

# Home working suits older workers

**The continuing government guidance to work from home where possible has been welcomed by the older people's charity, Age Scotland.**

The move towards more flexible working is welcomed as it could help those who want to keep on working. This would they say help the older workers and the economy. Research has shown that the new work pattern is beneficial to those who want to retire later, and allows them to keep on working for longer.

Stopping work early can have a financial impact both on workers and the UK's economy. If 50-64-year-olds were employed at the same rate as younger age groups it could add an estimated £88 billion to the nation's GDP.

Brian Sloan, Age Scotland's Chief Executive, said: "One silver lining of the pandemic could be that the shift towards more flexible working can benefit older workers. Many people leave the workforce early as a result of health issues or caring responsibilities, and this can negatively impact their financial future. Having the option to work from home enables many of them to work for longer, and fit their work around other responsibilities.

"Older people who are able to work flexibly say they have a better work-life balance and improved well-being. Many feel more productive when they are able to work from home, and better able to balance caring responsibilities. They are more likely to retire later, which can benefit both themselves,

their employers, and the wider economy.

“Of course, working from home is not an option for everyone, for example those who work in the hospitality, retail and caring sectors. Worryingly, older workers who could not work from home during the pandemic were likely to have poorer health and lower well-being. It’s absolutely vital that all older workers have the support they need, no matter their role.”

“With an ageing population, working later is going to be part of normal life. A third of our workforce is aged over 50 and there are twice as many people aged over 65 in employment as a decade ago, and these figures are only going to grow.

“We hope that employers and the Government will take note and consider the benefits of a more flexible approach to working in later life. Supporting those who wish to continue working means their skills are not lost and the whole workplace and wider society can benefit from their experience.”

Age Scotland’s [Age Inclusive Workplaces](#) training supports employers to tackle ageism and become more inclusive to all ages.

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