

Ageing at work: United Kingdom

OSH policies

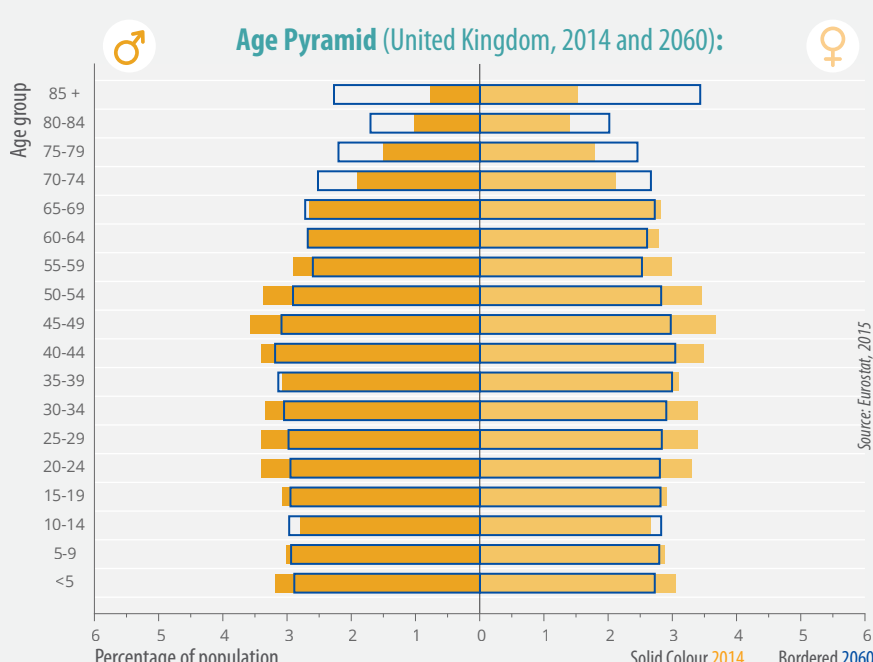
Population ageing

- The average age of the UK population is increasing slower than that of the EU average.
- The population of older people is expected to grow moderately from 2040.



Median age:
40 years (2015)
(EU 28: 42.2)

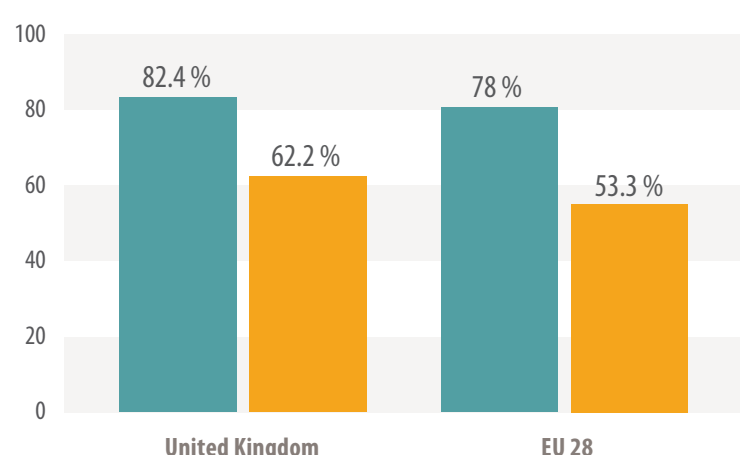
Source: Eurostat, 2015



Labour market participation

Employment rates by age group (2015)

■ 25-54 years ■ 55-64 years



Source: Eurostat, 2015

Health

Life expectancy at age 65 (2014)

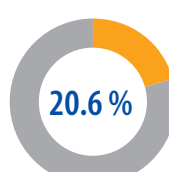
♀ **21.3** (EU 28: 21.6)
♂ **18.8** (EU 28: 18.2)

Source: Eurostat, 2014

Healthy life years at age 65 (2014)

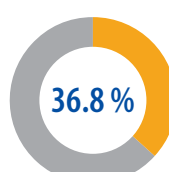
♀ **10.6** (EU 28: 8.6)
♂ **9.7** (EU 28: 8.6)

Source: Eurostat, 2014



of people aged 50-69 stopped working for health or disability reasons.

Source: Eurostat, 2014



Proportion of employed people reporting a long-standing illness or health problem (55-64)

(Eurostat, European Statistics of Income and Living Conditions, 2014)

Working conditions, ageing, and health



Workers who think their health is affected by work negatively (50+)

United Kingdom: 23.14 %
EU: 26.87 %

(European Working Conditions Survey 2015)



Workers who think they will not be able to do the same job at 60

United Kingdom: 17.32 %
EU: 21.69 %

(European Working Conditions Survey 2015)



Work-related health problems (from 55 to 64 years)

United Kingdom: 3.50 %
EU: 11.3 %

(Eurostat 2013)



Share of persons who think that age discrimination is widespread

United Kingdom: 39 %
EU: 45 %

(Eurobarometer 393, 2012)



Enterprises having a procedure for return to work

United Kingdom: 97.20 %
EU: 68.42 %

(European Survey of Enterprises on New and Emerging Risks (ESENER) 2014)



Share of establishments in which H&S are discussed regularly between workers and the management

United Kingdom: 80.31 %
EU: 59.32 %

(European Survey of Enterprises on New and Emerging Risks, 2014)

OSH and related policies addressing the challenges associated with an ageing workforce

- 'Health, Work and Well-being' initiative, Department for Work and Pensions (DWP), 2005

Aims to improve the general health and well-being of the working-age population, support more people with health conditions to stay in work or enter employment, and reduce the number of days lost to sick leave.

- 'Fuller Working Lives – a Framework for Action' Department for Work and Pensions (DWP), 2014

Sets out the business case for retaining and recruiting older workers at business and society levels.

<https://osha.europa.eu>