

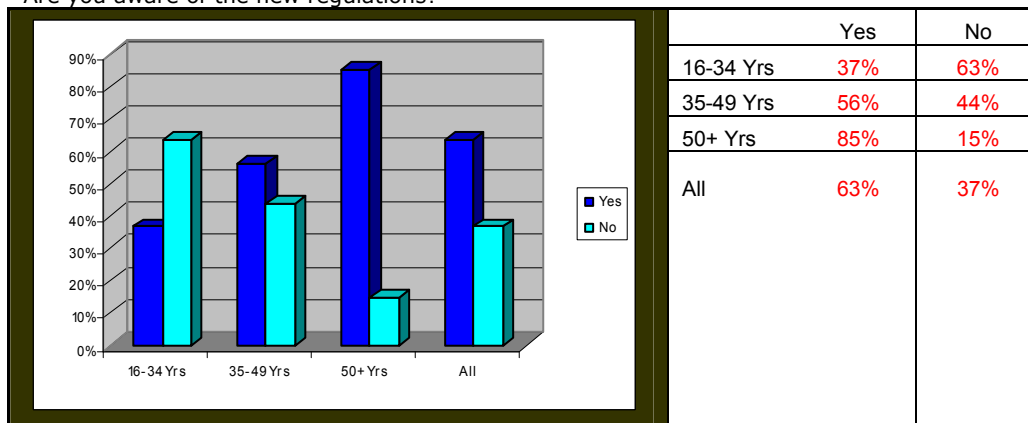
Arras People Survey Results:

**Confusion reigns on new ageism regulations
Is the traditional CV on the way out?**

Heywood, Lancashire, UK, 27 September 2006. A survey on awareness of new Ageism legislation by Arras People, the project management recruitment specialists, highlights a surprising lack of awareness of new regulations to prevent age discrimination at work.

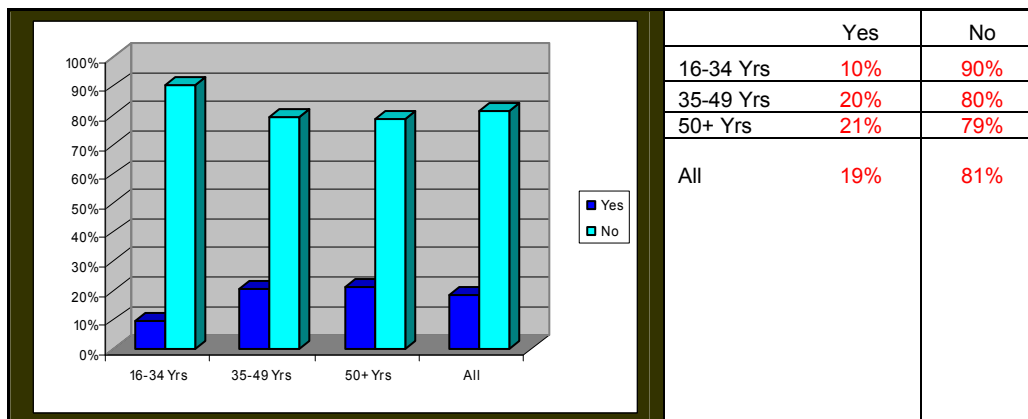
Nearly 40 per cent of respondents do not know of the new regulations. In the 16-34 years age bracket (which are heavily affected by the regulations), 63 per cent of respondents are unaware of the regulations. Even in the 50-plus age group, 15 per cent are not aware.

Are you aware of the new regulations?



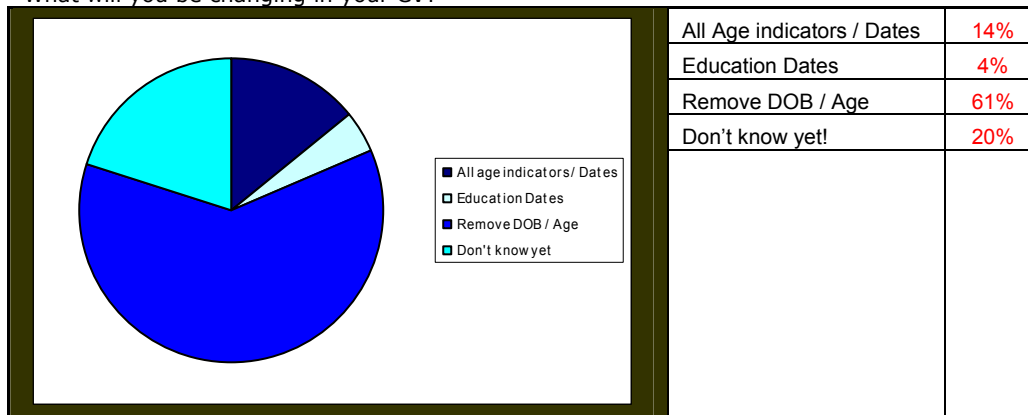
Under the regulations, employers will no longer be allowed to use age as a consideration in employment, promotion or retirement decisions. Yet the overwhelming majority -81 per cent of respondents- does not intend to amend their CVs. (There are no significant differences between the age groups). At the other end of the spectrum the minority plans to remove their date of birth or even 'experience' dates that enable it to be calculated".

In view of the forthcoming change to Regulations will you be changing and re-issuing your CV?



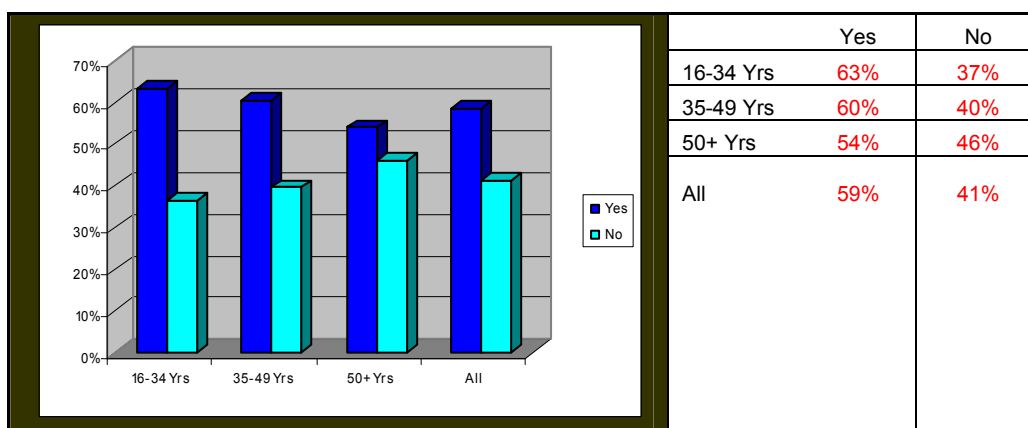
Of those respondents' who will be making a change the vast majority (61%) will be removing date of birth (DOB) or age reference. A significant number of candidates will be removing all data which can be used to calculate their age (14%), whilst 20% of the candidates who responded are not sure what changes they should make in order to be compliant.

What will you be changing in your CV?



Nearly 60 per cent of all respondents (and again there are no significant differences between the different age groups) expect agency recruitment staff to amend non-compliant CVs before presenting them to an employer.

Would you expect recruitment agency staff to amend your CV before presenting to a client if it was non-compliant?



This is a difficult part of the legislation where there does not appear to be any clear direction as to what a "compliant" CV will be! Whilst the objectives are commendable, it is difficult to predict how this legislation will work in practice. The Regulations use terms such as 'legitimate aim' and 'proportionate' which currently lack any clear definition. Removal of birth dates from CV's is only part of the story, as work history and education details generally indicate age. In any case, our survey indicates the majority of people will probably not be making any change to these aspects of their CV's.

This seems to raise the question, will the CV as we know it today have any relevance in the future, or will we need to find a new way of 'neutrally' presenting candidates to prospective clients?

Employers can no longer describe roles as "senior" or "junior", even in long established hierarchies and career structures. Employers will have to define precisely what attributes their employees need in terms of skills, experience and qualifications without recourse to simple statements such as "5 years experience".

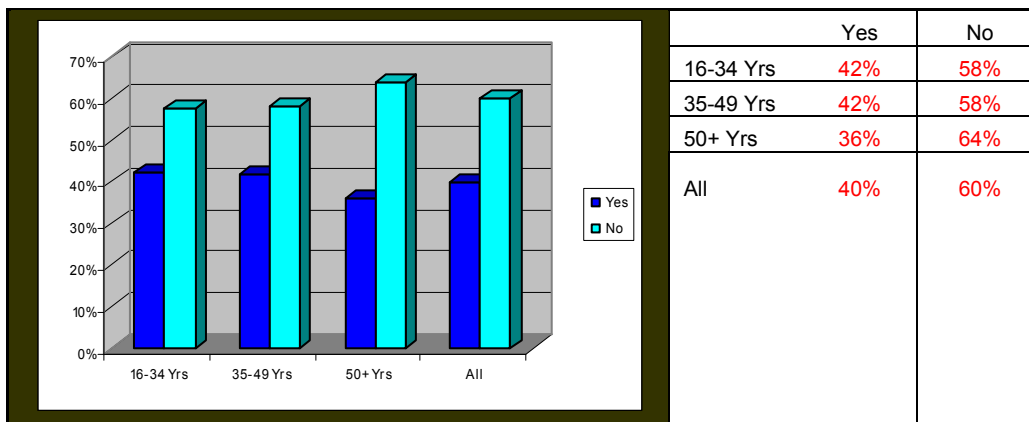
It is a classic paradox; a candidate can still provide a CV in which they describe themselves as a 'Senior Project Manager' as this is describing how they see themselves against their peers (from an experience point of view) but a potential employer can no longer ask for a "Senior Project Manager" as this could be seen as Direct or Indirect discrimination!

Does this mean that employees will need to start rethinking, how they classify their career levels? Phrases like "ten years' experience" will have to be replaced by concrete examples against which candidates and employees alike can be measured. Will this lead towards industry or sector recognised 'professional' career levels which are explicit and published for all to use?.

At this point I believe that the regulations are well meaning, but without clarity they have the potential to impose another meaningless level of bureaucracy, without making any real difference to the majority of active employees and job seekers".

This thought is echoed by the survey. 60 per cent of respondents do not believe the legislation will improve job opportunities. The percentage rises to 64 per cent for the over 50's.

Do you believe this legislation will improve your opportunity to get a new job / role?



Finally, without showing any ageism (yes we had complaints!) we thought that using the wide age bands to give a demographic split to our survey was a valid and constructive way of gauging the awareness and attitudes to these new regulations. For completeness we surveyed 379 project management professionals and would like to thank those people who took the time to respond.

The breakdown of respondents was;

16-34 Yrs	19%
35-49 Yrs	44%
50+ Yrs	37%

NOTES:

- On 1 October 2006, new laws will come into force to protect workers from age discrimination.
- The Employment Equality (Age) Regulations will make it illegal for employers to discriminate against employees, trainees or job seekers because of their age and ensure that all workers, regardless of age, have the same rights in terms of training and promotion.
- The regulations will cover direct discrimination, indirect discrimination, harassment and victimisation; and will include all workers and those taking part in or applying for employment-related training including further and higher education courses.
- Employers will be required to revise their recruitment and retention policies, as they will no longer be allowed to use age as a consideration in employment, promotion or retirement decisions. They must also update their equality policy to include age, and all staff should be made aware of the implications of the regulations.
- Nearly a third of the labour force will be over 50 by 2020.

About Arras people

Arras People are UK Specialists in Programme and Project Management Recruitment 100% focused on providing Programme and Project Management related professionals - interims, contract and permanent recruitment services.

Arras People works with some of the Top 20 project management consultancies in the UK, public sector (central and local government), IT, engineering, marketing and media organizations, not for profit and charities.

Link to previous survey on Project management market: <http://www.arraspeople.co.uk/press.html>

This document will be posted on the blog "How to manage a camel" at: http://www.projectcentric.co.uk/how_to_manage_a_camel/ why not visit and join in the discussion?

Further information:

John Thorpe
Arras People
Arras House
47 York Street
Heywood
Lancashire
OL10 4NN

Tel: 01706 - 626818
Fax: 01706 - 366544

info@arraspeople.co.uk
<http://www.arraspeople.co.uk>

John Thorpe is the founding Director of Arras Services Ltd. Prior to this he was a member of the Business Management Team at Hewlett Packard Consulting where he also accumulated many years experience of delivering a wide range of business focussed programmes and projects for clients across a wide variety of sectors. Prior to Hewlett Packard he used his production engineering qualifications in a number of material and production management roles in the UK manufacturing sector.

