

## **FACT SHEET 5: INFORMATION RESOURCES**

The following web sites provide useful information about the ageing of the workforce in Australia and other industrialised countries and its implications, and initiatives to better manage and respond to the associated challenges and opportunities.

### **BUSINESS WORK & AGEING**

BWA is a unique Australian organisation that supports business and governments to develop strategic policies and actions to respond to the impact of population ageing. BWA business services include: demographic audits; the development of strategic age management plans; scenario planning; human resource management handbooks and resources; age awareness seminars; government and industry research and policy support; work and retirement surveys, work ability surveys and corporate speaking engagements. On the BWA web site you will find related research, tools for business and access to others interested in the issues of ageing and work, plus links to key international sites related to business, work and ageing.

The BWA Centre for Research is currently conducting a variety of research projects related to ageing and work, including the Redesigning Work for an Ageing Society Project (RW4AS). It has just completed the Australian component of an international project funded by the Canadian government, Workforce Ageing in the New Economy (WANE).

### **VALUING AUSTRALIA'S OLDER WORKERS**

This Australian government site provides information about the ageing of the Australian workforce and its implications, and tools and information to help businesses plan for the new employment environment that is '*coming ready or not!*' There is useful information about workforce planning, recruiting, retaining and training older workers and managing redundancy and retirement. There are also information brochures that can be downloaded, good practice guidelines and checklists and links to a variety of other organisations. The site is at <http://www.valuingolderworkers.gov.au>

### **CASE STUDIES & GUIDELINES**

The European Foundation for the Improvement of Living and Working Conditions has recently published ***A guide to good practice in age management***. Good practice in age management is defined as "*measures that combat age barriers and/or promote age diversity*". The guidelines are based on the findings of a series of case studies collected from over 100 employers in 11 EU countries, which illustrate a

range of intervention programs. The Guide provides guidelines and identifies pre-requisites for successful age management, and a range of key benefits for staff and organisations that result from effective age management They include;

For individuals:

- Improved health and well-being.
- More satisfying work.
- Prospect of continuing employment.
- Learning opportunities and utilisation of skills.
- Better relations with co-workers and managers.
- Better retirement prospects.

For organisations:

- Securing labour supply.
- Maximising workforce utility.

The case studies can be accessed and downloaded at

<http://www.eurofound.eu.int/areas/populationandsociety/ageingworkforce.htm>

The Guide can be accessed and downloaded at

<http://www.eurofound.eu.int/publications/htmlfiles/ef05137.htm>

## **OTHER COUNTRIES**

Many industrialised nations with an ageing workforce are concerned about avoiding premature retirement of older workers. Information about initiatives taken at both government and business level can be found on many government websites. Some useful sites are:

UK government site, Age Positive (<http://www.agepositive.gov.uk/>). This site provides information and resources to support people making decisions about working and retirement, promotes the benefits of employing a mixed-age workforce that includes older and younger people, and advises on recruitment, training and retention policies and practices that do not discriminate on the basis of age.

Canadian government site, Aging Workforce, provides an overview of the challenges of an ageing workforce, a research page including key studies on the ageing workforce, useful links to research and documents related to the ageing workforce and other organizations and an extended bibliography. There is also a discussion page for you to share your solutions and responses to the challenges of the ageing workforce. Access this site at

[http://www.hrsdc.gc.ca/en/lp/spila/wlb/aw/01aging\\_workforce.shtml](http://www.hrsdc.gc.ca/en/lp/spila/wlb/aw/01aging_workforce.shtml)

The Finnish Institute of Occupational Health (FIOH) site provides information about measures for individuals and organisations to combine ageing and work in an effective way that improves both the work environment and workers' health and well-being. The site also provides information about research into the development and application of the Work Ability approach, including articles that can be downloaded from the FIOH database.

The site can be accessed at <http://www.ttl.fi/internet/english/>

*For more information contact the RW4AS Research Team (03) 9214 4689 or go to <http://www.swinburne.edu.au/business/businessworkageing/>*