**Call for Contributions I: Ageism and Age Discrimination**

The partial list below regards laws and regulations pertaining to the rights and position of senior citizens and their protection in the context of the Ministry of Labour, Social Affairs and Social Services and its service provision and treatment. Regarding more updated, detailed information required – legal advice, legislation and judicial mechanisms - this information is part of the professional field of the Ministry of Justice, also pertaining to the field of senior citizens and all centralized legislation and significant research data on the matter.

 **Prohibition of Discrimination at Work** - Section 2 (a) of the "Equal Employment Opportunity Law, 1988" - prohibits employers from discriminating between employees on the grounds of age in any of the following:

o Recruitment

o Working conditions

o Promotion

o Vocational training or advanced training

o Dismissals or severance pay

o Benefits and payments provided to the employee in connection with

retirement from work

 **Guardianship, decision support and continuing power of attorney** – "Legal Capacity and Guardianship Law, 1962" - sets definitions and restrictions (qualifications) for legal action by people from different categories, such as age (differentiating between minors and adults) and disabilities.

The institution of guardianship is designed to prevent situations in which people who are unable to conduct their personal affairs will be unprotected. The court appoints the guardian if necessary. In addition, a person who is in full function can prepare in advance for a future situation in which he or she will not be able to make decisions, by granting a continuing power of attorney to another person and even giving advance instructions to a future guardian if appointed. An individual can also be appointed as a so-called "decision supporter" for that person and help them make the decisions themselves instead of being appointed as guardian who makes the decisions in their place. All of these procedures are accompanied by rights and obligations for both parties.

 **Retirement age** - The age at which one can retire from work is currently 67 for men and 62 for women. Mandatory retirement age is the age at which an employer may require an employee to retire, set at 67 (for women and men),

but in the event that an employee wishes to continue working beyond that age, the employer must consider his or her request individually. The age of eligibility for early retirement is 60.

 **Pensions** – This encompasses the following rights, benefits and services:

o Old-age pension (senior citizen's pension)

o Disability pension at retirement age

o Surviving relatives' pension and related benefits

o Nursing and caretaking benefits

o Mobility benefits after retirement age

o Security (guarantee)/supplementation of income

o Protection of social security rights of the National Insurance Institute in the

transition between treaty-party countries, and rights from the National

Insurance Institute.

Regarding nursing and caretaking benefits, this is given to those who have reached the retirement age, live in the community and need help with day-to-day activities and in accordance with the relevant legislation such as "The National Insurance Institute Law - Chapter X (Nursing and Caretaking Insurance), the National Insurance Regulations (Nursing Insurance) (Income Eligibility Standards for Determining the Right to Nursing and Caretaking Benefits and Their Rate), 1988"

 **"The Family Law (Alimony/Financial Support) Amendment Law, 1959"** - The law stipulates that a person owes alimony/financial support to their minor children and the minor children of their spouse according to the personal law applicable to them. In addition, the law stipulates that a person owes financial support to the rest of their family as follows:

o **Parents and partner's parents**

o Adult children and spouses

o Grandchildren

o **Grandparents and their spouses**

o Own siblings and their spouses

All of these are subject to certain conditions as specified in the law.

 **"The Consumer Protection Law, 1981"**, which was enacted in accordance with the concept and approach that the consumer needs special protections beyond those in the general legislation, and that the treatment of his/her protection should be unified by a special authority.

The main issue in the law is prohibition of misleading the consumer - the law applies to transactions between owner/dealer/employer and consumer, with

the exception of the banking and insurance industries, which were expressly excluded from its application.

**"The Consumer Protection (Cancellation of a Transaction) Regulations,**

**2010"** - allow the consumer to cancel a consumer transaction made at the business unilaterally and without giving a reason. If the reason for cancellation is not a defect in the product or another technical malfunction issue, the business may charge a cancellation fee for cancellation of a transaction. (**One can and may pursue the existing possibility of contacting the Consumer Protection and Governmental Fair Trade Authority and request particular tailor-made information regarding senior citizens**).

 **"The Prohibition of Discrimination in Products, Services and Entry into Entertainment and Public Places Law, 2000"** - In section 3 (a), the prohibition of providing services as based on discrimination on grounds of age was added.

 **"Ill Persons and Patients' Rights Law, 1996"** - In Amendment No. 4 to the Law adopted on 2/3/2010, the amendment added the prohibition of discrimination on grounds of age, and stipulated that a therapist or medical institution would not discriminate between patients for age reasons, but when the case regards differentiating between different ages as professionally required for medical reasons, this is not concerning discrimination by definition. Another amendment passed in the Knesset on

7/7/2014 added to the law the imposing a fine on anyone who discriminates against a patient on grounds of age.

 **"The Senior Citizens Law, 1989"** - grants various rights and benefits to senior citizens in various fields such as: property taxes, travel by public transport, payments for medicines, entrance fees to national parks, nature reserves, cultural exhibitions, museums, and cultural and art shows