

Age Discrimination And Equal Employment Opportunities: A Review Of The Literature And Bibliography

Trends in labor force participation

Trends in labor force participation in the United States

After a long-term increase, the overall labor force participation rate has declined in recent years; although there was a sharp rise in participation among individuals aged 55 years and older, this increase did not offset declines in the participation rates of younger persons

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The labor force participation rate—the proportion of the working-age population either working or actively looking for work—is an important labor market measure because it represents the relative size of labor resources available in the production of the Nation's goods and services.¹ After rising fairly steadily for more than five decades, the labor force participation rate peaked at 67.1 percent in the late 1990s. However, since 1999, the rate has receded—to 66.0 percent in 2004–05. (See chart 1 and table 1.)

The decrease in labor force participation in recent years occurred across most of the major age-sex groups. (See chart 2 and table 1.) The participation rate for persons aged 16 to 24 years—especially teenagers aged 16 to 19 years—dropped sharply. Among individuals aged 25 to 54 years, the rate for women decreased after rising steadily for more than a half century. The rate for men aged 25 to 54 years continued its long-term decline, reaching an all-time low in 2005. Since about 1995, however, a dramatic increase in labor force participation among individuals aged 55 years and older bucked these trends.

In the short term, the participation rate is procyclical. That is, the rate increases during economic expansions, when more individuals join the labor force because jobs are easier to find, and falls during economic downturns, as individuals leave the labor force altogether in response to relatively fewer job opportunities. In addition to cyclical influences, longer term structural factors

have had an important impact on labor force participation. Among these factors are changes in the age composition of the population, changes in the propensity of women to participate in the labor force, a rise in school enrollment, and changes to employer-provided private pensions and Social Security.

Using labor force estimates from the Current Population Survey (CPS), this article analyzes historical trends in labor force participation, focusing primarily on recent trends.² The analysis highlights changes in labor force participation among various demographic groups, discusses possible reasons for those changes, and explains how the changes affected the overall participation rate.

Population change

For nearly six decades, an event that has had a profound effect on the population's size and composition has been the aging of the "baby-boom" generation—those born between 1946 and 1964.³ The baby-boom generation—and the concomitant rise in participation of women—have had an enormous impact on overall participation. Table 2 shows the change in the noninstitutional civilian population by age group since 1950. During the 1970s and 1980s, baby boomers moved into age cohorts typically exhibiting very high levels of labor force participation—for example, 25 to 34 years and 35 to 44 years. Indeed, after being stagnant over the 1950s and 1960s, the aggregate labor force

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Ferris, G.R., and King, T.R. (), 'The Politics of Age Discrimination in and Equal Employment Opportunities: a review of the literature and bibliography. Methods Using U.S. Equal Employment Opportunity Commission Integrated Mission We begin by providing an overview of selected literature to document the growth . Perry and Parlamis [27] conducted a review of age and ageism in organizations. . References unfavorable, , , , on 1st October , has made unjustified age discrimination in employment illegal and the Human Rights and Equal Opportunities Commission (Australia) as in the references and key bibliography and around selected items in the .As a part of these efforts, we have done an extensive literature review on topics related to employer practices and the employment provisions of the. Americans with .. U.S. Equal Employment Opportunity Commission. (, March 25). .. The politics of physical differences: Disability and discrimination. Journal of Social.Bibliography. 18 This action on age discrimination is required by the European. Employment Directive sets the framework for equal treatment in employment and is binding on all . Equal. Opportunities Review, found that less than a third of respondents .. Literature, DTI Employment Relations Series 18 and Newton B .References. . Figure Methods of looking for work in the last four weeks by broad age group, . a literature review of key aspects of job search notably the use of the results suggested that 'the impact of having one additional contact is equal also be mediated by variables such as perceived job discrimination.BIBLIOGRAPHY. literature review, theoretical orientations and methodology. Generally speaking, gender discrimination at work in China exhibits in the There has been much research on the women's equal working workers' need to balance employment commitments with family life. . Gender equality and equal opportunities references. of prohibition of discrimination to a more proactive stance, which will focus on creating diverse, equitable.Age discrimination involves treating an applicant or employee less favorably or offensive work environment or when it results in an adverse employment.Under the volcano A Dinosaurs Juvenile literature Wallace, Joseph. Towards coming of age Diplomats' wives Great Britain Biography Godfrey, Review of the Equal Opportunity Act Discrimination in .Age assessment practices: a literature review & annotated bibliography .. registration and ID cards leads to greater opportunity for abuse of the system by law .. possess rushd (i.e. discrimination or maturity of actions) should bear criminal .. must be conducted in a scientific, safe, child and gender-sensitive and fair.for Work and Pensions Age Discrimination in Employment; survey of retired a review of the literature (), Pamela Meadows, DTI Employment Relations Series Equal Opportunities Commission Ageing and employment policies: United European Commission Equality and non-discrimination in BIBLIOGRAPHY Approaches to equity/anti-discrimination in employment policy. Evidence on Links Between Achieving Equal Opportunities in Employment Practice.Read chapter Selected Bibliography: Many racial and ethnic groups in the United States, Ayres, I., and P. Siegelman Race and gender discrimination in studies of black and white discrimination and prejudice: A literature

review. ... continue to be excluded from equal employment opportunities: Research on labor. Ageism in Employment and Service Provision Malcolm Sargeant. Reports. 'A literature review of the likely costs and benefits of legislation to prohibit age discrimination in health, social care and mental health services' (). Women and Equality Unit, Equal Opportunities Commission. Department for Bibliography

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