

SUJET	BTS COMPTABILITE ET GESTION	Session 2018
		Sujet n° 9

How Employers Can Support a Healthy, Multigenerational Workforce

The retirement age is rising. Businesses are finding that their teams are becoming increasingly multigenerational. Aviva's latest *Real Retirement* report has revealed that more than five million workers over the age of 50 are concerned that issues with their health might prevent them from continuing to work.

- 5 Over half (55%) also admitted that they fear work will worsen their health. 48% said that they expect to work beyond the age of 65. Another 13% said they didn't expect to retire. The overall expected retirement age for both women and men was 66, according to Aviva's research.

The most important form of support from a workplace was a positive workplace culture. 33% said reduced working hours, part-time work or job sharing would be most helpful. 29% said more career flexibility like fewer responsibilities or a change of job description.

Aviva's top five tips for promoting a healthy lifestyle in the workplace include taking breaks, getting enough exercise and making sure you're well hydrated.

With today's jobs largely involving looking at a computer all day in the same position, our physical health needs some extra care.

- 15 Some recommend "deskercise" to keep fit. This is particularly important for over 50s to keep healthy at their desks but is useful for workers of all ages. All in all motivation could be your greatest asset.

Written and abridged from Sarah Keines, *CBS News*, Dec 2017