

You should spend about 40 minutes on this task.

Write about the following topic:

In some countries it is now illegal to reject someone from applying for a job because of his or her age.

Do the advantages outweigh the disadvantages?

Give reasons for your answer and include any relevant examples from your own experience or knowledge.

Write at least 250 words.

There are some countries where asking a job candidate their age on the application form is now deemed illegal. This is so that the selection of a new employee is not based on this criterion. From my point of view, I believe the benefits of this policy outweigh the disadvantages.

There are certain reasons why an employer may feel this is a disadvantage and a step in the wrong direction. The main one is that they may feel they need to know a person's age because the job is not suitable for an older person. This, for example, could be because they think the employee needs to be very physically fit, such as a worker in the construction industry where heavy lifting is required, or other work where someone is expected to be manually active all day.

However, in general, it is an advantage for society if rejection on the basis of age is not permitted. One of the reasons is that many employers will reject a candidate unfairly. For instance, they may be concerned simply about image and believe a younger, attractive person will fit the face of the company better, even though an older person would be just as capable of performing the role. Furthermore, older people have things to offer employers that younger people may not be able to do. For instance, a job within a specialized field, such as law or accounting, then the older person will have a greater knowledge in these areas because of their experience over many years.

All things considered, it is therefore a positive development if employers cannot reject someone because of their age. Hopefully, more countries will adopt this rule, so older people have equal opportunities everywhere.

Word count 287