

concern elsewhere in this report about the current ubiquity of requirements for the disclosure of age, we believe that disclosure for purposes specifically related to the prevention of age discriminatory practices constitutes a special case. **The Committee therefore recommends that the Canadian Human Rights Commission, in conjunction with Employment and Immigration Canada, explore the possible effectiveness of an amendment to federal employment equity legislation which would require the reporting of employment data by age, in order to enable the protection of older members of minority groups from the compounding, by age discrimination, of other forms of discrimination from which they suffer; and make public the results of this inquiry by 30 December 1988 (Recommendation 10).**

The Committee wishes to make a number of general observations and recommendations, directed to concerns shared by the aged and the elderly, in conjunction with those directed specifically to older workers. These will be treated in a concluding part, drawing on both the present part and the next, which addresses the human rights concerns of the elderly.

In view of the breadth of the concerns raised and on behalf of the elderly, and the constraints on the Committee in its investigation of these, this chapter will be devoted primarily to a review of concerns related to the development of age-related stereotypes and the impact of these on the ability of older workers to supply the labour force. The Committee has no intention of making recommendations in many cases, but it can do better than to draw attention to them, and the quality of submissions received from a variety of organizations of the elderly is, by itself, a striking refutation of negative stereotypes of members of this group.

#### A) Retirement and Employment Issues

##### 1. Mandatory Retirement

Concerns about mandatory retirement were repeatedly expressed before the Committee during its hearings. Mandatory retirement was widely condemned as an obvious instance of age discrimination, as wasteful of potentially productive labour and as a denial of the capacities for judgement developed during long experience in the workforce. As well, it was condemned as psychologically destructive, and in some cases financially destructive, of those still capable of and useful in work.