

Older workers' rights



10 top points from *Valuing Experience*.

1. Age discrimination in employment is unlawful under the Human Rights Act 1993 and this applies to everyone aged 16 years and over.
2. You do not have to provide your age as part of the job application or interview process.
3. Job advertisements should not specify age or use language like “young”, or “old” but can refer to experience needed.
4. Ask to see the pay scales in your new job to ensure you are paid the same as others in the same job
5. Make sure you have the same opportunities for training and development as younger employees
6. Seek promotion opportunities at work and challenge workplace attitudes, policies and practices that favour younger workers
7. Ask about your entitlement to flexible work if you care for dependants
8. You do not have to retire at any specific age such as 65 years and an employer cannot force you to retire
9. Ask about phased retirement options in your organisation such as moving to part time work
10. Take up opportunities for up-skilling and training so you can work longer if you want to or have to.

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