	WORKSPACE DESIGN	WORK DESIGN	WORK CULTURE	
	Desks, chairs, storage space	Operating procedures & organisational structures	Management styles	
	Physical controls, tools	Health & safety regulations	Human resource policies & practices	
	Vehicles, machinery, static plant	Flexible working time arrangements, shift patterns, phased retirement	Social & cultural norms relating to ageing, work & retirement	
	Mobile devices	Stressors (deadlines, peer pressure, customer pressure)	Domestic & European policy frameworks (pensions, savings, retirement)	
	Team spaces, partitions, communal areas	Autonomy & control (individual & group/team)	Family & inter-generational relations	
	Work outputs	Learning & training access & opportunities	Socio-demographic composition (ethnicity, race, age, gender)	
	Lighting, thermo-regulation, humidity, noise levels	Career development pathways, support & guidance	Variations by sector, organisational size, occupation, urban/rural	
	Information Technology systems & interfaces		Mass media representations	
CROSS-CUTTING RESEARCH THEMES	Compensation (intrinsic &	extrinsic): individual & imposed strategies & support systems to o	vercome work barriers	
	Knowledge transfer & inter-generational working, learning & up-skilling technology as the facilitator			
	WORKSPACE DESIGN	WORK DESIGN	WORK CULTURE	
AGE-RELATED BARRIERS, PROBLEMS & LIFECOURSE ISSUES	Changing physical capacities (hearing, vision, flexibility)	Skills obsolescence, redundant knowledge, inadequate experience or qualifications	Dress & style codes	
	Changing cognitive capacities (memory, executive function)	Under-performance, reduced productivity	Language, lingo & cultural clashes	
	Individual approaches & strategies to overcome functional impairment (selection, optimisation, compensation)	Technology generations: cohort & generational difficulties in adapting to new technology	Age discrimination & age stereotypes, marginalisation & exclusion	
		Care burdens (grandparenting, eldercare, child, sibling & partner care)	Isolation & reduced mobility (geographical, social, technical)	
		Hostile work environments (rapid change, fast turnaround, new ways of working)	Restricted access to 'communities of practice'	
		Generational conflict (peers, supervisors, colleagues) Chronic illness, reduced fitness & capacity	Disincentives over exercise & leisure Under-employment, unemployment, premature retirement	
CROSS-CUTTING RESEARCH THEMES	Physical & mental capacity & their relationship with workplace demands			
	Recreation, leisure, volunteerin	g & sport: countering isolation, under-employment, demotion, den	notivation & marginalisation	
	Harnessing ICT technologies (e.g. advanced input, control & display systems) to extend & improve working lives			
	WORKSPACE DESIGN	WORK DESIGN	WORK CULTURE	
INDIVIDUALS	Increased awareness, increased education, increased demand, increased supply	Incentives to learn & participate	Development of new industries (eg. Design supply, staff agencies)	
	Better work flows & communication, preventing info-'bog'	Harnessing of expertise & experience, increased productivity	Sparking of new ideas, initiatives & potential innovations	
	Quality extensions to working lives	More flexibility in work organisation	Re-working and re-generation of expertise	

	More conducive & attractive workspaces	Increasing participation of minority groups (age, regional, ethnicity, women) & matching of consumer, social & cultural expertise	Construction of new adaptations/buildings (access regulations, disability adjustments) Benefits to Exchequer (increased tax revenue, reduced		
	More comfort, reduced stigma	Product use with employment	welfare spend, reduced health burdens, increasing dependency ratios)		
	Stimulating market supply of inclusive products Increase in supply of motivated & productive labour				
CROSS-CUTTING RESEARCH THEMES	Overcoming stigmas in interventions (medical, technical, social) in terms of products, work practices & special adaptations				
	WORKSPACE DESIGN	WORK DESIGN	WORK CULTURE		
POTENTIAL INNOVATIONS	New display & input technologies (flexible screen , 3-D pointers, virtual displays	Virtual office designs & interactive work spaces	Countering social isolation with new forms of interaction (IT strategies for home-working)		
	Gesture recognition systems to compensate	Blending local & global work spaces & patterns, & designing distributed working which is cross-generational	Accessing workers with impairments in rural communities		
	Assistive design to adapt for disabilities	Transgenerational design - adapting to different ages & life stages	Poster campaigns on age discrimination		
		I~Ports, indivudalisated knowledge portfolios Bable-fish translators & overload flow sensors			
CROSS-CUTTING RESEARCH					
THEMES	Harnes	ssing ICT technologies (e.g. remote sensing, advanced computer v	/ision)		