

## **Age Discrimination and Labour Law**

**This Book Presentation aims at presenting and discussing a new book – Age Discrimination and Labour Law. Comparative and Conceptual Perspectives in the EU and Beyond – edited by Ann Numhauser-Henning and Mia Rönnmar and published by Kluwer Law International in the spring of 2015.**

Age discrimination relates to the protection – and inclusion – of both older and younger workers on today's labour markets. An ageing population is a global demographic trend bringing difficult economic and social challenges – and emphasis is put on bans on age discrimination as tools for promoting active ageing. The EU's ambitions are expressed in the Europe 2020 Strategy, which highlights the importance of people remaining healthy and active even in old age, as in the so-called Employment Guidelines. 2012 was the 'The European Year for Active Ageing'. The Lisbon Treaty now cites solidarity between generations as one of the Union's objectives (Article 3.3) and the EU Charter of Fundamental Rights apostrophises (in Article 25) the rights of the elderly. High youth unemployment and the difficult situation of younger workers, not least in times of economic crisis, is currently also a great challenge, potentially rendering active ageing strategies more difficult. Also in general, the theme of non-discrimination is timely given important and far-reaching legal reforms of non-discrimination law in many countries. This includes the introduction of comprehensive non-discrimination acts; important case law developments, for example at EU level; an increased focus on fundamental rights and decent work; segmented labour markets and increasing numbers of precarious and vulnerable workers; and deregulatory labour law reforms and austerity measures following the global financial and economic crisis, indicating that labour law protection for individual employees in the future increasingly can be found in non-discrimination law.

The book contributes with a topical and multi-faceted discussion and analysis of EU law and national European law, and adds important comparative and international perspectives, for example, by including Australia, Japan, Latin America, South Africa and the US. It provides a deepened analysis of the crucial case law of the Court of Justice of the European Union – by now extensive, dynamic, and controversial to say the least – and develop the discussion on theoretical and conceptual issues. The book contains introductory and concluding chapters, chapters discussing theoretical, conceptual, international, comparative and EU law perspectives, and chapters analytically discussing national developments and experiences (apart from the non-EU countries mentioned above Finland, France, Germany, Lithuania, the Netherlands, Poland, Spain, Sweden and the UK are included). Contributors to this book are all distinguished researchers and experts in the field of non-discrimination law and labour law.

**Participants:**

Professor Mia Rönnmar, Lund University, Sweden

Professor Nicola Smit, North-West University Potchefstroom Campus, South Africa

Mia Rönnmar's main research areas are Swedish, comparative and EU labour law and industrial relations. She is the Editor-in-Chief of the *International Journal of Comparative Labour Law and Industrial Relations*, the Swedish national expert in the European Commission's European Labour Law Network (ELLN) and a member of the Norma Elder Law Research Environment. She has also been a visiting researcher at *inter alia* the London School of Economics, the European University Institute and Sydney University.

Nicola Smit obtained the degrees BLC (cum laude) (UP), LLB (cum laude) (UP) and LLD (RAU). She started her career at the University of South Africa, before moving to the then Rand Afrikaans University (now University of Johannesburg). She joined the Faculty of Law of the North-west University (Potchefstroom campus) as Executive Dean in 2013, but continues with both teaching and research activities. She has published widely in the areas of labour law, in particular the transfer of undertakings and decent work, and social security law pertaining to workers.

**Discussant:** Prof J Bellace

Professor Janice R Bellace is the Samuel A Blank Professor of Legal Studies and Professor of Management in The Wharton School, University of Pennsylvania.