

The background features a light beige gradient with a faint, circular pattern. On the left side, there are several thin, brown, grass-like lines extending upwards. A solid purple arrow points from the left edge towards the text.

ROPES

Resourcing Older People's
Employment Support



Myths and Stereotypes How to Engage with Employers and Overcome Negative Preconceptions

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Myths and Stereotypes Surrounding Older People – many employers buy into these

- ▶ Old and “past it” – “over the hill”
- ▶ Not IT-literate
- ▶ Stuck in the past – “dinosaurs”
- ▶ Think they already know everything, so they are difficult to manage, particularly by younger line managers
- ▶ Taking jobs from younger people
- ▶ No motivation – just coasting towards their pension
- ▶ Slow and lethargic
- ▶ ***Too many health problems***
- ▶ ***Overpaid, or expect too high salaries***
- ▶ ***Unwilling to learn new things, new ways of working – not worth training***

Labour Market Statistics

- ▶ December 2013 the employment rate for **people aged from 50 to 64 in UK was 68.1%, the highest since** records began in 1992, and up from 66.3% in 2012. (NB earlier presentation were statistics for 55-64 year olds, and from EU – these are for 50-64 year olds, and from ONS, UK)
- ▶ The employment rate for **people aged 65 and over was 10.0%**, up from 9.2% in 2012.
- ▶ Overall >66% pensioners were employed part-time
- ▶ For the first time since 2005 more men than women have been found to be working beyond state pension age

What do over-50s do @ work?

- ▶ 50-64 age group in work mirror normal work pattern
- ▶ 60+ in work vary according to gender: Women (cleaners, administrators, professional e.g medicine, nursing, teaching, law);
- ▶ Men (managers, directors, senior officials, skilled traders, or professionals)



What do the over-50s get paid at work?

- ▶ Depends whether you are a man or woman
- ▶ According to the TUC (Feb 2913) - Women in their 50s earn nearly a fifth less than men of the same age
- ▶ A woman in her 50s working full-time currently earns £11.99 per hour - 18 per cent less hour than a man of a similar age (£14.69). This compares to a 10 per cent gender pay gap across the workforce as a whole.
- ▶ Women in their 50s also earn less than women in their 30s (£14.17) and 40s (£12.93).
- ▶ But, half all women over 50 employed are in part-time work; the average hourly rate is just £8.53 .The majority of women over 50 in part-time work earn less than £10,000 a year

Median full-time hourly earnings (excluding overtime) by gender and age

Age	Male	Female	Pay gap (per cent)
16-17	£4.35	£3.68	15.4
18-21	£7.23	£6.82	5.7
22-29	£10.22	£10.52	-2.9
30-39	£14.27	£14.17	0.7
40-49	£15.26	£12.93	15.3
50-59	£14.69	£11.99	18.4
60+	£12.18	£11.00	9.7
All employees	£13.27	£12.00	9.6

Source: Annual Survey of Hours and Earnings 2012

Benefits of Older Workers

- ▶ Knowledge
- ▶ Experience of life and work
- ▶ Will remember problems and solutions from the past, and help find ways of avoiding or minimising similar problems next time there is a similar crisis
- ▶ Social and Life Skills
- ▶ Motivation
- ▶ Loyal – less likely to leave for another job – especially if they get CPD and are made to feel valued
- ▶ Take less time off “sick” (though when they do take sick leave it tends to be for longer periods, rather than random days here and there)
- ▶ Actually can help with youth employment if they move towards training and mentoring roles
- ▶ Will attract the “grey pound”.

The Business Case for Diversity in General

- ▶ Attracting the best people
- ▶ Workforce Reflects Customer Base
- ▶ Increased flexibility and creativity
- ▶ Wider range of skills, knowledge and experience
- ▶ External Image
- ▶ Greater competitive edge
- ▶ Reduced recruitment costs.
- ▶ No ceiling on amount awarded on discrimination cases

Changing Perceptions through Age Ambassadors

- ▶ Work Experience and Job Trial schemes can really help to overcome employer prejudice
- ▶ Important only to send your best clients to employers
- ▶ Instil in the clients that they are Age Ambassadors
- ▶ “Try before you buy”
- ▶ Once the negative perceptions have been overcome, a successful placement will often translate into a permanent post, and willingness to take on more older workers in future.



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