



# Past it at 40?

**A grassroots view of ageism and  
discrimination in employment**

A report undertaken for Third Age Foundation  
by SMA Associates



# Past It At 40 A Grabroots View Of Ageism And Discrimination In Employment

**Lucy Gaster**



## **Past It At 40 A Grabroots View Of Ageism And Discrimination In Employment:**

**Past it at 40?** Lucy Gaster, 2002 Why do so many older people who want to work find it difficult to do so Why are employers reluctant to employ them Is it purely the effect of discrimination and ageist attitudes Or are there some other reasons What can and should be done to achieve change for the better in the future Past it at 40 provides answers to these questions It explores in detail the experiences of people over 40 trying to enter the labour market including people who have been made redundant the long term unemployed women returners people with disabilities and people still in a job but needing new skills to keep going Employers attitudes policies and practices are examined revealing a worrying lack of awareness of national and European legislation in relation to the employment of older people **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

Antecedents and Effects of Perceived Age Discrimination Against Employees Under 40 Eileen N. Kwesiga, 2006 Over the past decade much of the organizational literature has used age associated stereotypes and the age context of jobs to explain the occurrence of age discrimination against older workers e g Cleveland Cleveland Goldberg Finkelstein Perry Gordon Rozelle Rosen Snape Redman 2003 Given the current variance of different generations interacting in the workplace there is reason to believe that an age and power structure social hierarchy may exist The results of this study indicate that there are no significant differences between younger and older employees perceptions of age discrimination However younger employees who perceive age discrimination to experience lower job satisfaction and intentions to quit higher levels of stress and lower self esteem Ageism in Work and Employment Ian Glover, Mohamed Branine, 2017-07-12 This title was first published in 2001 This collection of essays on the the subject of ageism in work and employment arose out of the international conference held at Stirling University in July 1996 The book addresses various topics within this issue including the problem and its causes the experience and practice of age discrimination in employment and remedies and prospects

I'm Not Done Patti Temple Rocks, 2019-01-23 When it comes to discrimination in the workplace we've come a long way as a society But there's still one systemically ignored form of discrimination that happens all the time and it affects everyone ageism Ageism is real It's widespread insidious and up until now it's been largely hidden due to the low rate of reporting from those who are pushed out of their jobs when they reach a certain age With the largest demographic America has ever seen baby boomers now experiencing age discrimination at work it's time to talk about this deeply hurtful and bad for business practice In I'm Not Done Patti Temple Rocks takes a deep dive into ageism in the workplace what it looks like how it harms people and businesses alike and how business leaders can get on the right side of the issue Patti's story and the stories of those like her create a powerful declaration and a movement to stop this last remnant of workplace discrimination in its tracks ImNotDone Age Discrimination in the Workplace Gary C. Pierson, Samuel R. Fulkerson, Michael F.

Lauderdale, Tony G. Puckett, 1999 *Age Discrimination in the Workplace*      *Age Discrimination and the Mandatory Retirement Controversy* Martin Levine, 1988      **Inside Views of Corporate Age Discrimination** United States. Congress. House. Select Committee on Aging, 1982      **Ageism and Mistreatment of Older Workers** Patricia Brownell, James J. Kelly, 2015-01-29 This book promotes an understanding of ageism discrimination and mistreatment of older adult workers incorporating an international human rights perspective The impact of ageism on the mistreatment of older adult workers has not to date been examined in depth through the lens of international human rights instruments nor has discrimination against older adults in the workplace been framed as a form of elder abuse for research and policy making purposes This book presents a multi disciplinary exploration of these themes as they affect work and retirement of older adults It reflects the view that older people who choose to work into old age should be able to do so in enabling work environments that promote dignity and are free of abuse The contributing authors come from many disciplines including law psychology social work business and international affairs Many are members of the International Network for the Prevention of Elder Abuse INPEA a non governmental organization with consultative status at the United Nations and have devoted their professional careers to increase awareness and understanding of elder abuse in order to prevent it The editors hope that broadening the framework within which elder abuse in the workplace is understood will stimulate further research policy and program development to address this troubling social problem      **Age Discrimination by Employers** Kerry Segrave, 2001-05-16 Examines age discrimination in employment in the US looking at treatment by the media the extent of age bias attitudes toward older workers the rationales presented by businesses for refusing to hire older workers and the responses of various levels of government Some foreign data are used for      *Age Discrimination* John K. Hulett, 2011 Provocative New Book Examines Economy's Effects on Older Workers John K Hulett Highlights Age Discrimination and Challenges Finding a Job in Middle Age MINNEAPOLIS American jobs are vanishing at a rapid rate in today's dismal economy Job bias claims have been hitting record highs while jobless markets continue to flood the nation forcing millions into unemployment and underemployment John K Hulett seeks to draw attention to age discrimination in the workplace and how the current shortage of jobs is affecting older job seekers in his comprehensive new book AGE DISCRIMINATION AN EPIDEMIC IN AMERICA AFFECTING PEOPLE OF ALL AGES published by AuthorHouse Experience and wisdom are two qualities that come with age and they cannot be purchased or degreed gifted nor substituted for youth greed and ignorance Hulett writes AGE DISCRIMINATION AN EPIDEMIC IN AMERICA chronicles five failed investigations prompted by Hulett's lawsuit claiming age discrimination Hulett details how the government participated in these investigations and how large corporations are protected from employee claims because of their close relationships with many government agencies He also thoroughly examines the correlation between today's deep recession and age discrimination for more information visit [www.agediscriminationamerica.com](http://www.agediscriminationamerica.com) also [www.eyesofmainstreet.com](http://www.eyesofmainstreet.com)

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