

## Useful Sources

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Web sites about age and employment issues have multiplied in recent years. This section focuses on web sites designed and administered by Government and independently funded bodies based in Europe, the United States and the United Kingdom. Limited space prevents a more global list of web-based activity, although the United Nations Programme on Ageing is a useful starting place for an international perspective on demographic change and UN-led priorities on ageing populations:

**<http://www.un.org/esa/socdev/ageing/>**

The selection criteria for the web sites featured here are:

1. They provide supplementary material to support our European and US contributors whose work is featured in this special section.
2. They contain material, free at the point of access, which sheds light on policy measures and campaigning messages relevant to the employment of older workers. These include background briefings, PDF or Word reports and news releases.

The web sites are divided between Government and non-Government sites, although it is important to point out that a number of the 'independent' sites receive Government funding.

#### **Government sites**

Governments have become increasingly active in disseminating information about legal, management and policy issues relevant to the employment of older workers. At a European level, Europa's Employment and Social Affairs web site contains a large amount of policy material on demography, equality, employment and pensions.

**[http://europa.eu.int/comm/employment\\_social/index\\_en.htm](http://europa.eu.int/comm/employment_social/index_en.htm)**

More specifically, the Ageing Policy page contains links to a number of conference reports and briefings at a European Commission level, notably 'Towards a society for all ages' and 'Europe's response to World Ageing – Promoting economic and social progress in an ageing world'.

**[http://europa.eu.int/comm/employment\\_social/soc-prot/ageing/index\\_en.htm](http://europa.eu.int/comm/employment_social/soc-prot/ageing/index_en.htm)**

Last summer 2003, the European Commission launched its anti-discrimination website, Stop Discrimination.

**<http://www.stop-discrimination.info/>**

The aim is to provide information to combat discrimination on the grounds of racial or ethnic origin, religion or belief, age, disability and sexual orientation. The campaign has

been developed in co-operation with EU governments, trade unions, employers' organisations and non-governmental bodies.

In the UK, the Department for Work and Pensions has been running its web site on age discrimination in the workplace since 2001.

**<http://www.agepositive.gov.uk>**

The site provides an exceptionally comprehensive package of information, advice, best practice, publications, news and links to other bodies. The site has links to several seminal reports on UK Government policy on age, such as the Cabinet Report 'Winning the Generation Game' and the 'Evaluation of the Code of Practice on Age Diversity in Employment'. It also has links to statistical information on older workers taken from the UK's Labour Force Survey.

The Department of Trade and Industry web site is worth visiting for details of the Age Consultation process in the run-up to the introduction of age discrimination legislation in the UK in 2006.

**<http://www.dti.gov.uk/er/equality/age.htm>**

The main reports available at this site are 'Equality and diversity: age matters', the first of the consultation documents to focus exclusively on proposals for age legislation, and the two allied reports on 'Retirement ages in the UK: a review of the literature' and the 'Regulatory impact assessment', with estimates of the costs and benefits of implementing the age strand of the Employment Directive.

### **Independent campaigning and information sites**

AGE, the European Older People's Platform, aims to voice and promote the interests of older people in the European Union.

**<http://www.age-platform.org/EN/index.htm>**

AGE has been involved in a range of policy and information activities since its inception in 2001. Its current work programme (to April 2004) includes the monitoring of the implementation of the European Directive on equal treatment in the workplace, specifically focusing on age discrimination. Details of priorities and activities are to be found in:

**[http://www.age-platform.org/EN/Download/HomeEN/April03/Programme\\_2003\\_2004.pdf](http://www.age-platform.org/EN/Download/HomeEN/April03/Programme_2003_2004.pdf)**

The Geneva Association is a global group of large insurance companies committed to understanding the implications of ageing for pension and insurance sectors.

**<http://www.genevaassociation.org>**

Its web site contains details of its Four Pillars research programme, initiated in 1985 to further understandings of developments in social security provision, pensions, savings and employment. Especially recommended are its newsletters, available on the web as PDF files, which cover past and forthcoming workshops, seminars and conferences on age, employment and pensions issues.

The Centre for Senior Policy (CSP) in Norway promotes research, raises awareness and forges links in order to reverse trends towards early retirement.

**<http://www.seniorpolitikk.no/>**

The Centre is currently co-ordinating the Norwegian Government's National Initiative for Senior Workers, a programme that targets management in unions, employers associations and government agencies.

In the Netherlands, the Government-funded Taskforce on Older People and Employment is working towards encouraging major changes in the employment of older workers.

**<http://www.ouderenarbeid.nl>**

The Taskforce researches, implements and disseminates, aiming to influence enterprises, organisations, public governance, decision makers and public opinion. Its first interim report, 'The carrot, not the stick', published in April 2002, is available on the site as a PDF file in English. The second interim report, 'Count yourself lucky', was published in February 2003.

Returning to the UK, Age Concern's web site provides a large platform of information and campaign reports.

**<http://www.ageconcern.org.uk/AgeConcern/index.htm>**

The long-established charity aims to support people over 50 in the UK by providing services and information, and by campaigning on issues such as age discrimination and pensions policies. In autumn 2003, its web site covered its 'Break the Age Barrier' campaign, aimed at persuading employers to pursue more age-friendly working practices:

**[http://www.ageconcern.org.uk/ageconcern/news\\_537.htm](http://www.ageconcern.org.uk/ageconcern/news_537.htm)**

**[http://www.ageconcern.org.uk/ageconcern/news\\_866.htm](http://www.ageconcern.org.uk/ageconcern/news_866.htm)**

Likewise, Help the Aged has been a long-time campaigner against age discrimination. This link is to one of its more recent campaigns:

**[http://www.helptheaged.org.uk/CampaignsNews/Age+Discrimination/\\_default.htm](http://www.helptheaged.org.uk/CampaignsNews/Age+Discrimination/_default.htm)**

The Third Age Employment Network (TAEN), which is supported by Help the Aged, offers an exceptionally well-informed series of briefings, reports and other publications on employment matters for mature workers:

**<http://www.taen.org.uk/publications.htm>**

TAEN is a campaigning organisation, with a membership of 200 organisations and groups across the country, committed to improving opportunities for mature people to continue to learn, work and earn. The web site provides links to its invaluable quarterly newsletters on age diversity in work and enterprise, as well as to its informative and accessible briefings. The Association of Retired and Persons Over 50 (ARP/O50), a social and campaigning membership organisation for seniors in the UK, is dedicated to changing attitudes to age.

**<http://www.arp050.org.uk/>**

The Association has campaigned on discrimination issues since its inception in 1988. Its response to the Age Consultation 2003 document is to be found at:

**<http://www.arp050.org.uk/asp/home/index.asp>**, under campaigning issues, then equality.

The United States counterpart, the AARP, on which the UK body is modelled, provides a powerful search engine on its relatively new AgeSource Worldwide web site:

**[http://research.aarp.org/general/agesource\\_home.html](http://research.aarp.org/general/agesource_home.html)**

AgeSource Worldwide provides links to clearinghouses, databases, libraries, directories, statistical resources, bibliographies and reading lists, texts, and Web 'metasites' focusing on ageing or closely allied subjects. More than 20 countries are represented, ranging from the United States to Japan, and from Norway to Chile. Although information is limited to English, navigation and help pages are also in French and Spanish. Users can search by subject, country or region of the world, or by type and language of the information resource.

For information specifically on employment, income and retirement issues, the AARP home page is also useful:

**<http://www.aarp.org/internetresources/>**

Finally, the National Council on the Aging is an association of organisations and professionals in the United States dedicated to promoting the dignity, self-determination, well being and contributions of older people.

**<http://www.ncoa.org/index.cfm>**

The Council's Workforce Development Division provides leadership and training to mature professionals.