

Age Friendly Employers

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November 2018

How can good work help us age better?

What makes for a good later life?



Health



**Financial
security**



**Social
connections**







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Health



**Financial
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**Social
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Work interrelates with all these factors:

- Better health allows for longer working life
- Allows more saving and delaying retirement
- Provides social connections, meaning and purpose

But all of these are dependent on the quality of work

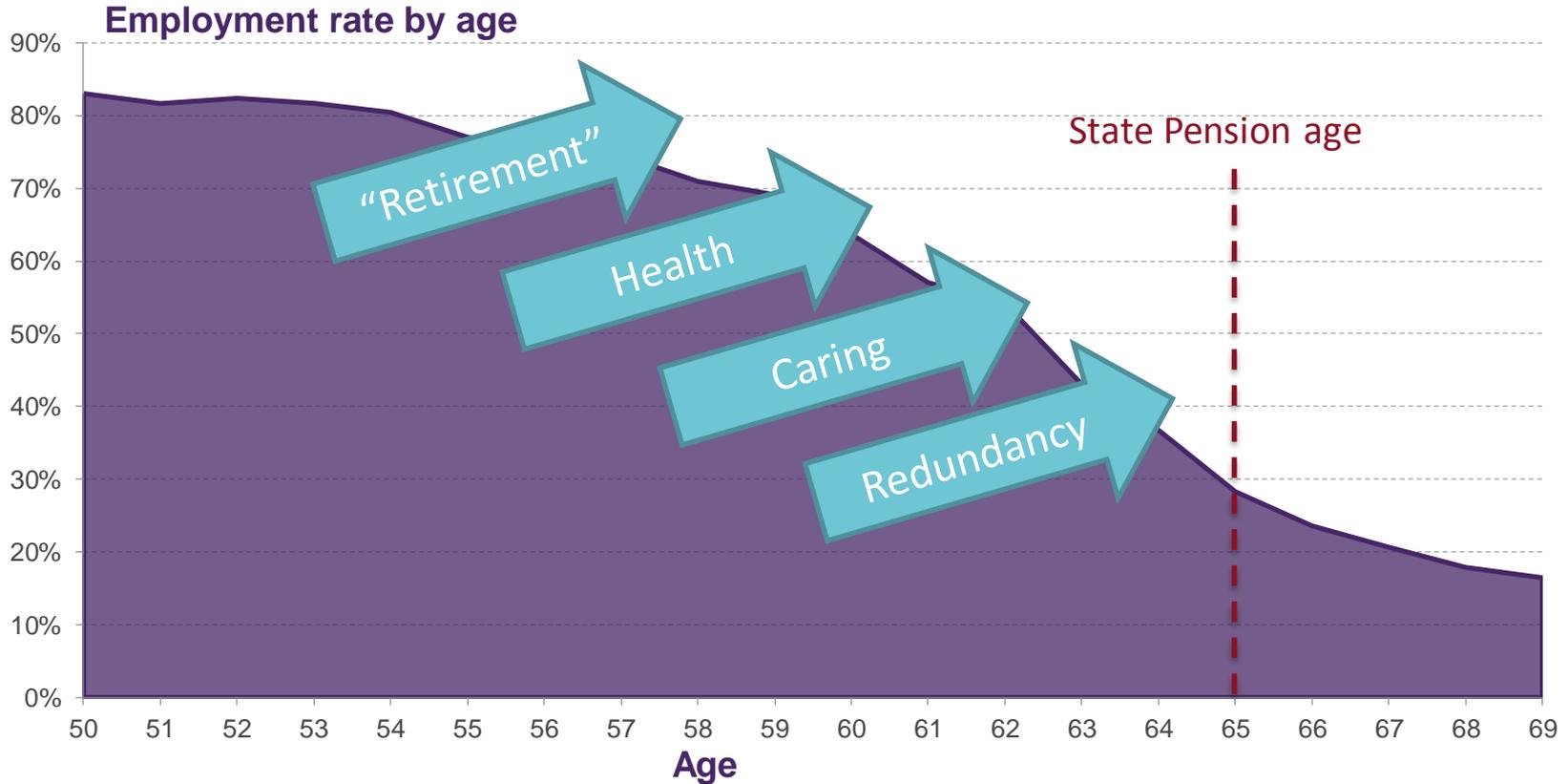


What do retired people miss about work?



Working longer?

- Over 10m working over age of 50
- Over 1.1m working over 65
- Since 2008: higher employment % for those aged 50-64 than 18-24



How age bias effects people at work



“Well, they didn’t grow up with technology, they’ll be less agile, they’ll be less able to pick up, and work on our systems.”

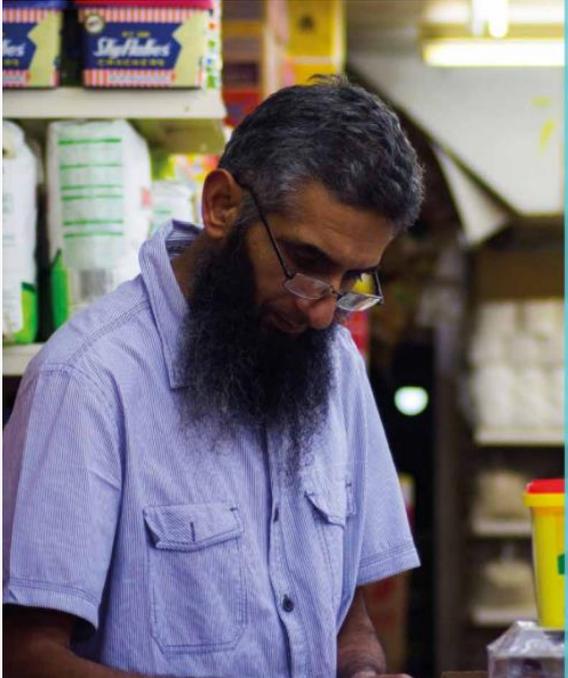
*“...comments about whether somebody is going to be **sufficiently committed**, or sufficiently **capable**, or whether they are going to have the **energy** to do the role that’s needed.”*

*“There’s just **higher levels of acceptability around bias** with older employees.”*

*“...concerned about how they would **fit in with the younger team**, because the younger team likes to socialise together, have a good laugh in the office.”*



Recruitment



- Over a quarter (27%) have been put off jobs since turning 50 as they sound like they're aimed at younger candidates
- Almost a third (32%) believe they have been turned down for a job because of their age
- Nearly one in five (17%) have or considered hiding their age in applying for a job since turning 50

Yougov/Ageing Better, 2018 All who have applied for a job since turning 50; 1,329 respondents



Management



- Only 1 in 4 (24%) feel they can talk openly with their manager about future career plans, only one in five (20%) about their retirement plans
- Only one in five feel they can talk openly about adjusting current role to suit their needs (e.g. flexible working)
- 16% think they have been managed differently/unfairly compared to younger workers
- 1 in 3 (32%) feel they have had fewer opportunities for training and progression as they get older

Yougov/Ageing Better, 2018 All current employees aged over 50; over 1,100 respondents



Value, respect, equal opportunities



- 9% feel they've been overlooked for an internal role/promotion
- 11% said they have had comments or 'jokes' from colleagues or managers related to their age
- 1 in 5 think people at work see them as less capable as they get older
- Nearly a third (29%) don't think their workplace values older workers

Yougov/Ageing Better, 2018 All current employees aged over 50; over 1,100 respondents

Becoming an age-friendly employer



From the Centre for Ageing
Better report:
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1. Be flexible about flexible working

- ✓ Hire flexibly
- ✓ Widen the range of flexible working options available – formal and informal
- ✓ Help people navigate the system
- ✓ Help managers manage flexibility



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2. Hire age positively

- ✓ Conduct age-positive recruitment campaigns
- ✓ Minimise age bias in recruitment processes
- ✓ Develop returner or re-entry programmes



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3. Ensure everyone has the health support they need

- ✓ Create an open and supportive culture around managing health at work
- ✓ Ensure full, equal and early access to support, including small, simple changes
- ✓ Make sure support is sustained over time for workers with health conditions



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4. Encourage career development at all ages

- ✓ Ensure that development, training and progression is available equally to all ages
- ✓ Provide career guidance at mid-life and beyond, including retirement plans
- ✓ Help people to take stock, manage transitions and plan holistically for the future



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5. Create an age-positive culture

- ✓ Monitor and share workforce data by age
- ✓ Equip line managers with the knowledge and skills to manage age-friendly practices
- ✓ Encourage interaction and networking among staff of all ages

Summary



Why does fulfilling work in later life matter?

We're living longer and working longer

- More people than ever before are working into their late 50s, 60s and beyond
- The number of older workers is continuing to grow

Work needs to catch up

- Work needs to be better, so that **working longer is also working better**
- Work should help us maintain our health and prepare for a good later life

Thank you



Please get in touch:

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