Challenges of Active Ageing For Equality Law and for the Workplace

Centre for Diversity Policy Research and Practice
Headington Hill Hall, 5th and 6th June 2014

Programme

The Equal Treatment Directive 2000/78/EC introduced the prohibition to discriminate on the grounds of age in employment and training to reflect demographic and labour market trends which show an ageing population, coupled with the desire to encourage greater participation of older people in the workplace and promote active ageing. However, mandatory retirement policies in the Member States may still be justified if they pursue a legitimate aim of employment policy and are deemed to be proportionate means to achieve that aim. For example, the Court of Justice of the European Union has accepted as valid reasons such as the need to enable younger workers to have access to work and employment opportunities. This legal development creates a tension between the active ageing agenda and the implementation of age equality laws in the workplace.

This symposium brings together academics from different disciplines (labour law, industrial relations, human resource management and occupational psychology), policy makers, practising lawyers and representatives of trade unions and of employers to explore and debate the challenges of the ‘active ageing agenda’ for equality law, collective rights to pension entitlements and to the management of human resources.

Day one: Thursday 5th June

9.30-9.55 Registration and coffee
9.55-10.00 Welcome from Dr Louise Grisoni Associate Dean, Research and Knowledge Exchange, Business Faculty, Oxford Brookes University

Morning session Chaired by Professor Catherine Barnard, University of Cambridge, UK
10.00-10.45 Setting the Scene: Development of the CJEU Jurisprudence on Age Discrimination in Employment
Professor Frank Hendrickx, KU Leuven University, Belgium

Challenges of Active Ageing for Equality Law in the Member States:

10.45-11.30 Issues of Age Discrimination and Retirement in Central Europe
Professor Csilla Kollonay Lehoczky, Central European University, Budapest, Hungary
11.30-11.45 Coffee break
11.45-12.30 Active Ageing in Italy: The Labour Market Perspectives and Access to Welfare
Professor Luciana Guaglianone and Dr Fabio Ravelli, University of Brescia, Italy
12.30-1.15 Meeting the Challenges of Active Ageing in the UK: Is the Abolition of Mandatory Retirement the Answer?
Professor Simonetta Manfredi and Professor Lucy Vickers, Oxford Brookes University, UK
1.15-2.15 Lunch

**Afternoon session** Chaired by Colm O’Cinneide, University College London, UK

2.15-3.00 *Challenges of Active Ageing – The Intersection between Age and Gender*  
Associate Professor Jenny Julén Votinius, Lund University, Sweden

3.00-3.45 *Pension Sustainability in the Face of Crisis: Perspective from Trade Unions*  
Dr Jo Grady, University of Leicester, UK

3.45-4.00 Tea break

4.00-5.30 **Panel discussion:** *Age Discrimination and Retirement Policies: Should the Concept of Retirement become Obsolete?*  
Chaired by Declan O’Dempsey, Barrister Cloisters, UK with Colm O’Cinneide, University College London, UK; Sue Ashtiany, Ashtiany Associates, UK; Professor Mark Freedland, University of Oxford, UK and Professor Álvaro Oliveira, European Commission, Belgium

**Day two: Friday 6th June**

**Managing Extended Working Lives** Chaired by Professor Simonetta Manfredi, Oxford Brookes University, UK

9.00-9.30 Registration and coffee

9.30-10.15 *Function, Flexibility, and Responsibility – Differences in Former Professional Job and Post-Retirement Activities Among Retirees in Germany*  
Professor Jürgen Deller, Leuphana University of Luneburg, Germany

10.15-11.00 *Managing Extended Working Lives: What do Employees Want?*  
Professor Wendy Loretto, University of Edinburgh, UK

11.00-11.15 Coffee break

11.15-12.00 *Emerging Options for Extending Working Lives: Results of a Delphi Study*  
Alysia Blackham, University of Cambridge, UK

12.00-1.30 **Panel Discussion:** *Implications for the Management of Human Resources and Employers of Extending Working Lives*  
Chaired by Professor Malcolm Sargeant, Middlesex University, UK with Alison Cross, Oxford Brookes University, UK; Bob Price, Oxford City Council, UK; Sally Brett, Trades Union Congress, UK; Dr Katrina Pritchard, Birkbeck, University of London, UK; Duncan Bain, Penningtons Manches LLP, UK and Martin Hall, BMW, UK

Final thoughts about collaboration and future research agenda - symposium concludes

1.30 Lunch