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.

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.

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.