

Age

Discrimination
in the American
Workplace

Old

at a Young Age

Raymond E. Gregory

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A Loxley



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Age Discrimination in the American Workplace Raymond F. Gregory, 2001 Publisher Fact Sheet A study of a variety of discriminatory practices confronting older workers in the current American workplace the approaches these workers use to fight back Age Discrimination John Macnicol, 2006-01-12 Age discrimination is a highly topical issue in all industrialised societies against a background of concerns about shortening working lives and ageing populations in the future Based upon detailed research and adopting an interdisciplinary approach this unique study traces the history of the age discrimination debate in Britain and the USA since the 1930s It critically analyses the concepts of ageism in social relations and age discrimination in employment Case studies on generational equity and health care rationing by age are followed by an analysis of the British government's initiatives against age discrimination in employment The book then traces the history of the debate on health status and old age addressing the question of whether working capacity has improved sufficiently to justify calls to delay retirement and extend working lives It concludes with a detailed examination of the origins and subsequent working of the USA's 1967 Age Discrimination in Employment Act Age Discrimination Malcolm Sargeant, 2016-04-01 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 Discrimination on Elders in America Auriane Sauv, 2018-04-05 Essay from the year 2018 in the subject Didactics for the subject English Discussion and Essays language English abstract Have you heard of the fountain of youth Surely some of you might have Unfortunately it is no more than a wishful thinking myth To every person in this whole world aging is an inevitable natural phenomenon that humans have to embrace As a matter of fact the advancement of medical treatment and technology has undeniably extended the life expectancy of humans albeit being able to live a little longer would they be able to lead easy lives that they deserve It is tragic to break this out to you no they would not As people ripen into their middle years in many parts of the world they will mostly fall victim to ageism the discrimination and prejudice toward people based on their age which unquestionably impacts their quality of life their job prospects relations with others and their families As researchers have discovered that in the United States elderly discrimination has never been a scarce issue which can be classified into distinctive criteria such as the injustice in workplace in society and in households shamelessly *The Future for Older Workers* Wendy Loretto, Sarah Vickerstaff, Philip J. White, 2009-04-21 Dealing directly and exclusively with the issue of older workers this book brings

together up to the minute research findings by many of the leading researchers and writers in the field exploring key issues that will influence public policy in the UK and beyond

Employment Relations in the United States Raymond L. Hogler, 2003-12-15 Employment is closely connected to wealth status and security and is therefore a subject of interest across a range of academic disciplines Employment Relations in the United States incorporates a wealth of research material from these different specialties to provide a historical perspective on the American workplace and the evolution of legal policies affecting employment The analysis follows both a chronological and thematic arrangement beginning with the importance of management practices the growth of labor organizations and the impact of collective bargaining on employment institutions and the subsequent rise of individual employment rights enforced through administrative and judicial means Through its evolutionary approach the book explains the fragmented overlapping and conceptually confusing regulatory environment governing workplace relations It offers an integrated approach to such important contemporary policy issues as health care coverage pensions and effective dispute procedures The book provides an analytical framework for an understanding of the unique nature of our labor markets and the role of government employers and unions

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Legal and Regulatory Issues in Human Resources Management Ronald R. Sims, William I. Sauser, 2014-10-01 This edited book is intended to address the need for an updated look at the HRM legal and regulatory environment Contrary to existing books which address legal issues in HRM from a narrower focus or specific issue like sexual harassment performance appraisal or employment termination this book provides a comprehensive and in depth look at legal issues regulations and laws which govern all aspects of human resource management recruitment selection placement performance management i.e. employee training and development benefits and compensation and specific issues such as job analysis sexual harassment and the like The contributors to this book offer their insight derived from their own research and practical experience with the HRM legal and regulatory environment world of work More specifically the contributors examine analyze and discuss challenges issues and opportunities related to HRM legal and regulatory issues and the implications for employees and their organizations while emphasizing the importance of navigating such laws and regulations to the employment cycle and toward sustainable competitive advantage in today's and tomorrow's organizations

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