

# Readers' Corner

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## Discrimination in the Workplace

### **Equality at Work: Tackling the Challenges, Global Report Under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work**

Geneva: International Labour Office, 2007  
HD 7804 I7 2007a no. 1 part B

Following the first Global Report, *Time for Equality at Work*, published in 2003, this second report examines emerging issues in patterns of workplace discrimination and inequalities and recent policy responses, and outlines the ILO's experiences, achievements and challenges in this area. It points to the need for better enforcement of discrimination legislation, as well as non-regulatory initiatives by governments and enterprises, and equipping the social partners to be more effective in making equality a reality at the workplace. Some of the advances noted are progress in ratification of related ILO Conventions, improvements on national legal and institutional fronts, and action plans and programs to combat inequalities.

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Agnew, Vijay, editor

### **Interrogating Race and Racism**

Toronto, University of Toronto Press, 2007  
HT 1521 I57

It is a common misconception that, in the contemporary world, racism has been somehow defeated, pushed to the boundaries of acceptable social behaviour. In fact, racism has taken on a subtler guise in the ways it is expressed. This ambiguity has made racism more insidious than it once was. This collection discusses border politics and the search for asylum, exclusionary policies, and the struggle for substantive citizenship. It also features extended discussion of racism in the workplace, which reveals the institutionalization of racist hiring procedures despite legislation to curb such practices.

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Hedge, Jerry W., Walter C. Borman and Steven E. Lammlein  
**The Aging Workforce: Realities, Myths, and Implications for Organizations**  
Washington, DC: American Psychological Association, 2006  
HD 6280 H44

The authors examine common preconceptions about "the graying workforce," exploring myths and separating facts from fiction. Because of their professional expertise, workers over the age of 60 will continue to be important contributors to organizations. But what are their special needs, strengths, and weaknesses? How does age affect cognitive performance, job attitudes, and motivation? How do age stereotyping and employment discrimination affect older adults? What kinds of employment patterns will typify older workers? How can they best be attracted and retained?

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Jacobsen, Joyce P.  
**The Economics of Gender**, 3<sup>rd</sup> ed.  
Malden, MA: Blackwell Publishing, 2007  
HQ 1381 J52 2007

This latest edition offers a comprehensive introduction to the contemporary research being conducted on the differences between women's and men's economic opportunities, activities, and rewards. While focusing on contemporary U.S. patterns, this text integrates a uniquely international comparative perspective.

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Macnichol, John  
**Age Discrimination: an Historical and Contemporary Analysis**  
Cambridge: Cambridge University Press, 2006  
HQ 1064 G7 M36

Age discrimination is a topical issue in all industrialized societies. This unique study traces the history of the age discrimination debate in Britain and the U.S. since the 1930s. It critically analyzes the concepts of ageism in social relations and age discrimination in employment. Case-studies on generational equity and health care rationing by age are followed by an analysis of the British government's initiatives against age discrimination in employment. The book then traces the history of the debate on health status and old age, addressing the question of whether working capacity has improved sufficiently to justify calls to delay retirement and extend working lives.