

I~Work Document 5 – 1

Date: Thursday, 18 January 2007

Author: Beate Baldauf, University of Warwick

Distribution: Core network members

Emailed: 18 January 2007

Minutes of the NDA Meeting on 8 January 2007

Inaugural Network Meeting, Design Council, London, 10.00 – 17.00 hours

Present:

Jo-Anne Bichard & Jeremy Myerson, RCA

Terry Dickerson, John Clarkson & Pat Langdon, University of Cambridge

Julian Williamson & Roxane Jervais, HSL

Peter Buckle & Val Woods, University of Surrey

James Lloyd, ILC-UK

Beate Baldauf (minutes), Robert Lindley & Kerry Platman, University of Warwick

Agenda

1. Introduction of the network participants

Following Kerry's introduction to the network meeting, each participant introduced themselves to the group, in terms of what they have done, how they would like to work and the aspirations for the network.

Whilst the primary purpose of the network is to submit a joint proposal to the New Dynamics of Ageing (NDA) Research Programme in October 2007, there was strong support for engaging in a longer term research collaboration.

2. The NDA Research Programme

In the wake of Kerry's presentation of the NDA programme and our operating principles, a few minor changes to the mission statement were suggested. The revised mission statement is contained in I~Work document 4_1.

During the discussion queries about the NDA programme emerged. This included the scope of the proposal in financial terms and the kind of feedback we will get on the decision about the programme grants in January 2007.

(Action: KP to explore those matters)

3. Future scenario planning – break-out groups

Three working groups constituted to discuss what the network aims to have achieved in terms of improving the working environment and extending working lives in four years time.

Working group 1: Pat (presenter), Robert, James, Roxanne, Jo-Anne

The outcomes of working group 1 were presented as follows:

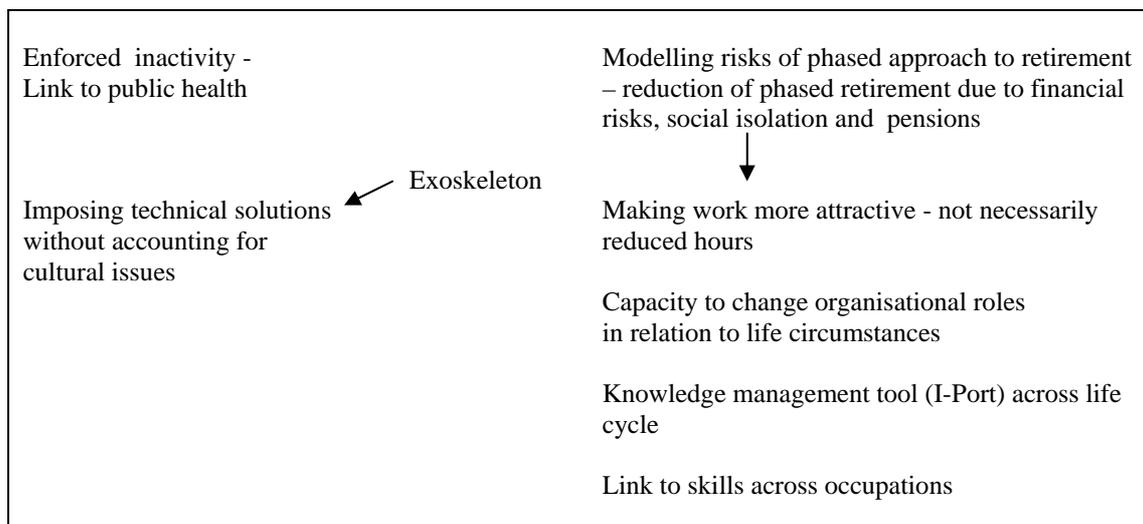
Barriers		Innovations		Working environment
- No life course perspective - Loss of social contract work - Social control through info access		- Job rotation and education for all - Increase mobility in workforce - Increase training of generic skills - Increase bottom line for employers and reduce short-term work		
- Email communication		- 'Bablefish' for older people ('translator', filtering tools)		
- Social control through info access		- Develop tools for i~work		External to work
Reasons for leaving	Health problems	Link?	- Reduce obesity? - Health checks (provocative/preventative /socially targeted)	
	Financial security		Financial advice/help	
	Caring responsibilities		Caring assistance ('crèches' for older people, telecare)	
Paid versus unpaid working environment				

Among the comments in the ensuing discussion were the following:

- The differentiation between working environment and the environment external to work was seen as a good distinction. The home-work interface was seen as highly relevant.
- Flexibility in terms of skills and jobs was seen as important
- People may have to combine paid work for a living and unpaid caring work

Working group 2: Julian (presenter), Val, Terry, Kerry

The discussions in working group 2 centred on the following issues:

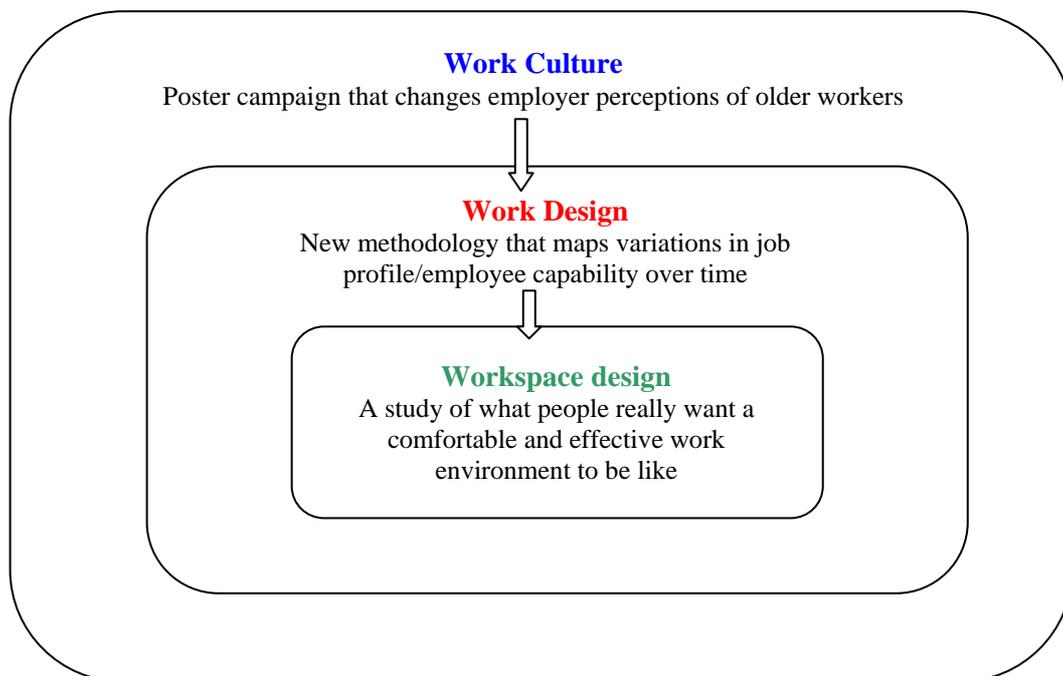


Queries and comments in the ensuing discussion included:

- The I-Port idea, essentially a knowledge management data base capturing all skills and capabilities over a person's life time, was explored in more detail
- This gave rise to the consideration that we should focus on abilities (reflection on one's skills and 'selling' them) rather than on age
- The flexibility argument, made in working group 1 was reiterated (facilitating changes in roles in response to changes in circumstances)

Working group 3: Jeremy (presenter), John, Peter, Beate

The key outcomes of the discussion are encapsulated in the chart below.



In the course of the presentation the following issues were also elaborated on:

- Work culture: There appears to be a gap in terms of making the business case for employing older workers at micro level which this research could address
- Research should also focus on valuing people and evaluating this in the context of ageing
- Work design issues: Does extending working lives just mean working longer or does it have repercussions on how we want to shape our working life (work-life balance, step up/ step down options?)
- Existing evidence needs to be improved

The feedback suggested that the three layers could be drawn on in the proposal.

The final discussion centred around the concepts and frameworks on which we could build our proposal.

Possible frameworks could include:

- a combination of the Workability Index
(Action: KP to circulate material)
- and the Inclusive Work concept.
(Action: Cambridge colleagues to circulate material)

Useful might also be the following concepts

- Capability theory
- Autonomy interaction index
- High performance organisations and
- Flexicurity concept (strengthening job security in exchange for more flexible working hours)
- Job evaluation systems

4. Next steps

To maintain momentum it was argued to hold the next meeting within the next two to six weeks.

(Action: KP to set date for next meeting)

To inform the next meeting it was seen as useful to get an overview on:

- the key collaborators we are currently working with or have worked with in the past and the current projects related to the NDA
(Action: All to prepare a list)
- the 10 most important socio-economic scenarios.
(Action: RL, IER)

To facilitate further discussions it was suggested to submit concepts for critique a couple of days in advance of the next network meeting.

(Action: All)

Further thought needs to be given to a conceptual framework for the selection of work places for case studies (dimensions might include office/factory work place; high percentage/low percentage of older workers; sampling same occupations across different sectors).

(Action: IER to submit a proposal)

It was also discussed

- whether we could get more insight into the NDA from an MRC point of view;
(Action: KP to investigate)
- whether the network should also include one or two critical friends;
- that decisions will need to be made on the selection of international advisors.

A visual reminder of our meeting

