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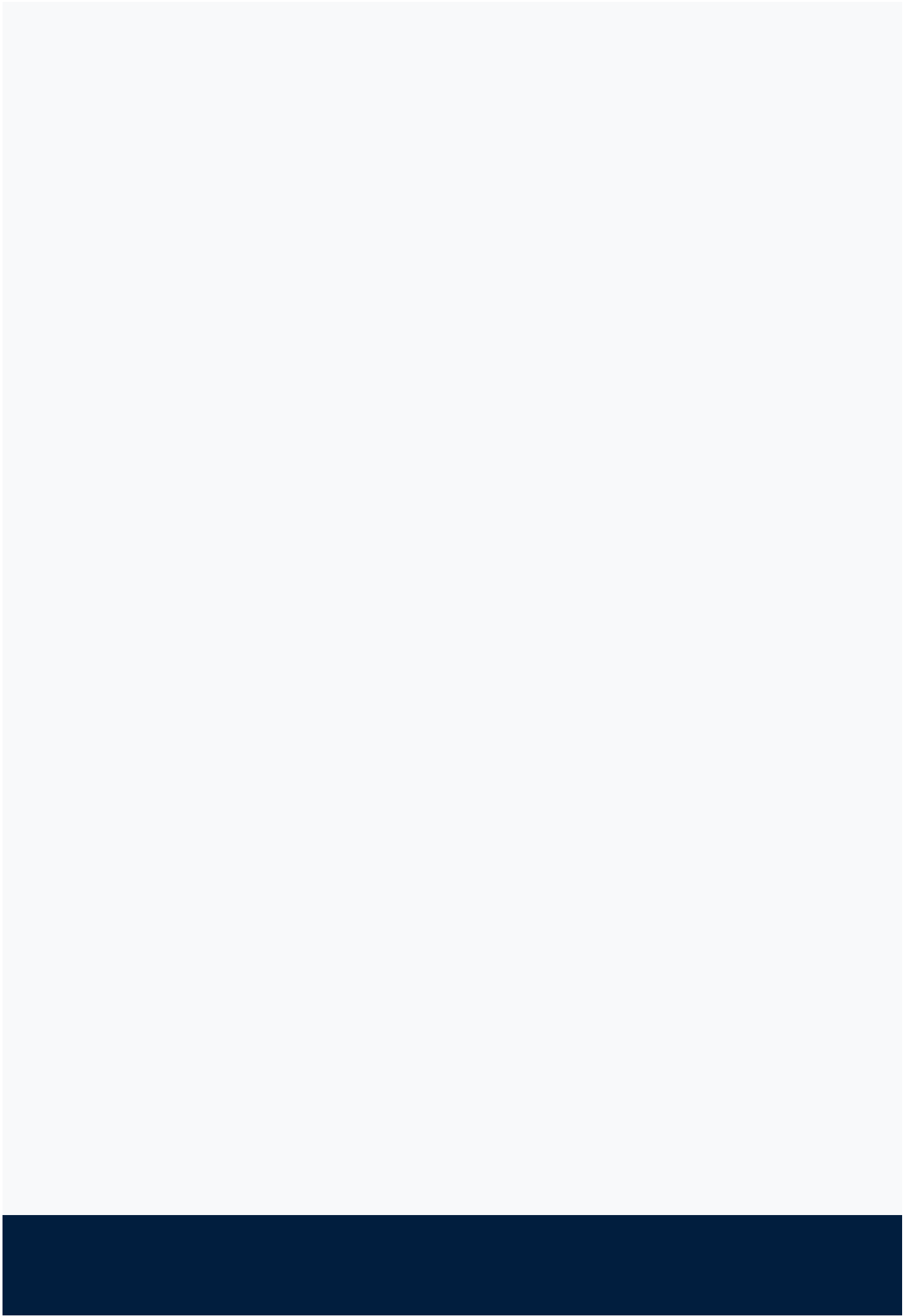
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the 1990s, the number of people in the world who are under 15 years of age has increased from 1.1 billion to 1.5 billion, and the number of people aged 65 and over has increased from 0.2 billion to 0.5 billion (United Nations, 2002). The number of people aged 65 and over is projected to increase to 1.1 billion by 2050 (United Nations, 2002).

There is a growing awareness of the need to address the needs of older people in the workplace. The World Health Organization (WHO) has identified the need for a 'healthy ageing' approach to the workplace (WHO, 2002). The WHO defines 'healthy ageing' as 'the process of developing and maintaining the functional ability that enables older people to live the lives they want' (WHO, 2002, p. 1). The WHO has identified five domains of healthy ageing: physical, mental, social, spiritual, and financial (WHO, 2002).

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