



Economic inactivity amongst people aged 50-64 in the UK is a growing concern for government and employers.

Why have almost 1 million people in this age group left the workforce since the pandemic and how can we get them back into more meaningful work?

Our previous research found that people aged 50-64 in the UK have:



Significantly more negative attitudes towards their jobs



Retired post pandemic or do not want to work



Higher levels of financial comfort



Concerns over access to healthcare since the pandemic

## Our latest research looks at:



Reasons why people feel so negatively towards work



Whether this has an effect on their likelihood to leave the workforce early



Whether factors such as financial comfort affect groups differently



What support might help people return to, or remain in, the workforce

## Key headlines in what we have found:



Those with ill health, disability or with caring responsibilities are much more financially vulnerable



Those with prolonged levels of lower average job satisfaction are more likely to have chosen to leave the workforce



Those who own a home outright feel much more financially secure to retire early



Flexible work, support with new technologies and opportunities to work from home are favoured support strands in people in returning to work

## How should government respond?

- 1 Take a regional approach**  
Enable combined authorities and those at a local level to tackle the specific drivers in their region.
- 3 Create more flexibility**  
Respond to the strong preferences over 50s show for flexible work
- 5 Improve the provision of financial and careers advice**  
Find new ways to ensure this group have access to financial guidance and options for staying in or returning to work.

- 2 Work with employers**  
A sectoral approach to recognise the specific reasons people are leaving industry
- 4 Improve people's quality of work**  
Focus on the importance of job satisfaction to keep people in and importantly to encourage people to return to work
- 6 Take a long term approach**  
Improve the experience of work for people in the early stages of their career to mitigate development of low job satisfaction and ill health