

Are Australian Employers' Attitudes Age Friendly?

Employment and the silver market

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Aging and the lifecourse research group

MONASH UNIVERSITY



Working Late and the Spectre of Uselessness

- Australian Research Council Funded
- Monash University, Australian National University and Swinburne University of Technology.
- International partners
- Partner organisation-
 - Department of Employment, Economic Development and Innovation
 - SuccessFactors (formally INFOhrm)

Employer Survey

- CATI approach
- Medium organisations 50 - 199 employees (n = 279)
- Large organisations 200+ employees (n = 316)
- Respondents in Queensland
- Extensive coverage (average completion 33 mins)

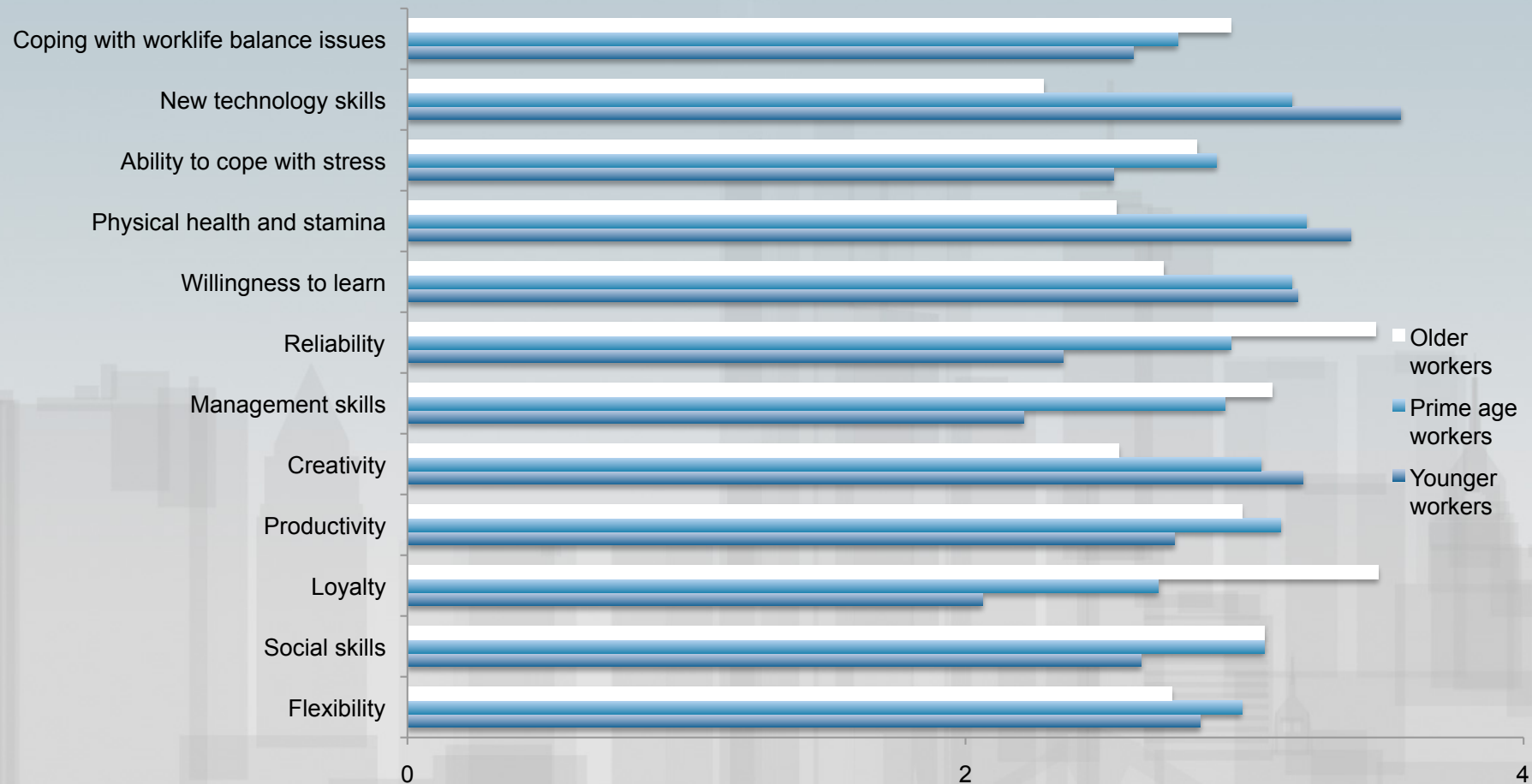
Employers' perceptions

- Compares younger (aged under 35), older (aged over 50) and prime age workers (aged between 35 and 50)
- Four response options;
 1. No/Low extent
 2. Some extent
 3. High extent
 4. Very high extent

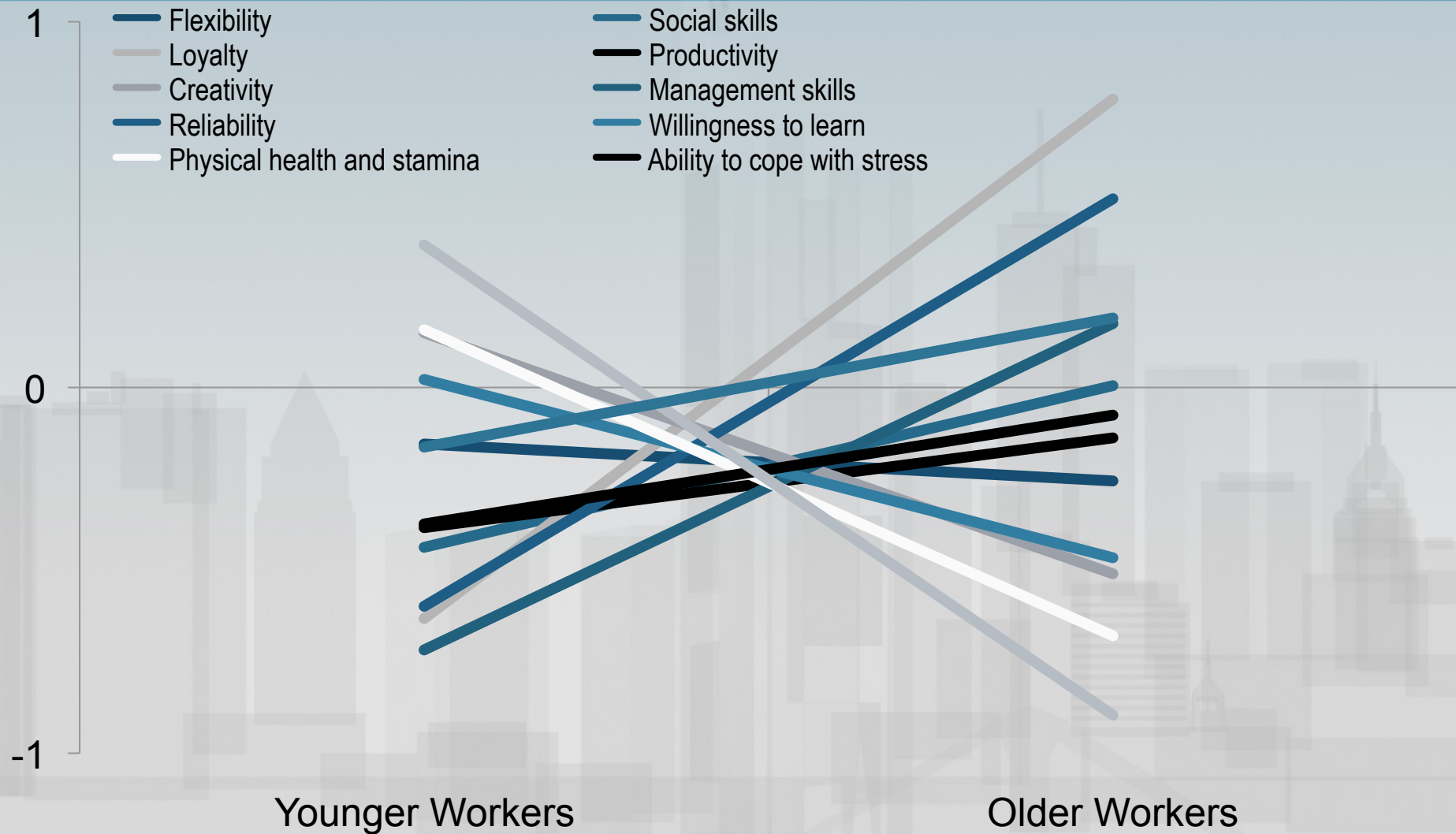
- Flexibility
- Social skills
- Loyalty
- Productivity
- Creativity
- Management skills
- Reliability

- Willingness to learn
- Physical health and stamina
- Ability to cope with stress
- New technology skills
- Coping with work/life balance issues

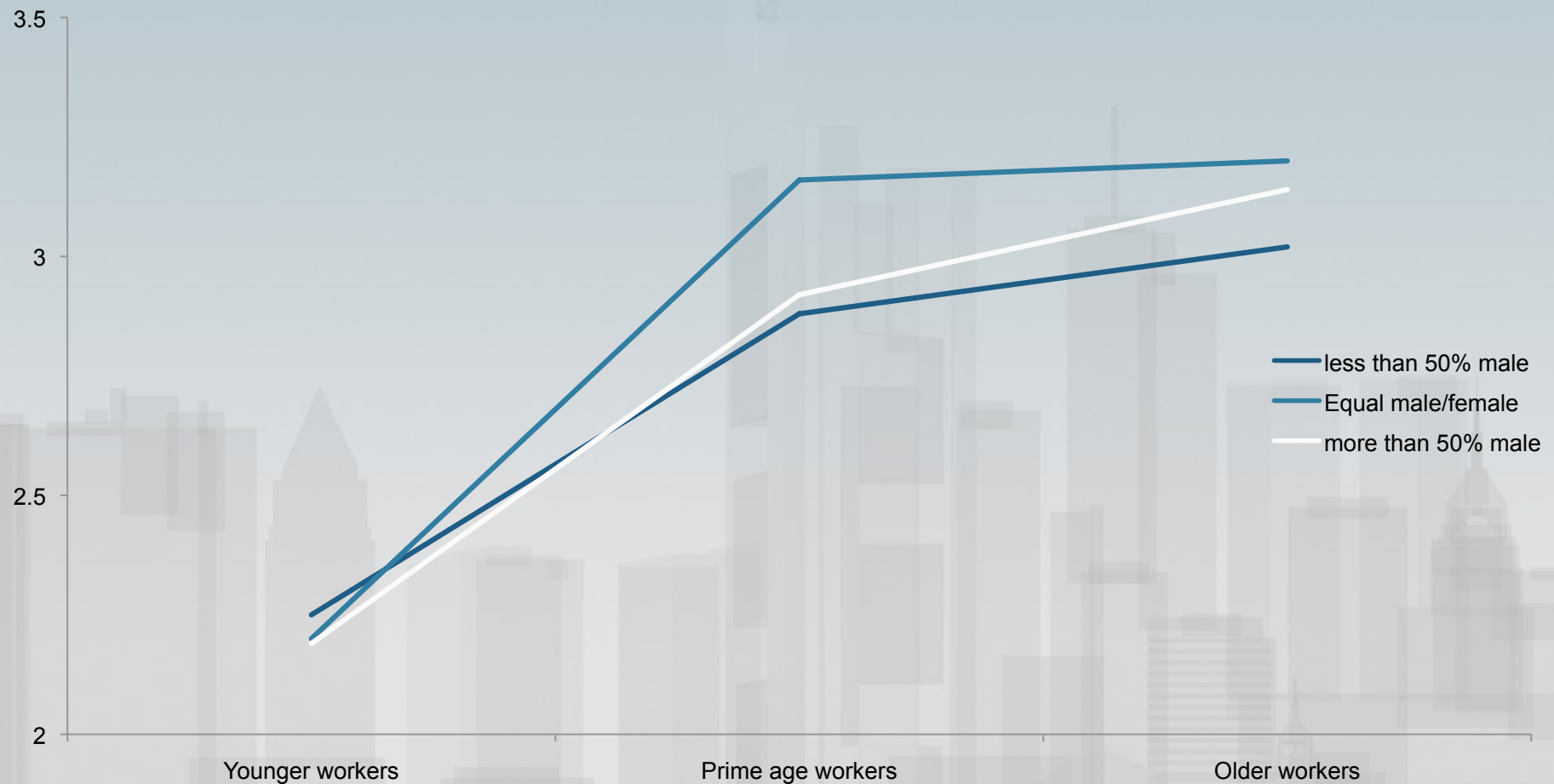
Average employer perception



Comparison of averages by age groups



Perceived management skills by age and gender balance.



Factor Structure

Younger workers

Factor I:
flexibility
social skills
loyalty
productivity
management
skills
reliability
Ability to cope
with stress
coping with
work life
balance
issues

Factor II:
creativity
willingness to
learn physical
health and
stamina new
technology
skills

Prime age workers

Factor I:
social skills
loyalty
management
skills
reliability
Ability to cope
with stress
coping with
work life
balance
issues

Factor II:
creativity
willingness to
learn physical
health and
stamina new
technology
skills

flexibility
productivity

Older workers

Factor I:
flexibility
social skills
loyalty
productivity
management
skills
reliability
ability to cope
with stress

Factor II:
creativity
willingness to
learn physical
health and
stamina new
technology
skills

coping with work life
balance issues

Further analysis

- Employment practices.
- Government, not for profits and private sector employers.
- Across industries.
- Workforce demographics and employer attitudes.
- Age and gender of respondent.
- Comparison to previous assessments of these employee characteristics.

A faded, grayscale image of a city skyline, likely New York City, featuring prominent skyscrapers like the Empire State Building. The image is overlaid with a semi-transparent blue rectangle at the top and a white rectangle at the bottom.

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THANK YOU