



Age at work quiz



Diversity Works
for London

1. What percentage of the UK workforce is over the age of 55?

- a) 2%
- b) 5%
- c) 13%
- d) 20%

2. Who is covered by the age discrimination legislation?

- a) Those who are of working age, i.e. 18-65 year olds
- b) Those who were in full time employment on the 1st October 2006 when the legislation was brought in
- c) Older workers who risk being discriminated against because of their age
- d) People of all ages, young and old

3. Which one of these is a true statement?

- a) It is legal to refuse someone employment on the grounds of age if at the time of application they are within 6 months of their 65th birthday.
- b) It is legal to only offer jobs to older workers but only if you have a demographic imbalance in your organisation and need to even out the numbers.
- c) It is illegal to refuse a 45 female worker the part of a 'teenage mum' in a play due to her age.
- d) Offering a job to Sammy (21) and not Bob (51) because you truly feel that Sammy would fit in better with the dynamic, fast paced environment is ok when it comes to the law.

4. What percentage of UK job seekers feel they have been discriminated against because of age in the last 5 years?

- a) 11%
- b) 17%
- c) 24%
- d) 40%

5. Which two of these are most likely to be true?

- a) Surveys show that after the age of 45 most people feel it is time to retire and spend more time with their families.

- b) Negative perceptions held by organisations make it harder for older workers to get into employment.
- c) Studies suggest that cognitive capacity decreases after the age of 50 and people become slower both physically and mentally.
- d) More teenagers than fifty-something's are put off from applying for a job because of their age.

6. Which age group is most likely to report being bored at work?

- a) 16-19 year olds
- b) 20-29 year olds
- c) 39-49 year olds
- d) 59-69 year olds

Answers

1. (c) 13% of workers are over the age of 55, that is a 4% increase in the last 15 years. This figure is set to rise over the next few years as fewer people are choosing to retire at 65 and there are a smaller number of young people entering the workforce due to decreasing birth rates over the last few decades.
2. (d) People of all ages are covered by the age legislation. Surveys by the Employers Forum on Age (EFA) show that teenagers are the most likely age group to feel discouraged to apply for work because of their age, showing that it is not just older workers who can face difficulties entering the labour market.
3. 65 is the current default retirement age in the UK if an organisation has not written a specific retirement age into their policy. This means that if an applicant is over the age of 65 or is within 6 months of turning 65 then the employer is not legally obliged to extend the offer of a job. If however the organisation has a standard retirement age of over 65 then this is the age that will apply to this rule.
4. Employment agency 'Kelly Services' found that age was the most predominant perceived reason for discrimination in the workplace last year, 17% of people reported that they had been discriminated against because of their age in the last five years this was more than perceived racial and sexual discrimination put together (14 percent).
5. (B & D) Statistics collected by the EFA show that people at the younger end of the labour market spectrum can be just as easily put off from applying for jobs because of their age, in fact 26% of teenagers have been put off applying due to their age. The group most unconcerned about their age being a problem are 30-39 year olds, with only 6 percent having been worried about their age when applying.
6. Research suggests it is younger workers who are likely to report being bored at work, not those who have been working for decades. The EFA found that 30 percent of 16-19 year olds reported finding their job boring compared with less than 10 percent of 60-69 year olds.