

SUPPORT TO OLDER PEOPLE IN THE LABOUR MARKET

[2/5 OF PEOPLE AGED 55-64 HAVE NO WORK]

Older people are excluded from the scope of employment policies.

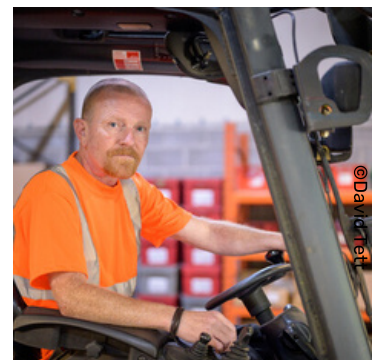


- We need to change the policy narrative on ageing at work, recognising the full potential and experience of older workers.
- Employers must implement an age equality strategy, using specific tools to maintain, recruit and support older workers.
- A more flexible life-course approach that recognises the needs and expectations of the individual should be adopted.

[THE RISK OF LONG-TERM UNEMPLOYMENT INCREASES WITH AGE]

Prevention aimed at keeping older people in employment must be a priority.

- A person-centred approach must be at the core of the support provided to older jobseekers.
- Public employment services should adopt an outplacement system that better supports older jobseekers.
- Lifelong learning must be a priority, with opportunities to learn a second profession from mid-career onwards.



[WORK OPPORTUNITIES ARE LIMITED BEYOND PENSIONABLE AGE]

The labour market offers few or no opportunities for people over pensionable age



- The right to work for all ages must be guaranteed.
- Policies must support extending working lives when desired, gradual transition to retirement and opportunity to combine pension and work.
- Workers beyond pensionable age, self-employed included, must benefit from adequate support and solid social protection.