

Overview: Older People in Society and Employment

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Forms of age inequality

- ◉ Employment inequality, exclusion and discrimination. This exacerbates existing inequalities (gender / race- ethnicity +)
- ◉ Economic poverty, exclusion and discrimination. This affects women most - 1 million in poverty.
- ◉ Social isolation and social exclusion
- ◉ Beliefs and prejudices – external and internalised

Differing ages – different inequalities

- ◉ Older people seen as same but 3 ages –
- ◉ 50 -65+ in work, heads of households, carers, high disposable income, active consumers BUT also unemployed / stressed / poor
- ◉ 65- 80 – active pensioners - more in work, high % vols, carers, active consumers, fitter, happier, wealth providers, BUT pensioner poverty
- ◉ Elderly (80+) not all frail, need health, social care, support, poverty
- ◉ the older working age part of growth of the silver economy + can help service it

Areas of concern

- ◉ Cuts and austerity
- ◉ Lack of community facilities – libraries, centres, local leisure and sports cuts
- ◉ Lack of IT training and practical support
- ◉ Cuts to budgets and personnel – NHS, Care homes and support, lack of toilets and accessible transport

Areas of concern over inequality - continued

- ◉ Key areas of inequality – housing, health, care, social integration, economic inclusion, digital exclusion, poverty, access to learning, media images
- ◉ Lack of access to Life Long Learning opportunities
- ◉ Ways to become integrated – requires age friendly city audits – audits by and for older people

The situation of older working age (OWA) people in the UK and their benefits

- ◉ Older working age people (50- 65+) play a key role in the UK economy - 71% employed
- ◉ 3.6% on JSA - 27% workless / inactive
- ◉ More 65+ in work – 1.3 million / 10%
- ◉ More age diverse employers needed
- ◉ 25-49 year olds - 82% employed
- ◉ Under 25s - 60% employed (+ students)

Problems affecting older workers

- ◉ More 50+ made redundant – esp. Public sector since crisis
- ◉ 3.5 million over 50s without employment
- ◉ Less 50+ get f/t work again (8% 55+ men)
- ◉ For every year over 50, employment gets more difficult
- ◉ Long term U/E 50+ rising as actual and %
- ◉ More 50+ & pensioners in poverty (esp. women)

Lack of training & learning opportunities

- ◉ 50+ workers - 50% less training opps than younger workers in the UK / EU
- ◉ 50+ Workers have less formal qualifications
- ◉ less subsidies for 50+ trainees
- ◉ Less apprenticeships for 50+
- ◉ Employees who are trained / qualified more likely to be retained / recruited
- ◉ Cuts to community colleges / university places for senior learners

THE CONTEXT

- ◉ Older workforce growing in numbers and length of time required to work , 60> 67+
- ◉ Older people growing in numbers, % and income / wealth
- ◉ 50 - 65 aged carers -50% of carers -
- ◉ 65- 75 aged more in work, volunteers & carers
- ◉ Over 50s benefit from specific support

Moral and economic Reasons for 50+ support

- ◉ older people can and do contribute to economy
- ◉ CPD needed for life/ productivity /health
- ◉ silver economy motor for growth
- ◉ age diversity > profits, productivity, morale
- ◉ 50+ benefit from specific support
- ◉ OWA finish and pass training more
- ◉ ageism is wrong, unfair & illegal

What do OWA people offer

- ◉ OWA = experience,
- ◉ knowledge,
- ◉ commitment
- ◉ loyalty
- ◉ less time off
- ◉ better value than middle age
- ◉ Younger workers benefit from OWA support / mentoring

Silver Economy

- ◉ New and growing market in UK / globally
- ◉ Adds 20% to demand >GDP
- ◉ 50+ will be largest generational segment in W. Europe & Japan in 20 years
- ◉ 50+ growing fast in China + developing world
- ◉ Wealth & disposable income in new + trad. areas
- ◉ drives tech & service innovation
- ◉ Labour-intensive delivery of services
- ◉ Older consumers prefer / need older workers