

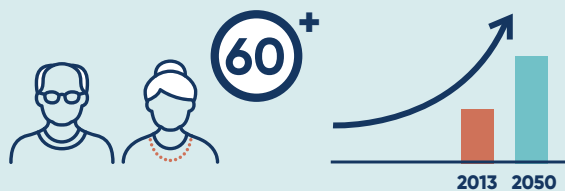
Building a Workplace to Support Ageing Workers

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WHO IS AN 'AGEING WORKER'?

Most define
**AGEING
WORKERS**

**>50
YEARS**



By 2050, the number of
people aged 60+ will be
more than double

**APPROXIMATELY
2 BILLION**

(20% of the world's population, UN, 2013).

WHY IS THIS A TOPIC OF INTEREST?



Many organisations, experience **significant shortages of trained workers** despite high levels of unemployment. **The solution may be to retain ageing workers.**



Governments need ageing workers to stay working so that they can continue to **contribute to the economy, and off-set rising health care costs.**

The goal should **not be about forcing ageing workers to keep working.** Instead, it should be about **making working attractive** enough so that it **supports their ageing and lifestyle,** rather than detracting from it.

HOW DO YOU DO THIS?

- ✓ **Challenge Ageism**
- ✓ **Look at direct and indirect discrimination** in hiring or taking on new clients.
- ✓ **Training & Development**
- ✓ Organisations should **assess training opportunities** based on needs not age.
- ✓ **Workplace policies**
- ✓ **Flexible work** is an important policy that can support older workers, but it's not the only policy – **training opportunities, mentoring should also be inclusive.**
- ✓ **Job (re)design**
- ✓ **Mentoring and knowledge transfer projects** are a particularly good way of making the most of the knowledge and experience of older workers.



Work Wellness Institute
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