



# AGE-FRIENDLY CITIES: CIVIC PARTICIPATION AND EMPLOYMENT

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# GOALS

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- Raise awareness about age discrimination
  - Attract more employers without losing the village feel
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# AGE DISCRIMINATION

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- Age discrimination is rampant.
  - Most of it is done legally.
    - Early retirement programs (50 yrs old & 10 years tenure, 'optional' package)
    - You don't 'fit' with our team
  - Most of it is cultural.
    - Seniors seen as contributing less, costing more, anchor on health coverage
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# MORE EMPLOYMENT

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- Current zoning and land prices make LA & LAH not competitive for businesses.
  - Need office space that scales and is competitive with neighboring cities.
  - At the same time, we don't want to lose the village feeling.
  - How?
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# CHECKLIST

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# VOLUNTEERING OPTIONS

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- There is a range of options for older volunteers to participate.
  - Voluntary organizations are well-developed, with infrastructure, training programs and a workforce of volunteers.
  - The skills and interests of volunteers are matched to positions (e.g. register or database).
  - Volunteers are supported in their voluntary work, for example by being provided with transportation or having the cost of parking reimbursed.
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# EMPLOYMENT OPTIONS

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- There is a range of opportunities for older people to work.
  - Policy and legislation prevent discrimination on the basis of age.
  - Retirement is a choice, not mandatory.
  - There are flexible opportunities, with options for part-time or seasonal employment for older people.
  - There are employment programs and agencies for older workers.
  - Opportunities for voluntary or paid work are known and promoted.
  - Transportation to work is available.
  - Workplaces are adapted to meet the needs of disabled people.
  - There is no cost to the worker of participating in paid or voluntary work.
  - There is support for organizations (e.g. funding or reduced insurance costs) to recruit, train and retain older volunteers.
  - Employee organizations (e.g. trade unions) support flexible options, such as part-time and voluntary work, to enable more participation by older workers.
  - Employers are encouraged to employ and retain older workers.
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# TRAINING

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- Training in post-retirement opportunities is provided for older workers.
  - Retraining opportunities, such as training in new technologies, is available to older workers.
  - Voluntary organizations provide training for their positions.
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# ACCESSIBILITY

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- Opportunities for voluntary or paid work are known and promoted.
  - Transportation to work is available.
  - Workplaces are adapted to meet the needs of disabled people.
  - There is no cost to the worker of participating in paid or voluntary work.
  - There is support for organizations (e.g. funding or reduced insurance costs) to recruit, train and retain older volunteers.
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# CIVIC PARTICIPATION

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- Advisory councils, boards of organizations, etc. include older people.
  - Support exists to enable older people to participate in meetings and civic events, such as reserved seating, support for people with disabilities, aids for the hard of hearing, and transportation.
  - Policies, programs and plans for older people include contributions from older people.
  - Older people are encouraged to participate.
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# VALUED CONTRIBUTIONS

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- Older people are respected and acknowledged for their contributions.
  - Employers and organizations are sensitive to the needs of older workers.
  - The benefits of employing older workers are promoted among employers.
  - There is support for older entrepreneurs and opportunities for self-employment (e.g. markets to sell farm produce and crafts, small business training, and micro-financing for older workers).
  - Information designed to support small and home-based business is in a format suitable for older workers.
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# ENTREPRENEURSHIP

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- There is support for older entrepreneurs and opportunities for self-employment (e.g. markets to sell farm produce and crafts, small business training, and micro-financing for older workers).
  - Information designed to support small and home-based business is in a formats suitable for older workers.
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# PAY

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- Older workers are fairly remunerated for their work.
  - Volunteers are reimbursed for expenses they incur while working.
  - Older workers' earnings are not deducted from pensions and other forms of income support to which they are entitled.
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