

UNIT 7 AGEING**AGE DISCRIMINATION****What is age discrimination and who suffers from it?**

If a prejudice against a person or group of people on the grounds of their age becomes the driving force behind a decision, it is considered age discrimination.

Although typically associated with the older generations, discrimination can happen to people of all ages. It can involve being passed over for a job or promotion on the grounds that you are too young or because an employer thinks you are too old to do a certain job.

So how do we get protection from this?

Previously, there was no way to combat instances of age discrimination. Unlike disability, sex, religion or race discrimination it was not outlawed.

Now that the employment equality (age) regulations are in force, however, it is illegal for employers to discriminate against employees, trainees or job seekers because of their date of birth. They must now ensure all workers have the same rights in terms of training and promotion, regardless of their age.

How will this happen?

Several tiers of legislation have been introduced, but specifically it is now an offence to deny someone a job, promotion or training in the workplace because they are too young or old.

The regulations are divided into four categories: direct discrimination, indirect discrimination, harassment and victimisation.

Direct discrimination is unfavourable treatment because of someone's age, while indirect discrimination involves a company's practices having a disadvantageous effect on employees of a certain age.

Harassment is the intimidation of younger or older employees or behaviour which people of a certain age may find upsetting. Victimisation involves the unfair treatment of an individual who has complained of discrimination or given evidence on behalf of someone else that has complained of discrimination.

The legislation covers all workers, both contracted and self-employed, and those taking part in or applying for employment-related training including further and higher education courses.

Are there any exceptions?

There are a handful of groups that are not covered by the legislation. For example, members of the regular armed forces or military reserve forces are not included as age is seen as an acceptable way to decide a person's suitability to the field of combat.

There is also something called a genuine occupational requirement, whereby a person is required to be a certain age for a job. For example, the role of a character in a play or film, or serving alcohol in a bar or pub. The regulations do not apply to goods and services, so insurance companies and health firms will still be able to discriminate on the grounds of age.

What does the legislation mean for employees?

A national default retirement age of 65 has been introduced and employers are no longer allowed to force someone to retire before then.

There is no longer an upper-age limit for unfair dismissal and redundancy and a statutory redundancy payment should be included in your contract. It is also unlawful for an employer to place a lower-age limit on a position, unless it can be justified.

All employees now have the right to request to work beyond the age of 65, and employers have a duty to consider, although not to accept, such a request. This should involve an employee meeting with their employer to discuss the request. An employee will have a right of appeal if they are dissatisfied with the outcome of the meeting. This policy will be reviewed in 2011.

Will the changes have an impact on my pension?

The legislation will not affect any occupational or personal pension you have, or your entitlement to the state pension.

And what does the legislation mean for employers?

Employers have had to review, and in some cases revise, their recruitment and retention policies, as they are no longer allowed to use age as a consideration in employment, promotion or retirement decisions. They should also have updated their equality policy to include the new legislation and disciplinary rules, and informed all current members of staff of the implications of the regulations. The Advisory, Conciliation and Arbitration Service (Acas) has produced a series of guidance notes to help employers comply with the legislation.

What should I do if I feel I am being discriminated against?

Keep a record of any examples and use it to put your case forward. Initially, it would probably be best to raise the matter with your boss to try and resolve any grievances informally. You are allowed to have an employee representative or colleague present at the meeting in order to act as a witness.

If this fails to resolve the matter, you are then within your rights to bring a claim for age discrimination to an employment tribunal with the possible award of compensation as a result.

Free and impartial advice to help you in this process is available from Citizens Advice and Acas.

Jim Griffin
The Guardian Newspaper

GLOSSARY

driving force = forza motrice
to happen = accadere, succedere
to pass over = scavalcare
instance = esempio
outlawed = illegale
regardless of = a prescindere da
tier = livello
to deny = negare
harassment = molestie
upsetting = sconvolgente
victimisation = vittimizzazione
to complain of = lamentarsi di
handful = manciata, pugno
armed forces = forze armate
military reserve forces = milizia
good = bene
firm = azienda
default = automatico

to retire = andare in pensione
dismissal = licenziamento
redundancy = licenziamento per esubero di personale
to request = richiedere
to review = rivedere
to revise = modificare
retention = conservazione del posto
***current** = attuale
members of staff = personale
guidance = orientamento
to comply with = attenersi a
to put forward = avanzare
grievance = reclamo, lamentela
witness = testimone
to bring (brought, brought) a claim
 = avanzare una causa
award = assegnazione

LANGUAGE NOTES

The suffix *-ee* is generic English for French *-é* and *-ée* and is used to form nouns indicating the person who is the recipient of the action. Some common pairs are:

employer – employee interviewer – interviewee trainer – trainee

Note the use of the prefix *un-* to render adjectives negative: *unfair, unlike, unlawful*.

The adverb *whereby* means “by which”: *They have introduced a new system whereby all employees must receive the same treatment*.

The word *long* is often used to refer to time: *How long have you been here?* (Da quanto tempo sei qui?), *a long time* (tanto tempo), *long ago* (tanto tempo fa). The phrase *no longer* means “not any more”: *Arranged marriage is no longer used*.

Further education refers to education after compulsory schooling; *higher education* usually refers to education offered in universities.

COMPREHENSION

1. The article is written for ...
 - a. government ministers.
 - b. social workers.
 - c. the average citizen.

2. Until recently, age discrimination was ...
 - a. legal.
 - b. illegal.
 - c. illegal for some categories.

3. The new legislation does not cover ...
 - a. teachers.
 - b. artisans.
 - c. actors.

4. Under the new regulations the employer cannot ...
 - a. make somebody retire before the legal retirement age.
 - b. dismiss employees.
 - c. place a higher-age limit on a position.

5. The legislation has forced employers to ...
- create new equality policies.
 - change their recruitment criteria.
 - develop new disciplinary rules.

VOCABULARY

Exercise 1 Read the examples of discrimination below and decide what kind they are.

direct discrimination harassment	indirect discrimination victimisation
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- _____ My husband's employer has introduced a benefit only for employees with more than ten years' service, but he's only been there for eight years.
- _____ Some younger colleagues are always telling "ageist" jokes when I am in the office.
- _____ My friend gave evidence at the employment tribunal about age discrimination, then when she applied for promotion her application was rejected because her employer said she is a "troublemaker".
- _____ My employer refuses to employ people under the age of 30 because he thinks they are unreliable.

Exercise 2 Complete the sentences with the appropriate word.

aged	ancient	antique	elderly	outdated
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- The exhibition explores the world of _____ Greece using hundreds of objects from the British Museum.
- Contact our website for information, advice and guidance on any aspect of care, support or housing for the _____.

3. The _____ Chinese vase discovered in a house in London fetched £68 million at auction.
4. My computer is only 5 years old but it's already _____.
5. Sixty-three percent of all U.S. adults _____ 70 and older experience some deafness.

Exercise 3 Employment. Choose the most suitable word or phrase.

1. I've found a **part-time / overtime / long-term** job during the holidays. I will have it for the next six weeks only.
2. I am hoping to **gain / win / earn** enough money to pay for my studies.
3. I was **sacked / thrown / pushed** from my last job because I was always late.
4. I was planning to **retire / dismiss / resign** in any case because I hated the boss.
5. Fortunately, a new **work / position / employ** came up straight away.

AGEING WELL IN THE INFORMATION SOCIETY
1BN IN DIGITAL TECHNOLOGIES FOR EUROPEANS
TO AGE WELL

Responding to the needs of Europe's growing ageing population, the European Commission has today adopted a European Action Plan for "Ageing Well in the Information Society". This Action Plan is accompanied by a new joint European research programme raising to over €1bn the research investment on information and communications technologies (ICT) targeted at improving the life of older people at home, in the workplace and in society in general. These new EU initiatives will contribute to allowing older Europeans to stay active for longer and live independently. Together they promise a triple win for Europe: improved quality of life and social participation for older people in Europe, new business opportunities for Europe's industries, and more efficient and more personalised health and social services.

“Europe’s ageing population is a challenge for our job market, and its social and health systems. But it is also an economic and social opportunity. ICT will provide new and more accessible products and services that meet the needs of older people,” said Viviane Reding, EU Commissioner for the Information Society and Media. “These two initiatives will mobilise digital technologies that will improve the daily lives and social participation of older people, and create new opportunities for Europe’s industry.”

By 2020 25% of the EU’s population will be over 65. Spending on pensions, health and long-term care is expected to increase by 4-8% of GDP in coming decades, with total expenditures tripling by 2050. However, older Europeans are also important consumers with a combined wealth of over €3000 billion. ICT will increasingly allow older people to stay active and productive for longer; to continue to engage in society with more accessible online services; and to enjoy a healthier and higher quality of life for longer.

The majority of older people do not yet enjoy the benefits of the digital age - low cost communications and online services that could support some of their real needs - since only 10% use the internet. Severe vision, hearing or dexterity problems, frustrate many older people’s efforts (21% of the over 50s) to engage in the information society.

In response, today’s Action Plan aims at:

- a. overcoming technical and regulatory barriers to market development, through market assessments and by facilitating the exchange of best practice between Member States;
- b. raising awareness, and building consensus via stakeholder cooperation in 2007 and the establishment of a best practice internet portal;
- c. accelerating take-up through, for example, a set of pilot projects and a European award scheme for smart homes and independent living applications;
- d. boosting research and innovation by immediately supporting a joint public-private research programme dedicated to “ambient assisted living”. It aims to foster the emergence of innovative, ICT-based products, services and systems for Europe’s ageing population.

Europe’s Information Society

http://ec.europa.eu/information_society/activities/einclusion/policy/ageing/launch/index_en.htm

GLOSSARY

information society = società dell'informazione
joint = congiunto
to allow = permettere
win = vittoria
commissioner = commissario/a
***decade** = decennio
increasingly = sempre più

to engage in = partecipare a
to overcome (overcame, overcome)
 = superare
set = serie
smart = intelligente
to foster = incoraggiare, favorire

LANGUAGE NOTES

Note the polite terms used to refer to old people: *the aged, the elderly*
 The adjective *old* has two comparative and superlative forms:
older - oldest are used to compare the age of people and things: *My car is older than yours.*

elder - eldest are used to imply seniority rather than age, generally within a family context: *My elder sister is twenty-one.*
 However, *elder* cannot be used in the comparative construction with *than*: *My sister is older than I am.*

The English word *decade* translates as *decennio* in Italian: *the decade between 2000 and 2010*. The Italian word *decade* translates as *a 10-year period* in English.

Majority, minority are both collective nouns that are followed either by a singular or plural verb form. Compare the following examples.
The majority is expected to adopt the measure. (The majority is acting as a unit, not as separate individuals.)
The majority were not in agreement on several issues. (The majority is spoken of as a group of separate individuals who did not agree on various issues.)

Take-up means how much people start to use or accept a service, or sometimes a product. The verb *to take up* means to start a new activity: *Jane decided she would take up swimming.*

COMPREHENSION

1. What is the aim of the European Commission's Action Plan?
2. How will the Plan be implemented?
3. Why are older people being targeted?
4. What are some of the problems that older people may encounter when using digital technologies?
5. How will the Plan overcome technical and regulatory barriers?

VOCABULARY

Exercise 4 Collocations. Complete the sentences with the most appropriate verb.

adopt	boost	build	overcome	raise
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1. The campaign strives to _____ awareness about discriminations of all kinds.
2. That company plans to _____ an ageist policy. This must be stopped.
3. His encouragement really helped _____ my confidence.
4. Society must _____ barriers of discrimination in the workplace.
5. The Prime Minister is hoping to _____ consensus among politicians.

Exercise 5 To take. Choose the correct alternative.

1. The court need to take the child **away** / **off** from its parents to protect it.
2. She took **up** / **on** a lot of responsibility in her new job.
3. The company took **over** / **off** its biggest competitor.
4. He took **back** / **away** what he said and apologised.
5. John really takes **on** / **after** his father. They are identical.

Exercise 6 Match the ICT terms with the definitions.

a. Folder b. Hardware c. Browser d. Pen drive e. Download

1. A software package that enables you to navigate the Internet. _____
2. To transfer a copy of data from one computer to another computer, or from the Internet. _____
3. A location on a disk which contains a set of related files. _____
4. The physical elements of a computer system. _____
5. A portable storage device. _____

WRITING**Modifying Connectives: Adding**

There are several ways of introducing additional statements:

1) *The NHS provides long-term care in hospitals.* 2) *The NHS pays for care at independent nursing homes.*

and (simple added statement)

The NHS provides long-term care in hospitals *and* pays for care at independent nursing homes.

as well as + -ING form (emphasises the first element)

The NHS provides long-term care in hospitals *as well as paying* for care at independent nursing homes.

besides + -ING form (more emphatic than *as well as*)

The NHS provides long-term care in hospitals *besides paying* for care at independent nursing homes.

furthermore (more formal, similar to *moreover*)

The NHS provides long-term care in hospitals. *Furthermore (Moreover)*, the NHS pays for care at independent nursing homes.

in addition to + -ING form (similar to *besides*)

In addition to providing long-term care in hospitals, the NHS pays for care at independent nursing homes.

Exercise 7 Join these pairs of sentences using one of the connectives above.

1. Kathy Jager is a grandmother of four. She is a star in the World Veterans' Athletics Championships.
2. Mrs Jager is a former social worker. She is a fervent anti-drugs campaigner.
3. Last week she set a world record for her age group in the 100 metres race. She won the 200 metres race.
4. She won the gold medal. She shattered the existing world record.
5. She was awarded a bronze medal in the long jump. She won a silver medal in the pole vault.

DISCUSSION

Discuss in what ways ICT can be useful for the aged.

You might like to consider the following two topics:

1. Elderly people's use of ICT in their daily lives.
2. The use of ICT in health care and welfare services for old people and people with dementia.

UNIT 8 MENTAL HEALTH

WHAT IS MENTAL HEALTH?

Mental health is not just the absence of mental disorder. It is defined as a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.

In most countries, particularly low- and middle-income countries, mental health services are severely short of resources - both human and financial. Of the health care resources available, most are currently spent on the specialized treatment and care of the people with mental illness, and to a lesser extent on an integrated mental health system. Instead of providing care in large psychiatric hospitals, countries should integrate mental health into primary health care, provide mental health care in general hospitals and develop community-based mental health services.

Even less funding is available for mental health promotion, an umbrella term that covers a variety of strategies, all aimed at having a positive effect on mental health well-being in general. The encouragement of individual resources and skills, and improvements in the socio-economic environment are among the strategies used.

Mental health promotion requires multi-sectoral action, involving a number of government sectors and non-governmental or community-based organizations. The focus should be on promoting mental health throughout the lifespan to ensure a healthy start in life for children and to prevent mental disorders in adulthood and old age.

Mental health improvements are central to nations' development.

Positive mental health is linked to a range of development outcomes and is fundamental to coping with adversity. On the other hand, poor mental health impedes an individual's capacity to realize their potential, work productively, and make a contribution to their community. In order to improve population mental health, WHO MIND supports countries to implement programmes to ensure that effective treatment, prevention, and promotion programs are made available to all people who need them.

World Health Organisation

<http://www.who.int/features/qa/62/en/index.html>

GLOSSARY

disorder = disturbo, malattia
well-being = benessere
to cope with = affrontare
fruitfully = fruttuosamente, con successo
to be short of = essere a corto di
illness = malattia
lesser = minore
extent = misura
umbrella term = termine generico

skill = abilità, capacità
focus = punto centrale
lifespan = durata della vita
adulthood = età adulta
linked = connesso
outcome = risultato, esito
adversity = avversità, disgrazia
to realize = realizzare
to make available = mettere qualcosa a disposizione, rendere disponibile

LANGUAGE NOTES

Wellness is a relatively new word that is generally used to mean healthy balance of the mind, body and spirit that results in an overall feeling of well-being.

The verb *to realise* can mean “to make real” (realizzare): *He realised his ambition*. It can also mean “to know” (rendersi conto): *He realises he has serious health issues*.

COMPREHENSION

Say whether the following statements are True or False.

1. The article discusses mental health in the EU.
2. The definition of mental health includes being able to deal with everyday pressures.
3. More psychiatric hospitals should be provided.
4. More money is spent on integrated health systems than on mental illness.
5. Mental health is vital for a country’s progress.

VOCABULARY

Exercise 1 Find words in text that mean the following:

1. illness
2. financial support
3. therapy
4. avoidance
5. well

Exercise 2 Complete the sentences using the adjective related to the noun in each sentence.

1. A person suffering from anxiety is _____
2. A person suffering from depression is _____
3. A person suffering from anger is _____
4. A person suffering from fear is _____
5. A person suffering from stress is _____

Exercise 3 Morphology. The suffix *-ity* can be added to adjectives to form nouns: *adversity, community*. Complete the sentences with the correct form of the word in brackets.

1. Mental health issues often involve much _____. (*complex*)
2. The _____ of mental illness is often genetic. (*probable*)
3. The most likely _____ is that depression has multiple causes. (*possible*)
4. We have the _____ to help you recover. (*able*)
5. Some patients need _____ as much as care. (*secure*)

WORLD HEALTH ORGANISATION

Q: How can the human rights of people with mental disorders be promoted and protected?

A: People with mental disorders around the world are exposed to a wide range of human rights violations. The stigma they face means they are often ostracized from society and fail to receive the care they require. In some communities, people with mental disorders are banished to the edge of town where they are left semi-naked or in rags, tied up, beaten and left to go hungry.

Patients in many mental hospitals fare little better. People are restrained with metal shackles, confined in caged beds, deprived of clothing, decent bedding, clean water or proper toilet facilities and are subject to abuse and neglect.

People with mental disorders also face discrimination on a daily basis including in the fields of education, employment and housing. Some countries even prohibit people from voting, marrying or having children.

How can these violations be prevented?

- **Change attitudes and raise awareness.** Ministries of Health, mental health service user and family groups, health professionals, NGOs, academic institutions, professional organizations and other stakeholders should unify their efforts in educating and changing public attitudes towards mental illness and in advocating for the rights of people with mental disorders.
- **Improve human rights in mental health facilities.** Mechanisms to monitor human rights should be established to protect against inhuman and degrading treatment, poor living conditions and inappropriate and arbitrary involuntary admission and treatment. People should also have access to complaints mechanisms in cases of human rights violations.
- **Empower mental health service users and families.** Governments should support the creation and/or strengthening of mental health service user and families organizations. Such groups are in the best position to highlight problems, specify their needs, and help find solutions to improving mental health in countries and have a crucial role to play in the design and implementation of policies, plans, laws and services.
- **Replace psychiatric institutions with community care.** Large institutions, which are so often associated with human rights violations, should be replaced by community mental health care facilities, backed by psychiatric beds in general hospital and home care support.
- **Increase investment in mental health.** Governments need to dedicate more of their health budget to mental health. In addition the mental health workforce needs to be developed and trained to ensure that all people have access to good quality mental health services at each level of the health care system.
- **Adopt policies, laws and services that promote human rights.** Countries should put in place mental health policies, laws and services that promote the rights of people with mental disorders, empower them to make

choices about their lives, provide them with legal protections, and ensure their full integration and participation into the community.

WHO has initiated a global action programme to assist countries to create and implement coherent and comprehensive mental health policies, plans and legislation, and to ensure adequate mental health care is available at the community level. This includes development of human resources for mental health.

World Health Organisation

<http://www.who.int/features/qa/43/en/index.html>

GLOSSARY

range = gamma	stakeholder = interessato
ostracised = escluso	effort = sforzo
rags = stracci	to advocate for = difendere
beaten = pestato	to improve = migliorare
to fare little better = avere condizioni poco migliori	to establish = stabilire, determinare
shackles = manette	to empower = dare più potere a
caged = ingabbiato	to strengthen = rafforzare
clothing = indumenti	to replace = sostituire
bedding = biancheria	backed = appoggiato
neglect = trascuratezza	bed = posto letto
to marry = sposarsi	budget = bilancio
attitude = atteggiamento	trained = formato
	to provide = fornire, organizzare

LANGUAGE NOTES

In English, words can be combined to form compounds. They have three main forms:

1. two words that appear together as one: *grandmother, stakeholder*
2. two or more words connected by a hyphen: *well-being, decision-maker*
3. combinations of longer words: *community care, home care, human rights violations*

These compounds can sometimes be very long:

mental health service user and family groups

The verb *to marry* is used without a preposition: *I married John three years ago*. The expression *to get married* describes the change in state: *They want*

to get married soon. The expression *to be married* refers to the state: *They have been married for years.*

COMPREHENSION

1. What happens to people with mental disorders around the world?
2. Why are these people often excluded from society?
3. Why should the users of mental health services be encouraged to participate in the planning of services?
4. Why should large institutions be substituted for smaller ones?
5. Are the current policies and legislation adequate for promoting the rights of people with mental disorders?

VOCABULARY

Exercise 4 Find words in text that mean the following:

1. shame
2. mistreatment
3. check
4. essential
5. supported

Exercise 5 Care. Complete the sentences with the most appropriate word.

child	foster	health	home	hospice
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1. _____ care is better for the elderly than an institution.
2. People generally rely on their employers to sponsor their _____ care coverage.
3. Placements of teenagers in _____ care have dramatically increased over the past 10 years.
4. Many companies have a _____ care centre for their employees.
5. _____ care aims to optimize the quality of a terminally ill patient's life.

Exercise 6 Complete the sentences with the appropriate word.

depression	eating disorders	obsessive compulsive disorder
schizophrenia	self-harming behaviour	

1. People who can't stop washing their hands may be suffering from an _____.
2. Anorexia and bulimia are serious _____.
3. _____ may be described as feeling sad, blue, unhappy, or miserable.
4. Cutting yourself is an example of _____.
5. _____ is a mental disorder that makes it difficult to tell the difference between real and unreal experiences.

DISCUSSION

THE STRESS SCALE

Score each item according to how much of the time each statement applies to you on a scale from 1 (always) 2 (often) 3 (sometimes) 4 (rarely) 5 (never).

Then discuss your results with a partner

I eat well-balanced, nutritious meals each day.	1	2	3	4	5
I enjoy my work.	1	2	3	4	5
I organize and manage my time effectively.	1	2	3	4	5
I like myself.	1	2	3	4	5
I exercise on a regular basis.	1	2	3	4	5
I am the appropriate weight for my height and body-type.	1	2	3	4	5
I have two or less alcoholic drinks per day.	1	2	3	4	5
I abstain from smoking cigarettes.	1	2	3	4	5