



# Age Discrimination: An Historical and Contemporary Analysis

*John Macnicol*

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## **Age Discrimination: An Historical and Contemporary Analysis** John Macnicol

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.

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