I~Work Document 11-1
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ANNOTATIONS OF WORK PACKAGES FOR I~WORK STRUCTURE

This is a brief explanation of work packages as discussed at our I~Work meeting on April 20, 2007.

WP1   **Understand future**   **Warwick**, ILC

- Forecasting trends in labour supply & demand to 2025
- Examining bottle necks and pinch points in sectors, occupations, regions
- Conducting age & gender profiling of occupations and industries, to predict hostile/favourable locations for labour market transitions in an ageing society
- Comparing future predictions about the ageing workforce, and current policy priorities, with those of the past 20 years (or earlier)

WP2   **Understand healthy work**   **Surrey**, Notts, HSL

- Understanding the barriers to health & productivity in terms of stress (physical & mental), organisational design, job design, care-giving etc
- Appraising the work environment from the perspective of the individual and the employer
- Assessing the scope for interventions to sustain healthy, quality work and enhanced capacities over longer working lives
- Drawing on international research on healthy ageing in the workplace

WP3   **Understand users**   **Camb**, Surrey, RCA, Warwick

- Identifying obstacles to inclusive design in work & work spaces by assessing the needs of different users (employers, managers, workers etc)
- Understanding the role of policy and practitioner communities, including Government agencies

WP4   *Develop business case*   *Warwick, Cambs, Surrey, RCA, Notts*

- *Identifying and critiquing the business case for inclusive work in an ageing society, as currently configured, and setting this against the moral, social, economic & political 'cases'*
- *Assessing the role of performance management systems in excluding workers with changing capacities, drawing on European and international examples*
- *Developing metrics which are sensitive to changes in age and capacity and which can be used to enhance productivity and organizational effectiveness*

WP5   *Develop system*   <u>*Surrey*</u>*, Warwick, Cambs, RCA, Notts*

- *Developing and adapting measures, instruments, tools, work spaces and systems to improve organizational effectiveness & the quality of working lives*

WP6   *Develop job(s)*   <u>*Warwick*</u>*, Cambs, Surrey, Notts*

- *Developing mechanisms to adapt work tasks and jobs to improve organizational effectiveness & the quality of working lives*
- *Facilitating and supporting job and career transitions and mobility in the workplace (in organizations & the labour market)*
- *Identifying lifelong learning interventions which will accommodate the shifting needs of employers and of individuals*
- *Assessing the role of flexible working-time arrangements, including gradual retirement transitions, in sustaining working lives*

WP7   *Integrate*   <u>*Cambs*</u>*, Surrey, Warwick, RCA, Notts*

- *Building a spiral or loop which allows for the building, testing & revising of changes to systems & job adaptations*

WP 8   Influence policy   Provisional: <u>Warwick</u>, ILC-UK

- Disseminate findings and feed into policy process
- Influence decision over review of default retirement age in 2011

WP9   Influence practice

- Change working practices
- Broaden the inclusive design agenda

WP10   Influence culture

- Change attitudes at a social and cultural level