

FORUM: Economic and Social Council (ECOSOC)

QUESTION OF: Addressing the phenomenon of ageism in the workplace

SUBMITTED BY: Germany

CO-SUBMITTED BY: Belgium, Denmark, France, Italy, Japan, United Kingdom

THE ECONOMIC AND SOCIAL COUNCIL,

Fully aware that ageism is defined as prejudice and discrimination against individuals based on their age impacting both the older and younger populations,

Deeply concerned of the fact that despite protective policies, such as the Age Discrimination in Employment Act (ADEA), workers of all ages are shamed, harassed and made to feel embarrassed of their age due to stereotypes regarding their capabilities,

Fully alarmed by the economic and social consequences of ageism in the workplace, such as labor shortages, lack of productivity, and the loss of valuable experience and mentorship in workplaces,

Observing that the increase in technology use and the life expectancy have changed the social structure, with the result of older individuals less familiarized with the advanced technology remaining in the workforce and facing discrimination,

Fully aware that ageism requires implementing effective policies and fighting the stereotypes that enhance this discrimination,

Reaffirming the urge for intergenerational, unbiased collaboration in every possible way to tackle ageism in a diplomatic and cooperative manner,

Recognizing that people of all qualified workers, regardless of age, are able to contribute to create a positive and simultaneously effective work environment,

1. Urges companies and organizations to adopt inclusive hiring practices that actively seek to eliminate age biases, including the use of blind recruitment techniques and training for Human Resources (HR) personnel on age diversity by means such as but not limited to:
 - a) removing age-related information from resumes and applications, and instead focus on skills and qualifications during recruitment,
 - b) providing mandatory training programs for HR personnel and hiring managers, in order to promote:
 - i. unconscious bias, specifically addressing age-related stereotypes,

- ii. the mindset that age diversity provides multiple perspectives to a workplace and is valuable to the company,
 - c) the creation of monitoring body of hiring managers to be tasked with overseeing the company's advertisements and job adverts, which will include, but not be limited to:
 - i. ensuring that companies do not include an age limit for potential employees,
 - ii. avoiding the use of words that may indicate said preference, which would encourage ageism in the workplace,
 - iii. removing any images or depictions in job advertisements that portray any age in a negative light;
- 2. Suggests the installation of mandatory monthly reports by companies through a forum on the experiences of individuals in the workplace regarding their age, which will function in ways such as, but is not limited to:
 - a) questioning people of all ages, both younger and older individuals, on whether they believe that they are experiencing ageism in the workplace through:
 - i. surveys,
 - ii. the creation of platforms for data tracking and for people to share their experiences,
 - b) inviting professionals from the field of labor rights and safety to analyze the workplace environment and to respond appropriately in ways such as but not limited to:
 - i. tracking these reports to look for a consistent pattern of age-related discrimination,
 - ii. reporting the results to the company's Human Resources Managers as to acknowledge staff who are initiating ageist actions and behavior;
- 3. Encourages the addition of mixed-age mentorships, which will encourage workers to learn from one another, aiming to:
 - a) allow older workers to share skills and institutional knowledge with newer employees, aiming to:
 - i. improve the relationship between older and younger generations, allowing them to bond and recognize each other's unique abilities and perspectives, in order to make positive contributions to the workforce,
 - ii. Help young and less experienced workers fight criticism from older workers, as well as the stereotype that age is at fault for inexperience,
 - b) provide support and opportunities to younger workers, so as to:
 - i. create multifaceted perspectives in workplaces through the influx of new ideas that comes with new generations,

- ii. allow younger workers to prove their skill and value in the workforce, in terms of their own unique abilities;
- 4. Proposes a UN Convention on the Rights of Older Persons which protects older individuals by means such as, but is not limited to:
 - a) taking serious diplomatic and legal actions in cases of severe age-related discrimination, including harassment, violence and preventing perpetrators from doing so, through ways such as but not limited to:
 - i. expulsion from the workplace, temporary or permanent depending on frequency of said event,
 - ii. determining the person as unfit to work with older persons in cases of persistent reported harassment due to an individual's age,
 - b) demanding that policies are put into place to prevent the discrimination from taking place, through means such as but not limited to:
 - i. calling for the collective support of organizations such as "The International Federation on Ageing" (IFA) in ensuring that no workers are being harassed due to their age,
 - ii. ensuring that the humanitarian department places focus on being up to date with and improving these policies according to the needs of the workers, particularly those affected by age discrimination;
- 5. Supports the United Nations' involvement in promoting inclusivity in the workplace by means such as, but not limited to:
 - a) encouraging managers to invite already-existing organizations concerned with the rights of age-discriminated people, such as HelpAge International, to provide new perspectives on ageism to individuals in the workplace through:
 - i. presentations by older adults that highlight their own life experiences and navigation through discrimination in areas of life, and how to feel safe in such environments,
 - ii. events in workplaces, with the aim of raising awareness about the issue of ageism,
 - b) funding workplaces to ensure that they continue developing policies, support groups, mixed-age workshops and areas that affect older workers as to provide them with the best experiences possible, by means such as but no limited to:
 - i. non-profit organizations concerned with both older and younger people's rights,
 - ii. encouraging public donations by educating the public through social media, posters and campaigns,
 - c) supporting educational initiatives and campaigns that:

- i. aim to raise awareness about the negative impacts of ageism in the workplace,
 - ii. encourage employers to create age diverse environments,
 - iii. foster intergenerational collaboration and respect among workers regardless of age,
 - d) issuing legislation, in accordance with age discriminations in the workplace to ensure that career advancements and hiring processes are inclusive for all ages, such as through laws which:
 - i. prohibit discrimination based on age in hiring,
 - ii. prohibit age discrimination in working conditions;
- 6. Asks Member States to establish targeted initiatives resolve the issue of ageism through skill development on the field of technology for all ages, ensuring equality on the workplace in ways such as but not limited to:
 - a) offering funded incentives by means such as but not limited to:
 - i. giving governments and businesses the ability to invest in training programs,
 - ii. establishing a tax per head undergoing upskilling or training programs, promoting businesses to adhere to the necessity of changing ageism,
 - b) creating technological training programs and extending technological skill through practical, hands-on, experiences,
 - c) entertaining awareness campaigns, which will in turn, incline the ethos of employers to include more ages in the workplace;
- 7. Urges the establishment of financial incentives for companies that implement the anti-ageism reforms outlined in previous clauses, such as but not limited to:
 - a) tax reductions,
 - b) favourable loans,
 - c) governmental subsidies for anti-ageism training programs for Human Resources departments,
 - d) financially aiding developing countries in their implementation of the reforms outlined in this resolution;
- 8. Encourages the development of community-based programs that facilitate intergenerational dialogue and collaboration, aimed at breaking down stereotypes and fostering understanding between different age groups, through initiatives such as, but not limited to:
 - a) organizing workshops and forums that bring together workers of all ages to share their experiences and insights through means such as but not limited to:

- i. incorporating activities that encourage storytelling and personal narratives to highlight the unique contributions of each generation,
 - ii. facilitating discussion panels that address common misconceptions and challenges faced by different age groups,
 - iii. providing resources and training for facilitators to ensure inclusive participation across various age demographics,
- b) promoting volunteer opportunities where older and younger individuals can collaborate on projects, enhancing mutual respect and appreciation for diverse skill sets, through means such as but not limited to:
 - i. establishing mentorship programs where older volunteers can guide younger participants in skill development and career exploration,
 - ii. creating community service initiatives that require teamwork, fostering cooperation and understanding between generations,
 - iii. recognizing and celebrating the contributions of both age groups through community events and awards,
- c) partnering with educational institutions to create internship and job shadowing programs that allow younger individuals to learn from experienced professionals in various fields, thereby reinforcing the value of age diversity in the workplace, through means such as but not limited to:
 - i. developing curriculum components that emphasize the importance of age diversity and collaboration in professional settings,
 - ii. facilitating networking events where students can connect with professionals from various age groups,
 - iii. evaluating and sharing best practices from successful intergenerational internship programs to inspire further collaboration.