

Get advice on age discrimination

Confusion surrounds laws on age discrimination in the workplace, nearly twelve months on from the introduction of the age regulations, says Age Concern.

To help those who would like to know more about the law, Age Concern has a free guide available which outlines people's rights and obligations in relation to age discrimination.

On 1 October 2006, new regulations came into effect prohibiting age discrimination in most workplace situations, but there are a number of exceptions where discrimination will still be lawful. People over 65 can still be refused employment or forced to retire. The exceptions have caused confusion, and this free guide hopes to offer easy-to-understand information about rights.

Age Concern is backing Heyday, the organisation for people approaching or in retirement, in its legal case challenging the law. The case, which has been referred to the European Court of Justice, argues that allowing employers to force people to retire at 65 is unlawful.

The free guide – “Calling time on age discrimination - a guide” can be downloaded from www.ageconcern.org.uk/agediscrimination or ordered free from 0800 00 99 66.

Gordon Lishman, Director General of Age Concern, said:

“The Government has made the age regulations more complex than they should be, and employers have been overly cautious in their implementation. Which ever way you look at it, older people are all too often let down by the age regulations.

“It is vitally important that as you get older, you understand your rights in the workplace. Too many people are suffering from age discrimination and prejudice.

“The booklet also explains the rules relating to mandatory retirement ages. The rules are complicated and employers are too quick to force people to retire. We see many people who want to or need to work being forced to retire, even though they are perfectly capable of carrying on in work.”

www.ageconcern.org.uk 4th September 2007