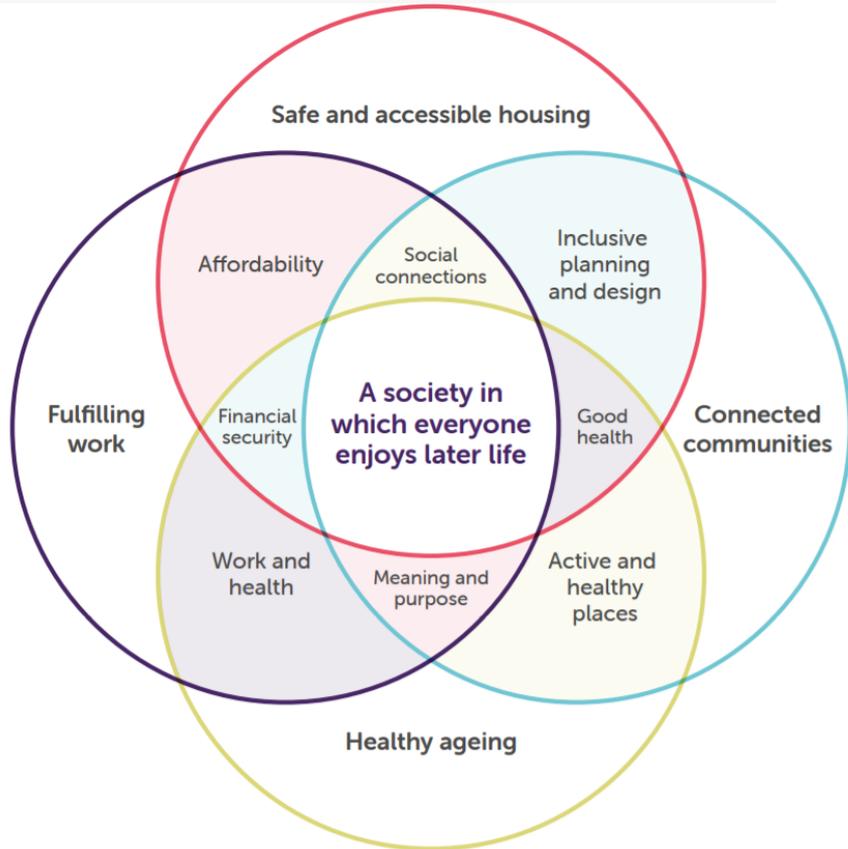




Health and wellbeing: Becoming an age-friendly employer

Patrick Thomson, Senior Programme Manager
January 2020

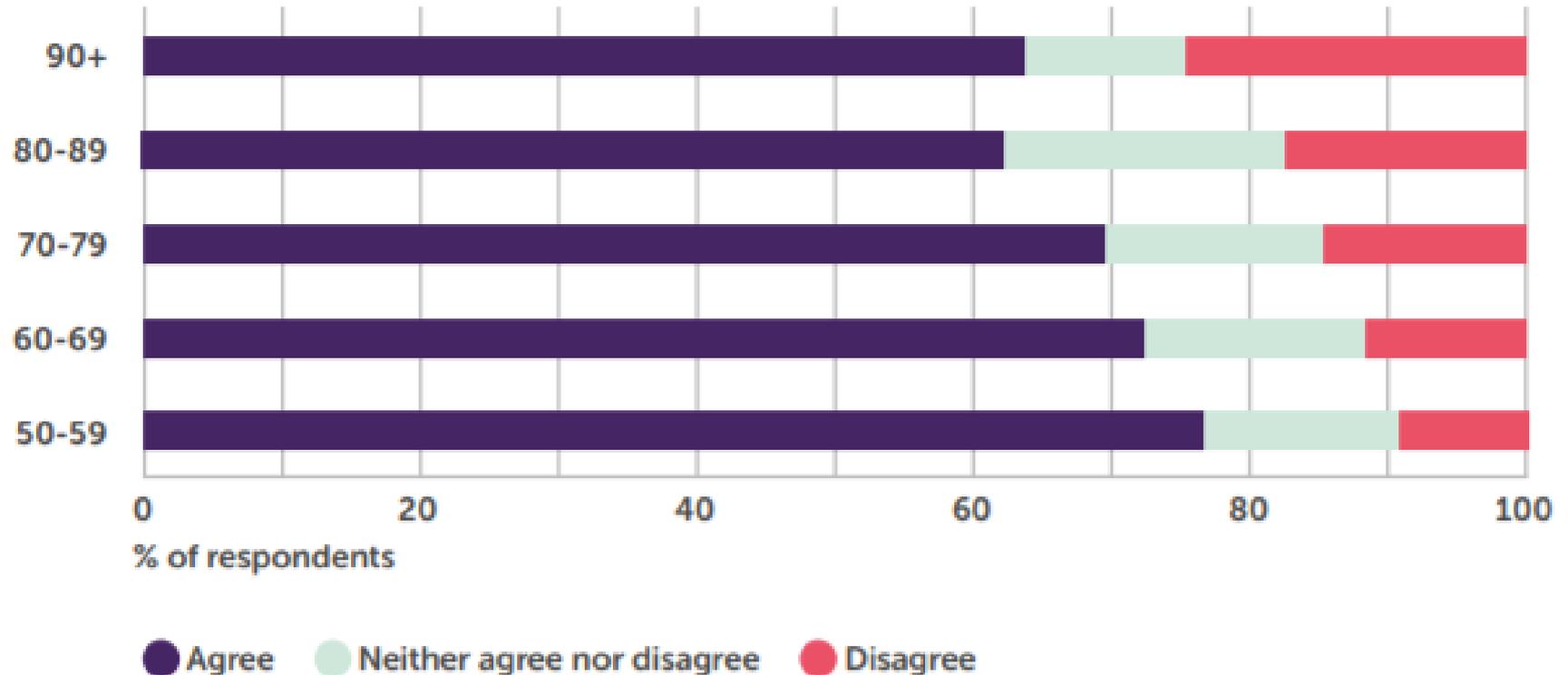
A society in which everyone enjoys later life





Age is just a number...

To what extent do you agree 'I don't think of myself as old' by age group, ELSA Wave 8

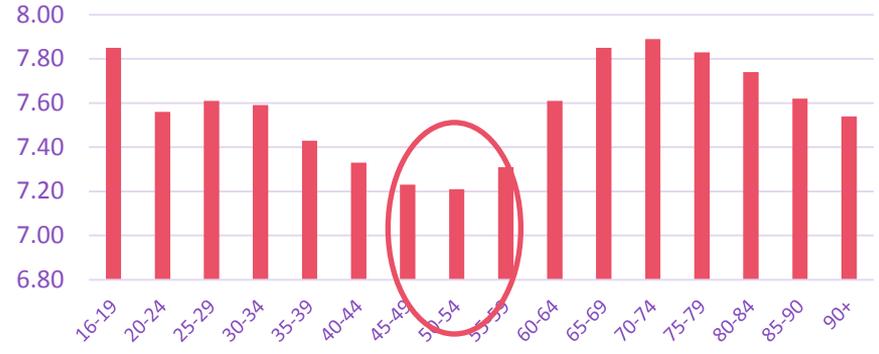


Average personal wellbeing measures by age

Life Satisfaction



Worthwhile



Happiness



Anxiety

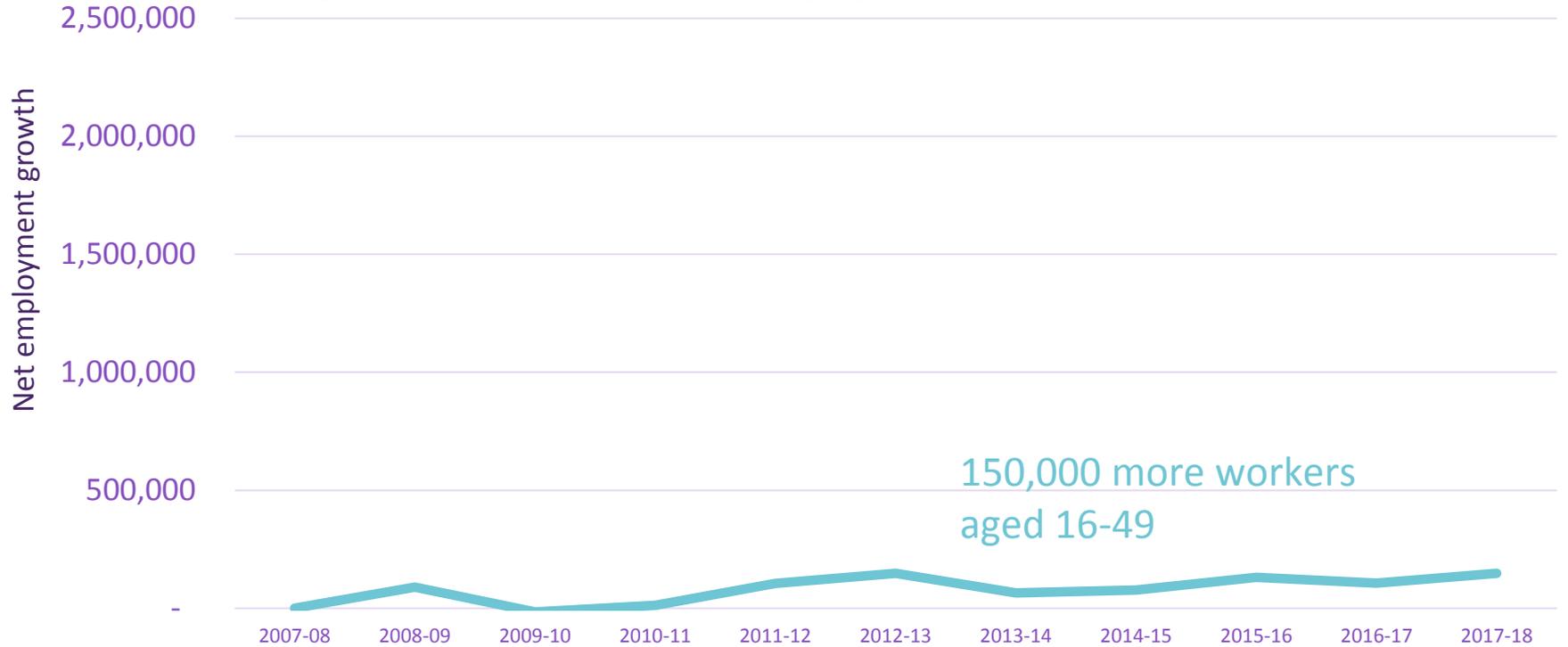


Why be an age friendly employer?



We have more workers than ever before

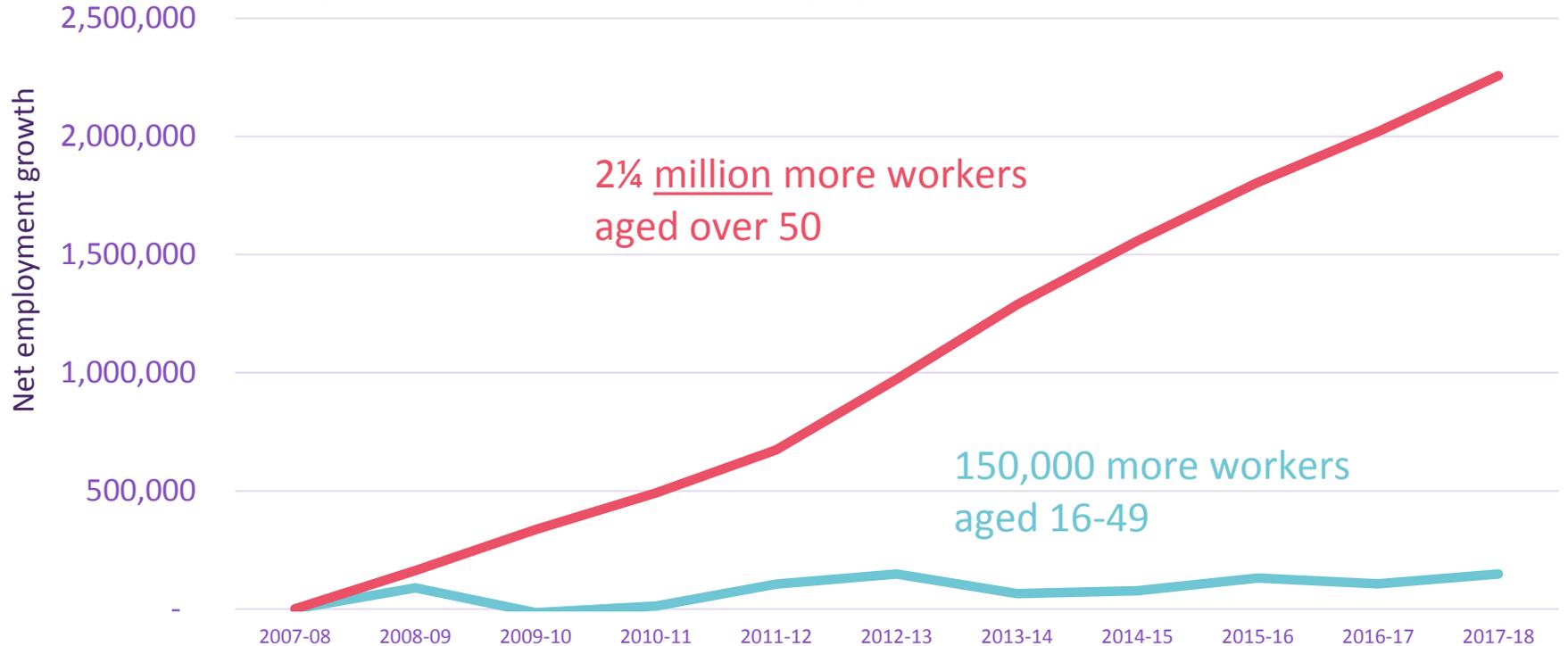
Change in numbers of workers by age group over the last decade





We have more **OLDER** workers than ever before

Change in numbers of workers by age group over the last decade





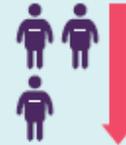
The older workforce is your workforce

- 2018 - job vacancies and numbers in work both hit record highs
- Growing skills and workforce shortages
- Nearly one in three workers in the UK are aged 50 and over
- Average employee in the UK now in their 40s

Between 2018 and 2025 there are forecast to be:

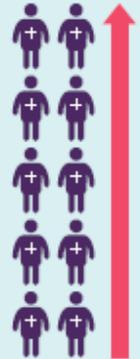
300,000

fewer workers under the age of 30 in the UK



1 million

more workers over the age of 50 in the UK



(Mercer's Workforce Monitor, March 2018)



Age-diversity presents huge opportunities for employers



- Employers value a mixed-age workforce
- Older workers transfer vital knowledge and skills
- Help solve complex problems - bringing together a mix of ideas, skill strengths, and experiences
- Better match profile of customers and services

Who is working for longer? Why?



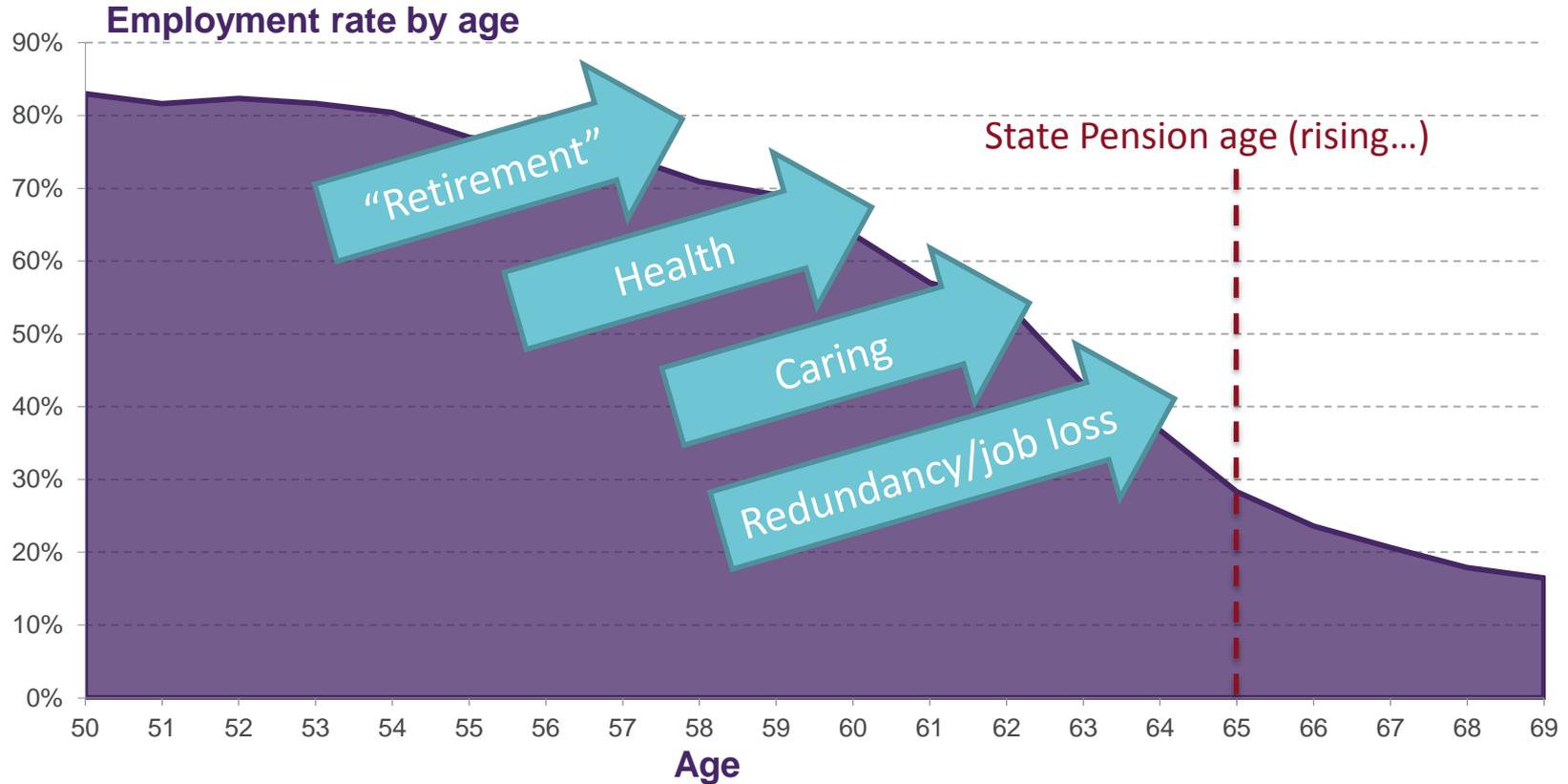


What do retired people miss about work?



Working longer?

- Over 10m working over age of 50
- Over 1.1m working over 65



Retirement isn't what it used to be...



1 in 4 people “unretire”

Health Warning for employers, 2018

- Older people with health conditions typically **less likely to receive support.**
- **Disclosure is stressful** – due to lack of empathy from line managers, overly bureaucratic procedures, and the fact that it is rarely a one-off event.
- **People are scared** of being written off.
- **Support was not sustained** and was often not flexible enough to manage fluctuating conditions.



Health and wellbeing at work



Sometimes a small adjustment
can make a big difference



**Sometimes a small adjustment
can make a big difference**



Health and wellbeing at work

“

I have asked if they'll get an air humidifier because we have no windows. The air conditioning makes my breathing worse, but nobody is helping with that, and nobody can agree.





Caring

Most carers are middle-aged - almost half (46%) aged 46 to 65

The **average** person has a 50-50 chance of becoming a carer by the age of 50:

- Half of women have been a carer by the time they're **46**
- Half of men have been a carer by the time they're **57**



Flexible working – attitudes and expectations

Flexible working is a genuine option for women

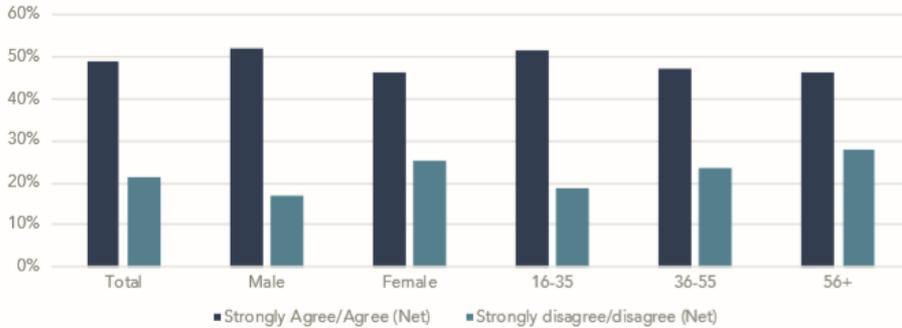


Figure 14 n=2,770 Flexible working is a genuine option for women

Flexible working is a genuine option for men

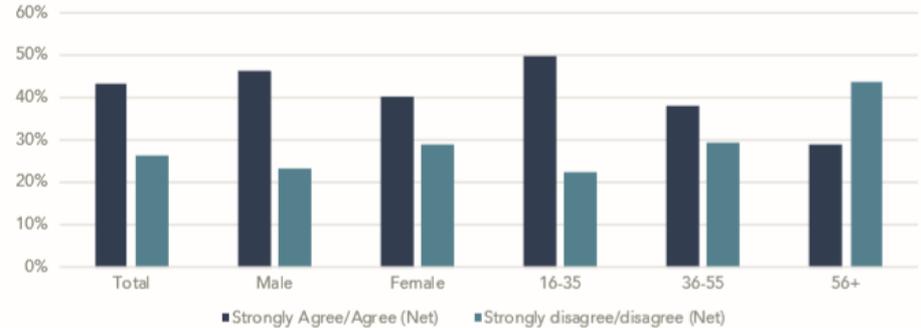
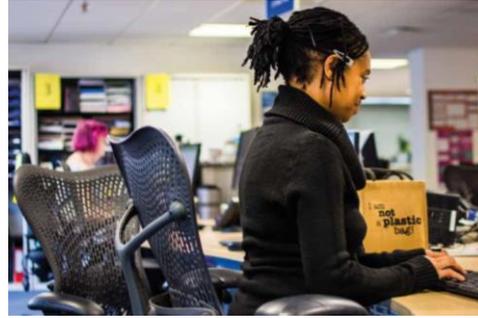


Figure 15 n=2,770 Flexible working is a genuine option for men



Could you do your job over the age of 60?



One in four workers in the UK think that they wouldn't be able to do their job (or a similar one) by the time they're 60.

Either jobs need to change or people need to change...

Becoming an age-friendly employer



From the Centre for Ageing
Better report:
Being an age-friendly
employer

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



From the Centre for Ageing
Better report:
Being an age-friendly
employer

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



From the Centre for Ageing
Better report:
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employer

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



From the Centre for Ageing
Better report:
Being an age-friendly
employer

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



Health and wellbeing is essential to being an age friendly employer

We're **living longer** and **working longer**

Work needs to catch up to make **work better for all ages**

Moving away from a **cliff-edge retirement**

Better outcomes for **workers, employers** and **the economy**

Five actions to be an age-friendly employer

From the Centre for Ageing
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employer



1 Be flexible about flexible working



2 Hire age positively



3 Ensure everyone has the health support they need

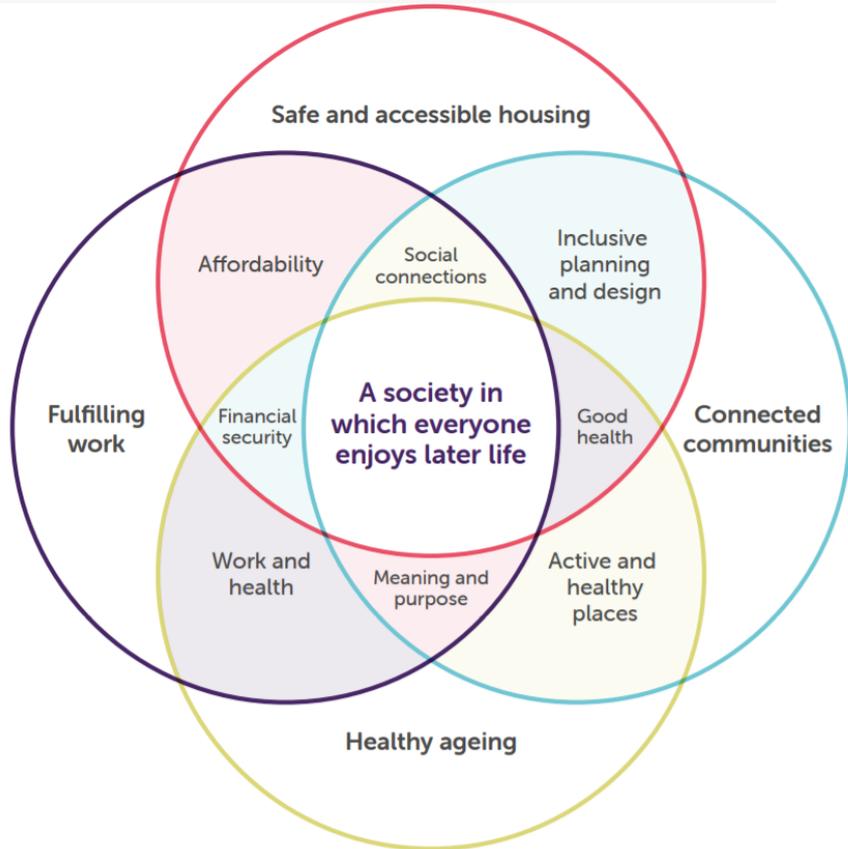


4 Encourage career development at all ages



5 Create an age-positive culture

A society in which everyone enjoys later life



Thank you



Please get in touch:

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