

WORKPLACES FOR ALL AGES

[OSH STRATEGIES ARE CAUGHT UP BY DEMOGRAPHIC CHANGE]

Today's working environment is not designed for long-term careers and work in older age



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- OHS strategies must recognise the impact of work throughout life and their design at company level must involve older workers.
- Research on health inequalities in the workforce should be conducted to identify where stronger OSH policies are needed.
- Job rotation opportunities and flexible working arrangements must be mandatory in ageing-at-work strategies.

[AGEISM IS ONE OF THE CAUSES OF POOR MENTAL HEALTH]

43.1% of 55-64 years old have been exposed to risk factors likely to affect their mental well-being

- Step up research on older workers' mental health and adopt good practices for stress prevention and management.
- Create an open, inclusive and supportive culture regarding ageing and break the taboo of health issues related to age.
- Support informal carers with flexible working arrangements, better social protection and more resources to care systems.



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[NEW TECHNOLOGIES RAISE A CLEAR RISK OF EXCLUSION]

The fast-changing working environment can lead to feelings of being overwhelmed



- Provide more digital literacy opportunities and improve the availability, affordability and accessibility of new technologies.
- Telework should not be an obligation, and legislation should clarify the rights and obligations of employer and employee.
- Digital technologies' potential to monitor working conditions and the risks associated with new forms of work should be explored.