

The Covenants follow the *Declaration* in affirming fundamental human equality, and in proscribing discrimination on a variety of grounds. Although they do not explicitly proscribe discrimination on grounds of age, they do set forth a series of rights which are clearly relevant to concerns of the aged. Among these are: freedom from "cruel, inhuman or degrading treatment or punishment" (Article 7, C.P.); liberty of movement and free choice of residence, (Article 12.1, C.P.); and freedom from "arbitrary or unlawful interference with ... privacy, family, home or correspondence" (Article 17.1, C.P.).

Of special relevance, also, are the right to gain a living by freely chosen work, which involves access to technical and vocational guidance and training programmes (Article 6.1 and 6.2, E.S.C.); and the right to just and favorable conditions of work, including fair and equal pay for work of equal value, safe and healthy working conditions, and equal opportunities for promotion subject only to considerations of seniority and competence (Article 7(a)(b)(c), E.S.C.). Clearly relevant as well, are the right to social security and an adequate standard of living, including adequate food, clothing and housing (Articles 9 and 11.1, E.S.C.); the right to "enjoyment of the highest attainable standard of physical and mental health" (Article 12.1, E.S.C.); and the right to take part in cultural life (Article 15.1(a), E.S.C.).

The International Labour Organization, a specialized agency of the United Nations since 1946, has adopted with Canada's support a number of instruments particularly relevant to the aging and elderly. While the I.L.O.'s 1958 *Discrimination (Employment and Occupation) Convention*, ratified by Canada in 1964, did not include age among the proscribed grounds of discrimination, Recommendation 162, passed by the I.L.O. in 1980, provided (Part II, Section 3) that:

Each Member state should, within the framework of a national policy to promote equality of opportunity and treatment for workers, whatever their age, and of laws and regulations and of practice on the subject, take measures for the prevention of discrimination in employment and occupation with regard to older workers.

Canada has subscribed to all of the international instruments just reviewed, thus affirming before the world at large the human rights standards they contain.