

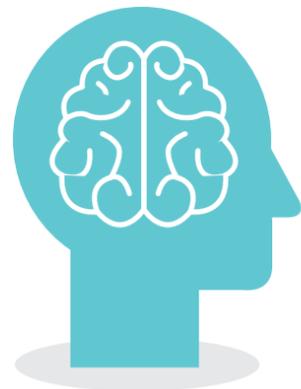
What do older workers value about work?

Work adjustments

Health and wellbeing has the biggest impact on the ability of older workers to stay in work



Working remotely and **flexibly** is particularly important for older workers who also have an increased preference for reduced commuting time



Certain health conditions are particularly common among older workers. Managers need to ensure they have easy access to **adjustments**, equipment and flexible working arrangements



Older workers want to **challenge themselves** at work by developing ICT skills and using existing skills in new ways

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Work content

Older workers want meaningful work which is interesting, stretches them and makes full use of their **skills and experience**



Autonomy over **how, when and what kind of tasks** older workers do is very important because it signals their judgement is respected



Older workers are more likely to feel engaged and have **higher motivation** if they feel their work is varied and worthy of attention

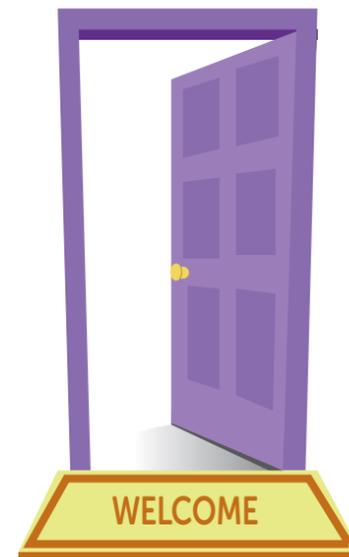


Fulfilling work provides opportunities to work in teams, **collaborate with colleagues** or have a lot of contact with clients or members of the public

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Work culture

Older workers seek organisational cultures that are open, accepting and **tackle any discrimination** and prejudice at all levels



Organisations should give managers good quality training that helps them effectively manage older workers and a **mixed-age workforce**



Including older workers' voices when developing organisational strategies increases **job satisfaction and effectiveness**. Providing opportunities for older workers to influence decisions and communicate their views

Older workers want to have open and fair access to **career development**, mentoring, informal or vocational training and promotion



What do older workers value about work?

Older workers mostly want the same as those of other ages. However, some things become more important with age:

- Health – which has the biggest effect on whether people continue to work
- Flexible or part-time working – to accommodate health needs or caring
- Organisational values they identify with, opportunities to maintain stronger workplace relationships and ways to pass on their knowledge

