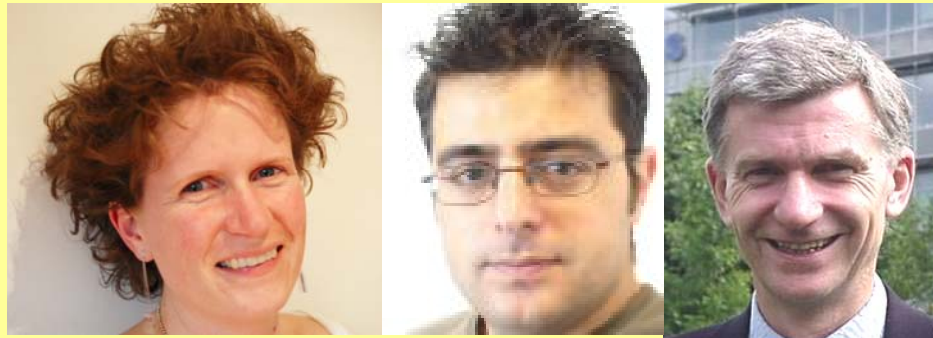


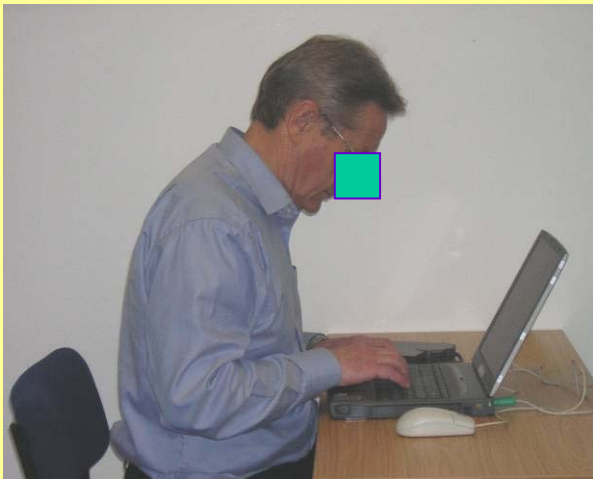
# Understanding workplace design for older workers

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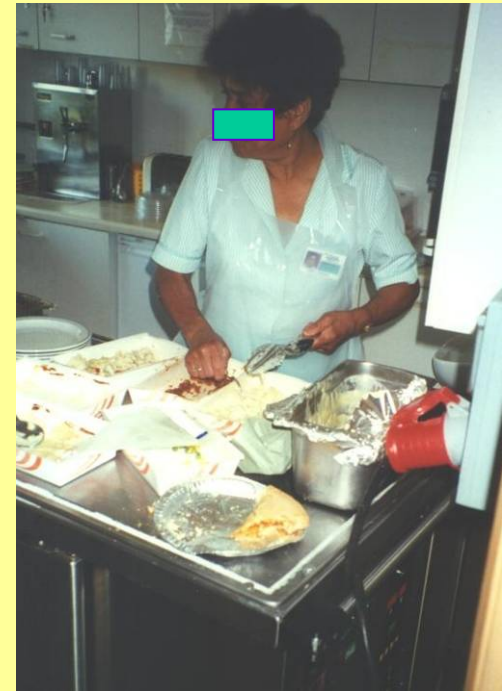
# The investigation

Suitability of current workplace design for older workers in 2 industrial sectors (office & manual)



# The investigation

The perspectives  
of older workers &  
the management  
views of employing  
an older workforce



**EPSRC**

Engineering and Physical Sciences  
Research Council

**bbsrc**  
biotechnology and biological  
sciences research council



# The investigation

The match between older workers' capacities, abilities & expectations, and organisational requirements & strategies.



# Objectives

- Identify strengths & weaknesses in the suitability of current workplace design for older workers
- Identify organisational issues that must be addressed
- Suggest areas for further research & technical development that might overcome any current barriers

# Plan of work

- Literature update review
- Workplace study

To explore the following aspects of workplace design:

- (i) task requirements – cognitive & physical
- (ii) psychosocial factors – social support
- (iii) individual capacity - strength
- (iv) environment - access
- (v) work organisation - training
- (vi) workplace culture – career opportunities



- Workplace study methods

## Focus groups with workers

- (i) 40-49 years
- (ii) 50-59 years
- (iii) 60 years +
- (iv) Retired workers

Qualitative analysis of transcripts

## Interviews with Occupational Health & Human Resource personnel

# Potential benefits for older people

- Raised awareness & potential for pro-active removal of age barriers at the workplace
- Better designed workplaces & work systems
- Greater recognition of the value of older workers

# Potential benefits for organisations

- A better understanding of needs of older workers & what they require at the workplace to ensure equal rights at work & opportunity for all
- Information on jobs & tasks to be redesigned
- Guidance for attracting/retaining older workers
- Increased knowledge of strategies, policies, support to meet their workforce requirements
- Appreciation of advantages of age diverse workforces

# Potential benefits for society

- Prioritise future research that will:

Overcome age barriers

Inform inclusive organisational strategies

Enable the older workforce to maintain sustained levels of productivity and health into later life

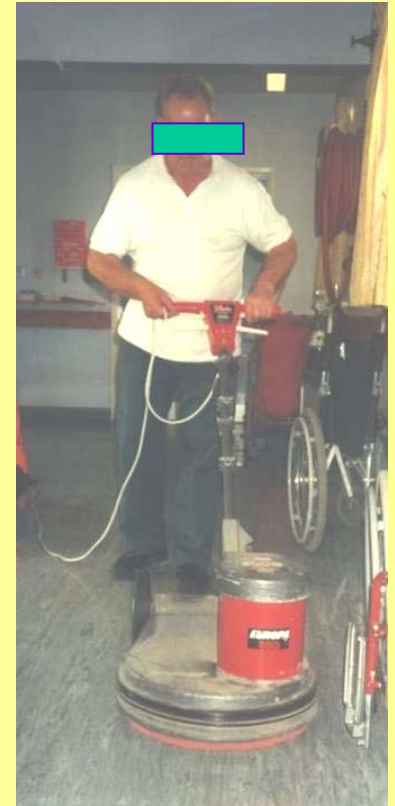


# Progress to date

- Ethics approval granted by University of Surrey
- First pilot study conducted & data analysed
- Data gathering methods have been modified

# Organisations selected for study participation

- Major supermarket chain
- Food manufacturer
- Car producer
- Social service provider
- Insurance company
- Education provider

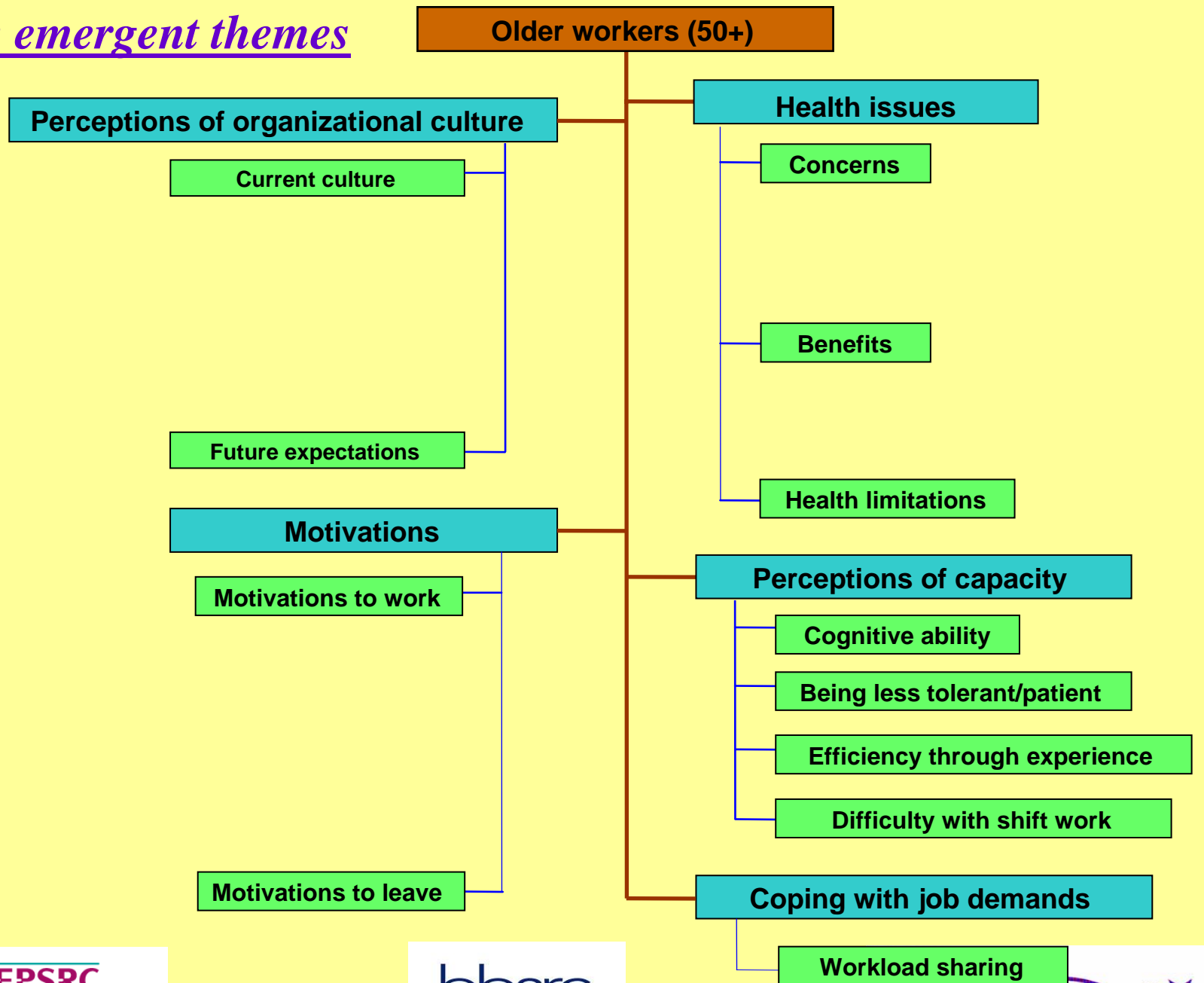


# Some early 'findings'

## Case study 1: Food manufacturer

- Factory environment
- Mainly male workforce
- Manual handling work
- Shift work
- Long tenure

# Early emergent themes



# Thank you for listening

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