

DSC SPEED READS

MANAGEMENT

Age Discrimination

Yvonne Perry

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In association with Farrer & Co LLP

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Introduction

Who will this book help?

The book is for anyone who needs to understand the issues around age in the workplace and how to manage them productively. It will help if you are accountable for ensuring that your organisation does not discriminate because of age, either in policies and procedures or everyday behaviour.

What will it give you?

The book is a guide to the essentials of age issues at work and their relevance, understanding what constitutes age discrimination at work and how to avoid it. The legal requirements are described in the overall context of achieving equality and diversity at work. There are tips and advice on avoiding the pitfalls, and planning and managing successfully an appropriately age-diverse workplace. There are examples of policies and practice with signposts to more information, and references to freely available downloadable resources. The book should prompt you to think twice and challenge assumptions when you make decisions involving someone's age.

Chapter 1

Ending age discrimination

This chapter overviews the issues affecting age in the workplace and why ending discrimination is imperative for the economy, society and human dignity.

The world we're in

Age diversity is about people of any age, but it has come to prominence particularly due to changes in the age structure of the population. The growing number of older people is self-evident, as life expectancy has increased. This will have an accelerating effect over future years as the proportion of people of working age declines relative to the retired.

The implications are profound for taxation, pensions, benefits, healthcare and intergenerational support. Belatedly, it has been realised that older people need to work for longer, keep fit and healthy, and afford and enjoy an independent life for as long as possible; the same goes for workers of any age who find it increasingly difficult to save enough for retirement.

Given these trends, it is essential that young people, who are often embarking on working life with large student debt, do not face barriers to earning because of their youth.

Where next?



For more illustrations of these and other trends, see the Age and Employment Network (TAEN) *Key Facts on Age, Demographics and Employment*: tinyurl.com/TAEN-ADE. TAEN is a membership organisation and has freely downloadable material at: www.taen.org.uk. Department for Work and Pensions, *The Pensioners' Incomes Series 2008/09*, May 2010: tinyurl.com/PensionersIncomes

DSC Speed Reads

Aimed at people who are short on time and need to absorb information quickly, these indispensable guides are:

- **Accessible** – practical guidance on a wide range of subjects
- **Condensed** – distilling experience and expertise in just 32 pages
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Covering a wide range of topics and building into an invaluable library, Speed Reads are an essential addition to any bookshelf.

Age Discrimination

Everyone at work, whatever their age, needs to be treated fairly so that they can be effective for your organisation. This guide will make you aware of discrimination legislation and help you to avoid the pitfalls when making decisions that involve someone's age.

Yvonne Perry has extensive management and employment relations experience in not-for-profit and membership organisations, including the Industrial Society/Work Foundation and the CBI. She is currently a council member of the EIRIS Foundation and non-executive director of EIRIS Ltd, and a trustee of the Age and Employment Network. She has contributed to many employment-related guides and legislative consultations.



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