**Information about Ageism and Age-Discrimination**

ASEM Global Ageing Center (AGAC)

**[Forms and manifestations of ageism and age-discrimination]**

**1. Forms of age-discrimination: Employment area** (ASEM Global Ageing Center, 2020)

 1) Barriers to entry to Labor Market

* **<Australia>** A study on age discrimination after employment reported that more than 25% of the subjects reported experiencing some form of age discrimination in the workplace, and the rate of experiencing such age discrimination was even higher among job-seekers (Australian Human Rights Commission, 2015). Specifically, negative stereotypes about older workers include, “older workers do not like changes;” “older workers are forgetful;” “older workers do not like learning what to do from young people;” “older workers find it difficult to learn new or complex things;” “older workers do not like to work long hours;” and “older workers do not like to be engaged in tasks involving new technologies” (Australian Human Rights Commission, 2015).
* **<Republic of Korea>** According to a study on age discrimination in South Korea, age discrimination occurs most frequently in the labor market than in other areas. Among the cases of discrimination complaints filled to the National Human Rights Commission of Korea, the complaints against age discrimination in employment account for 45.1% (Lim, 2017). The Korea Labor Institute (KLI)’s survey of 1,433 businesses showed that 51.8% of the cases considered age as a criterion for layoffs, of which 30.4% targeted those aged 50 or above for layoffs. The businesses that limit the age of applicants when hiring new employees account for 49.9% (Chang, 2003).
	+ National Human Rights Commission of Korea’s survey also showed the existence of ageism in employment and labor area. 93% of older respondents answered that they had to retire due to their age. 90.6% of older respondents experienced age discrimination in the job search process or in the work place (National Human Rights Commission of Korea, 2017).

2) Low employment rate of older persons can be a result of ageism

* **<Italy>** The employment rate of population aged 55 to 64 in Italy was 31.4% in 2005, about 10% lower than the European average. Italy showed the lowest employment rate of older women in Europe, which was 20.8% (ISTAT, 2006).
* **<Malaysia>** Employment opportunities for older persons are limited in Malaysia (Yusoff & Zulkifli, 2014).
* **<Poland>** In 2014, the employment rate of women and men aged 50 to 65 was 44% and 60.3%, which was very low compared to European average of 54.3% and 67.1%. Moreover, according to a study conducted on Polish business owners, more than 40% of respondents had specific preferences regarding the age of their employees and were somewhat reluctant to hire older job seekers (Górniak, 2010).

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| **<Source>**ASEM Global Ageing Center (2020[). A Foundational Study to Develop an Ageism Index for ASEM Partners](http://www.asemgac.org/bbs/bbs/view.php?bbs_no=48&data_no=771&page_no=1&sub_id=).- Australian Human Rights Commission (2015). National Prevalence Survey of Age Discrimination in the Workplace. Australian Human Rights Commission, Sydney- Chang, Ji-Yeon (2003). Labor Market and Employment Policy in the Age of Aging (Ⅰ). Korea Labor Institute.- Górniak, J. (2010). Raport baza rynków pracy. Obserwatorium Regionalnych Rynków Pracy.- ISTAT (2006). Annuario Statistico Italiano.- Lim, Gongsoo (2017). Criteria for making judgements on employment discrimination. The Journal of labor law, 39, 177–222.- Yusoff, N., & Zulkifli, Z. (2014). Rethinking of Old Age: The Emerging Challenge for Malaysia. International Proceedings of Economics Development and Research, 71(13).National Human Rights Commission of Korea (2017). Survey to draft a Report on the Rights of Older Persons. |

**2. Forms of age-discrimination: Health area** (ASEM Global Ageing Center, 2020)

* **<United Kingdom>** In the UK, older persons suffering from strokes are less likely to receive the medical services they deserve, and the age of the patient has a significant influence on the quality and type of treatment (Rudd et al., 2007). The UK National Health Service provides breast cancer screening pr1ograms only to women under the age of 65, raising the issue of age discrimination in the provision of treatment (Rudd et al., 2007). Still, in the UK, the age standard for unforeseen or undesirable death is set to under 50, implicitly implying that life after 65 is of less value than life at a younger age (AGE Platform Europe, 2016).

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| **<Source>**ASEM Global Ageing Center (2020). [A Foundational Study to Develop an Ageism Index for ASEM Partners](http://www.asemgac.org/bbs/bbs/view.php?bbs_no=48&data_no=771&page_no=1&sub_id=). - AGE Platform Europe. (2016). AGE Platform Europe Position on Structural Ageism. http://age- platform.eu/images/stories/Publications/papers/AGE\_ IntergenerationalSolidarity\_Position\_o n\_Structural\_Ageism.pdf- Rudd, A. G., Hoffman, A., Down, C., Pearson, M., & Lowe, D. (2007). Access to stroke care in England, Wales and Northern Ireland: The effect of age, gender and weekend admission. Age and Ageing, 36(3), 247–255. |

**3. Forms of age-discrimination: Hate speech against older persons** (ASEM Global Ageing Center, 2019)

* **<Republic of Korea>** The study of hate speech comments on Internet portals was practiced in South Korea by collecting the comments that were presented in “real-time search” feature of Naver, the most frequently used Internet portal among South Koreans. The study identified the most frequently searched keywords, such as “no-in-ne” (oldster), “teul-ttag” (denture noise), “kkon-dae” (adultism), “hal-bae” (grandpa), “hal-mae” (grandma), “gae-dwae-ji” (dog and pig; the uncivilized), and “neulg-eun-i” (old man). These keywords appeared frequently with particular adjectives, including “difficult,” “ignorant,” “bad,” “scary,” “weak,” “sick,” “strange,” “poor,” “shameful,” “pathetic,” “regrettable,” “ugly,” and “shameless.” Negative comments about older persons were found, specifically on issues related to politics and the economy. Topic modeling results show that young generations tend to perceive older persons as “scary to deal with,” and as “difficult to communicate with,” which demonstrates a negative attitude towards older persons. The address terms, identified by analyzing Internet comments, reflect the bias and stereotypes of older persons, and are used as discriminatory hate speech.

In the same study, online survey was practiced to analyze non-older persons perceptions. Based on the online survey, most respondents agree that hate speech exist in our society. Respondents of all ages consider “no-in-chung” (elderly bug), “yeon-geum-chung” (pension bug), “no-mang-nan” (senile), “no-seul-a-chi” (older persons behaving like government officials), “teul-ttag” (denture noise), “hal-mae-mi” (noisy grandmother), and “yeog-gyeo-un” (disgusting) to be hate speech. Respondents in their 20s and 30s are more aware of the existence of hate speech than respondents in their 40s and 50s. The severity of online hate speech is perceived as greater than offline, and “generational conflict” is the primary justification for the emergence of hate speech.

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| **<Source>**ASEM Global Ageing Center (2019). [Research on Human Rights of Older Persons in ASEM Partners: Hate Speech against Older Persons](http://www.asemgac.org/bbs/bbs/view.php?bbs_no=48&data_no=598&page_no=1&sub_id=). |

**[Legal, policy and institutional frameworks related to ageism and age-discrimination]**

* **<Republic of Korea>** The Act on Prohibition of Age Discrimination in Employment and Aged Employment Promotion was enacted in 2008. This law prohibits age discrimination throughout the entire course of employment, from hiring to placement, wages, remuneration, education, training and dismissal. The enforcement of this law will contribute to the reduction in visible discrimination against older persons and increasing the employment security of older workers, however, it will be difficult to change discriminatory attitudes or perceptions concerning productivity. Employers with discriminatory perceptions may continue to be reluctant to hire older persons despite the laws prohibiting age discrimination, or age discrimination may be manifested in invisible and indirect forms (Lee, 2008).

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| **<Source>**ASEM Global Ageing Center (2020). [A Foundational Study to Develop an Ageism Index for ASEM Partners](http://www.asemgac.org/bbs/bbs/view.php?bbs_no=48&data_no=771&page_no=1&sub_id=). - Lee, Hyung-Song (2008). Dilemma of Age Discrimination in the American Society: Focusing on ADEA. RIAS, 17(3), 51-80. |

**[Reports related to ageism and age discrimination and other relevant information]**

**1. Reports related to the aforementioned information:**

ASEM Global Ageing Center (2019). [Research on Human Rights of Older Persons in ASEM Partners: Hate Speech against Older Persons](http://www.asemgac.org/bbs/bbs/view.php?bbs_no=48&data_no=598&page_no=1&sub_id=).

ASEM Global Ageing Center (2020). [A Foundational Study to Develop an Ageism Index for ASEM Partners](http://www.asemgac.org/bbs/bbs/view.php?bbs_no=48&data_no=771&page_no=1&sub_id=).

National Human Rights Commission of Korea (2017). Survey on Human Rights of Older Persons for the Development of Comprehensive Reports on Human Rights of Older Persons.

**2. Other Relevant Reports:**

ASEM Global Ageing Center (2018). [A Study of Human Rights based Improvements for the Long Term Care Service System](http://www.asemgac.org/bbs/bbs/view.php?bbs_no=9&data_no=366&page_no=1&sub_id=): The Right to Self-Determination in Admission to and Discharge from Nursing Home Facilities.

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| **<Violation of older persons’ self-determination>**The questionnaire survey on older persons reveals that 60% of the older persons living in nursing home facilities were admitted to the facilities against their will. The most frequent reason they were admitted against their will was “My family cannot afford to take care of me” (59.4%), which indicates that many of them were admitted to the facilities involuntarily because of the situation of their family or guardian, not because they wanted to have better care services in the facilities.  |