

# EQUAL OPPORTUNITIES

## AGE DISCRIMINATION IN HIRING



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# INTRODUCTION TO THE PROBLEM



## LESS OPPORTUNITIES

- Happens when an applicant or employee is treated unfairly because of their age.
- Can occur during hiring, promotion, training, or layoffs.
- It can be hidden in language, tone, or company culture.



## FOR ELDER AND YOUNGER PEOPLE

- Older workers seen as too expensive or not tech knowledge
- Younger workers seen as inexperienced
- Fewer interviews, less promotion, and lost talent.

# HOW THIS PROBLEM AFFECTS YOUNG PEOPLE IN SPAIN

## Few stable jobs

Many young workers only find short-term or temporary contracts.



## Low salaries

Starting wages are often below the cost of living.



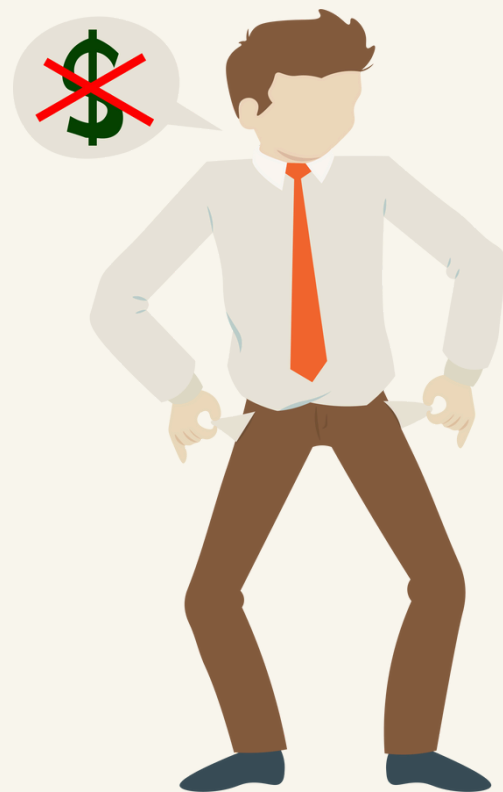
## Internships instead of full-time jobs

Many graduates stay in unpaid or low-paid internships for years.

# HOW THIS PROBLEM AFFECTS ELDER PEOPLE IN SPAIN

## Long-term unemployment

Unemployment tends to last much longer for older workers, making financial stability harder to maintain.



## Lower income and early retirement pressure

Some older workers are pushed into early retirement or accept low-paid jobs, reducing their long-term pension contributions.



## Difficulty finding work at later ages

Many people over 50 struggle to re-enter the job market once they lose a job.

# **DATA ABOUT THIS PROBLEM:**

**ON THE EMPLOYER SIDE: A 2024 SURVEY  
BY FUNDACIÓ PIMEC FOUND THAT 53%  
OF SMALL/MEDIUM SPANISH COMPANIES  
ADMITTED THEY AVOID HIRING “SENIOR”  
PROFILES**

# **DATA ABOUT THIS PROBLEM:**

**ACCORDING TO A 2025 SURVEY BY GI  
GROUP HOLDING, 21.4% OF WORKERS  
SAY THEY HAVE EXPERIENCED “AGEISM”  
(AGE-BASED DISCRIMINATION) IN THE  
WORKPLACE.**

# **DATA ABOUT THIS PROBLEM:**

**MANY OLDER JOB-SEEKERS FEEL “THEIR  
AGE WAS USED AGAINST THEM”: A  
DATASET CITED BY SPANISH MEDIA SAYS  
THAT AMONG PEOPLE OVER 55 WHO  
LOOKED FOR A JOB IN THE PREVIOUS  
YEAR, 84% BELIEVE THEIR AGE  
COUNTED AGAINST THEM DURING  
HIRING.**



EU Social @EU\_Social · Nov 5

EU #youth #unemployment in September 2025:



@EU\_Eurostat

**SPAIN LEADS  
EUROPE  
IN YOUTH  
UNEMPLOYMENT  
SINCE 2024**



<b>Greece</b>	8.2
<b>Lithuania</b>	8.2
<b>Albania</b>	8.5
<b>Serbia</b>	8.5
<b>Turkey</b>	8.6
<b>Sweden</b>	8.9
<b>Montenegro</b>	9.03
<b>Finland</b>	9.6
<b>Spain</b>	10.45
<b>Kosovo</b>	10.8
<b>Macedonia</b>	11.5
<b>Bosnia and Herzegovina</b>	13.1

**SPAIN IS  
ALSO A TOP 4  
COUNTRY  
IN TERMS OF  
UNEMPLOYMENT  
FROM AGES 18-65**

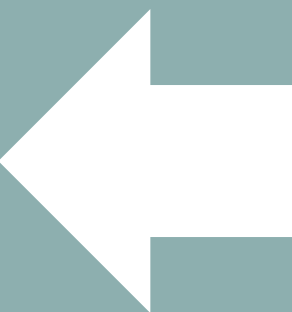


**DESPITE ALL  
THAT, OUR  
PRESIDENT LIES  
AND ASSURES:**

**“ WE CONTRIBUTE 40% OF  
THE GROWTH AND HALF OF  
THE NEW JOBS IN THE  
EUROZONE**

**WHEN IN REALITY ITS LESS  
THAN 20% AND BECAUSE OF  
SUMMER TOURISM SEASON**

**FEW STABLE JOBS,  
TEMPORARY AND LOW  
SALARIES**





**THERE IS A  
BIG PROBLEM  
IN SPAIN:**

**57.4% OF ALL  
UNEMPLOYED  
PEOPLE IN SPAIN  
ARE OVER 45**



**THERE IS A  
BIG PROBLEM  
IN SPAIN:**

**IN 2025 UNEMPLOYMENT  
BENEFITS AMOUNTED TO  
23.163 BILLION EUROS,  
4.5% MORE THAN A YEAR  
AGO AND 8.7% ABOVE  
WHAT HAD BEEN  
BUDGETED**



# **SOLUTIONS**

## **FROM THE PERSPECTIVE OF COMPANIES**

- **CHANGE MINDSETS: VIEW AGE AS AN ASSET, NOT A RISK.**
- **IMPLEMENT A CULTURE OF AGE DIVERSITY.**
- **UPDATE SELECTION PROCESSES.**
- **ENCOURAGE MULTIGENERATIONAL TEAMS.**
- **INVEST IN CONTINUOUS TRAINING WITHOUT AGE DISCRIMINATION.**
- **HUMANISE TALENT MANAGEMENT.**

# **SOLUTIONS**


## **FROM THE PERSPECTIVE OF WORKERS**

- **WORKERS, REGARDLESS OF AGE, CAN INVEST IN RESKILLING AND UPSKILLING**
- **PROMOTE COLLABORATION BETWEEN GENERATIONS**
- **SUPPORT AND DEMAND AGE-DIVERSE WORKPLACE**
- **CHANGE MINDSETS ABOUT AGE AND EXPERIENCE**

# **SOLUTIONS**

## **FROM THE PERSPECTIVE OF GOVERNMENT**

- **MAKE A LAW SIMILAR TO THE ONE ON PARITY BUT TAKING INTO ACCOUNT THE AGE OF WORKERS RATHER THAN GENDER**



# **EQUAL** **OPPORTUNITIES**

## **AGE DISCRIMINATION IN HIRING**

