

Ageing in the Workforce Report 2026



Contents

About the report	03	Workplace conditions	26
Key findings	04	Importance of flexibility	27
Ageism in the workplace	08	Return to office realities	28
Experience of ageism	09	Adapting to a changing workforce	29
Recruitment barriers	12	AI: threat or opportunity	30
Feeling undervalued	13	AI adoption and learning	31
Competition in the workplace	14	Breaking through barriers	32
Perceptions of ageism trends	16	Reinvention and resilience	34
Purpose and meaning of work	17	Career reinvention	35
Why seniors work	18	Returning to work	36
Life after work	21		
Working longer	22		
Financial pressure and delay	23		
Drivers of working longer	24		
Retirement expectations gap	25		



About the report

This research explores the evolving experience of older Australians in the workforce in 2026, examining the barriers, pressures and opportunities shaping work later in life. It looks at how ageism continues to affect recruitment, day-to-day workplace experiences and career progression, while also exploring how shifts in technology, workplace flexibility, return-to-office expectations and AI are changing the nature of work for older Australians. The report further examines the financial and personal realities driving many to work longer than planned, the role work plays in identity and purpose, and the ways older Australians are adapting, reinventing themselves, and trying to stay in control of their careers in a changing job market.

This report is based on research commissioned by Australian Seniors and conducted by MYMAVINS between 3 and 23 March 2026. The study was carried out via a quantitative online survey of 5,008 Australians over 50 who are either still part of the workforce or have already retired.

The sample is broadly representative of Australia's senior population in terms of age, gender, wealth, and state or territory.

Important things to observe about the charts and figures

- Footnotes beneath charts mainly refer to sampling details for each question. This helps clarify which respondents were asked specific questions in the survey.
- Charts without a specific note represent questions asked to all respondents.
- The type of question is also noted. For example, 'Multiple responses allowed' appears when respondents could select more than one answer.
- Some charts and figures may not total 100% due to rounding. This also applies to aggregated figures.
- Figures are based on self-reported estimates provided by respondents.
- Outliers have been removed from certain figures, with a specific note included wherever this applies.



Key findings



Key findings

Ageism remains widespread

- Close to 2 in 5 (39%) over 50s say they have or possibly have experienced age discrimination at work, decreasing from 3 in 5 (60%) in 2021.
- Despite this apparent decline, compared to 5 years ago, only 1 in 5 (19%) believe ageism in the workforce has improved. Nearly 2 in 5 (39%) do not feel it has changed, while close to 3 in 10 (29%) believe it has worsened.
- Around 2 in 3 (67%) workers over 50 who experienced ageism encountered it in the last 12 months, with 2 in 3 (67%) experiencing it more than once.
- Only 3 in 10 (30%) feel very or extremely comfortable raising concerns about ageism in their workplace, and close to 2 in 5 (39%) women report experiencing ageism differently or more acutely.

Recruitment and progression hampered by age perceptions

- More than 1 in 2 (51%) who applied for roles in the past 5 years feel they were treated unfairly due to their age, and nearly 1 in 2 (47%) feel they have been turned down for a job past age 40 due to age discrimination.
- More than 2 in 5 (41%) over 50s have felt undervalued in the workplace.
- More than 3 in 5 (62%) over 50s in the workforce or retirees considering re-entering the workforce feel increased competition from younger workers. Exactly 1 in 2 (50%) feel their professional confidence has been eroded by repeated rejections or subtle exclusion.
- Further, over 2 in 5 (44%) workers over 50 believe they have less access to training and upskilling opportunities.

Work remains central to purpose and identity

- More than 3 in 4 (77%) over 50s in the workforce, or retirees considering re-entering the workforce, say work gives them a sense of purpose or meaning, yet 1 in 2 (50%) are concerned about losing this when they stop working.
- Financial needs dominate motivations to work, with 3 in 5 (61%) working to meet day-to-day living costs and over 1 in 2 (54%) to build savings or superannuation.
- Following this, key drivers are staying mentally (51%) and physically (37%) active, maintaining lifestyle for things like travel, hobbies, and discretionary spending (41%) and seeking a sense of purpose or structure (34%).
- Career progression is not at all important for nearly 1 in 2 (46%), reflecting a shift towards purpose, stability and lifestyle.
- Among retirees, close to 1 in 4 (23%) have experienced a loss of purpose, citing hobbies (59%) and social connection (53%) as key factors in rebuilding it.

Financial pressures are driving longer working lives

- Most (74%) over 50s in the workforce have not decided at what age they will retire. Of those with a definite plan, the median age is 65, with just over 2 in 5 (42%) planning to retire earlier. Most (84%) feel they will be able to achieve this.
- However, there is a gap between ideal and likely retirement ages when we include those without specific plans. While overall 2 in 5 (40%) would ideally retire before 65 years old, less than 1 in 4 (24%) feel they are likely to retire before this age.
- Close to 3 in 5 (59%) are concerned their superannuation or savings will not be enough for retirement.
- About 1 in 2 (50%) over 50s in the workforce have changed their retirement plans due to rising cost-of-living pressures, with 43% expecting to retire later than planned.

Flexibility is key to extending working lives

- Most (72%) feel staying in the workforce longer is a good thing, and close to 3 in 4 (73%) over 50s in the workforce would keep working indefinitely if supported by flexible conditions.
- Over 1 in 4 (27%) say flexibility makes them more likely to retire later, with nearly 1 in 2 (47%) expecting to work 5+ years longer because of it.
- The most desired flexible options are reduced hours or days (41%), flexible start and finish times (41%) and working from home (31%).
- While most (56%) are still office-based, close to 2 in 5 (37%) now have flexible arrangements, and preferences lean towards hybrid or remote work.

AI and technology are reshaping the workforce experience

- Over 50s in the workforce are more likely to see AI as a threat (35%) than an opportunity (21%), with close to 2 in 5 (39%) workers over 50 concerned it could replace parts of their job.
- Around 1 in 3 (33%) workers over 50 feel anxious about new technology, and more than 1 in 3 (34%) have experienced assumptions they are less able to adapt.
- Despite this, more than 7 in 10 (73%) of those using AI find it beneficial, and over 1 in 2 (52%) of those in the workforce are interested in learning AI tools that can help with job searching.
- Overall, more than 2 in 5 (43%) feel comfortable keeping up with new technologies, highlighting a growing openness to adaptation.

Finding suitable job opportunities is a concern

- Nearly 9 in 10 (86%) believe it becomes harder to find a job with age, and over 7 in 10 (72%) workers over 50 feel it is risky to change jobs.
- More than 3 in 5 (63%) over 50s in the workforce are concerned about suitable job opportunities.
- Only 1 in 5 (20%) jobseekers are confident they can secure a suitable role within 6 months.
- Close to 3 in 10 (29%) have avoided applying for jobs due to concerns their age would impact their chances.

Many are adapting and taking control of their careers

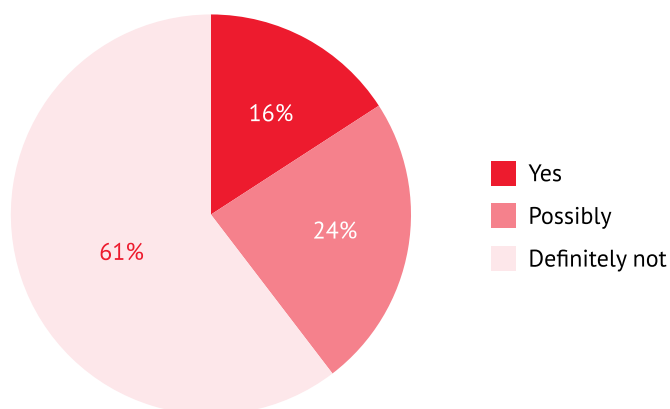
- Close to 4 in 5 (79%) over 50s in the workforce are doing or planning something to take control of their career, including embracing technology (29%), reskilling (25%) and adapting work arrangements (25%).
- More than 1 in 3 (35%) have re-entered or attempted to re-enter the workforce after 50, most commonly due to cost-of-living pressures (55%).
- Close to 1 in 5 (19%) have tried to give the impression of being younger at work, most commonly by avoiding mentioning their age (63%) or emphasising recent skills (41%).

Ageism in the workplace



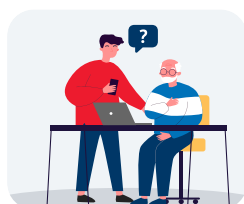
Experience of ageism

Have you ever experienced age discrimination at work (e.g. treatment, pay and conditions, promotion opportunities or specific adverse incidents)?



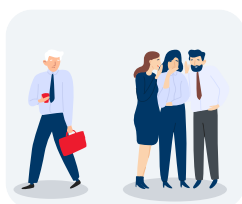
Overall, close to 2 in 5 (39%) say they have definitely (16%) or possibly have (24%) experienced discrimination/ageism in the workplace. This has decreased since 2021 where 3 in 5 (60%) say they had definitely (21%) or possibly (40%) experienced ageism at work.

In the last 12 months, how have you experienced age discrimination at work?



50%

Assumptions about my capability, energy, or adaptability



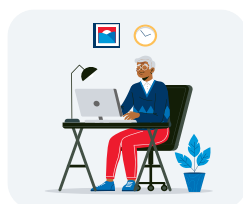
33%

Negative workplace culture (comments, jokes, or exclusion)



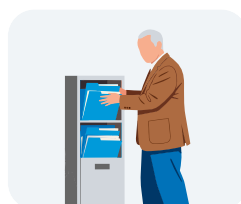
30%

Fewer promotion opportunities or slower career progression



30%

Excluded from consideration for new internal roles



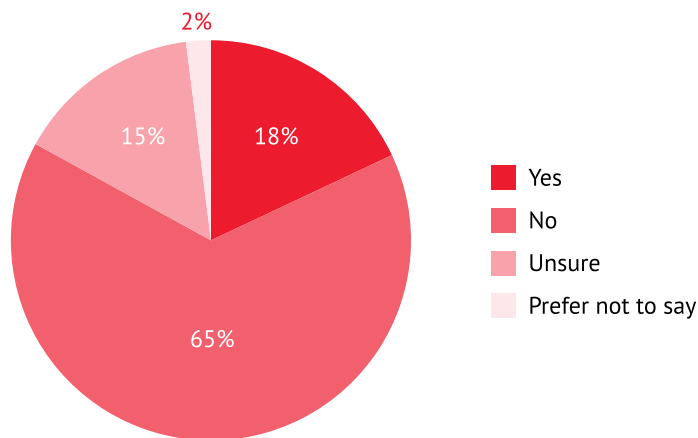
28%

Being given less interesting work or fewer responsibilities

**n=937 workers who have or possibly have experienced age discrimination in the past 12 months. Top 5 responses only. Multiple responses allowed.*

Around 2 in 3 (67%) workers over 50 who experienced ageism have definitely (24%) or possibly (43%) encountered age discrimination in the last 12 months. Further, 2 in 3 (67%) of these experienced this more than once in the past 12 months. Of these, 1 in 2 (50%) experienced assumptions about their capability, energy, or adaptability. About 1 in 3 (33%) experienced negative workplace culture e.g. comments, jokes, or exclusion. Nearly 3 in 10 (28%) feel they have been given less interesting work or fewer responsibilities. At least 3 in 10 (30%) experienced fewer promotion opportunities or slower career progression, and a similar proportion (30%) felt excluded from consideration for new internal roles.

In the last 12 months, have you felt “knocked back” or overlooked for progression opportunities at work (e.g. promotion, new responsibilities, high-profile projects)?



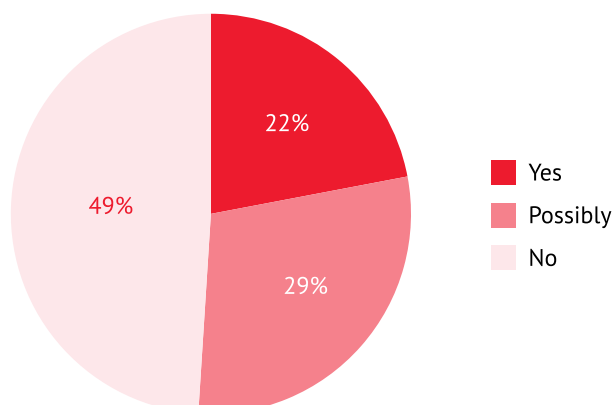
**n=2,612 those working or semi-retired*

Close to 1 in 5 (18%) felt ‘knocked back’ or overlooked for progression in the last 12 months, most commonly due to their age (61%).

Baby Boomers were especially likely to feel this, with close to 4 in 5 (79%) saying age was the main reason, compared with more than 1 in 2 (54%) of Gen X.

Further, nearly 2 in 5 (39%) women reported personally experiencing ageism differently or more acutely than men, impacting their career progression.

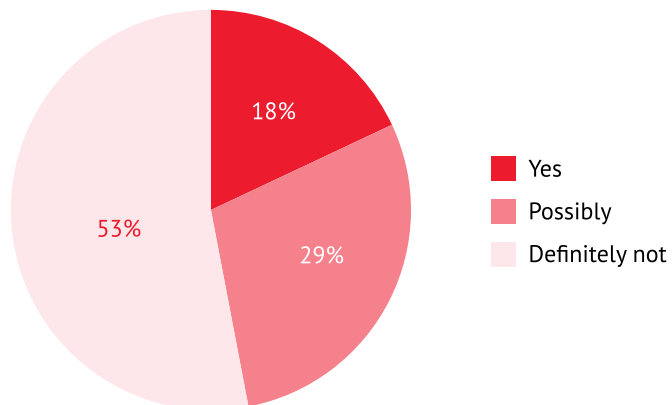
In the past 5 years, when applying for roles, have you felt you were treated unfairly because of your age?



**n=2,739 over 50s in the workforce (working, self-employed, semi-retired or unemployed and looking for work) or retirees considering re-entering the workforce, excluding those who haven’t applied for roles in the past 5 years*

More than 1 in 2 (51%) who have applied for roles in the past 5 years feel they have or possibly have been treated unfairly due to their age.

Have you ever been turned down for a job past the age of 40 because of your age (i.e. age discrimination)?



**n=3,792 total sample excluding those who answered 'Not applicable'*

Nearly 1 in 2 (47%) feel they have or possibly have been turned down for a job past age 40 due to age discrimination.

Recruitment barriers

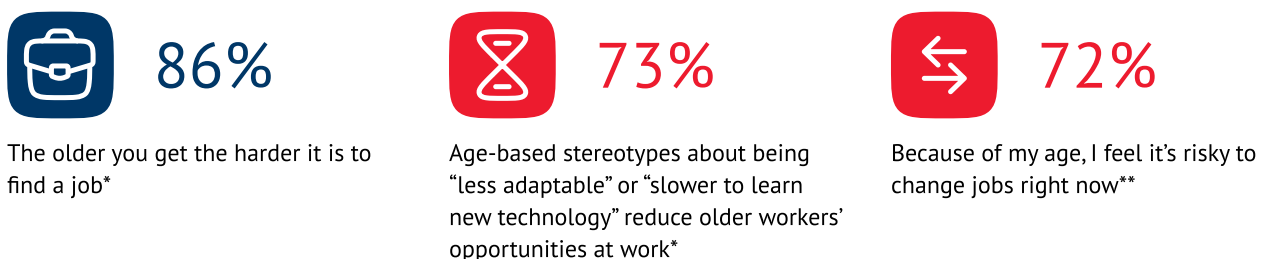
Which aspects of the recruitment process have felt age-related or unfair?



**n=1,304 over 50s in the workforce (working, self-employed, semi-retired or unemployed and looking for work) or retirees considering to re-enter the workforce who felt they were treated unfairly during their job application because of their age. Top 5 responses only. Multiple responses allowed.*

The most common aspects of unfair treatment include not being shortlisted despite meeting requirements (53%), and assumptions about being overqualified/too expensive (39%) or slower to learn technology (39%).

To what extent do you agree or disagree with the following statements?



**n=5,008 total sample*

***n=3,318 those working, self-employed, or semi-retired*

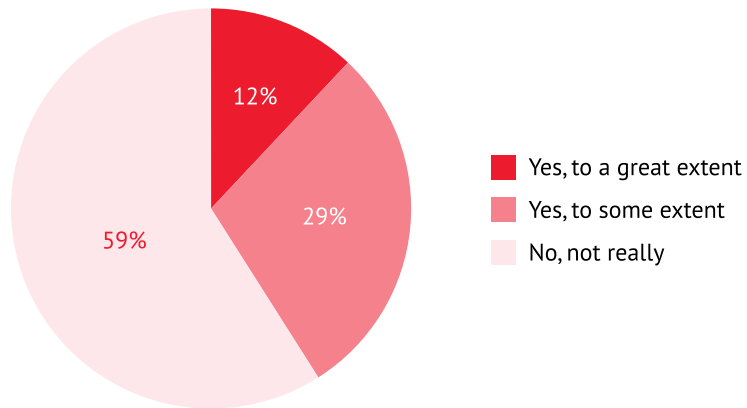
Sum of 'Strongly agree' and 'Agree'

Nearly 9 in 10 (86%) agree that the older you get, the harder it is to find a job. Further, over 7 in 10 (73%) also believe age-based stereotypes about being "less adaptable" or "slower to learn new technology" reduce older workers' opportunities at work.

Over 7 in 10 (72%) workers over 50 feel it's risky to change jobs right now because of their age.

Feeling undervalued

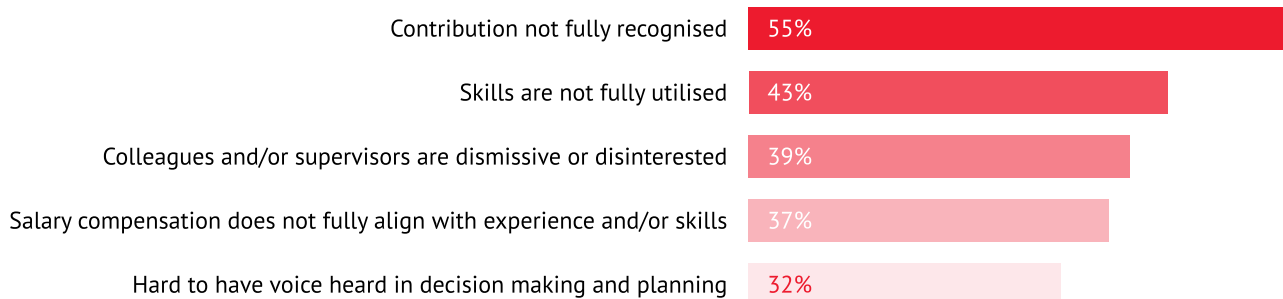
Do you ever feel undervalued in the workplace?



More than 2 in 5 (41%) have felt undervalued in the workplace.

Nearly 4 in 5 (78%) feel that in general, older employees are undervalued.

Why do you feel undervalued in the workplace?

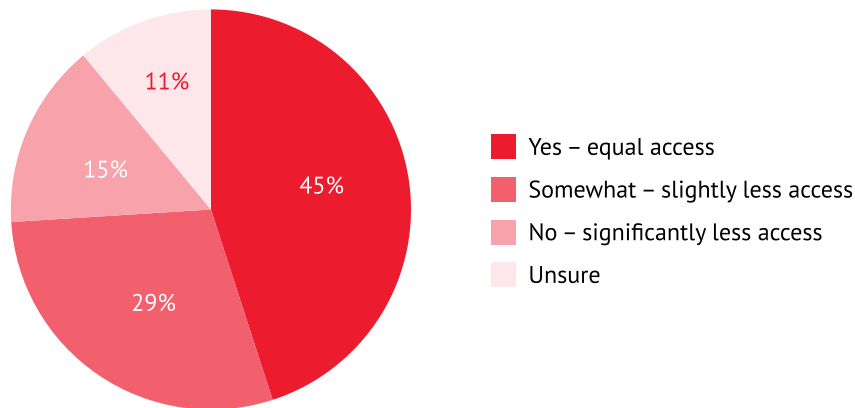


**n=2,125 those who feel undervalued in the workplace. Top 5 responses only. Multiple responses allowed.*

For those feeling undervalued, the most common reasons were their contributions not being fully recognised (55%), skills not being fully utilised (43%), and colleagues being dismissive or disinterested (39%).

Competition in the workplace

Compared to younger colleagues, do you feel you have equal access to training, upskilling, and professional development opportunities?



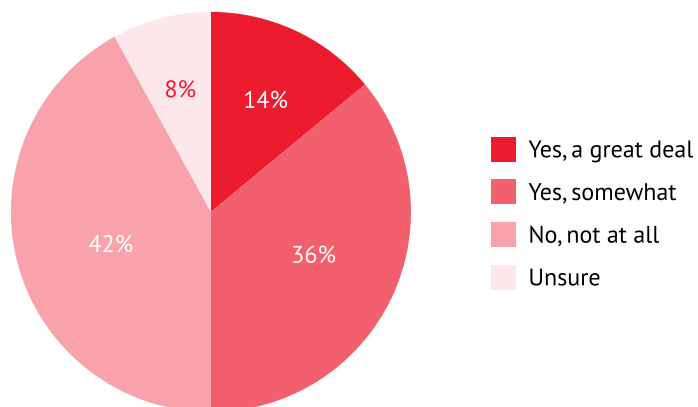
**n=3,318 those working, self-employed, or semi-retired*

More than 3 in 5 (62%) over 50s in the workforce or retirees considering re-entering the workforce feel increased competition from younger workers regarding training opportunities, roles or career progression.

Further, over 2 in 5 (44%) workers over 50 believe there is less access to upskilling or training compared to younger colleagues.

Meanwhile, among those who are working in leadership roles, 1 in 4 (25%) reported feeling guilt at least sometimes for potentially blocking career progression for younger colleagues.

Do you feel that repeated rejections or subtle exclusion in the workplace have eroded your professional confidence?



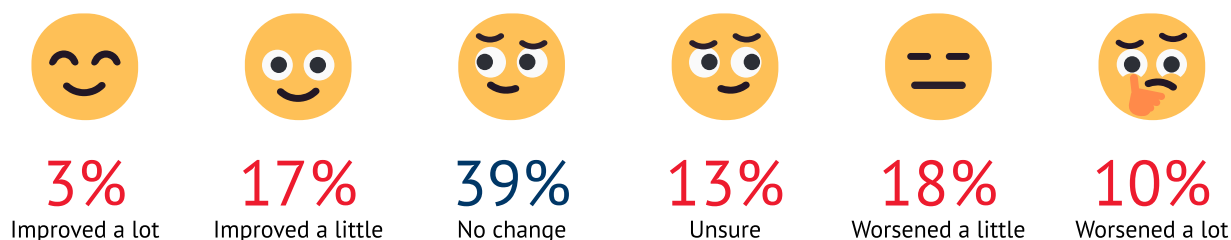
**n=3,667 over 50s in the workforce (working, self-employed, semi-retired or unemployed and looking for work) or retirees considering re-entering the workforce*

Exactly 1 in 2 (50%) over 50s in the workforce or retirees considering re-entering the workforce feel that their professional confidence has been eroded by repeated rejections or subtle exclusion.

Further, only close to 2 in 3 (66%) of those working or semi-retired feel their employer currently supports older workers with career transitions, flexible work arrangements and phased retirement.

Perceptions of ageism trends

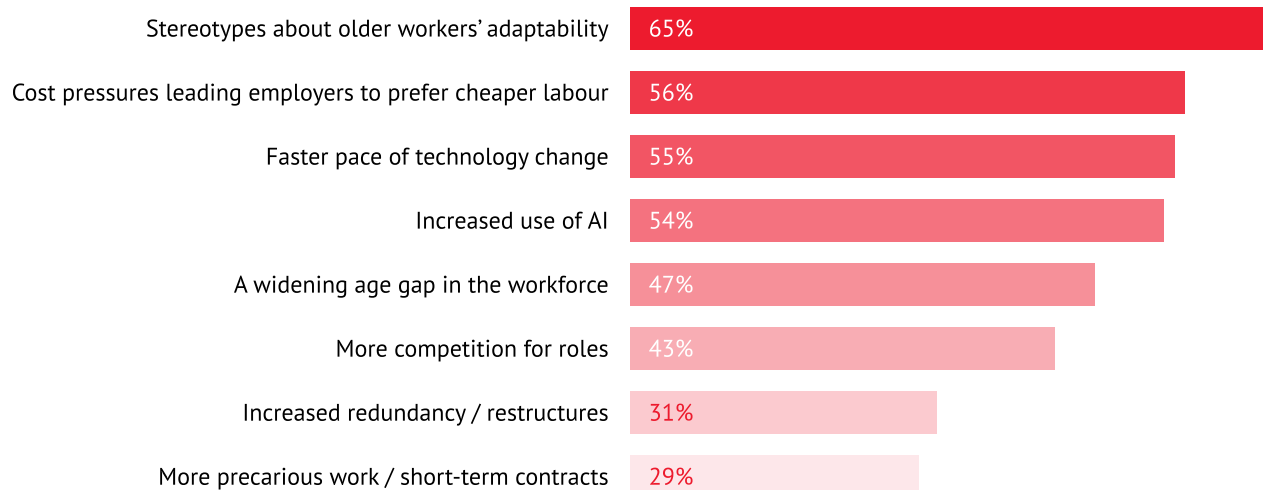
Compared to 5 years ago, do you believe ageism or age discrimination in the workforce has improved or worsened?



Compared to 5 years ago, 1 in 5 (19%) believe ageism in the workforce has improved. Nearly 2 in 5 (39%) do not feel it has changed, while close to 3 in 10 (29%) believe it has worsened.

Further, only 3 in 10 (30%) workers over 50 feel very or extremely comfortable raising concerns about ageism in their workplace, while close to 2 in 5 (37%) feel only slightly comfortable or not at all comfortable.

What do you think has contributed most to ageism worsening?



**n=1,380 those who believe ageism or age discrimination in the workforce has worsened. Top 8 responses only. Multiple responses allowed.*

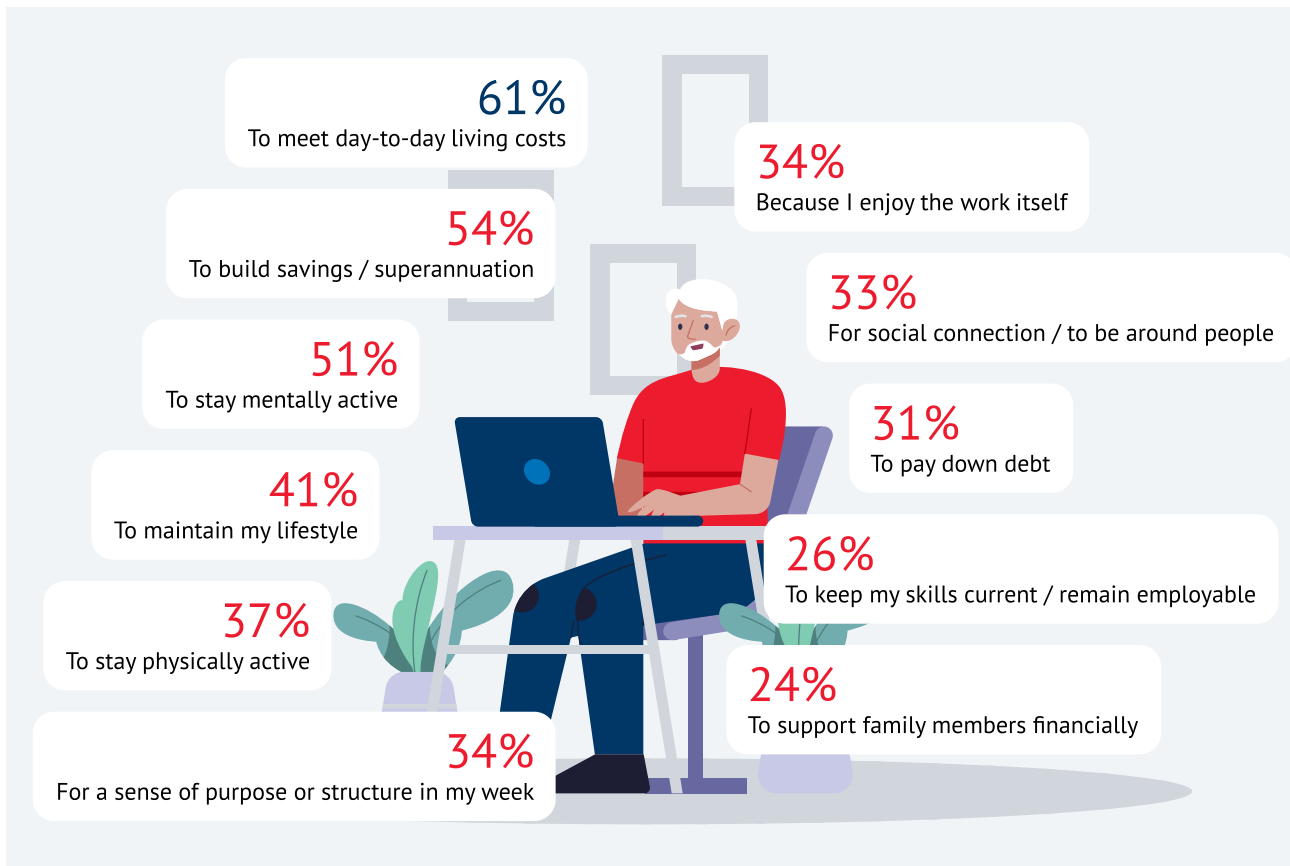
The most common contributors to ageism worsening are stereotypes about older workers' adaptability (65%), cost pressures leading employers to prefer cheaper labour (56%), faster pace of technology change (55%) and increased use of AI (54%).

Purpose and meaning of work



Why seniors work

Thinking about your current situation, what are the main reasons you are working or would consider working?



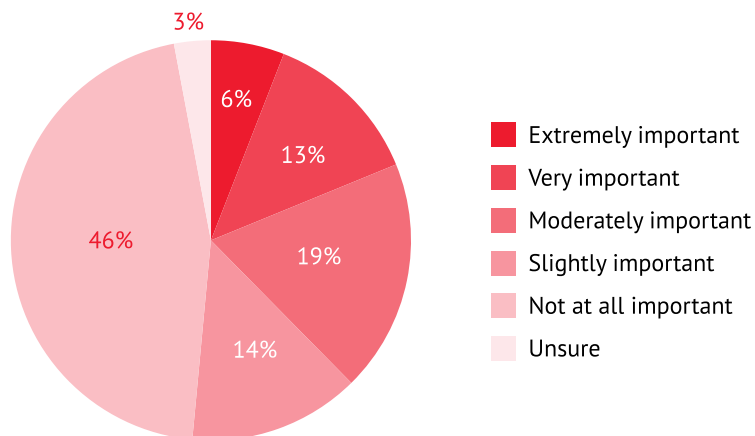
**n=3,667 over 50s in the workforce (working, self-employed, semi-retired or unemployed and looking for work) or retirees considering re-entering the workforce. Top 11 responses only. Multiple responses allowed.*

The primary motivations for working are to meet day-to-day living costs (61%), to build savings/superannuation (54%) and to stay mentally active (51%).

Following that, a significant portion mentioned the need to maintain their lifestyle for things like travel, hobbies, and discretionary spending (41%), or to stay physically active (37%). Around 1 in 3 are either seeking a sense of purpose or structure (34%), or wanting to pay down debt (31%).

There are also notable generational differences. Gen X are more likely to point to financial pressures, including 2 in 5 citing paying down debt (37% vs 24% for Baby Boomers) and 3 in 10 saying they work to support family members financially (29% vs 18%).

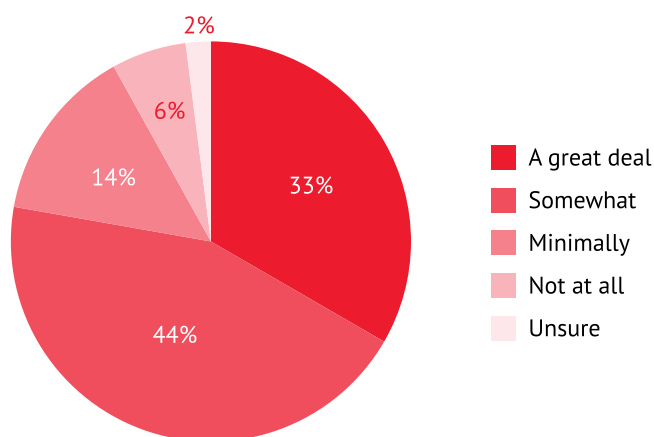
At this stage of your career, how important is career progression (for example, promotions, new responsibilities, higher pay) to you?



**n=3,508 over 50s in the workforce (working, self-employed, semi-retired or unemployed and looking for work)*

Career progression is not at all important for nearly 1 in 2 (46%). Only a minority deem it extremely important (6%) or very important (13%).

To what extent does your current work (or the idea of working again) give you a sense of purpose or meaning?



**n=3,667 over 50s in the workforce (working, self-employed, semi-retired or unemployed and looking for work) or retirees considering re-entering the workforce*

More than 3 in 4 (77%) over 50s in the workforce, or retirees considering re-entering the workforce, feel work gives them purpose or meaning.

Further, 1 in 2 (50%) are concerned about losing their sense of purpose when they stop working.

Which of the following do you worry about most when you think about stopping work?



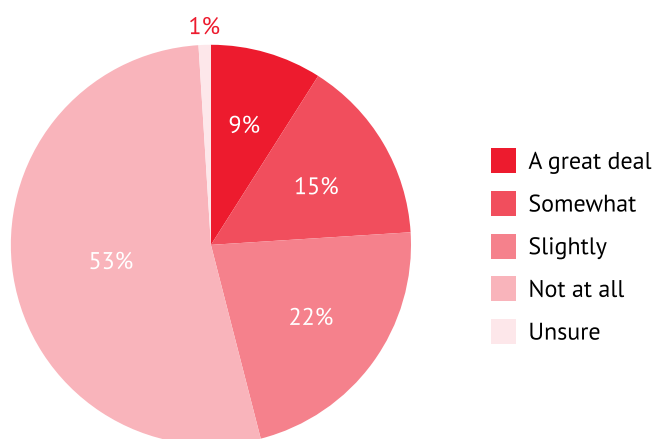
**n=1,847 over 50s in the workforce (working, self-employed, semi-retired or unemployed and looking for work) or retirees considering re-entering the workforce who are extremely to moderately concerned about losing a sense of purpose or structure in their day-to-day life. Top 8 responses only. Multiple responses allowed.*

For those who are concerned about stopping work, the top concerns are feeling less financially secure (65%), feeling bored or mentally under-stimulated (56%), not having a regular routine or structure (49%), and a lack of purpose and meaning (48%).

Women are more likely than men to worry about feeling less financially secure, at 7 in 10 compared with 3 in 5 (70% vs 59%).

Life after work

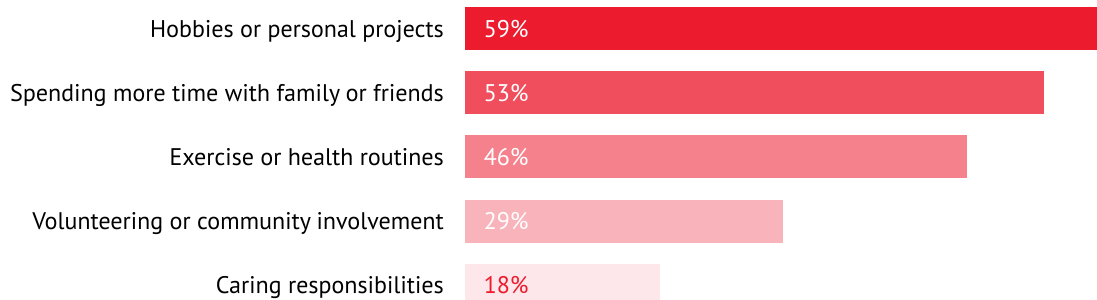
Since retiring, to what extent have you experienced a loss of purpose in your day-to-day life?



**n=1,500 fully retired*

Looking at those who have fully retired, close to 1 in 4 have experienced a loss of purpose since retiring (23%).

Which of the following have helped you rebuild a sense of purpose since retiring?



**n=1,500 fully retired. Top 5 responses only. Multiple responses allowed.*

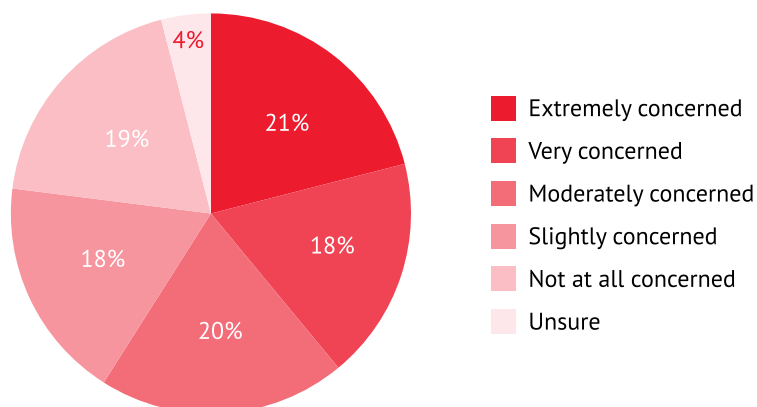
The most common ways of rebuilding that purpose are hobbies or personal projects (59%), spending more time with family or friends (53%), and engaging in exercise or health routines (46%). Volunteering or community involvement is also a significant source of purpose for nearly 3 in 10 (29%).

Working longer



Financial pressure and delay

Are you concerned whether your superannuation and/or savings will be sufficient to fund the retirement you want?



Close to 3 in 5 (59%) are concerned whether their superannuation or savings will be enough for retirement.

Thinking about the last 12 months, have rising day-to-day costs influenced your plans about when to stop working?



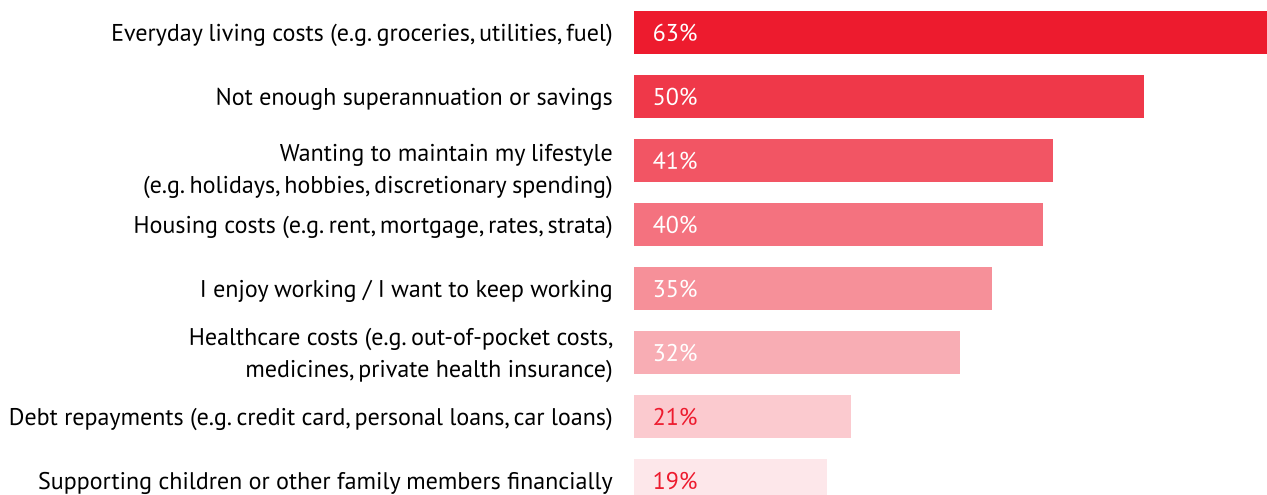
**n=3,508 over 50s in the workforce (working, self-employed, semi-retired or unemployed and looking for work)*

About 1 in 2 (50%) over 50s in the workforce have changed retirement plans due to the rising cost of living, mainly working longer than expected (43%).

Of these, 7 in 10 (69%) expect to work at least 3 extra years, and nearly 1 in 2 (48%) expect to be working over 5 years longer than expected or are unsure.

Drivers of working longer

Which of the following are contributing to you working longer than you would ideally like to?



**n=3,508 over 50s in the workforce (working, self-employed, semi-retired or unemployed and looking for work). Top 8 responses only. Multiple responses allowed.*

The top financial pressures contributing to the need to work longer than ideal are everyday living costs (63%), not enough superannuation or savings (50%), wanting to maintain their lifestyle (41%), and housing costs (40%). Non-financial factors are also important, with 35% citing enjoying or wanting to keep working as a reason for extending their career.

Women are more likely than men to report financial pressures such as everyday expenses (68% vs 57%), inadequate superannuation (54% vs 46%), and housing costs (44% vs 36%).

There are also generational differences, with Gen X more likely to cite housing costs (43% vs 35%), while Baby Boomers are more likely to say they simply enjoy working (43% vs 30%).

Retirement expectations gap

Have you planned what age you would like to retire?



26%
Yes



45%
Only vaguely



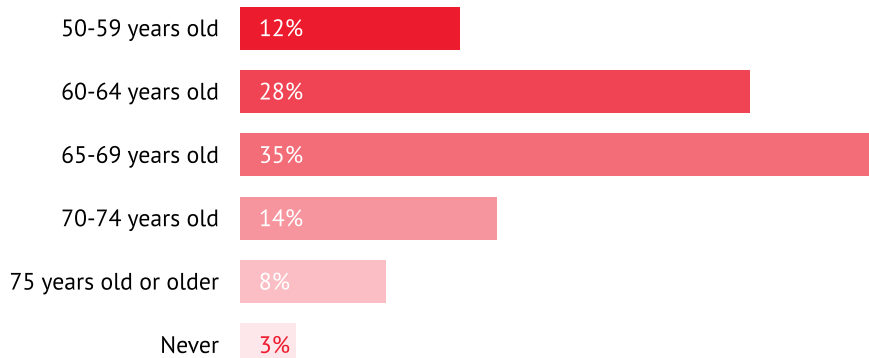
29%
No, not really

**n=3,508 over 50s in the workforce (working, self-employed, semi-retired or unemployed and looking for work)*

Most (74%) over 50s in the workforce have not made definite plans for when they will retire. Only 1 in 4 (26%) have made definite plans, while 45% have only vague plans and 29% have not really planned at all.

For those who have definite plans, the median age is 65 years old, with just over 2 in 5 (42%) planning to retire before 65 years old. Most (84%) feel they will be able to achieve this.

What is the ideal age for you to completely stop working?



**n=3,508 over 50s in the workforce (working, self-employed, semi-retired or unemployed and looking for work)*

However, there is a gap between ideal and likely retirement ages when we include those without specific plans (often due to financial pressures).

While overall 2 in 5 (40%) would ideally retire before 65 years old, less than 1 in 4 (24%) feel they are likely to retire before this age.

Workplace conditions



Importance of flexibility

Would you want to keep working indefinitely if you were well supported and had flexible working conditions to your preferences as you get older (e.g. work from home flexibility or choice of shift hours)?



24%

Yes, to a great extent



49%

Yes, to some extent



27%

No, not really

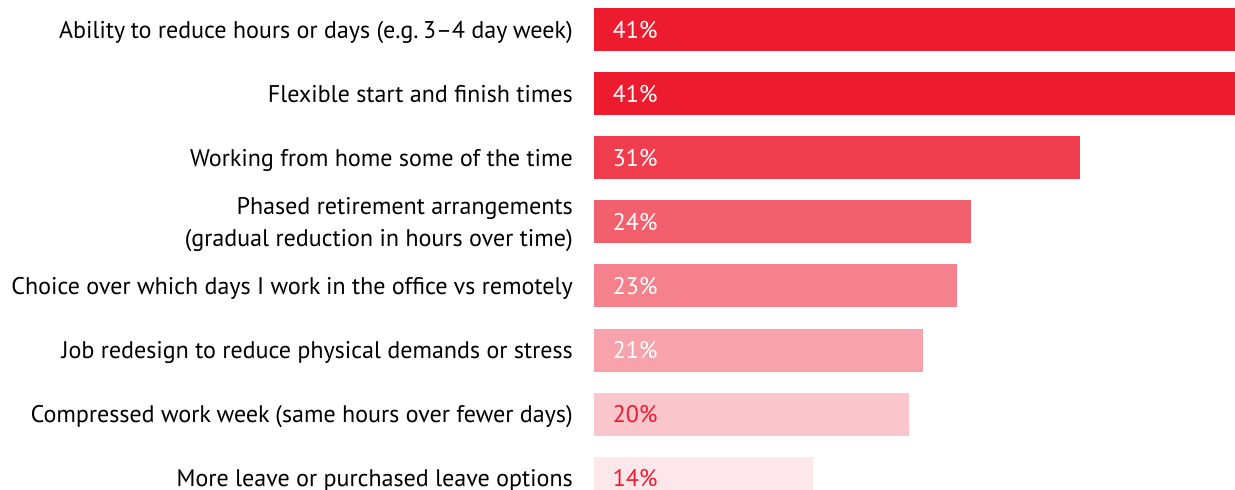
**n=3,508 over 50s in the workforce (working, self-employed, semi-retired or unemployed and looking for work).*

Despite expectations to work longer due to cost-of-living pressures, most (72%) still feel staying in the workforce longer is a good thing for Australian seniors.

If given the opportunity and supported by flexible work conditions, close to 3 in 4 (73%) over 50s in the workforce would want to keep working indefinitely.

Over 1 in 4 (27%) say their current flexibility arrangements make them more likely to keep working for longer (retire later). The estimated extension is substantial, with nearly 1 in 2 (47%) expecting to work 5 years or more longer because of this than they would otherwise.

Which flexible work options, if any, would make it easier for you to keep working for longer?

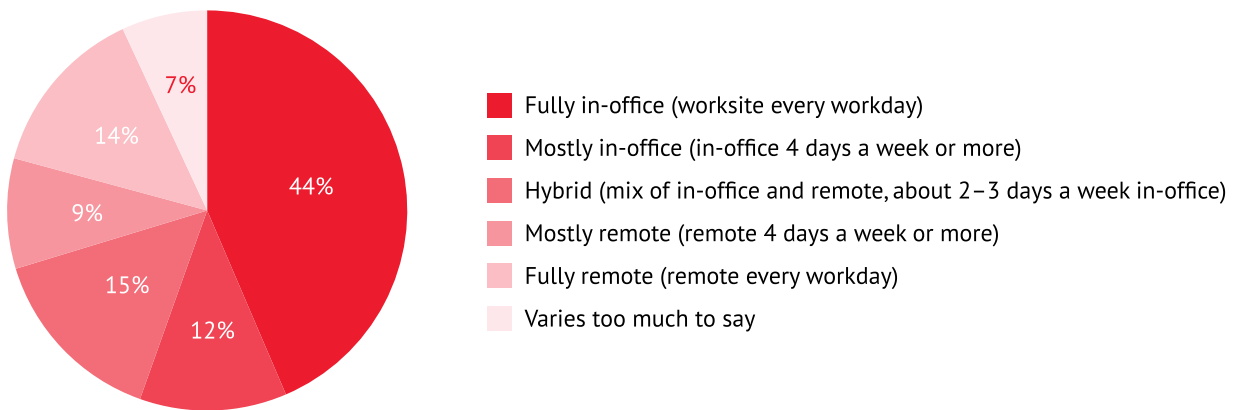


**n=3,508 over 50s in the workforce (working, self-employed, semi-retired or unemployed and looking for work). Top 8 responses only. Multiple responses allowed.*

The most desired flexibilities are the ability to reduce hours or days (e.g. 3–4 day week) (41%) and flexible start and finish times (41%). These are followed by working from home some of the time (31%), phased retirement arrangements (24%), and choice over which days to work in the office versus remotely (23%).

Return to office realities

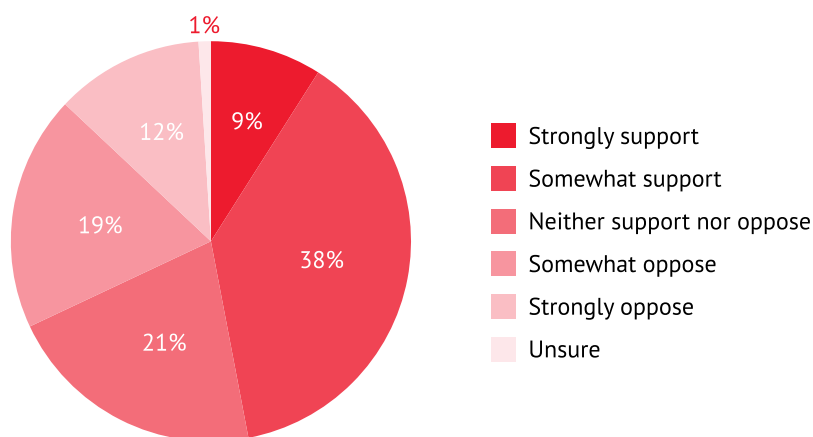
What is your current primary work arrangement?



**n=3,318 those working, self-employed, or semi-retired*

Most workers over 50 report being either fully in-office (44%) or mostly in-office (12%) these days. Close to 2 in 5 (37%) have flexible arrangements.

How do you feel about the expectation to attend the workplace more often?



**n=332 those working, self-employed, or semi-retired whose employer increased expectations on workplace attendance*

For those who do not work fully in-office, less than 1 in 4 (23%) feel expectations to return to the office have increased. And among these, nearly 1 in 2 (47%) stated they support the increased expectations, while 1 in 3 (31%) oppose it.

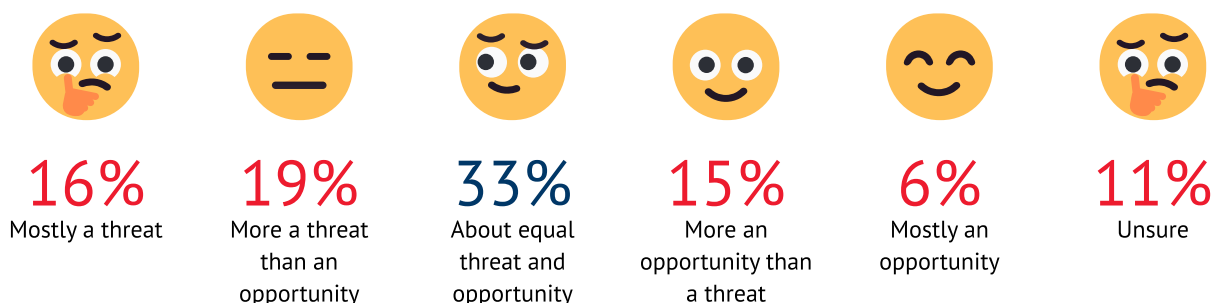
Meanwhile, for those with flexible work options, the ideal in-office schedule is fully remote for over 1 in 5 (22%) or 1–3 days for nearly 3 in 5 (57%).

Adapting to a changing workforce



AI: threat or opportunity

Overall, do you see AI in workplaces more as a threat or an opportunity?

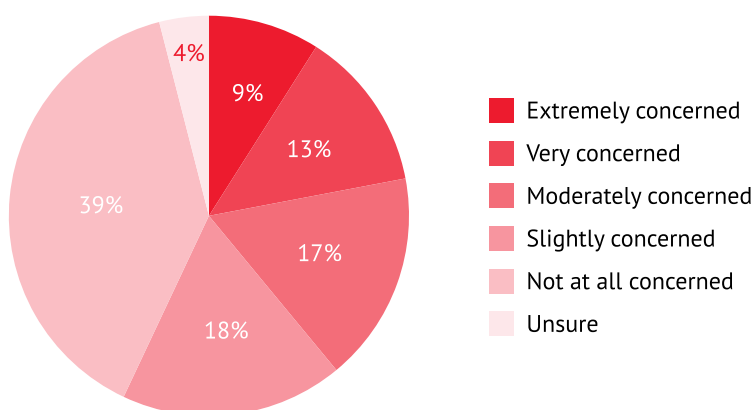


**n=3,508 over 50s in the workforce (working, self-employed, semi-retired or unemployed and looking for work)*

Over 50s in the workforce tend to see AI as more of a threat (35%) than an opportunity (21%). Around 1 in 3 (33%) believe it is about equal threat and opportunity.

Further, around 1 in 3 (33%) workers over 50 feel anxious about new technology like AI due to limited access to training or upskilling.

How concerned are you that AI could replace some parts of your job in the next 5 years?

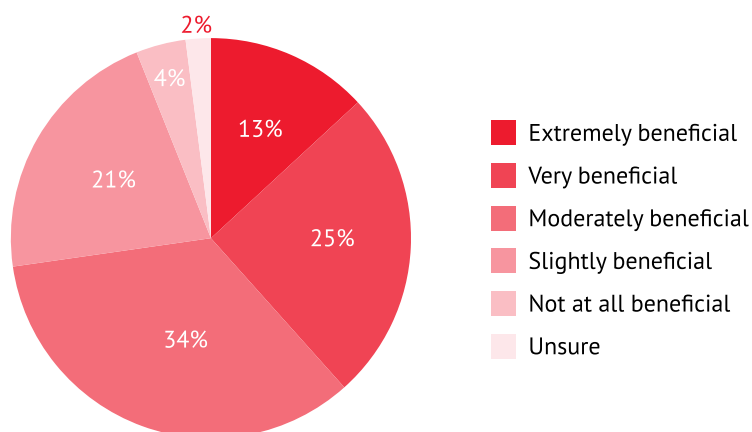


**n=3,318 those working, self-employed, or semi-retired*

Close to 2 in 5 (39%) workers over 50 are at least moderately concerned that AI could replace parts of their job in the next 5 years, while 1 in 5 (18%) are slightly concerned.

AI adoption and learning

Overall, how beneficial has using AI been for your work efficiency or capability?

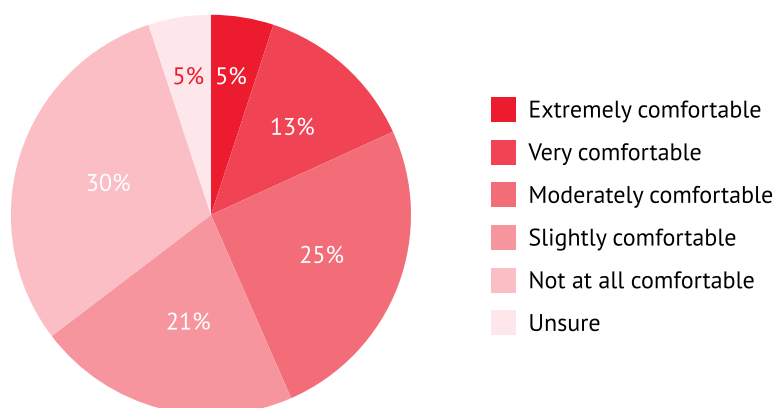


**n=1,340 over 50s in the workforce (working, self-employed, semi-retired or unemployed and looking for work) who are currently using any AI tools or features as part of their work responsibilities*

A minority of over 50s in the workforce say they are actively using AI at work, with 1 in 10 (13%) at least weekly and 1 in 5 (22%) less than weekly. However, 1 in 5 (18%) expect they will soon. This translates to over 2 in 5 (43%) not currently or not expecting to use AI soon.

More than 7 in 10 (73%) of those using AI at work find it at least moderately beneficial.

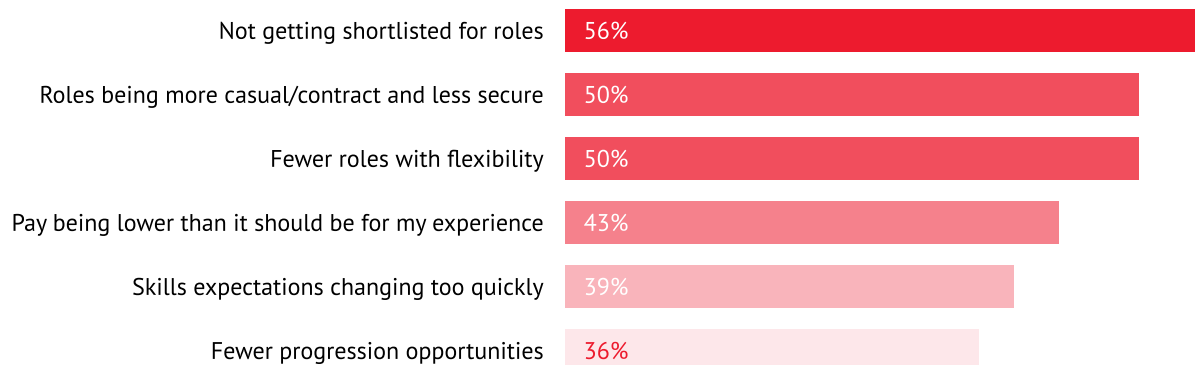
How comfortable do you feel keeping up with new AI tools and changes in technology?



More than 2 in 5 (43%) feel comfortable keeping up with AI tools and changes in technology. Further, over 1 in 2 (52%) of the over 50s in the workforce say they would be interested in learning AI tools to help with their job search like improving their resume or drafting cover letters. However, more than 1 in 3 (34%) workers over 50 have experienced or observed unfair assumptions about older workers being less able or willing to adapt to AI.

Breaking through barriers

What are you most concerned about when it comes to job opportunities for people over 50?



**n=2,146 over 50s in the workforce (working, self-employed, semi-retired or unemployed and looking for work) who are extremely to moderately concerned about the current job market offering suitable opportunities for people over 50. Top 6 responses only. Multiple responses allowed.*

More than 3 in 5 (63%) over 50s in the workforce are concerned about suitable opportunities for people over 50, with the most common reasons cited as not getting shortlisted for roles (56%), roles being more casual or less secure (50%) and fewer roles with flexibility (50%).

Close to 3 in 10 (29%) have decided not to apply for a job due to feeling their age would impact their chances.

Only 1 in 5 (20%) over 50s who are currently looking for work are at least moderately confident that they can secure a suitable role in the next 6 months.

What are you doing or planning to do to take more control of your career now and into the future?



**n=3,508 over 50s in the workforce (working, self-employed, semi-retired or unemployed and looking for work). Top 10 responses only. Multiple responses allowed.*

Close to 4 in 5 (79%) over 50s in the workforce are doing or planning something to take control of their career. The most common actions taken are embracing technology (29%), rebalancing work-life balance (28%), self-driven learning (27%), planning for transition to retirement (25%), looking to adapt working arrangements (25%), and reskilling or training (25%).

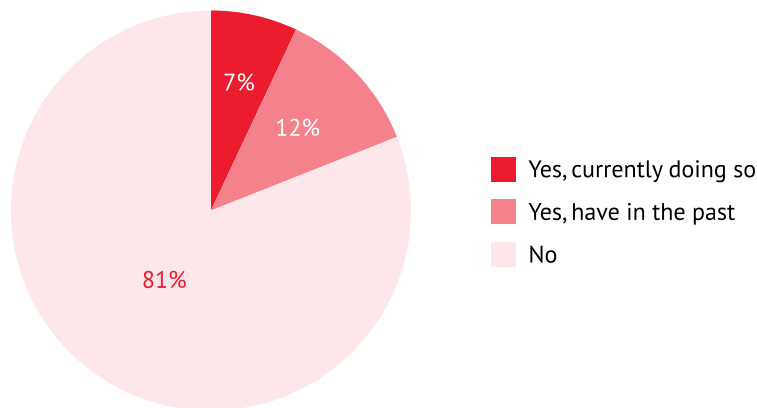
About 1 in 5 (20%) have either already reskilled, are currently reskilling, or have committed to doing so since turning 50. However, Baby Boomers are much less likely to reskill, with close to 3 in 5 (57%) saying they have not chosen to do so, compared with around 2 in 5 (37%) Gen X.

Reinvention and resilience



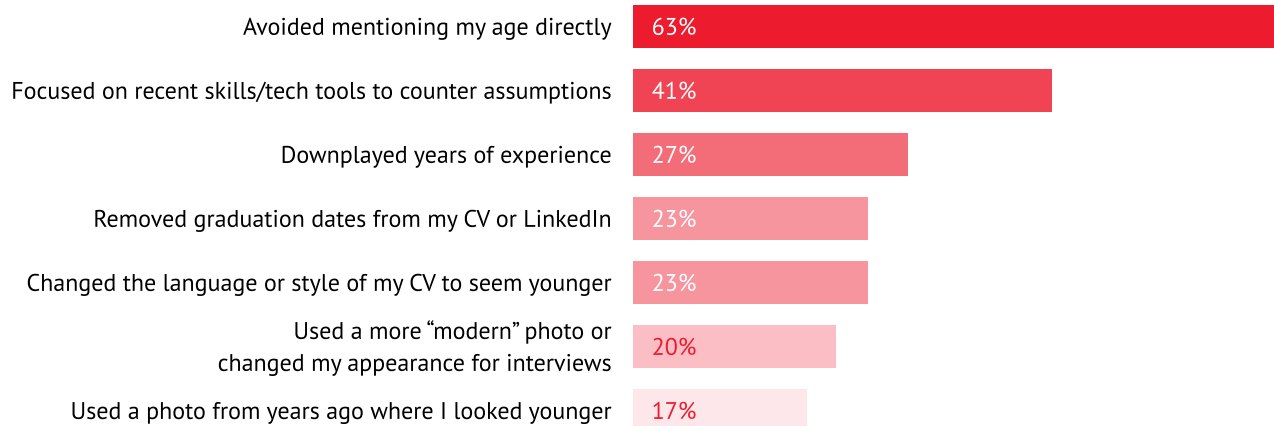
Career reinvention

Past the age of 50, have you ever tried to give the impression you are younger than your real age at your workplace or when applying for jobs?



Close to 1 in 5 (19%) over 50s have admitted trying to give the impression of being younger at work or applying for jobs.

Which, if any, of the following have you done to try to appear younger?

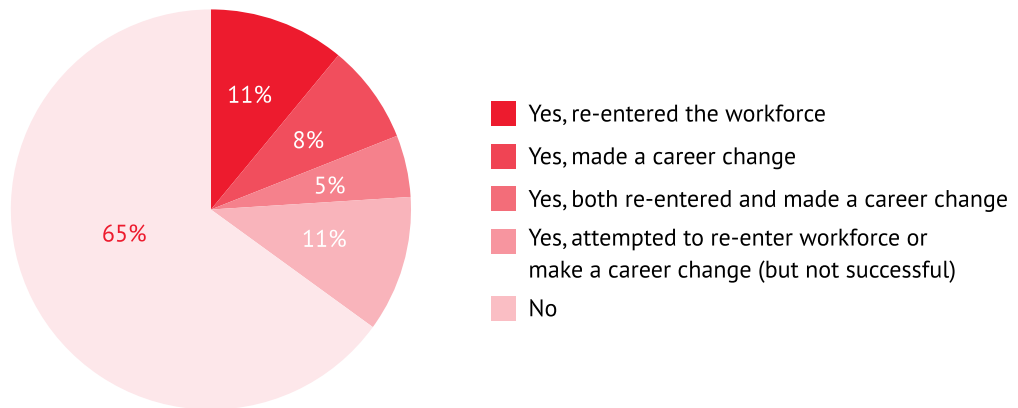


**n=1,069 those who have given the impression that they are young than their real age at their workplace or when applying for jobs. Top 7 responses only. Multiple responses allowed.*

The most common tactic is avoiding mentioning age directly (63%). Other strategies include focusing on recent skills/tech tools to counter assumptions (41%), downplaying years of experience (27%), removing graduation dates from a CV or LinkedIn (23%), and changing the language or style of a CV to seem younger (23%).

Returning to work

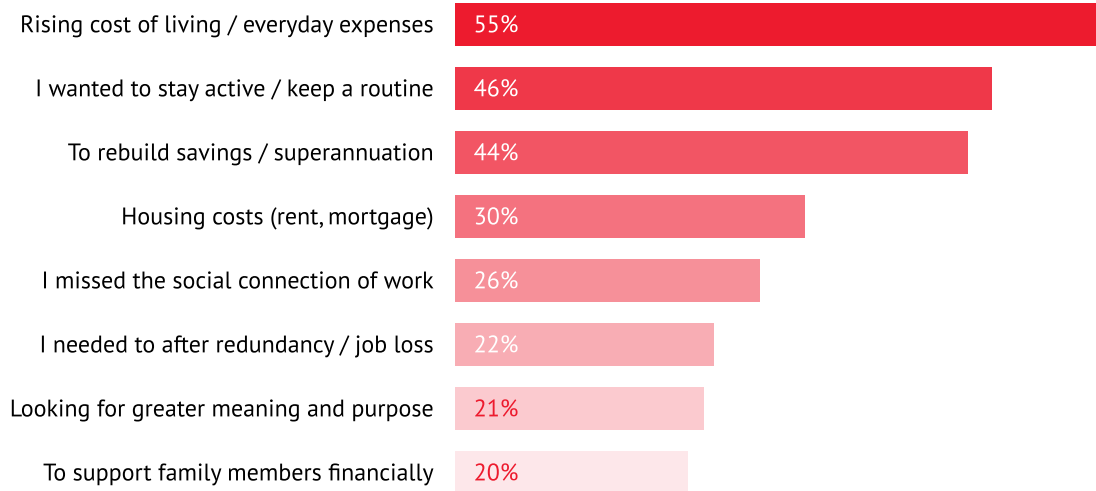
Have you ever attempted to re-enter the workforce after leaving for some time or attempted to make a career change since the age of 50?



**n=1,855 those fully/semi-retired or unemployed but looking for work*

More than 1 in 3 (35%) over 50s who are fully retired, semi-retired or looking for work have re-entered the workforce, or made a career change, or at least attempted to since age 50.

Thinking about the most recent time you tried to re-enter the workforce after 50, what was the main reason?



**n=1,855 those fully/semi-retired or unemployed but looking for work who have re-entered the workforce or attempted to. Top 8 responses only. Multiple responses allowed.*

For those who have returned or attempted to return to work after 50, the primary reasons are the rising cost of living (55%), wanting to stay active or keep a routine (46%) and the need to rebuild savings/superannuation (44%).

Meanwhile, very few retirees or semi-retirees are considering returning to work or increasing hours (14%), dropping considerably from 2021. When they do, financial reasons dominate and have increased significantly from 2021 (77% vs 50% in 2021).



More of the Australian Seniors Series coming soon...

About Australian Seniors

Australian Seniors launched in 1998 to meet the needs of the often-ignored over 50s market. Since then, we've helped countless Australians protect the most important things in life – whether it's their family's future, valuable assets, or even their long-planned retirement.

We strive to be different through the diverse offering of our life, funeral, health, car, home & contents, landlords, pet, and travel insurance products by carefully selecting underwriters that share our vision of providing insurance that's simple, easy to understand, and cost-effective. That's why our policies have helped everyone from hard-working over 50s to self-funded retirees take control of the things that matter most.