



**SIDE EVENT- 2019 HIGH LEVEL POLITICAL FORUM - *Confronting ageism and empowering older people to ensure social, economic and political inclusion of all***

## **Equality bodies & age discrimination**

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New York, 9 July**



Cofunded by the Rights, Equality and  
Citizenship Programme of the European Union

[www.equineteurope.org](http://www.equineteurope.org)

# Equinet

Equinet promotes equality in Europe by supporting equality bodies to be independent and effective catalysts for more equal societies.



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# Equality bodies

network of national **49 equality bodies in 36**  
**countries** (rooted in EU law)

merica Network of Agencies and Organizations against  
nation (RIOOD), U.S. Equal Employment Opportunity  
ion and others...

y among national equality bodies in terms of size,  
, grounds, structure and experience



Full list of Equinet members  
[equineteurope.org](http://equineteurope.org)



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# Equality bodies

*Equality bodies are a specific type of independent institutions, which are empowered to implement and achieve SDG 10*



# Quality bodies – Potential for change

Individual change

Organisational change

Social change

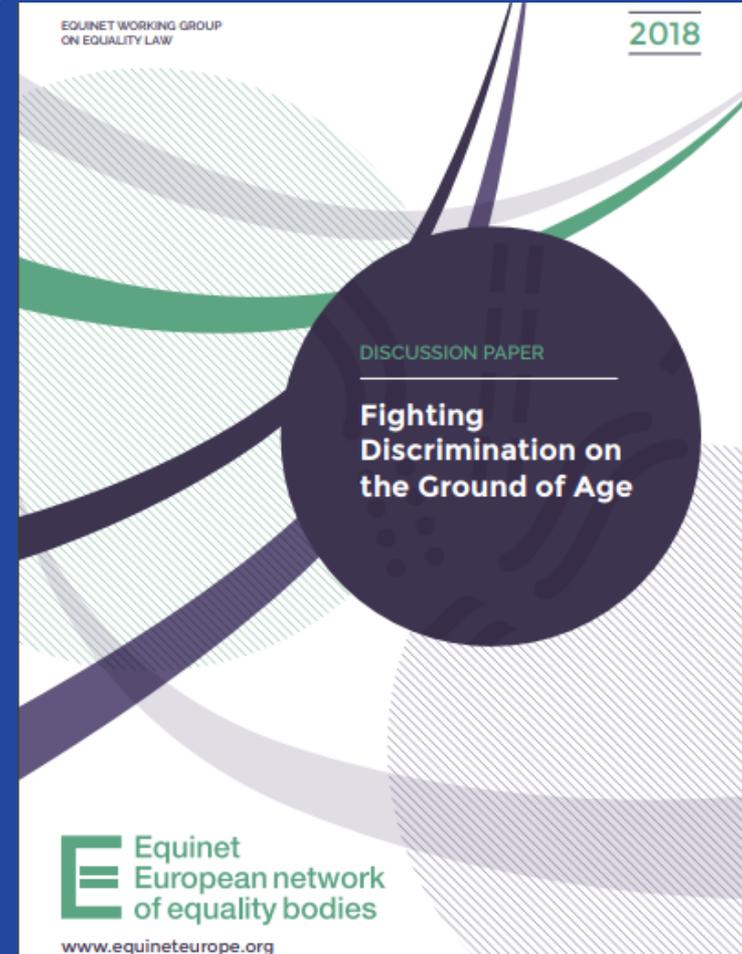


# Fighting discrimination on the ground of age

- ❖ An Equinet Discussion Paper, based on cases and analyses submitted by 22 equality bodies
- ❖ Published in March 2019:  
<http://www.equineteurope.org/How-are-Equality-Bodies-Fighting-Discrimination-on-the-Ground-of-Age>
- ❖ Legal framework and key issues
- ❖ Chapters on employment, goods and services, housing, and health and family issues



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# Key issues

- ❖ Lack of comprehensive legal protection
- ❖ Age discrimination is seen and portrayed as 'less severe'
- ❖ Ageism present in courts – ready to accept generalisations instead of requiring an individualised approach
- ❖ Ageism often stipulated in legislation or public policies
- ❖ Prevalence of multiple discrimination can result in or exacerbate the experience of discrimination
- ❖ New technologies – opportunities and threats



# Employment



- ❖ Highest prevalence of discrimination
- ❖ Most common legal issues:
  - ❖ Maximum age limits
  - ❖ Dismissal or refusal to hire when reaching retirement age
- ❖ Example: vacancy notice for a position of administrator at a government agency for persons under 40



# Goods and services



- ❖ Most common legal issues relate to financial and insurance products: denial of products, additional conditions or extra charge
- ❖ Significance of accurate and relevant data and proportionality
- ❖ Example: refusal to grant a loan due to the higher age of the applicant (older than 60)

# Housing



- ❖ Most common legal issues:
  - ❖ Maximum age limits for residents
  - ❖ Reluctance to rent apartments to older persons
  - ❖ Indirectly discriminatory policies, e.g. reserving public housing for working households
- ❖ Example: age limit of 31 for residents



# Health and family issues



- ❖ Most common legal issues:
  - ❖ Maximum age limit for medical insurance
  - ❖ Maximum age limit for medical screening
  - ❖ Limitation of reproductive rights
  - ❖ Maximum age limit for adopting parents
- ❖ Example: Free preventive annual breast cancer screening only available to women aged 40-69.



# THANKS FOR YOUR ATTENTION!

## ANY QUESTIONS ?

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