Emily Evans

From: International Longevity Centre <events@ilcuk.org.uk>
Sent: 11 October 2024 12:46
To: Emily Evans
Subject: Your Friday three - 11 October 2024

ILC Friday three - 11 October 2024 View this email in your browser

International Longevity Centre UK

Latest news

ILC Friday three

- Reasons for optimism - Employment Rights Bill
- New York, New York - a round up of ILC events alongside UNGA
- Three webinars - an update on upcoming events

Reason for optimism - Employments Rights Bill



In March this year, one of our reasons for optimism was the introduction, by the previous Government, of new entitlements for employees, such as carers' leave, improved paternity leave, the increase to the National Living Wage and the right to flexible working from day one.

While we welcomed these improvements to employment law, we called upon the Government to be bolder. The ILC's 2023 report "One hundred not out: a route map for long lives" called for legislation that requires "all jobs to be 'flexible by default', with a universal right to request flexible working". This week, the new Government published the Employments Rights Bill setting out that flexible working will be made the "default where practical." Quite who might be the arbiter of what is or isn't "practical" may become clearer during the lengthy Parliamentary debate around the Bill.

Under the legislation, when it is eventually introduced, large employers will be required to create action plans to address gender pay gaps and support employees through menopause, while protections against dismissal will be strengthened for pregnant women and new mothers.

Our route map for long lives also called for *"adult care leave to be aligned with parental leave where the costs are shared by employers and the state"* and a proper "crack down on age discrimination". Also, this week, the Government published a "Next Steps" consultation document outlining reforms it is looking to implement in the future. This includes proposals to:

- A right to switch off, preventing employees from being contacted out of hours, except in exceptional circumstances
- A commitment to expand the Equality (Race and Disparity) Bill to make it mandatory for large employers to report ethnicity and disability pay gaps
- Reviews into parental and carers' leave to ensure they deliver for employers, workers and their loved ones.

Much of the detail needs to be ironed out and, with pressure from competing interests in the debate progress, will no doubt be slow. However, we're optimistic about the direction of travel. But we believe there is something that we shouldn't have to wait for: combating ageism.

A recent survey by TotalJobs found that nearly half of recruiters think applicants become too old to be considered for a job at just 57 years of age and that:

- A third (33%) of over 50s worry that they will struggle to find work due to age discrimination, with one in seven (15%) reporting being turned down for jobs because of their age.
- Two fifths (42%) of HR decision-makers have experienced pressure to hire younger candidates, putting older workers at risk of being overlooked in recruitment.
- As a result, over a fifth (22%) of over 50s feel compelled to omit their age from CVs, while a quarter (25%) hesitate to apply for jobs as they anticipate potential bias.

Age is a protected characteristic under the Equality Act 2010, so rejecting someone based on their age is an offence. As David Sinclair's letter in the Times newspaper in response to the TotalJobs' research stated *"Given the pressing need to grow the British economy, it is ridiculous that employers are still allowed to discriminate against older people. We know that 1.65 million people over 50 want to work but find they can't, thanks in part due to ageism. The Government can and must address such unfair algorithms and recruitment practices."*

READ MORE

New York, New York - a round of of ILC events alongside UNGA



New York, New York - a round up of ILC events alongside the UN General Assembly

A few weeks ago, some of the ILC team headed to New York to hold three events alongside this year's United Nations General Assembly (UNGA).

Before we delved into work, we kicked off the trip with a celebration for David Sinclair's 50th birthday! This was kindly hosted by Ashton Applewhite and attended by some close ILC friends.

We then hosted three back-to-back events in New York City's Yale Club. We began with a roundtable for our Mental Health Matters project, where we brought together experts to discuss how mental health can be prioritised for next year's UN high-level meeting on non-communicable diseases. We were joined by speaker Dr Omnia El Omrani, Youth Envoy for the UN Climate Summit, who highlighted the challenges surrounding mental health, ageing, and climate change.

This was followed by a roundtable for our new work supported by Gilead, HIV and Long Lives. Here, we discussed the unique challenges facing HIV-positive individuals as they age, how health systems need to adapt for an ageing HIV-positive population, and how STD prevention and treatment must be extended to older adults.

Our final event of the day was a roundtable on Universal Health Coverage (UHC) in Low- and Middle-Income Countries (LMICs), supported by Amgen. We presented our research so far on this topic, which involves data analysis using our Healthy Ageing and Prevention Index and collaboration with HelpAge International to conduct focus group discussions with older adults in Zambia and Mongolia. During our discussion, we heard from expert attendees on solutions to improve UHC in LMICs.

We had a fantastic time in the Big Apple! Thank you to everyone who attended our events – it was a pleasure to engage in such meaningful conversations about what needs to be done worldwide to support ageing populations.

READ MORE

Three webinars - an update on upcoming events



Metabolic collaborations: rethinking health in the era of Ozempic
Wednesday 16 October, 3.00pm - 4.00pm UTC+1
REGISTER

With 1 in 8 people around the world living with obesity, finding solutions to the global obesity epidemic is crucial if we are to live healthier longer lives. This rise in new drugs to treat overweight and obesity have been seen as a potential solution, but there are many challenges that still remain.

Speakers include:

- Jessica Hamel-Akré PhD, author, historian of medicine and Qualitative Research Director at Lovebrands
- Patrick Swain, ILC's Research and Development Manager
- Courtney Younglove MD, physician in Obesity Medicine and Obstetrics & Gynecology.

Join the discussion and register for this Stripe Partners' webinar here.

The future of ageing in an uncertain world
Tuesday 22 October 2024, 12.00pm to 1.15pm UTC+1
REGISTER

Over the past six months the ILC, supported by Brightwell, has been running an innovative, futures-focused project and the outcomes of this fascinating research will be discussed at a lunch time webinar, we will be launching the report of the research. "*The future of ageing in an uncertain world*" paints a picture of what later life looks like today and sets out how our experience of longer lives is likely to change over the next 20 years. The report also includes a series of recommendations for policy makers and service providers.

Speakers include:

- Nausicaa Delfas, CEO, The Pensions Regulator
- Prof Alexander Evans OBE, London School of Economics
- Martin Jones MBE, CEO, Home Instead
- George MacGinnis, Healthy Ageing Challenge Director, UKRI

- Morten Nilsson, CEO, Brightwell

Join us for a fascinating discussion, register here.

Ageing Well in a Warming World: the nexus of longevity and climate action
Thursday 24 October 2024, 1.00pm to 2.15pm UTC+1
REGISTER

The ILC Global Alliance Climate Change Committee is advocating for all governments to take a joint approach to climate and longevity, centring the needs and experiences of those most adversely affected. The webinar aims to build understanding and consensus on the links between these two issues, which are too often considered in isolation.

Speakers include:

- Professor Karl Pillemer, Gerontologist, Cornell University
- Dr. Mayeso Chinseu Lazaro, Educator and Researcher, University of Malawi
- Dr Anandita Pattnaik, Policy Officer, UK Health Alliance on Climate Change
- Nicola Torley, Longevity Consultant, Hymans Robertson

Join the discussion and register for this ILC Global Alliance Climate Change Committee webinar here.

MORE EVENTS

To keep up-to-date with ILC events throughout the year, please continue to check our website on a regular basis.

Please follow us on social media via the links below for our latest news and event updates.

Copyright © 2024 International Longevity Centre UK
The Foundry
17 Oval Way
London, SE11 5RR
United Kingdom
ILC-UK is a registered charity (no. 1080496) incorporated with limited liability in England and Wales (company no. 3798902)

Please click here to unsubscribe or update your preferences.