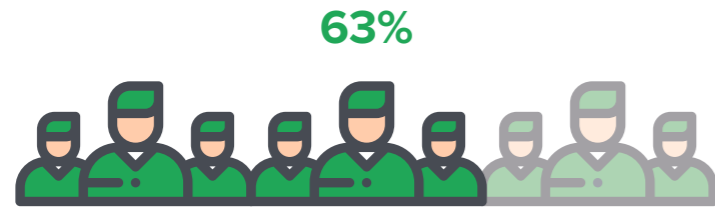


# EMPLOYING OLDER WORKERS



Australian Human Rights Commission



of people classify an older worker as 61 years or above



There's an upward shift in expected retirement age

Perceived main advantages of recruiting an older worker:



**76%**

Experience they bring



**68%**

Professional knowledge they possess

Flexible work options would encourage employees to remain in the workforce as they age



More organisations believe there are no obstacles preventing the recruitment of older workers



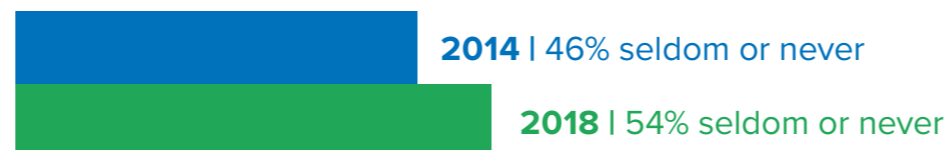
**But**



1 in 3 indicate there is an age over which they are reluctant to recruit

(Majority indicate 50+)

More organisations seldom or never offer unconscious bias training to address age-related biases



**2 in 3**

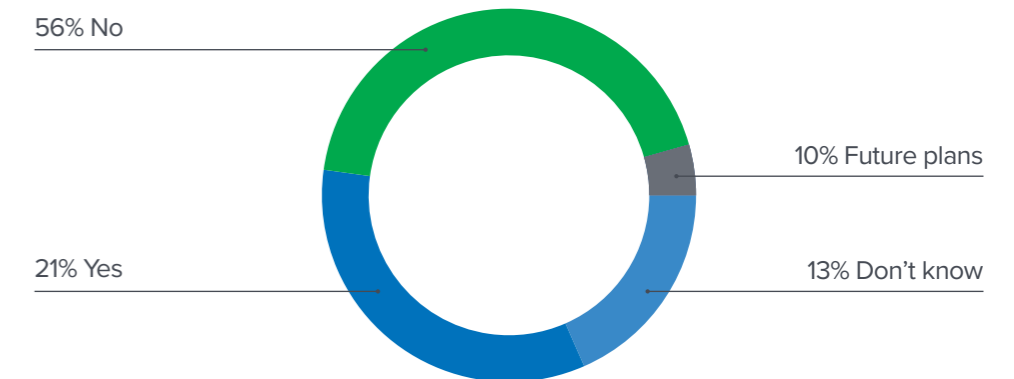
respondents indicate older worker departures result in loss of key skills and knowledge

**But**

Only 26% of organisations are methodically capturing corporate knowledge from exiting workers



Does your organisation have a transition-to-retirement strategy in place?



Source: "Employing Older Workers", a report by Australian Human Rights Commission and Australian HR Institute, October 2018