



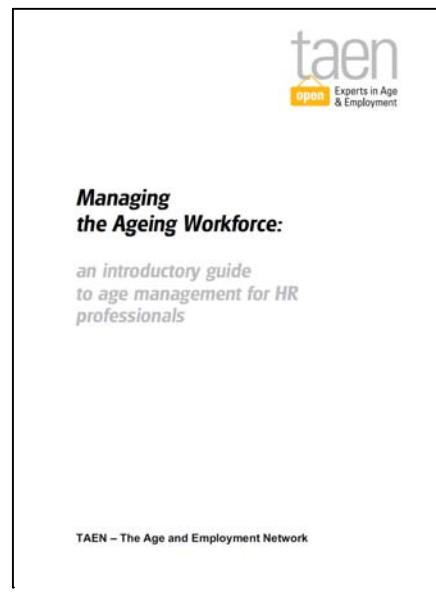
UCU College Governors Conference 2013

TAEN – The Age and Employment Network

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Support from TAEN



- AARP Best Employers for Workers over 50 (international) Award
- Supporting social dialogue
- Training in age management
- Consultancy
- Knowledge/information
- Research
- Projects
- Membership,

What are issues?

- We hear a lot about people working into late 60s / 70s but biggest problem is dropping out in fifties.
- Lose your job at 50+ - hard to recover. 50-64 age group 30% economically inactive.
- Preventing early quitting and keeping people *work-able* requires a joined up approach covering multiple aspects of working conditions.
- Changing career or job mid life
- Joined up thinking, demographically aware HRM policies, *age management*. Winning the workers' support.

Example: We are living longer but not all of us are living healthy



Combining Work and Fitness



- How easy to combine exercise with work? Help workers prioritise fitness?
- Health promotion plays key role in the organisation's personnel policy?
- Organisation of work considers ergonomics, job-design, and workplace design? Management style? Culture?
- Health related services (e.g. health check-ups, flu jabs, non-smoking seminars, physio, anti-stress-seminars, nutrition/diet advice, etc.)?

The Good Working Life Project

- 2000, initiated with local authorities association and public sector union.
- Aim – motivate teachers to stay employed instead of taking early retirement.
- Survey showed that only a few teachers intended to stay till 65.
- Also showed that changing work content, reducing working hours and other initiatives would have an impact on intentions to stay



Dealing with Stress and Burnout

- Survey showed much stress and burn out.
- Now many teachers are sent on 2 week course, “educated and guided” in how to handle difficult children with behavioural problems or difficulties adjusting to their environment.
- Free consultations with psychologist offered all teachers under pressure.

Source: Horsens 3

Lifelong Learning and Training - Horsens

- Many primary schools offer 50+ teachers special refresher course, to combine theory with practice and learn about new trends/research
- Management hopes teachers following course will be more committed to continue working.
- Teachers relieved of duties whilst on 7week course. Course - organised by municipality, FTF and Danish School of Education.

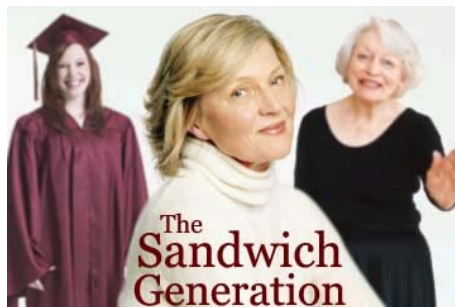


Flexibility – BT Examples

- BT Work “what you do, not where you go”
- 14,500 work from home, 75,000 work flexibly in some way
- Part time, compressed hours, job share...
- Achieving the Balance web site
- Dedicated site for home workers



Policies for working carers



- Individuals need to combine work and care
- Returning to job after period out
- Practical arrangements to support working from home
- Flexible hours, part-time work, care leave, ad hoc day-care facilities,
- Promotion and development of ICT for telework and telecare.
- Support for range of problems including at short notice

Active ageing in European Chemicals Industry

- Partners IndustriAll, ECEG and FECCIA
- Effect of demographic change, active ageing and equal participation of women
- Survey, conference, tool kit (self assessment tool, age structure analysis)
- Case studies



European Chemicals Survey - Have demographic change and age management issues been discussed jointly?

	Yes	No
Discussed with works council or other employee body	56.3	43.7
Discussions held under collective agreement dealing with age management and demographic change	37.1	62.9
Issues shared with employees generally – e.g. discussions with managers, seminars, briefings	43.5	56.5

Q8 Does company use these ways of adjusting working time?

	workers generally	older workers	Not available
Working time accounts (e.g. flextime, annualised hours) part time working or working flexibly	72.4	5	22.7
Leave for workers with caring roles, career breaks or other longer term ways of allowing time out of job	55.2	4.4	40.3
Rights to opt out of specific shifts or shift patterns	23.8	9.4	66.9

The value of the older worker

- Pushing people out at 60 makes no sense, but remember that many workers don't even get that far.
- Positive attitudes are too often talked about but not implemented.
- You may have workers over 60 or 65 but how many do you recruit in their 50s and 60s?
- We can work with you on a business case for age management, support and engage your employees, ensure an effective employee voice



The picture shows *Live* passengers of a US Airways flight landed on the Hudson River by Captain Chesley Sullenberger aged 57. His union successfully negotiated the retirement date change from 55 to 60.



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