

AGE POSITIVE WORKPLACES



1. Be flexible about flexible working



2. Hire age-positively



3. Ensure everyone has the health support they need



4. Encourage career development at all ages

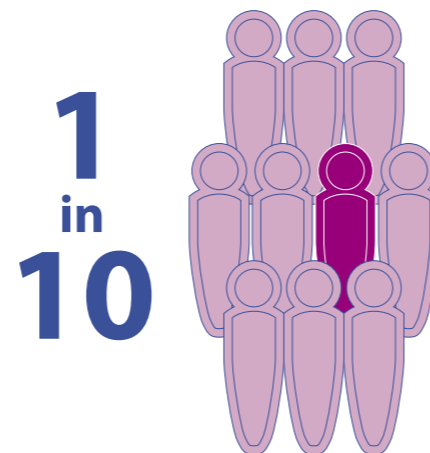


5. Create an age-positive culture

Source: [Becoming an age-friendly employer \(ageing-better.org.uk\)](https://ageing-better.org.uk)

GIG WORK: DID YOU KNOW...?

The 'gig economy' is characterised by short-term informal working relationships where work is generally on-demand, obtained via online platforms, and delivered on a payment by task basis. It is casual, unpredictable, irregular, and temporary

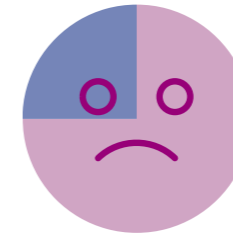


of the UK adult population now works in the 'gig economy' – disproportionately young, BAME and female

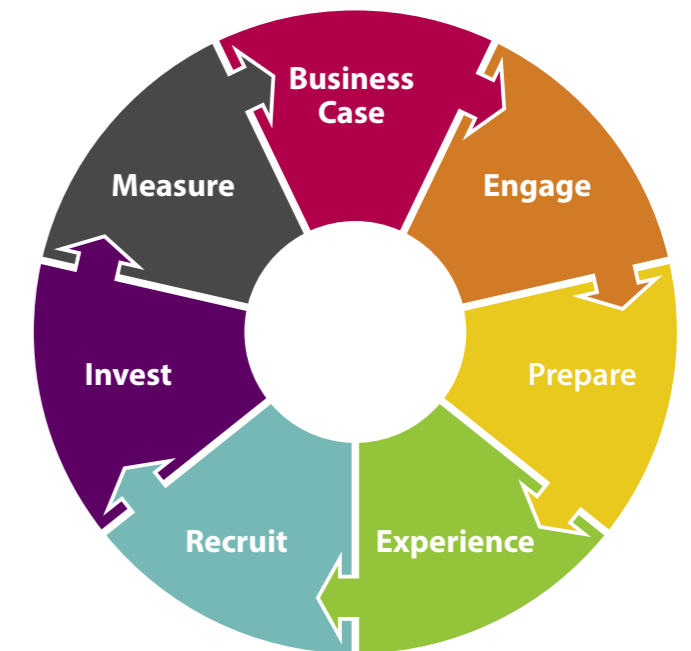
Source: [UK's gig economy workforce has doubled since 2016 | TUC, 2019](https://www.tuc.org.uk)

ENGAGING YOUNG PEOPLE IN EMPLOYMENT

Three-quarters of 18 to 29-year olds are more worried about their future than other age groups



Source: [Living longer: older workers during the coronavirus \(COVID-19\) pandemic | ONS](https://www.ons.gov.uk)



Source: [Employers learning to work with young people | CIPD](https://www.cipd.com)

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The Race at Work Charter: Five Calls to Action

1. Appoint an Executive Sponsor for race
2. Capture ethnicity data and publicise progress
3. Commit at board level to zero tolerance of harassment and bullying
4. Make clear that supporting equality in the workplace is the responsibility of all leaders and managers
5. Take action that supports ethnic minority career progression

Many organisations have signed up to this charter. More information can be found [here](#)