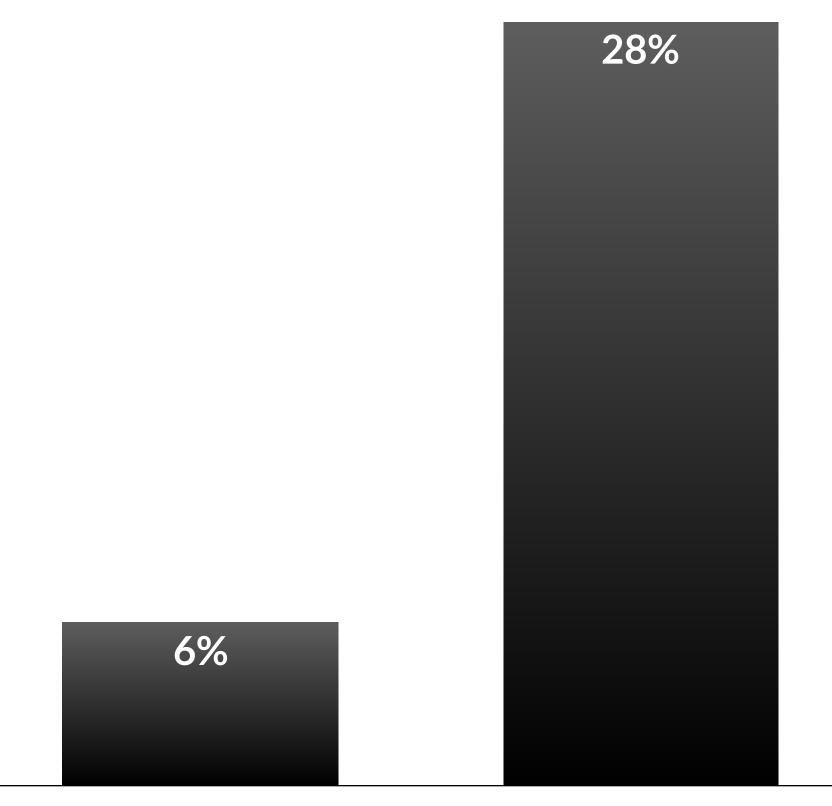




Have not experienced ageism Have experienced ageism

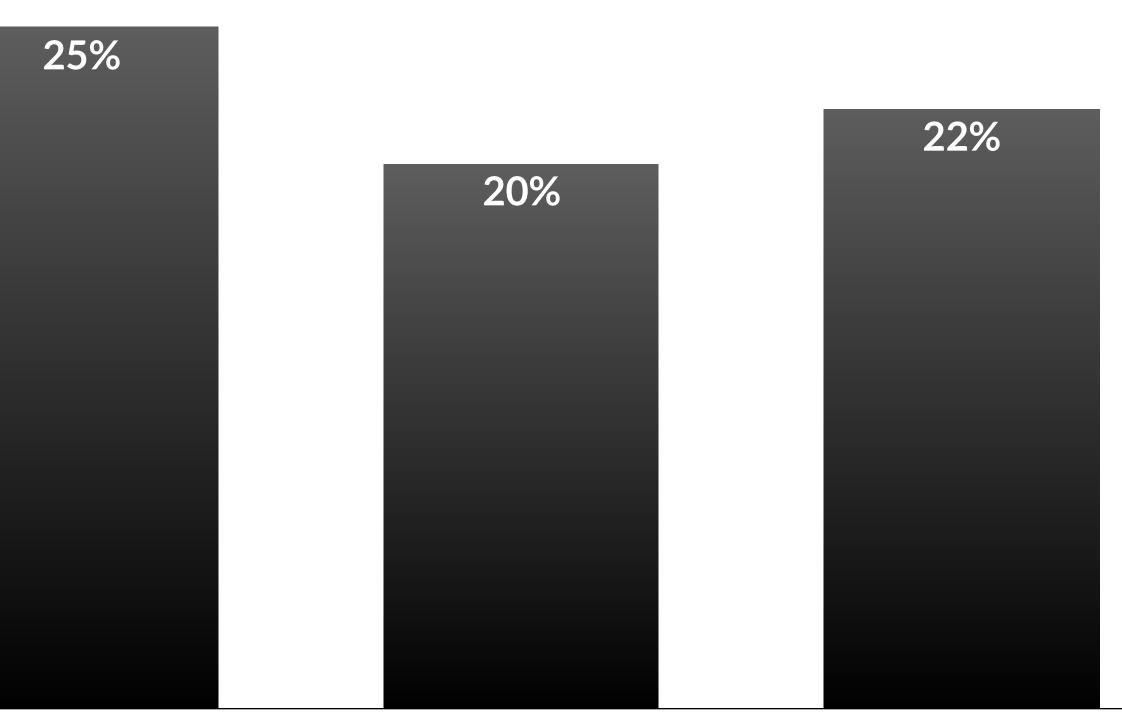


WHEN DO YOU THINK YOUR AGE COULD MAKE IT DIFFICULT TO KEEP YOUR JOB OR GET A NEW ONE?



50-59

Younger than 50

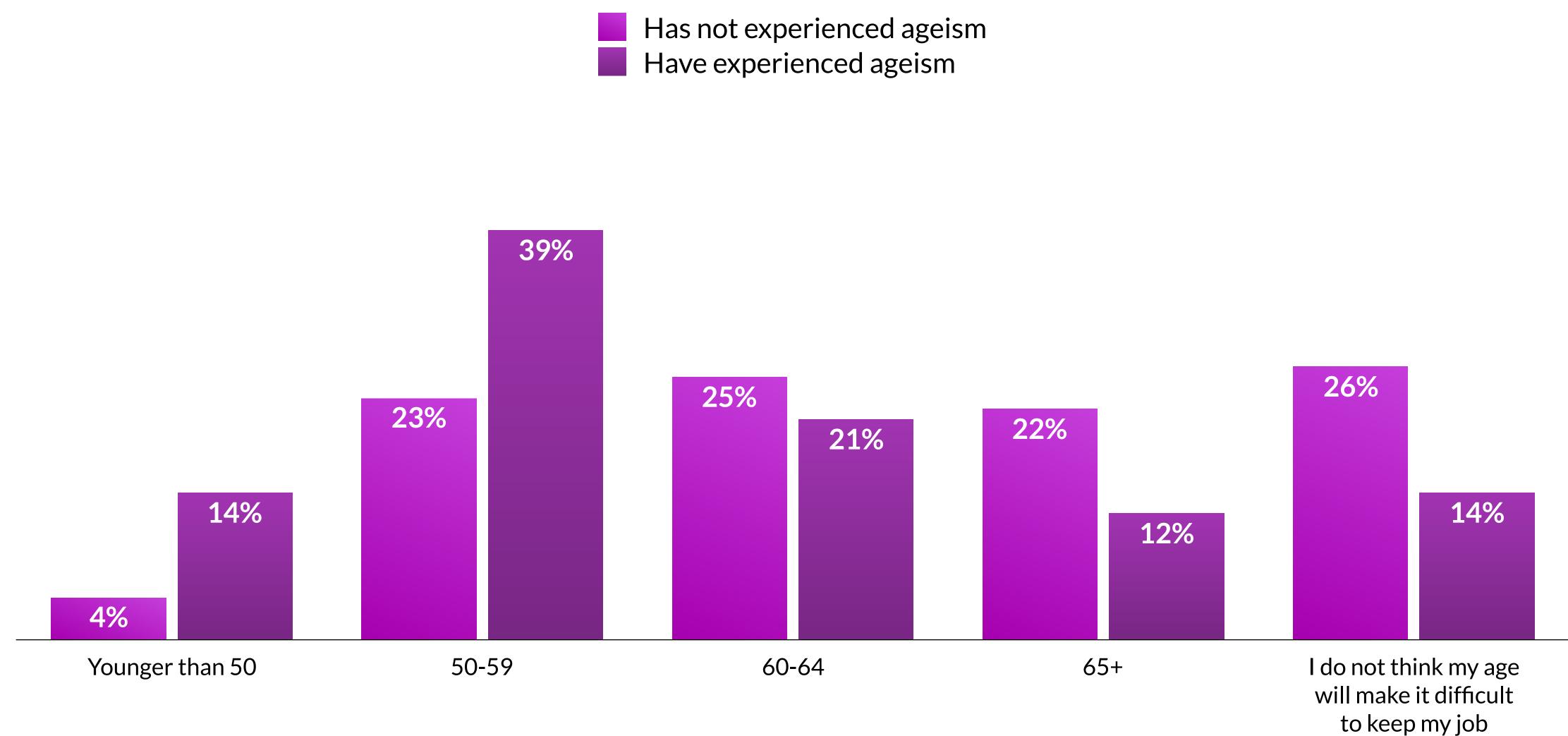


60-64

65+

I do not think my age will make it difficult to keep my job or get a new one

WHEN DO YOU THINK YOUR AGE COULD MAKE IT **DIFFICULT TO KEEP YOUR JOB OR GET A NEW ONE?**



or get a new one