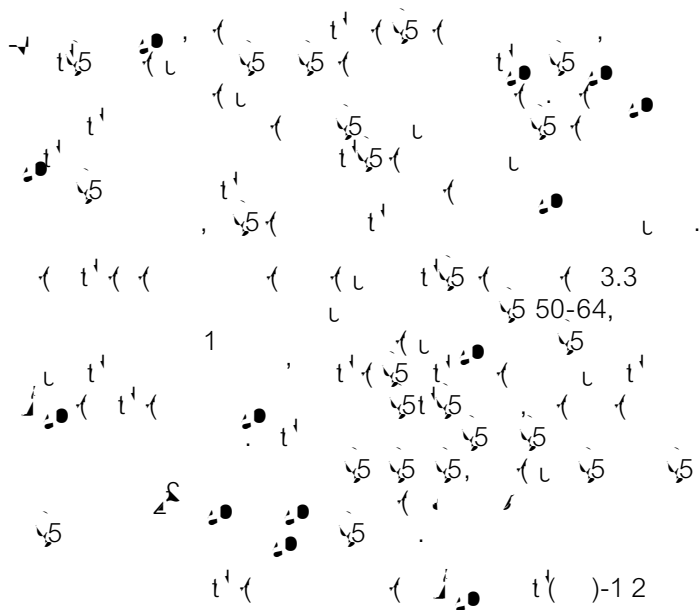




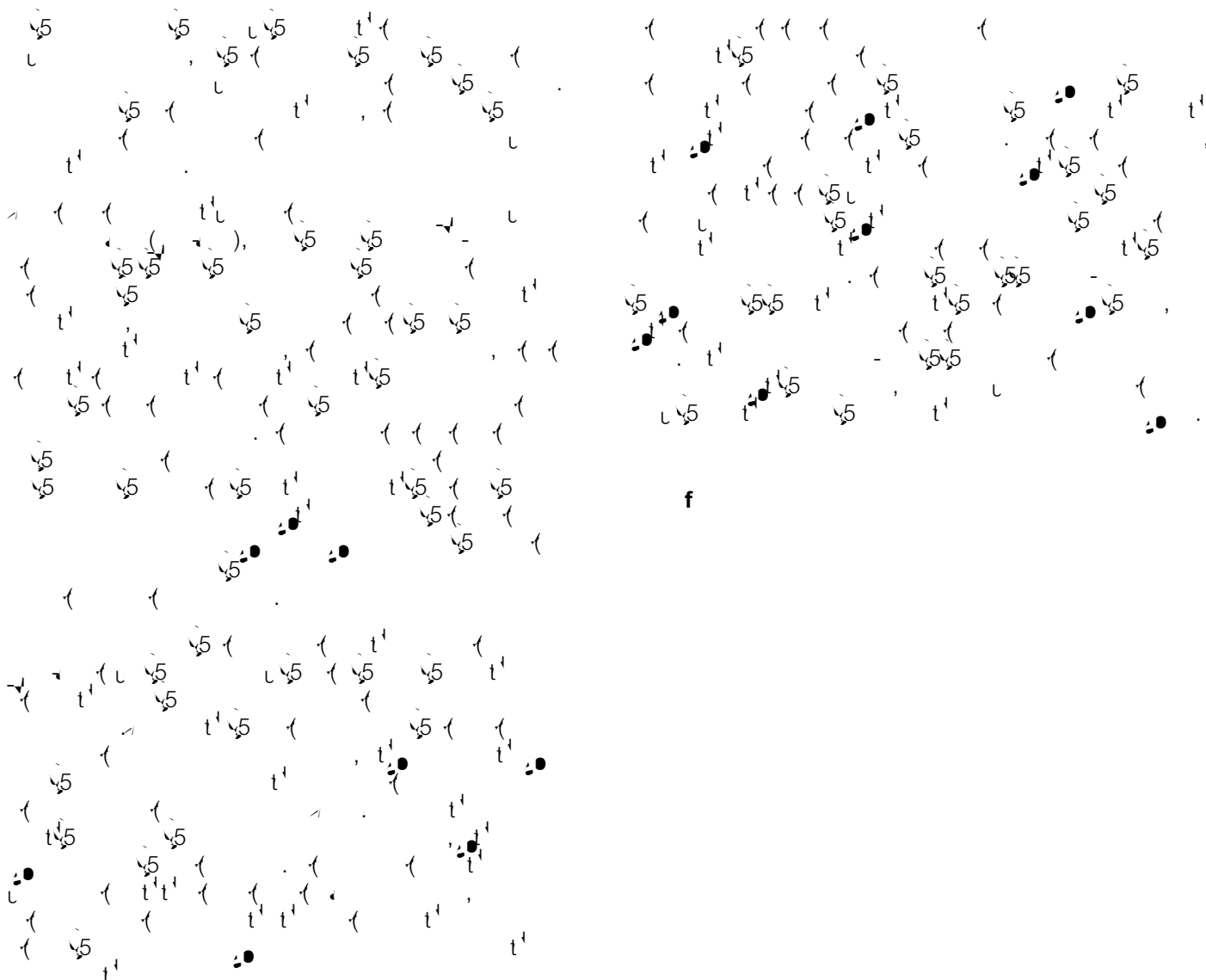
This report is a call for action.

It is the third in the Missing Million report series produced in partnership with the International Longevity Centre (ILC-UK), and sets out practical recommendations for business and government to address the pressing issue of age at work.





The advances that our society has witnessed in recent decades related to longevity and healthy ageing represent an unprecedented opportunity for people to make substantial contributions well into later life.





Introduction

This report is the third and final instalment in a series looking at the labour market challenges facing people aged 50 and over in the UK. This policy series has examined various sources of evidence on how



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3 All figures from ONS reflect Q4 2014 unless otherwise noted.

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Issue of an Ageing Workforce continued

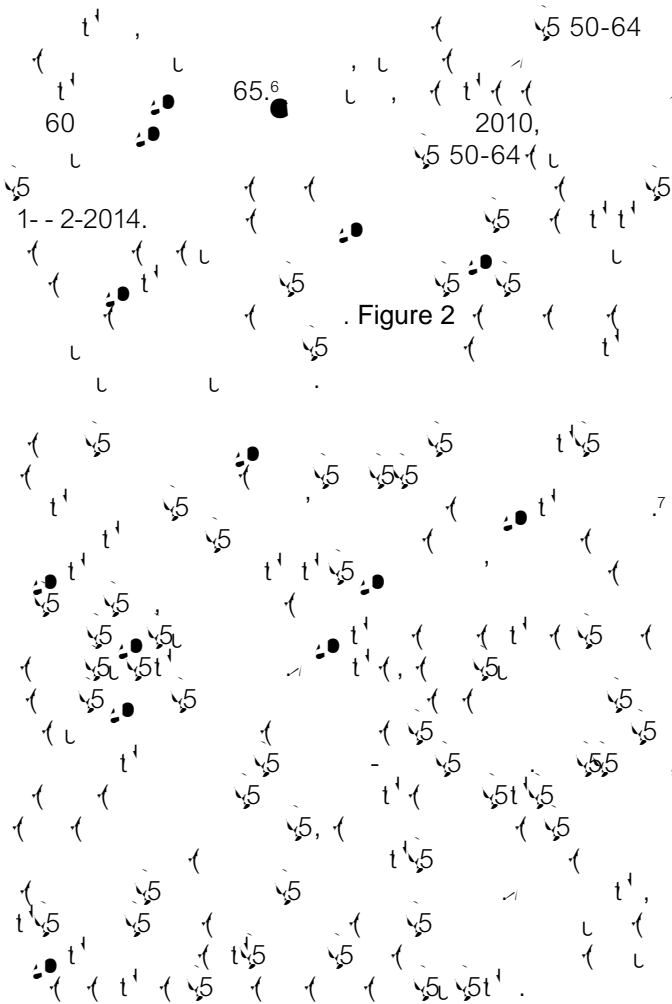


Figure 2

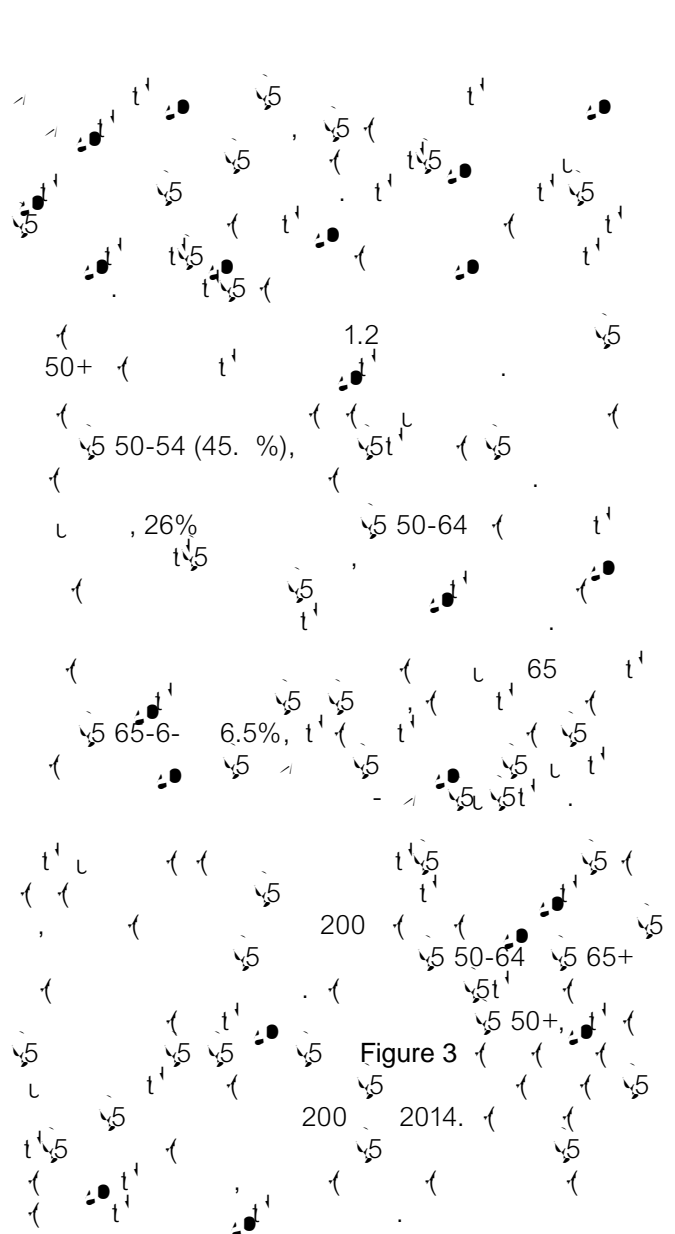


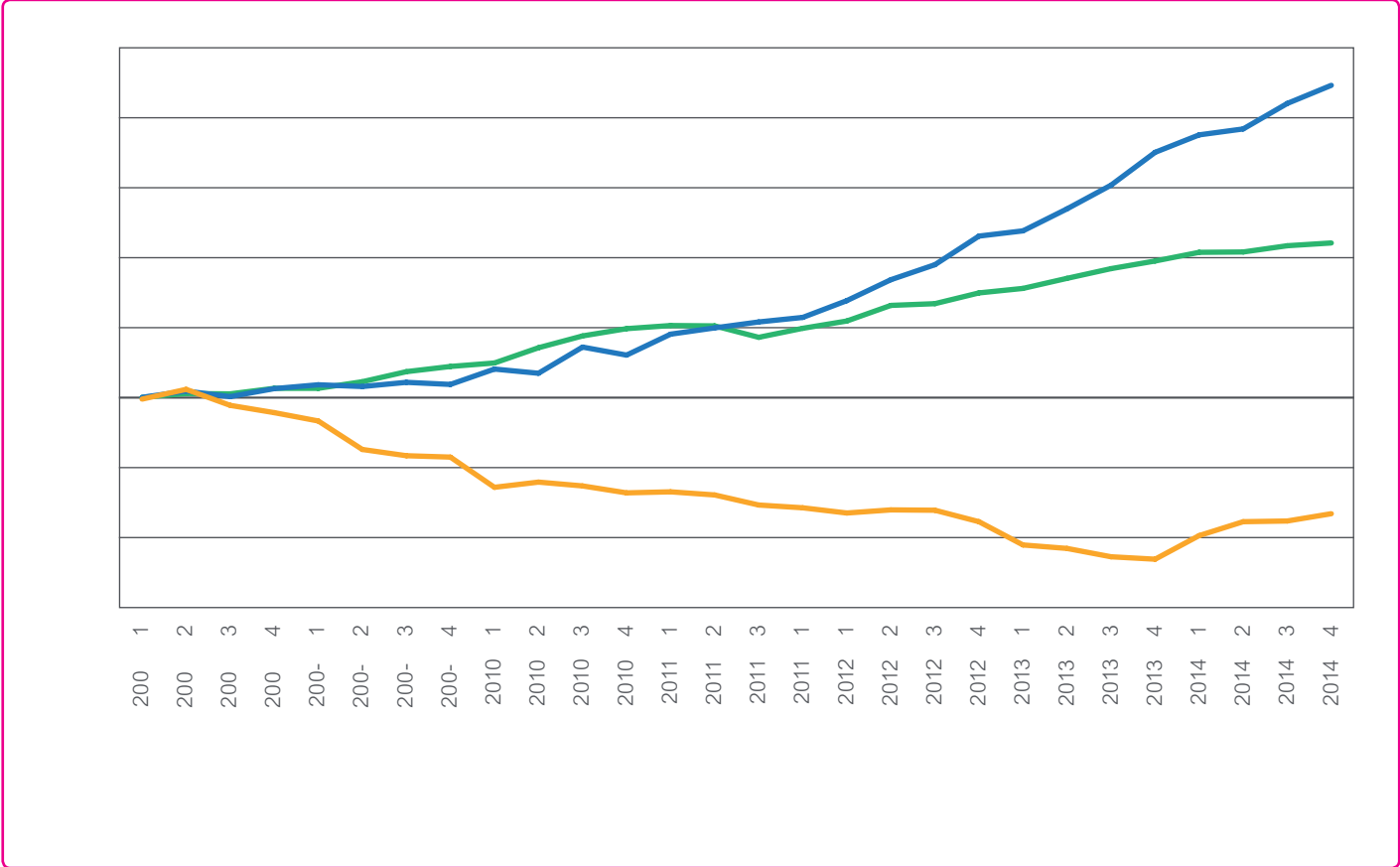
Figure 3

6 The SPA for women at the beginning of 2015 is approximately 62.5, which will gradually rise to equalise male SPA at the end of 2018. Further details on the ongoing changes to SPA are provided later in this report.

7 Loretto & Vickerstaff (2013)

8 Franklin et al. (2014)

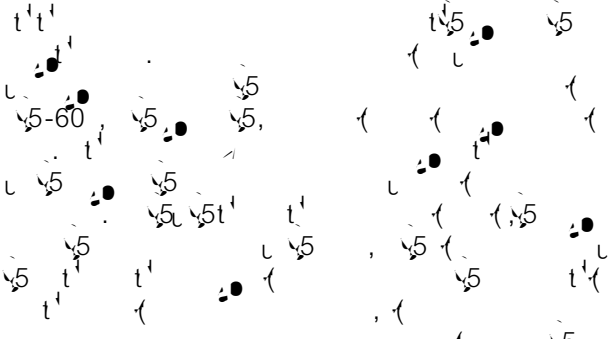
Figure 3: Cumulative change in number of employed people by age group (Thousands)



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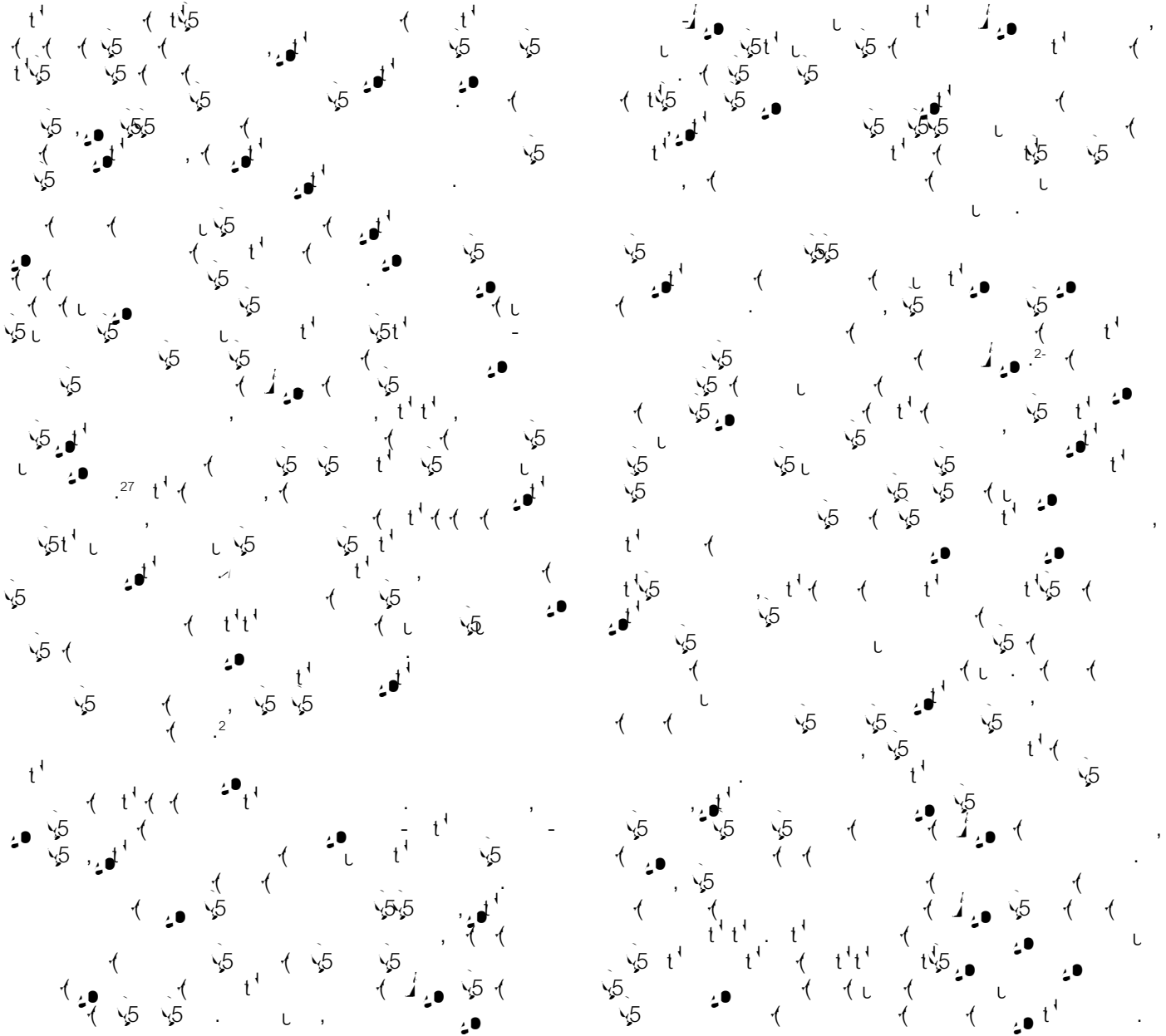
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Ageing Workforce for Businesses

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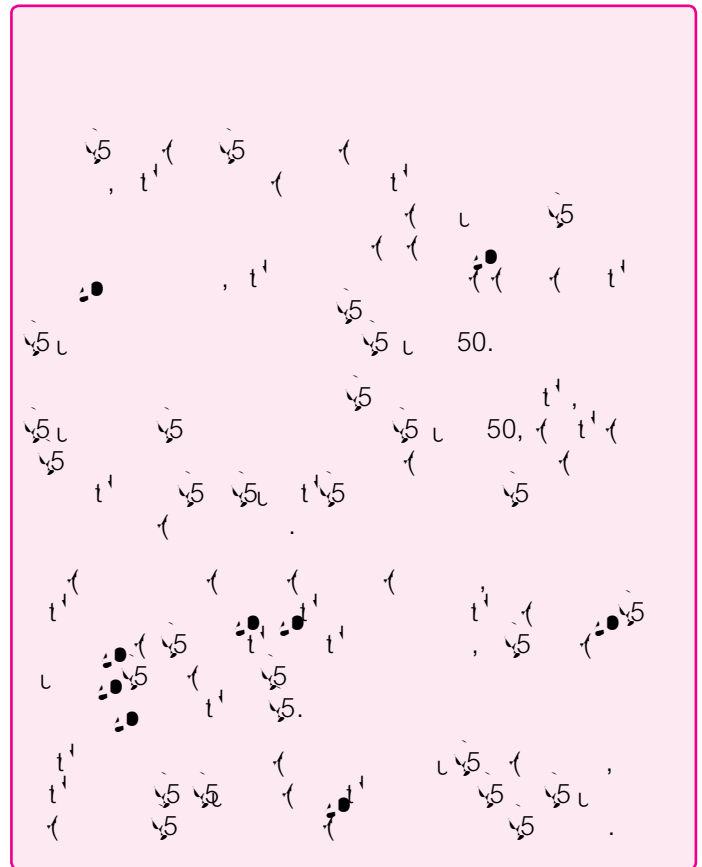
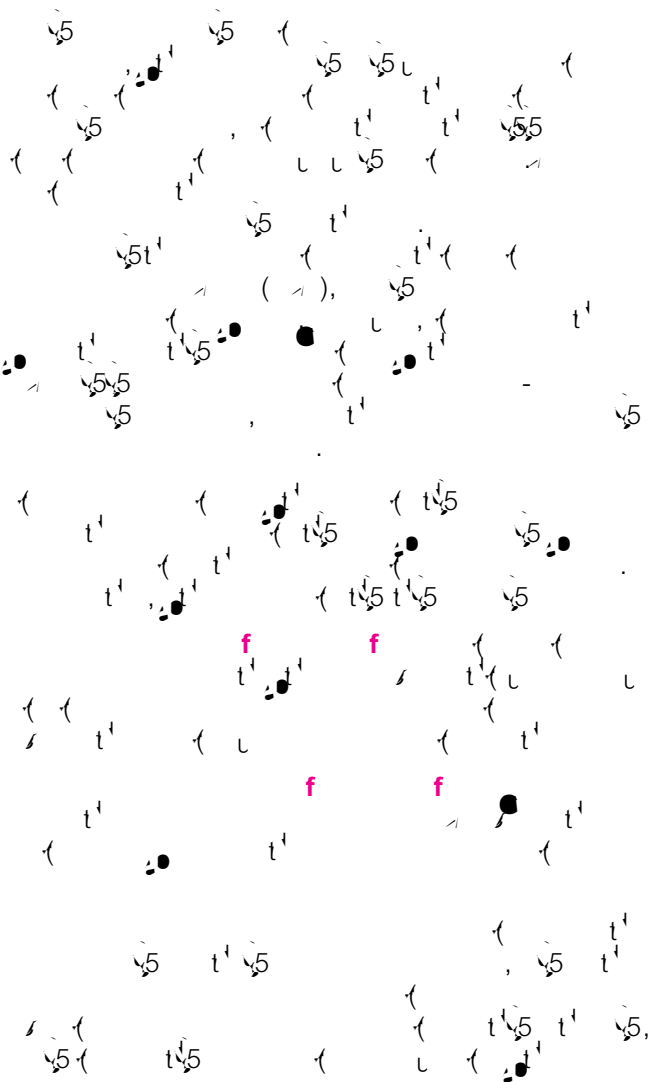
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27 McNair et al. (2012)
28 Penna & CIPD (2008)
29 McNair et al. (2012)

How Business and Policy Makers Can Respond to an Ageing Workforce

Existing policies have gone some way in helping people stay at work as they get older. However, more can be done by the next government to prioritise policies which support people who want to continue working up to, or beyond, state pension age. There is only so much that government can do. The responsibility is with business to drive change on age at work.



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