

CPS +45

ToT: Myths & Reality about Seniors Workers

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Common Myths (1)

- * **Older employees are less productive than young ones**
- * **There's more absenteeism of older employees due to illness**
- * **They don't contribute creatively at work, they just “fill their time” until retirement**

Common Myths (2)

- * With age, physical strength, stamina, judgment and the level of performance is lessened
- * Older employees cost more for the company
- * Older employees are not flexible, they are inelastic. They don't learn easily new technologies and they don't accept new practices

What do studies show? (Harvard University)

- * A great number of older people have contributed and continue to contribute creatively in the arts, in science, in the industry and politics.
- * Ageing is actually followed by biological changes; however, modern science "fixes" most of them

What do studies show? (Harvard University)

- * Reaction time increases, but it provides more security/rightness in decision making and less risks
- * People usually have the ability to make up for the natural age decay

What do studies show? (Harvard University)

Don't decrease by age....

- * Problem solving ability
- * Numerical ability
- * Speech comprehension

The ability to find and apply general rules for problem solving is more connected with a persons' flexibility and training, rather than age

What do studies show? (Harvard University)

- * Older Employees (45-54), visit the doctor less than the young ones. After the age of 54 there's an increase in doctor visits, that peaks after the age of 65.
- * Older employees don't cost more than young employees. In the USA the highest paid team is between the age of 35-49 and not 50 and over.

In what are older employees better?

- * In client relations and negotiations
- * In sales
- * In their loyalty and devotion to the company
- * In their discipline and conformation to employment rules
- * They are absent less than young employees

Study results (random sample of 400 employers)

Characteristics	% of employers that evaluate them as exceptional
Attendance & punctuality	91
Commitment to quality	89
Stable and reliable performance	87
Loyalty and faith to the company	86
Practical as opposed to theoretical Knowledge	85

Study results (random sample of 400 employers)

Characteristics	% of employers that evaluate them as exceptional
You can count on them in times of crisis	85
Ability to cooperate with colleagues	79
Solid work experience	78
Emotional stability	71

Study results (lower scores from employers)

Characteristics	% of employers that evaluate them as exceptional
High educational level	36
Physical flexibility	29
Desire to progress	27
Comfortable with new technologies	22

Biological changes affecting performance at the workplace

- * Decrease of hearing
- * Decrease of eyesight
- * Change in sleeping patterns
- * Less resilience to fatigue
- * Lower level of physical condition
- * Lower level of some mental abilities

External factors that affect performance due to age

- * **Family commitments, taking care of the elderly**
- * **Stress due to rapid changes in new technologies**
- * **Instability in the work environment & the labor market**

External factors that affect performance due to age

- * **Prejudice due to age**
- * **Need to update skills**
- * **Lack of financial incentives to upgrade and update skills**