

Despite a record high occupation and increasing demand for labour, it is difficult for older persons to remain at the labor market. Analysis of the figures for unemployment shows¹ that the 60-64 years old persons have a very high risk of long term unemployment. Generally, the conclusion is that unemployed seniors have more difficulties in obtaining a job compared to younger age groups.

This conclusion is particularly serious due to the pension age in Denmark². From 2022 the retirement age is 67 years and in less than 20 years from now, it will have increased to 70 years.

The labour market has not kept pace with this development and it is not prepared to absorb this very experienced labor force. On the contrary there is still discrimination when hiring and firing because of age. According to the Discrimination Act³, an employer may not discriminate employees and applicants to openings when hiring, firing, transferring, promoting or changing in salary and working conditions.

Unfortunately, the law does safeguard against discrimination or ageism, as many analyses and studies show. Almost one in four employers claims to have deselected applicants due to age⁴. In a study among clerks in the private sector⁵, 82% respond that they think that age discrimination on the labour market is taking place, and every 4th person above the age of 50, respond that they themselves have been subject to discrimination.

The legislation at the labour market is insufficient. The council of equal treatment is the mechanism to lodge complaints and seek redress, but it is difficult to prove and win a claim on age discrimination⁶.

There is need for a cultural change that addresses the perception, the prejudice that senior workers are frail, worn out and technical obsolete⁷.

Globale Seniorer recommends:

- To carry out systematic research based studies of discrimination on the labour market
- That the government and the labour market partners jointly promote an effort to sustain more openness and transparency in the procedures related to hiring and firing.
- That the same partners commit to a campaign that intends to change the culture related to the perception of older persons on the labour market.
- That the legislation to the greatest possible extent supports a flexible transition from the working life to a life as a retired person.

¹ Arbejderbevægelsens Erhvervsråd 22-01-2022

² Styrelsen for Arbejdsmarked og rekruttering: [Folkepensionsalderen nu og fremover](#)

³ [Forskelsbehandlingsloven \(danskelove.dk\)](#) Lov om forbud mod forskelsbehandling på arbejdsmarkedet m.v.

⁴ Kilde: Konsulenthuset Ballisager Rekrutteringsundersøgelse 2021

⁵ [Epinion-undersøgelse](#) blandt 1.220 medlemmer af HK Privat, 12-01-2022

⁶ Institut for menneskerettigheder: [Anbefaling om åbenhed om alder ved ansøgninger](#) 12. august 2020

⁷ Professor Aske Juul Lassen. Se fx. [Vi har et helt håbløst syn på alder](#), Finansforbundet 30-11-2021

- To establish positions, in which conditions and terms are adapted to the needs of seniors, to maintain valuable labor on the labor market.