

Finding work @ 50+

VALERY SMALL, WISEAGE

23 MAY 2014

Icebreaker video

Senior Turkish man dancing

<http://www.youtube.com/watch?v=GUrbfdLcdgs>



EU PERSPECTIVE: SWEDEN

Since 2006 Sweden offer more favourable treatment for work-related income than pension income

Employers who recruit older people on long-term contracts are entitled to a subsidy of up to 75% of the older workers' salary



EU PERSPECTIVE: FRANCE

The government has introduced measures to allow simultaneous employment and pensions

A gradual retirement scheme allows workers to reduce their working hours when they reach 60 and receive a proportion of their pension in return;

EU PERSPECTIVE: OTHERS

Croatia – People who retire early are subject to a monthly **LOSS** of 0.15% and 34% in the value of their pension. People who delay retirement get a 0.15% increase in their pension.

Malta – Workers under 65 are able to work without losing pension entitlement

Portugal – New Opportunities Initiative gives preferential access for older to lifelong learning





EU PERSPECTIVE: UK

UK has one of the highest rates (58.1%) of employment of older people in EU

Question: why?

UK show a lack of investment in lifelong learning of employees by employers;

Question: why?

(Eurostat, 2013, Employment Rate for Older Workers)

EU PERSPECTIVE: UK [1]

Employment Equality (Repeal of Retirement Age Provisions) Regulations 2011 to eliminate the default retirement age;

The State Pension Age has been aligned for men and women (from 60 for women and 65 to men).

There are legislated rises of the State Pension Age up to age 66 by 2020, age 67 between 2034 and 2036 and to 68 between 2044 and 2046.

A White Paper, published in early 2013, lays out plans to have reviews of the state pension age every five years, with decisions taking into account changes in the life expectancy of the population.

Age and Unemployment

In UK

Unemployment rate for 50+ is 4% (2012)

Almost half of unemployed over-50s have been unemployed for over 12 months;

Despite this, evidence from 2009-2011 indicate age is less of a bar to finding employment than it once was

Small group activity



Group A) - What are employers looking for in older workers?

Group B) - What are older workers looking for from employers?

UK Unemployment: Reality

Discussion: Over the hill at 50 (BBC Panorama)

<http://www.youtube.com/watch?v=rWdGXq4QAhM>

Activity:

Watch video – then discuss content in small and large group.

How does this video relate to your clients' experience?

BREAK

