**Extending Working Lives Research Study**

1. **Introduction**

Transitions from work to retirement have undergone radical transformation over the past few decades. The project aims to contribute to knowledge about the processes and factors which exert influence on working in later life. Better knowledge is needed to inform government policies and employment practices for older workforces.

The project has been funded by the UK Government’s Economic and Social Research Council and is being carried out by a multi-disciplinary consortium of researchers from seven universities, the Institute of Occupational Medicine and the International Longevity Centre UK. It runs from 2014 to early 2017.

1. **Purpose of the study**

Recent rises in state pension age, combined with abolition of the default retirement age, have important implications for employers and employees. Currently little is known about the nature and extent of the challenges arising from these changes or how employers can effectively manage the process. The aim of this study is add to our knowledge of these developments by gathering information from case study organisations in different employment sectors to better understand the ways in which transitions to retirement may be changing from the perspective of managers and employees aged 50 and above. Aspects that will be addressed include:

* assessment of capacity to work,
* managing health problems,
* new models of employment policy and practice, such as phased retirement and flexible working,
* later life employment transitions,
* pension choices and retirement planning.

A key output will be the production of guidance for employers on good practice in managing an older workforce.

1. **Potential Benefits for case study organisations**

Benefits to participating organisations are likely to include:

* A bespoke summary report which may include, age profiling of your workforce (if we have access to HR data), and anonymised information on workforce attitudes and intentions regarding retirement/extending working life,
* support for the development of new HR policies/practices in relation to retirement/extending working life,
* participation in cutting edge research on this high profile public policy issue,
* contribution to shaping and defining employer good practice in this area,
* sharing knowledge, experience and solutions with other case study organisations through participation in planned workshops and web-based forums.