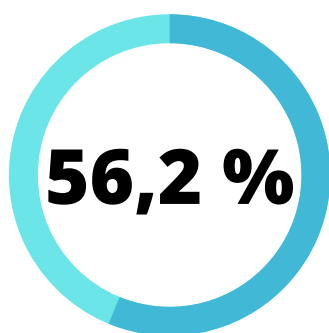


OLDER WOMEN IN THE LABOUR MARKET

[55-64 YEARS OLD WOMEN HAVE A LOW EMPLOYMENT RATE]

In comparison, it is 68.7% for 55-64 years old men and 76.5% for 25-54 years old women



- This figure is lower than 40% for women in this age group in Greece and Romania
- Early 2023, 33% of women aged 55-64 are in part-time employment, compared with 8.7% of men at the same age.
- Employment policies should adopt a life course approach to ensure women's right to work throughout their lives.

[OLDER WOMEN EXPERIENCE INTERSECTIONAL MARGINALISATION]

Women face sexism throughout their lives, and it intersects with ageism in older age

- 12,7% is the gender pay gap in 2021.
- More disaggregated data and research are needed to provide appropriate support to older women on the labour market.
- Employment policy and legal measures addressing age discrimination should adopt an intersectional approach, to address the challenges faced by older women.



[WORKPLACES CAN BE CHALLENGING TO OLDER WOMEN]

Adapting the workplace to all means recognising the specific situation and needs of older women



- 7 out of 10 informal carers are women, a gender imbalance that increases with age and has an impact on their work.
- The taboo of menopause must be broken to better support women coping with it during their working years.
- Provide women with workplaces tailored to their needs and flexible working conditions when needed.