

	WORKSPACE DESIGN	WORK DESIGN	WORK CULTURE
DEFINITIONS & COMPONENTS PART	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 overcome work barriers		
	Knowledge transfer & inter-generational working, learning & up-skilling... technology as the facilitator		
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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)	Disincentives over exercise & leisure
		Chronic illness, reduced fitness & capacity	Under-employment, unemployment, premature retirement
CROSS-CUTTING RESEARCH THEMES	Physical & mental capacity & their relationship with workplace demands		
	Recreation, leisure, volunteering & sport: countering isolation, under-employment, demotion, demotivation & marginalisation		
	Harnessing ICT technologies (e.g. advanced input, control & display systems) to extend & improve working lives		
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OPPORTUNITIES & BENEFITS FOR INDUSTRY, ORGS & 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

