

Age discrimination in the UK

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Introducing the EFA...

- Independent not for profit **employer-led** forum, founded 1996
- 200 members from all sectors
- Members include major companies, Government Departments and Local Authorities – **understanding a range of sectors**
- Recognised as the leading authority on age and employment issues in the UK – **agenda setting**
- Represents employers' views to Government and others – key lobbying areas – **default retirement age, Equality Bill**
- Supplies members with quality advice, practical products & access to age best practice

Age discrimination law in the UK

- Age Regulations 2006 implement EC 2000/78 in relation to employment (but not goods and services)
- Unlawful acts:
 - > *Direct discrimination*
 - > *Indirect discrimination*
 - > *Harassment and victimisation*
- Discrimination unlawful unless
 - > *Exempted in the Regulations (eg National Minimum Wage, retirement, redundancy payments)*
 - > *Objectively justified:*
 - > *Legitimate aim*
 - > *Proportionate means*

Older workers

- The demographic imperative - employers need to attract and retain scarce skills
- Default retirement age – employers free to retire workers at 65
- Some moves to abandon a fixed retirement age
- Some moves on flexible retirement options

The end of the line for retirement?

- Burdensome retirement process
- When to say 'yes' and 'no' – “exit with dignity”
- Extending employment
- Inter-relationship with pension scheme rules
- Management confusion
- Risks & costs
- Impact of the recession

Younger workers

- Government funding of training is rationed by age
- Apprenticeships limited
- Need to attract more young workers

Some thoughts on younger workers

- From time-linked experience to competencies
- Positive action
- Age neutral apprenticeships
- Broadening graduate recruitment programmes

Where next for age?

- 2011? The future of mandatory retirement ages
- Younger workers... skills, ethics, motivation and management challenges (Generation Y)
- Health, well-being & extending working life
- Re-defining working lives and career paths (flexible working)
- Performance management and tackling ageist culture
- Goods, facilities and services

CONFERENCE 2009 ANNARDS

One size **doesn't** fit all
One Great George Street
Westminster SW1P 3AA
26 February 2009
9.00am – 5.00pm



Health and wellbeing

- Taking responsibility for a healthier lifestyle is an increasing priority for individuals and employers. For those employers who are serious about meeting the challenges of an ageing workforce addressing health issues is vital.



Innovation in flexible working

Flexible working benefits the organisation and staff. It results in greater efficiency, helps to attract and retain a skilled and more diverse workforce, reduces recruitment costs and increases motivation and commitment. It also increases the opportunities for people to continue to work past the age at which they might normally retire.



Submit your entry by 5 December 2008

For more information about the EFA:

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Thank you