Live long at work and prosper: Facts about an ageing workforce

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Overview

- Age: Jeanne Calment’s story
- Trends – the ageing population and workforce
- Future worlds of work
- Some facts (and dispelling myths)
- Some ways to help good health and safety at work to prosper
Foresight Centre – Annual Report

- 2016 - Technology
- 2017 - Energy
Jeanne Calment

- Born 1875 – passed away 1997
- The longest ‘confirmed’ human lifespan at 122
What are your chances of living to 100?

Calculate your life expectancy at http://visual.ons.gov.uk/what-are-your-chances-of-living-to-100/
Trends – an ageing population

UK residents aged 90 and over per 100,000 UK residents, 1983 to 2014

- 1983: 322 of every 100,000 UK residents were aged 90+
- 2014: 853 of every 100,000 UK residents were aged 90+

The dip here is mainly because there were fewer births during WW1.

Source: Mid-year Population Estimates of the Very Old, ONS

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Trends – an ageing workforce

ONS - Proportion of the population aged 65 and over and in work has almost doubled since 1992 (from 5.5% to 10.4%)
Trends – an ageing workforce

- 32 million people in work (UK)
  - 8.42 m aged 50-64
  - 1.16 m aged 65 and over

- By 2020 over a third of the UK workforce are projected to be aged over 50 (ONS)

- Older workers are important to the UK economy
Trends – a word of caution

- Are merely patterns of change to date
- Give no certainty about the future
- Do not exist in isolation – interact – making the net impact difficult to ‘predict’
- Any possible futures may be disrupted
The future world of work

- Changing nature of work:
  - More work will be precarious and insecure

- Health

- Gender

- Multiple Generations

- Decreasing:
  - Manual work
  - Life-time careers
  - Physical workplace

- Increasing:
  - Globalised workforce
  - Knowledge work
  - Zero-hours contracts
  - Remote working
  - Night shifts
  - Computerisation of tasks

- Skills

- Vacancy: Robots only; humans need not apply
A 4-G workforce

Gen Z: 2000 onwards
Gen Y: 1980-2000
Gen X: 1960-1980
Baby Boomers: c1945-1960

The Sandwich Generation
Six industries are responsible for just over 60% of the employment of both age groups.

Source: Overview of the UK population: February 2016
Some facts (and dispelling the myths)

The general risk of ill-health and disease does increase with age

*but this outcome is not inevitable.....*

Prevalence of dementia increases with age

*but dementia is not inevitable.....*

Processing speed and general memory ‘appear’ to decline from age 20 onwards

*but there are lots of types of thinking styles....*
Sector - Stories

- Ageing
- Changing worlds of work
- Stress
- Tiredness
- Musculoskeletal disorders
- Physical changes (strength and weight)
Helping good health and safety at work to prosper

- **Employers could:**
  - Adopt solutions to ensure job demands do not exceed safe exposure levels or human capabilities
  - Make adjustments to the workplace and working patterns; re-design work and re-organise the work environment

- **Employees could:**
  - Maintain ‘relevant’ skills and capabilities
  - Exercise – both physically and cognitively
Keep in Touch

Get regular updates on Exposure Assessment and Control via our e-bulletin:
http://bit.ly/2vFc0Qb

or Email us directly:
hslinfo@hsl.gsi.gov.uk

https://public.govdelivery.com/accounts/UKHSL/subscriber/new
A final thought....

- Working — until 100?
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