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# Age Protection

**Professor Malcolm Sargeant**



## **Age Protection:**

**The Law on Age Discrimination in the EU** Malcolm Sargeant, 2008-01-01 The EC Directive establishing a general framework for equal treatment in employment and occupation covers a number of grounds of discrimination including age. The EU's population is ageing but there is much evidence that age discrimination is widespread. The Directive is a reaction to that and the consequent desire to encourage greater participation in the labour market by older workers. This is the first time that age discrimination has been made unlawful by the EU and as a result there are now laws in every Member State making such discrimination unlawful. The Directive and much of the national legislation however treats age discrimination differently to the other grounds for unlawful discrimination. It is the only area which permits direct discrimination. Age discrimination generally may still be objectively justified by a legitimate aim if the means of achieving that aim are appropriate and necessary. Such aims include legitimate employment policy, labour market and vocational training objectives. This insightful book written by national experts in eight Member States and at the EU level considers the ways in which the Directive has been implemented in some of the Member States and the extent to which they have taken advantage of the exceptions that are inherent in the Directive. Particular issues that are covered are what legislation has been adopted in each country, the development of the case law that exists in some States, the demographic imperative existing in each country, measures taken to improve the position of young people, retirement and the exit from the workforce of older workers, the approach and case law of the European Court of Justice. As an important contribution towards an understanding of age discrimination within the European Union, this book opens a field of law that has heretofore not been considered in all its seriousness. It will be of real value to lawyers, human resource management professionals and those with an interest in discrimination and EU issues. It is an important contribution to what will be a developing field of study. *Realising Protection from Age Discrimination* Helen Meenan, Christa Tobler, 2025-08-11 This timely book presents a considered analysis of age discrimination provisions and outlines constructive guidance as to how they might be reformed. It highlights the prevalence of age discrimination for all age groups but especially against older persons, demonstrating the importance of effective legal protection for this cohort especially when age discrimination intersects with other grounds.

**Final Report to Congress on Age Discrimination in Employment Act Studies**, 1982 **Age Discrimination** Professor Malcolm Sargeant, 2012-08-28 Age Discrimination looks at how both young and old can be penalised by prejudice against their age group. Following recent changes in the law, the issue of age discrimination has come to the fore. The new legislation will extend legal oversight of age-related discrimination to the provision of facilities, goods and services as well as employment. Professor Sargeant provides a thorough review of the consequences of these changes and their implications for businesses and service providers, public or private. This comprehensive new book like its predecessor *Age Discrimination in Employment* is essential to practitioners responsible for HR issues, finance, operations, service delivery, quality and customer relations and for those with a policy focus or academic

interest in diversity issues      **State Age Protection Laws and the Age Discrimination in Employment Act** Joanna Lahey,2006 Some anti discrimination laws have the perverse effect of harming the very class they were meant to protect This paper provides evidence that age discrimination laws belong to this perverse class Prior to the enforcement of the federal law state laws had little effect on older workers suggesting that firms either knew little about these laws or did not see them as a threat After the enforcement of the federal Age Discrimination in Employment Act ADEA in 1979 white male workers over the age of 50 in states with age discrimination laws worked between 1 and 1.5 fewer weeks per year than workers in states without laws These men are also 3 percentage points more likely to be retired and 2 percentage points less likely to be hired These findings suggest that in an anti age discrimination environment firms seek to avoid litigation through means not intended by the legislation by not employing older workers in the first place      Age Discrimination Howard C. Eglit,1992

**Progress of the Contractual Plan of Old Age Annuities** Carnegie Foundation for the Advancement of Teaching,1921  
*Annual Report ...* Michigan. Bureau of Labor and Industrial Statistics,1907      *Life Insurance* Abb Landis,1914

**Water & Sewage Works** ,1920 Vols 76 include Reference and data section for 1929 1929 called Water works and sewerage data section      **Foundry** ,1900      The Railway Age ,1905      **Transactions of the Institution of Mining Engineers** ,1927      **Best's Life Insurance Reports Upon All Legal Reserve Companies Transacting Business in the United States and Canada, and Fraternal Societies and Assessment Associations Operating in the United States** ,1922      **Railway Age** ,1934      **Iron Age and Hardware, Iron and Industrial Reporter** ,1896      *American Federationist* ,1928      The Rubber Age ,1924      The Living Age ,1915      *Friendly Societies and Fraternal Orders* Abb Landis,1900

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