

Age discrimination by recruitment in the public sector

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Locations of age discrimination:

- ◆ by recruitment
- ◆ at the workplace
- ◆ by decruitment

Attitudes of prejudice against older persons; AGEISM

- ◆ Cognitive elements
- ◆ Affective elements
- ◆ Behavioural elements

"compassionate ageism"

'Older worker' is an unpopular label

- ◆ First by 60 years more than 50% consider themselves 'older worker'

"The elderly is the only group that shows as strong negative implicit attitudes toward their own group as does the out-group (the young)" (Levy & Banaji 2002)

Employers prefer: (MMI 2004)

- ◆ Experienced workers (71%)
- ◆ Young workers (30%)
- ◆ Workers with fresh education (21%)
- ◆ Seniors (19%)
- ◆ Older workers (14%)

Prevalence of age discrimination

- ◆ 60 -80 % of different population believe older workers are discriminated against
- ◆ 3 - 13 % say the have been discriminated against because of age

The 'KLP' survey 2004

- ◆ Public sector
 - ◆ Municipality
 - ◆ County
 - ◆ Public health institutions
- ◆ 1,587 mail questionnaires
 - ◆ administrative managers and operational middle managers
- ◆ 670 responses
- ◆ 42.2 percent response rate

Questions

- ◆ - *Is it usual in your organization that applicants' number of remaining years in working life is part of the assessment of applicants?*
- ◆ - *How many remaining years should an applicant as a minimum have, before you consider calling him/her in for an interview?*

Table 1. Propensity to hire older workers.
Percentage. (N)

	Municipalities	Counties	State health enterprises	Total
Negative	14	28	14	16
Both neg. and neutral	51	36	50	48
Age neutral	35	36	37	36
Sum	100	100	100	100
(N)	(351)	(102)	(170)	(623)

Table 3. Proportions giving negative statements on recruitment of older workers

<i>Municipality branch**</i>	
Health/social services	46
Technical	80
School/kindergarten	55
Central administration	64
Other	63

Conclusion

- ◆ More than half of the managers in this study tend to exclude older applicants from recruitment interviews.