



Department  
for Work &  
Pensions

# Extending Working Lives – working in partnership with UKAFA

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# Extending working lives – a demographic reality

- **Ageing society** – older workers will form an increasing proportion of the UK workforce
  - By 2020 over 50s will comprise almost 1/3 of working age population.
- **Labour supply issues**
  - The UK Commission for Employment and Skills, has reported that employer plans suggest we will need to fill 13.5 million job vacancies this decade, but only 7 million young people are expected to leave education.

# Framework for Action on Extending Working Lives

- Due for publication later this year, setting out the imperative for action by employers, individuals, medical/care professions and Government
- Makes the economic (productivity, consumption, State expenditure), social (improved wellbeing in later life) and moral (social inclusion) case for extending working lives
- Puts weight of Government behind that case, but crucially also CBI, IoD, FSB, TUC, employers
- Structural policies:
  - State Pension age
  - abolition of the default retirement age
  - extension of right to request flexible working
  - Health and Work Service
  - carers reforms
  - Universal Credit
- Trials, pilots, local projects – what works for extending working lives?
- Focus on retention in 50s/early 60s

## How can UKAFA, the Regional Forums and Government work together on EWL culture change?

- **Local Employer Partnerships (LEPs)**
  - £1.64bn to spend on Strategic Economic Plans 2014-2020
  - Responding to local priorities: is your LEP focussed on older workers?
  - <http://www.lepnetwork.org.uk/>
- **Challenging** Local Authorities, Chambers of Commerce locally
  - What are they doing to prepare for an ageing workforce in their area?
- **Raising awareness** of the Framework and advocating for EWL issues
  - via Regional Forums
  - with major local employers (challenging stereotypes, championing best practice)
  - Local media
- **What more can we do in partnership?**

