

Many older workers face barriers to staying in work, and people in their 50s and 60s who fall out of work struggle with ageism in the recruitment process.

More than a third of older workers feel their age would work against them in getting a new job.

One in five employers believe that age discrimination occurs in their organisation.



Mixed age teams, including older workers, are a vital part of a successful workforce.

**Three quarters (76%)
of employers see older
workers' experience
as crucial to their
organisation's success.**



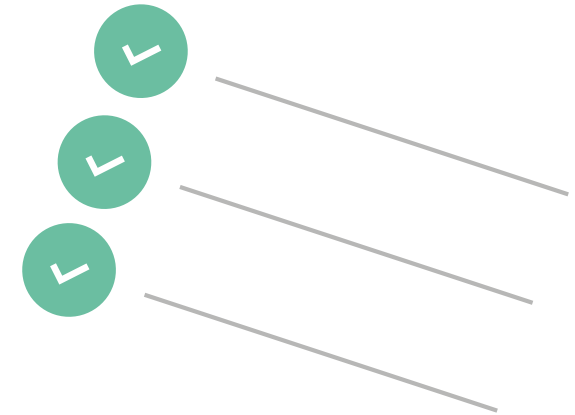
**More than half (54%)
of employers agree
that an age-inclusive
workforce would
increase productivity.**



Almost 4 in 5 of employers say that older workers would bring depth and breadth of experience to their organisation.

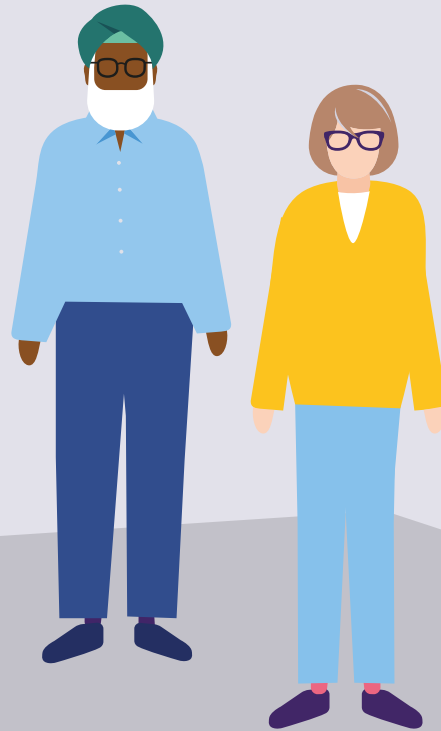


86%



With few employers focusing on age diversity, older workers continue to be disadvantaged in the labour market and employers are missing out on their experience.

**Less than half (49%)
of employers say that
age is covered by their
existing diversity and
inclusion policies.**



Policy



**7% of employers say
they haven't heard
of age inclusivity in
the workplace.**



This situation is unlikely to change unless more employers take action to create a multi-generational workforce that harnesses the talents of workers of all ages.

Employers say that prioritising age above other issues is the biggest barrier to introducing age-inclusive practices (29%).

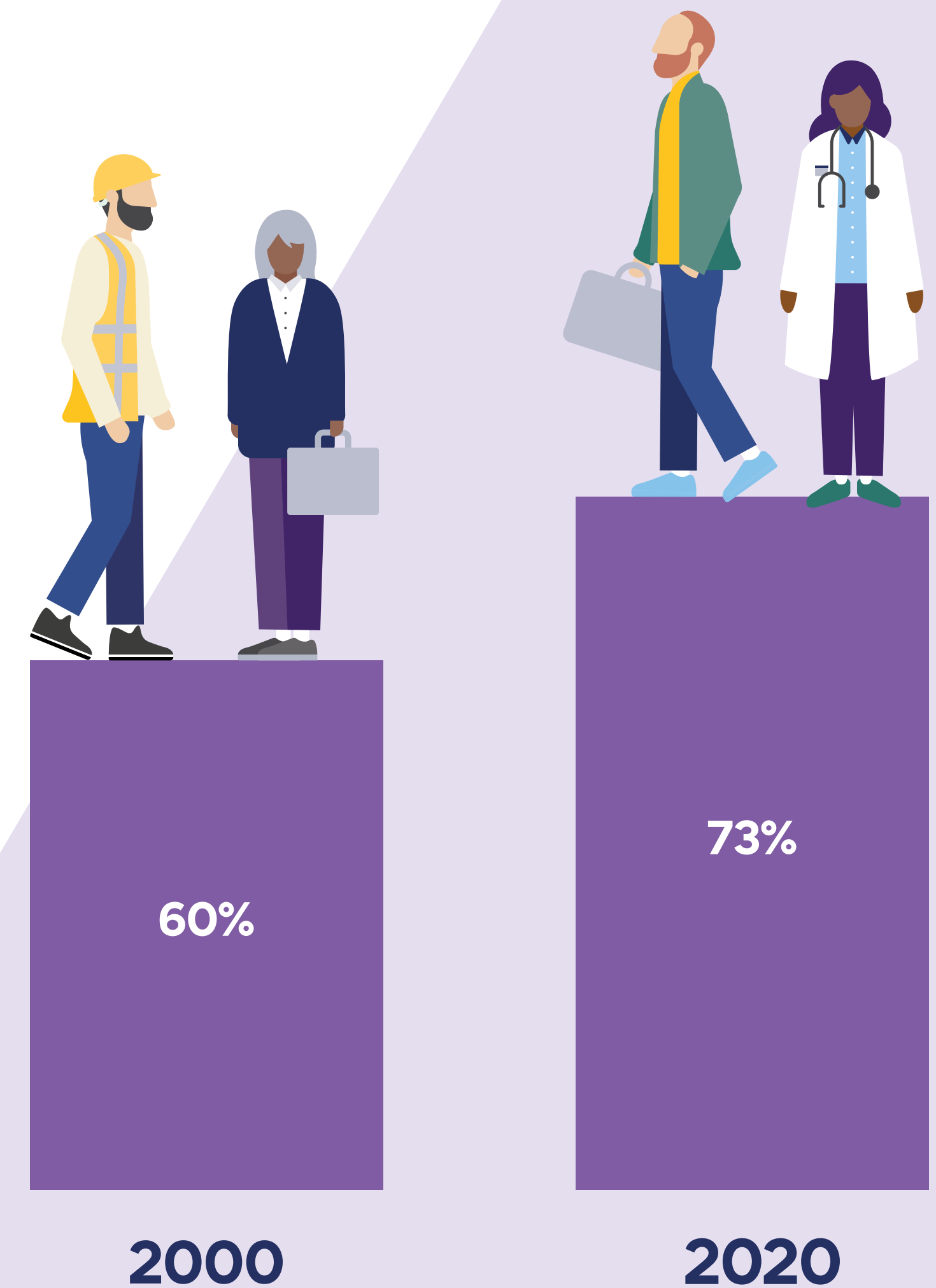


**Only 1 in 6 employers
are very likely to
introduce policies on
age-inclusion in the
workplace in the next
12 months.**



Until the pandemic, the employment rate of people aged 50-64 in the UK had been increasing over time – from 60% in 2000 to 73% in March 2020.

As of March 2020 (pre-pandemic) a third of all workers were aged 50 or over.

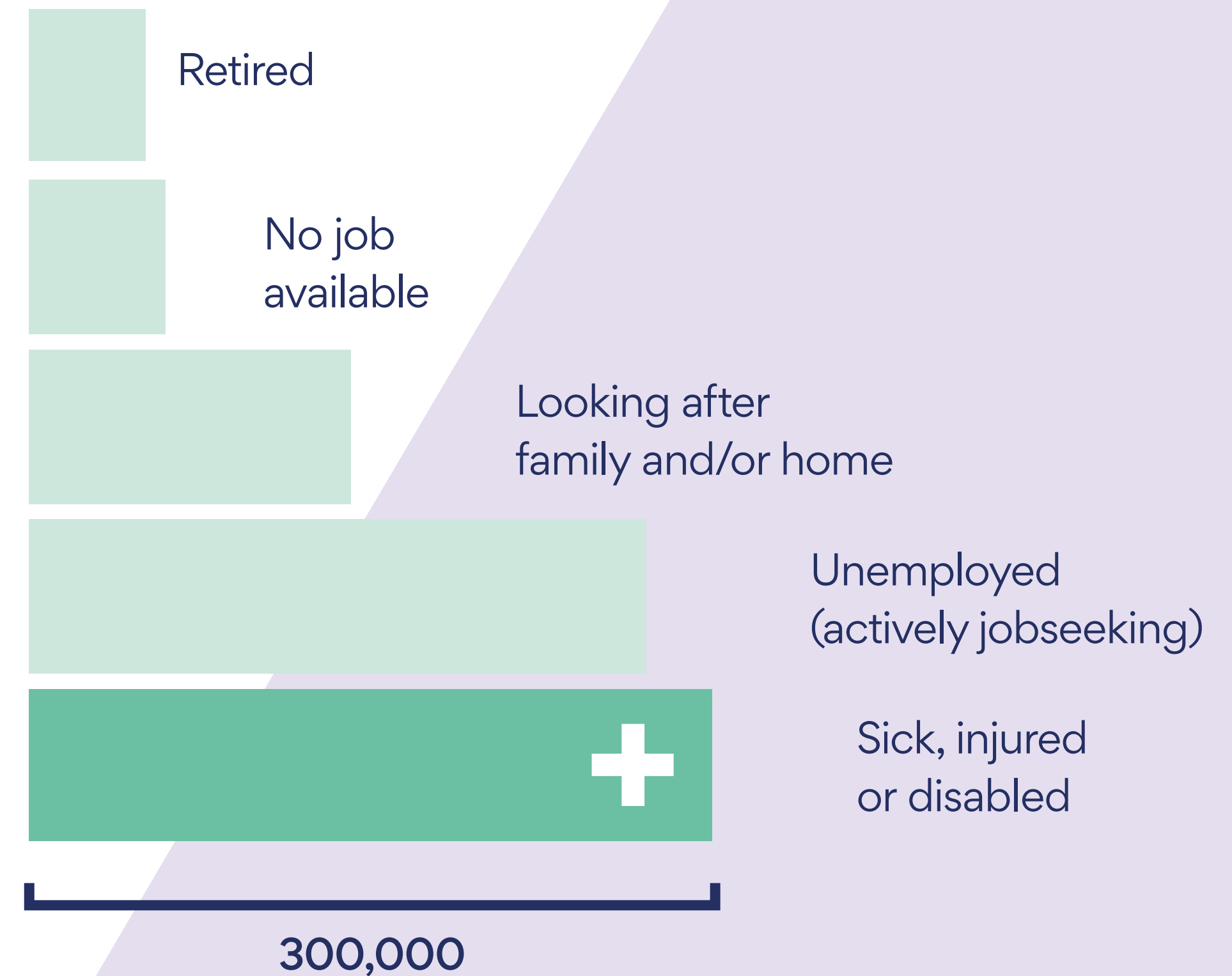


Source: ONS (2020), Employment, unemployment and economic activity by age group (seasonally adjusted). Available at: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/employmentunemploymentandeconomicinactivitybyagegroupseasonallyadjusted05sa/current>

Health is the leading reason for people aged 50-64 to be out of work.

People with the fewest assets are much more likely to take early retirement because of their own health or the poor health of others.

Number of people who would like to be working but aren't, by reason



Source: Centre for Ageing Better analysis of Annual Population Survey, year to March 2020

Source: Natcen analysis for Ageing Better of English Longitudinal Study of Ageing: Wave 8, 2002-2016

People aged 50 and over who are unemployed are twice as likely as the youngest adults to be long-term unemployed.*

*Out of work for more than 12 months.

Source: Learning and Work analysis of Department for Work and Pensions data. Available at: <https://www.ageing-better.org.uk/sites/default/files/2020-08/Tackling-worklessness-among-over-50s-after-covid-report.pdf>



The pandemic has had a significant impact on the number of older workers.

- The employment rate of people aged 50-64 in the UK is currently 1.5 percentage points lower than before the pandemic (70.9% vs 72.4%)*
- There are more than a quarter of a million more people aged 50-64 who are economically inactive**
- The gap in the employment rate of people aged 50-64 and people aged 35-49 has widened by 1.5 percentage points

*February-April 2022

**Neither in work nor looking for work

Source: ONS (2022), Employment, unemployment and economic inactivity by age group (seasonally adjusted). Available at: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/employmentunemploymentandeconomicinactivitybyagegroupseasonallyadjustedda05sa>



Retirement was the most common reason given by people aged 50-70 for dropping out of the work force during the pandemic.

221,000 workers retired between Q2 and Q3 2021 in the UK, 40,000 more than during the same period two years earlier.



Of those made redundant in the UK during the pandemic, one-third were aged 50 or over.

Redundant workers aged 50 and over were half as likely as younger workers to be re-employed during the pandemic.

Source: Institute for Fiscal Studies (2021), Employment and the end of the furlough scheme.
Available at: <https://ifs.org.uk/publications/15644>



**Every day, around
600 people give
up work to care
for others.**



Source: Carers UK (2019). Juggling work and unpaid care. A growing issue. Available at: http://www.carersuk.org/images/News_and_campaigns/Juggling_work_and_unpaid_care_report_final_0119_WEB.pdf

Workers aged 50 and over are the least likely to receive ‘off the job’* training, impacting their ability to keep up to date with new skills and gain further employment.

*Any training conducted in a classroom or training session, even if on the employers’ premises, is ‘off the job’ training.

‘On the job’ training means learning while actually doing the job.

Source: ONS (2022), Job related training received by employees. Available at: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/jobrelatedtrainingreceivedbyemployeesemp15>



Poor-quality work is an issue for many people in their 50s and 60s, but especially poorer workers.

- About half of men and women aged 50-69 in England say that their work is excessively demanding.
- Around a third say that the efforts outweigh the rewards.
- Around a third say that they lack control over their work.
- And poor-quality work is most likely to be experienced by the poorest.

Source: Centre for Ageing Better (2021), Boom and Bust? The last baby boomers and their prospects for later life. Available at: <https://ageing-better.org.uk/sites/default/files/2021-11/boom-and-bust-report-the-last-baby-boomers.pdf>

Source: Centre for Ageing Better (2022), State of Ageing 2022.



Median weekly earnings typically peak for people in their 40s and begin to decline in their 50s and 60s – particularly for full-time workers.



Source: ONS (2021), Earnings and hours worked, age group. Available at: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/agegroupshetable6>

The gender pay gap is largest for women in their 50s.



Source: ONS (2021), Earnings and hours worked, age group. Available at: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/agegroupshetable6>

There are three times more women than men aged 50-64 working part-time in the UK.



Source: Department for Work and Pensions (2021), Economic labour market status of individuals aged 50 and over, trends over time: Available at: <https://www.gov.uk/government/statistics/economic-labour-market-status-of-individuals-aged-50-and-over-trends-over-time-september-2021/economic-labour-market-status-of-individuals-aged-50-and-over-trends-over-time-september-2021>

Almost one in five workers aged 50-64 in the UK are self-employed, more than in any other age group.



Source: Department for Work and Pensions (2021). Economic labour market status of individuals aged 50 and over, trends over time: Available at: <https://www.gov.uk/government/statistics/economic-labour-market-status-of-individuals-aged-50-and-over-trends-over-time-september-2021/>

Among over 50s whose incomes have reduced as a result of the pandemic, the poorest are most likely to be drawing on their savings to make ends meet.



Source: The Institute for Fiscal Studies (September 2020) Financial consequences of the coronavirus pandemic for older people. Available at: https://11a183d6-a312-4f71-829a-79ff4e6fc618.filesusr.com/ugd/540eba_1af0fd7e31304eb78424669e4f93e1c3.pdf

Only around half of over 50s can expect to maintain a personally acceptable level of income in retirement.



A 1% increase in the number of people aged 50-64 in work would increase GDP by around £5.7 billion per year.



Source: HM Treasury (2018), 'Managing fiscal risks: government response to the 2017 Fiscal risks report'. Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/725913/Managing_Fiscal_Risks_web.pdf