



香港大學秀圃老年研究中心  
Sau Po Centre on Ageing  
The University of Hong Kong

Seminar on

# The Ageing Population and Employers in Scotland

Date: January 10, 2017 (Tuesday)

Time: 3:30-4:30pm

Venue: CPD-2.45, 2/F, Central Podium Level, Centennial Campus,  
The University of Hong Kong

Speakers:



Dr. Valerie Egdell  
Senior Research Fellow

Vanesa Fuertes  
Research Fellow



Employment Research Institute,  
Edinburgh Napier University,  
Scotland, United Kingdom

Abstract:

The Scottish population is ageing, with the number of individuals of pensionable age and over projected to increase by 28% between 2014 and 2039 (National Records of Scotland 2015). The impact of population ageing on health and social care provision have been extensively debated. Population ageing will also have a significant impact on the labour market and employment practices as increasing numbers of older workers (those aged 50 plus) will and do remain in work – in part as a result of the abolishment of the Default Retirement Age and the rising state pension age in the UK.

In this seminar Dr Egdell and Ms Fuertes will present key findings from a body of research they have conducted alongside colleagues on employer responses to population ageing in Scotland. Having considered the demographic and legislative drivers for the extension of working lives in the UK, Valerie and Vanesa will outline the business case of employing older workers advanced by the UK and Scottish Governments. They will reflect on the crucial role played by employers in facilitating the extension of working lives; as well as the prejudices and stereotypes faced by older workers. In particular, they will consider the specific set of issues encountered by small and medium sized enterprises who often have fewer human and capital resources, and less formalised and strategic approaches. The presentation will be concluded by introducing ongoing research on the legal implications of dementia in the workplace.

All are welcome

Online registration : <https://goo.gl/ibta1R>

Website : [http://ageing.hku.hk/en/Knowledge\\_Exchange/Seminars\\_and\\_Conferences](http://ageing.hku.hk/en/Knowledge_Exchange/Seminars_and_Conferences)



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