

DELIVERABLE D2.6
AGE Barometer on Employment

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Work Package	WP 2
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1. Description of the deliverable

For the past four years, AGE Platform Europe has been publishing Barometers that report on the socioeconomic situation of older people. Each edition focuses on specific area(s) in which respect for the human rights of older people is assessed. Among all the topics addressed, earlier editions covered gender equality, employment-related issues, the fight against poverty and social exclusion and adequate income (2019), non-discrimination, health, long-term care, disability, social inclusion and elder abuse (2020), as well as lifelong learning, volunteering and participation (2021).

This 2023 edition is dedicated to employment and the situation of older persons in the European labour market. Recognising the full potential of older people in the labour market and in society, this Barometer seeks to answer the following question **"How to empower older people in the labour market so they can lead sustainable and quality working lives?".**

From an intersectional perspective, three key policy areas are analysed in the Barometer:

- the support for older people in the labour market
- the fight against ageism at work
- the adaptation of workplaces for all ages

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The Barometer was created in a four-step process over two years (2022 & 2023): 1) Identification of policy areas; 2) call for participation and collection of contributions; 3) Analysis of results and desk research; 4) drafting and dissemination.

Based on data collected by AGE members and desk research, a report was drawn up on 19 countries: Austria, Belgium, Cyprus, Finland, France, Germany, Greece, Hungary, Italy, Malta, the Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden. Finally, through country-by-country assessments, AGE highlighted the commonalities and divergences between Member States and set out AGE's positions on these three policy areas to, ultimately, build recommendations applicable to all levels of governance.

Results of intermediary steps:

1) **Identification of the policy areas to address in the Barometer (2022)**

- Bilateral meetings with members of the Task Force on Employment

The aim of these bilateral meetings was for the secretariat to identify what are the policy areas of priority to focus on in the Barometer. AGE members of the Task Force working on Employment were invited to a 1 hours meeting to discuss the major issues faced by older people in the labour market in their country and the major political issues raised on the topic at member state level. AGE Members from Spain, France, the Netherlands, Denmark, Belgium, Norway, Romania, Cyprus, Italy and Greece conducted such meetings with the secretariat, which results are summarised in a joint table (see Annex 1).

- Draft of the Barometer Questionnaire (see Annex 2)

A questionnaire was built based on the bilateral meetings and email exchanges with Task Force members. A draft questionnaire was presented to the Task Force for approval during a meeting on 6 July 2022 (see deliverable 2.5) and then was sent to all members.

2) **Call for participation and collection of members contributions (2022)**

- Webinar on the AGE Barometer – 15 September 2022

In August 2022, AGE sent a call for participation to all AGE members with a joint guide on how to contribute with the questionnaire and annexes with supporting data (see Annex 3).

To ensure the good understanding of all, members were invited to a webinar where the we presented the purpose of the Barometer, the policy areas addressed in the 2023 editions and general guidelines for input and answers to the questionnaire (see Annex 4 & 5).

- Collection of answers sent by AGE members

During this phase, members sent their contributions to the secretariat with deadline set up for mid-September 2022 then extended to November/December 2022 (depending on members workload and availability). Many submissions were collected in original language which involved translation. During that period and until the end of 2022, we conducted desk research both at Member States and European levels. Information collected was gathered in a table to allow an overview of the contributions and better identify what is the situation of older people in a member state and what is considered by members as good practices to highlight in the Barometer

3) Analysis of the results and desk research (2023)

From January to end of March 2023, we analysed the answers received by members and cross-referenced the results highlighted by members with the research done by the secretariat in order to identify trends common to all Member States and to formulate a number of recommendations. These were analysed and discussed by the members of the Task Force at a meeting in Brussels (see deliverable 2.5). The best practices and trends in the various Member States were presented to the members, which was followed by a workshop in the form of a world café to identify the recommendations to be put forward in the Barometer.

4) Drafting and dissemination phases (2023)

- Drafting phase with proofreading from AGE members and secretariat

This phase lasted three months during which we drafted country reports and an executive summary with key messages and recommendations. It took about another month for members to approve a definitive version.

- Dissemination strategy and communication materials

The Annual Conference 2023 (see deliverable D2.3) introduced the audience with the first results and it was used to announce the forthcoming release of the Barometer. During the year, the AGE secretariat took part in a number of event, also disseminating the first results of the Barometer and announcing its publication to key players. This is the case for AGE participation to the Congress

of du Reseau Villes Amies des Aines, in France, on 23 May 2023, or an OECD Conference on 9 October 2023 and Eurofound workshop on 17 & 18 October 2023. We developed a communication and dissemination strategy in parallel with the creation of communication material such as 4 one pagers (Annex 6), a power point presentation, social media materials, a press release and a letter template for national advocacy (Annex 7) . A Trello platform has been created to bring all this material together so that members can access it easily.

- Launch webinar with members (Annex 8 & 9) – 14 November 2023

During this launch event, members were informed of the main findings of the Barometer and about the recommendations in the three policy areas. Then, wwe presented the several formats available, including the one pagers and a power point to facilitate their advocacy and national level. Next steps in terms of advocacy plans at EU level were introduced and time was dedicated to the communication and advocacy strategies members could develop at national level.

- Launch Communication and social media

    - On **Linkedin** (8 November – 31 December 2023)
        - Number of posts: 12
        - Total Impressions: 5725
        - Total Engagements: 337
        - Total Reactions: 287
        - Total Comments: 8
        - Reposts: 81

    - On **Twitter** (8 November – 31 December 2023)
        - Number of posts: 12
        - Impressions: 4695
        - Engagements: 177
        - Retweets: 3,59%
        - Likes: 47

    - On **Facebook** (8 November – 31 December 2023)
        - Number of posts: 12
        - Impressions: 3147
        - Post Reach: 2917
        - Engagements: 186
        - Reposts: 32

Press Release

We issued 1 press statement dedicated to the **launch of the AGE Barometer 2023** that were directly addressed to the 176 journalists of our Press contact list.

- AGE Barometer 2023: We need to empower older people in the EU labour market!
  8 November 2023

2. Key outcomes

Demographic change initiates new challenges and leads towards longer working lives. However, we cannot simply raise the retirement age. We first need to remove the barriers older workers currently face to remain in employment and offer tailored solutions for quality working lives. A summary of key findings and recommendations from the Barometer can be found in the Special Briefing on the AGE website and in the Executive Summary, pasted below.

❖ Support for older people in the labour market

- The fact that 2/5 of persons aged between 55 and 64 are not in work illustrates the exclusion of aspects of ageing from the scope of employment policies and the need to adopt a life-course approach.
- Long-term unemployment rate (12 months or more) is much higher for older workers than for other age groups. The lack of support for older people in the labour market means that a large majority of them are more likely to become inactive than to find a new job after the age of 50. A person-centred approach to better support older workers is needed.
- Employment policies generally focus only on adults of "working age", thereby restricting people over pensionable age in terms of accessing their rights to social protection when they are self-employed for instance, or to work opportunities, or adult education and training. Yet, in a context where more and more people continue to work beyond pensionable age, this restriction seems unjustified and obsolete.

❖ End age discrimination in employment

- Ageist views and considerations about older workers prevail in the labour market. Ageism is at the root of various malfunctions at work and has a major impact on older people in the labour market, going as far as to deny older people's right to work.
- European and national legislation outlawing age discrimination in the labour market contains exemptions and legal justifications that allow a wide range of practices to deny older workers the right to work, for example through using age limits.
- Older people are too often seen as a homogeneous group, when in fact they are perhaps the age group with the most differences due to the various paths they choose or face over the course of their lives and life experience. An

intersectional approach is needed to meet the needs of a very diverse population.

- The diversity of ages in a company is an added value that promotes productivity, by strengthening the complementarities between employees of different ages. It is also an opportunity to share knowledge and experience, and to build a multi-skilled team that will better meet the expectations of consumers and "receivers" of different ages and life paths.

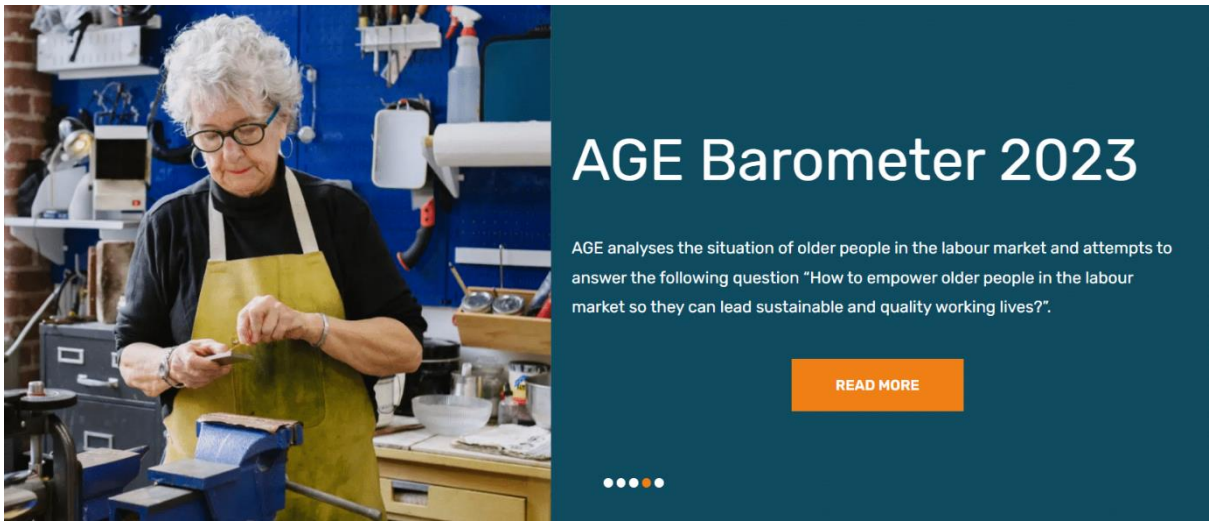
❖ **Workplaces for all ages**

- Adapting workplaces and working conditions to the needs of each age group, including older workers, in all their diversity
- The mental health and well-being of older workers is largely impacted by ageism. This is not only because ageist daily attitudes negatively influence workers self-esteem, but also because of the lack of tailor-made opportunities available to older workers, such as life-long training or flexible working conditions to ensure a work-life balance which are necessary at work in a rapidly changing environment.
- Digital technology is often seen as a way of providing solutions for an ageing workforce. However, not enough is being done to ensure the availability, affordability and accessibility of new technologies, which raises a number of issues, including a clear risk of exclusion for some people.

3. Prints of relevant proofs

Annex 1 – Table summarizing bilateral meetings with members_Phase 1
Annex 2 – Questionnaire
Annex 3 – Guide for members
Annex 4 – Webinar for members – presentation of the questionnaire - Agenda
Annex 5 – Webinar for members – presentation of the questionnaire – Participants list
Annex 6 – One pager-s
Annex 7 – Letter template for national advocacy
Annex 8 – Webinar for members – Launch of the Barometer – Agenda
Annex 9 - Webinar for members – Launch of the Barometer – Participants list

Website





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EXECUTIVE SUMMARY

The European Pillar of Social Rights Action Plan has set the target of at least 78 % of the population aged 20 to 64 to be in employment by 2030, paying particular attention to halving the gender employment gap and improving young people employment prospects. Older workers – aged 55 years and over – are not mentioned, yet older people are far from well off in the labour market. Today, the employment rate in Europe for people aged 55-64 is only 62.3%. This figure is lower than 40% for women in this age group in Greece and Romania. Given the ageing of the EU workforce, the European Pillar of Social Rights Action Plan's objective cannot be achieved without a significant improvement in the employment rates of older people.

Demographic changes and the ageing workforce initiate new challenges and lead towards longer working lives. However, we cannot simply push back the retirement age. **We first need to remove the barriers that the older workforce currently faces to remain in employment and offer tailored solutions for quality working lives.**

Key messages and recommendations from the Barometer 2023

- Support to older workers in the labour market. Find out more here.
- Age discrimination in employment. Find out more here.
- Workplaces for all ages. Find out more here.

BAROMETER 2023 - PDF

ONE-PAGERS

COUNTRY ANALYSIS

- Austria
- Belgium
- Cyprus
- Finland
- France
- Germany
- Greece
- Hungary
- Italy
- Malta
- The Netherlands
- Norway
- Poland
- Portugal
- Romania
- Slovakia
- Slovenia
- Spain
- Sweden

CAREER LONG GUIDANCE AND MANAGEMENT

Employment rates and long-term unemployment figures underline the increasing difficulties for some workers to keep up with rising pension ages. The sustainability of careers cannot be based solely on the goodwill of workers, incentives or obligations for employees to work longer. Major investments must be made in training, mobility and tailor-made working conditions. To achieve this, **employees must be involved in their own career development** through consultations on the implementation of the employer's social policy, as well as through regular consultations between employers and employees.

European rates in 2022 *Eurostat numbers*	**From 20 to 64 years old**	**From 50 to 64 years old**	**From 55 to 64 years old**
Employment rates	74.6%	68.8%	62.3%
Long-term unemployment rates of the total unemployment	40.7%	53.3%	55.7%

In **Belgium**, a collective agreement concluded between social partners provides for the adoption of a plan to maintain or increase the number of employees aged 45 and over in private companies. The plan is assessed by employee representatives, such as trade unions or works councils, who can also make suggestions that cannot be rejected by the employer unless there is written justification. Measures of that plan could relate to recruitment processes, skills and qualifications, care development or working conditions for instance.

Career management and career guidance are often overlooked in older age. Looking at the individual's situation, desires and needs, to understand the career path and expectations for the future is an important way to maintain older workers in employment. Some organisations have implemented such management for employees of all ages in order to retain talent, by setting up regular meetings to assess the skills, needs and desires of their workforce. This way, these employers can also better target the policies and adaptations they should implement to ensure the motivation and well-being of the entire workforce and thus boost their productivity, attract qualified candidates and reduce staff turnover.

Portugal

Information provided by APRel – the Associação de Aposentados Pensionistas e Reformados and desk research



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Support in the labour market

Belgium

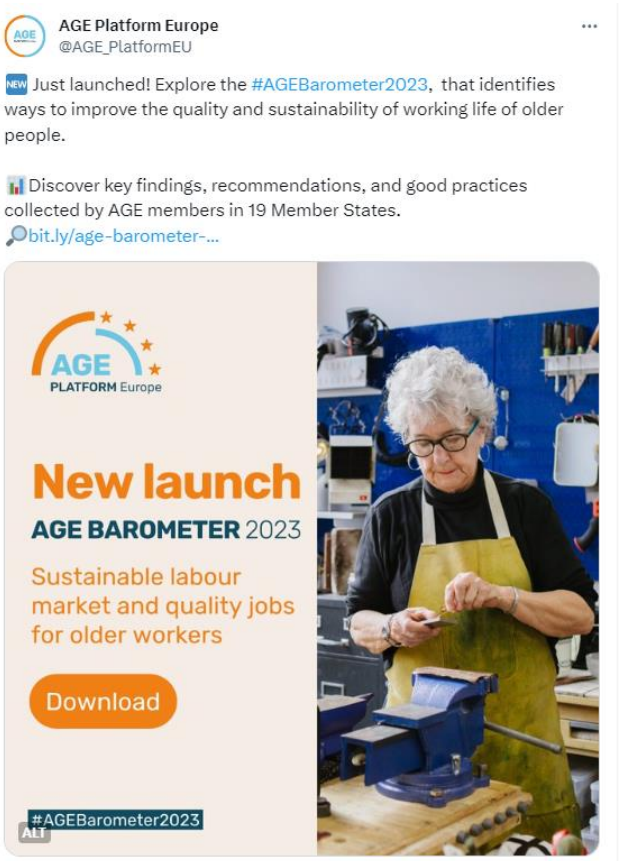
Information provided by OKRA, trefpunt 55+ and Vlaamse Ouderenraad vzw and desk research



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Social Media







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Annex 1

Pays	Membres	Organisation	Topic of interest	Policy Area
Spain	Jose-Luis Tejedor Jose-Manuel Cela	AGE Spain Asociación de Profesores Universitarios Jubilados	Access to the labour market Discrimination from the recrutment process - initiative brain cities : name, age and gender of the candidate is keeping secret to avoid discrimination – blind curriculum (that exist in the US already and it has been used before). Transition from a job to another Health and security at work Question of telework has been raised during the pandemic. Rules for disables people but not related to age for age-friendly environment.	Support for employment Discrimination at work Age-friendly workplace
France	Claude Warner Nicole Legrain	AGE France	Valorisation des personnes âgées qui manque : besoin de plus de campagnes. La notion de gestion du parcours professionnel doit etre developee au sein de l'entreprise et consideree par l'employe des l'on rentre dans l'entreprise. Facilitation du développement professionnel Life long Learning La compétitivité des seniors doit être mis en avant via l'échange intergénérationnels. Volonté de repenser la transition professionnelle : changements de postes réguliers.	Discrimination Support for employment LLL
Netherlands	Laura Christ	OWN Europe	Long-life learning Gender gaps, including regarding minimum income perceived Informal carers Facilitation of professional development through ongoing training t, professional mobility, reciprocal transmission of knowledge, adaptation of workstations to take account of the arduousness of certain jobs, mixed-age teams (which have proved their effectiveness), and flexibility at the end of their careers. Specific support for those aged 45+ who are unemployed specifically under long term unemployment	LLL Gender equality WLB Support for employment
	Regine Matthijsen	Nederlandse Vereniging van C	Long-life learning Facilitation of professional reconversion Promotion of age diversity	LLL Support for employment Discrimination
Denmark	Thomas Holberg	DaneAge	Long term unemployment Ongoing debate on how to keep older people longer on the labour market. Is it possible to have a different approach to these jobs that could allow pensioners to support ? Idea to create job specially designed for pensioners. Pensioners want to be connected to the labour force Facilitation of professional development - Work beyond pensionable retirement age	Age-friendlywork places Support for employment
Belgium	Marc Soubry	Vlaamse Ouderenraad	Priority to keep older people at work – always targeted by policies. Digitalisation also	Support for employment Age-friendly workplaces
Norway	Nestaas Lars	Pensionistforbundet	The last government organised focus groups to discuss unemployment at older age – it I more symbolic than anything as they haven't done a lot after this. More info to come	Support for employment
Romania	Ioana Caciula	Habilitas	Opportunities for training programmes – such as younger workers Preparation for retirement How to contribute after retirement – Mentorship field Age friendly workplaces	Support for employment Age-friendly workplaces
Cyprus	Maria Zachariou	PA.SY.D.Y. PENSIONERS UNIO	Gender gap/solidarity between generations Age discrimination/adequate behavioral Satisfactory income and quality access to services and goods	Support for employment Age-friendly workplaces Discrimination
Italy	Boni Alessandro	Associazione Lavoro Over 40	Data missing regarding citizen seeking employment at older age Question of informal carer during the COVID period Gender gap	WLB Gender equlity
	PaolettiDario	ATDAL Over 40	More info to come	
Greece	Vassili		Mains objective is to support the rights of older people. Flexibility Personal life/work Older workers' difficulties in finding jobs if they are unemployed.	Support for employment WLB



Annex 2

QUESTIONNAIRE

BAROMETER 2023

Name:

E-Mail:

AGE member organisation:

Member State (or European network):

This questionnaire aims to collect information on how ageing is taken into account in the area of employment and what are the initiatives developed to ensure older people's rights and empower them in this field.

HOW TO RESPOND?

If you cannot answer all questions, please focus on the ones related to the priorities of your organisation. If more convenient, **you can provide your input in your own language.**

For complete guidelines, please, refer to the joint *Guide for members*.

Also, do not hesitate to refer to the joint *Annexes* which contain statistics that may be useful to you. If you have access to specific data regarding older people with minority backgrounds, older women, older persons with disabilities and LGBTIQ people, feel free to share it with us.

Annex 2

I. Support for older people in the labour market

At European level, one of the three EU headline targets set by the European Pillar of Social Rights is to reach 78% employment, of the working-age population (20-64 years) by 2030, with special attention paid to under-represented groups such as older people. With the objective of 75% employment by 2020, the previous EU 2020 Strategy also announced a special target for the employment of older workers without success. Here, your answers will help us to understand how this European objective is translated at the national level and how you assess the support given to older workers in access to employment, career management or transition into retirement in your member state.

1. Career path management

Do you know about any initiatives supporting older workers, both blue- and white-collar workers, in:

a) doing career reviews?[1]
b) facilitating professional reconversion?[2]
c) promoting gender pay and career equal opportunities?

2. Long-term unemployment and access to the labour market

a) Does your member state provide safeguards to protect older workers from unemployment?
b) Are you aware of campaigns/programmes supporting older jobseekers?

3. Transition from job to retirement

a) What is the available guidance to those approaching retirement age?
b) Are you aware of good practices to support a flexible transition to retirement?

4. Inclusion of pensioners – the right to work at older age

a) If it is possible to work beyond retirement age, are you aware of any good practices that ensure older workers' support and protection in the labour market?
b) What innovative and suitable form of work exists today for pensioners that you would recommend promoting and expanding to various sectors?

[1] Taking into account skills assessment, aspirations, but also challenges due to the development of the sector of work (e.g. how to adapt to the rapid changes in the industrial intelligence sector)
[2] It could be support to adapt the form of employment (e.g., an employee becoming self-employed) or support to switch from one sector to another

Annex 2

II. Age discrimination in employment

The most important contribution of the EU in the field of employment of older workers is the equal treatment directive (2000/78/EC), establishing a general framework for equal treatment and prohibiting discrimination on the grounds of age in employment. The directive covers direct and indirect discrimination, as well as harassment and the instruction to discriminate. The implementation of the directive into national law has had important effects but still leaves important loopholes. Here, your responses will allow us to identify the existing gaps and make proper and targeted recommendations.

1. Age discrimination law

a) More than 20 years after its adoption, could you identify what this EU directive has changed at national level? Please, specify the advantages but also the shortcomings.
b) Are employers/employees in all sectors aware of the right to non-discrimination based on age according to the EU directive or national law? Is the legal procedure accessible to all?
c) Are you aware of significant case law(s) on age discrimination in your member state?

2. Age discrimination in working life

a) Do you think communication about ageism[3] is sufficient and effective in all employment sectors?
b) Are you aware of any good practices to fight age discrimination at work?

3. Age discrimination during the recruitment process

a) Are you aware of positive guidance for employers on how to avoid age discrimination during the recruitment process?
b) Are you aware of good practices preventing age discrimination during recruitment?

4. Promotion of age diversity[4]

a) If there is a diversity charter[5] in your country, do you know the good practices it promotes in terms of age diversity?
b) Are you aware of initiatives highlighting older people's skills, including soft skills?
c) Are you aware of initiatives fostering intergenerational collaboration at work?

[3] In its *Global Report on Ageism*, WHO defines ageism as the stereotypes (how we think), prejudice (how we feel) and discrimination (how we act) directed towards people on the basis of their age
[4] Age diversity is the acceptance of all age groups in the workforce. It goes beyond older workers.
[5] Diversity charters are voluntary commitments by groups of companies in several member states to pursue policies to emphasise diversity in their human resources. Many charters have been focussing on the promotion of good practices between companies and highlighted the business case for diversity.

III. Age-friendly workplaces

Annex 2

The new EU Strategic framework for Health and Safety at Work 2021-2027 focuses on three crosscutting key objectives. One of them is to anticipate and manage change in a world of work brought about by the green, digital and demographic transition. Recognising the need for continuous reflection and change to adapt the working environment to the ageing workforce, the Strategy highlights the opportunities provided by digital technologies in a wide range of work and the need for prevention for good mental health. Do not hesitate to refer to this new strategy and provide references of any communication of your organisation in relation to age-friendly workplaces.

1. Health and safety at work

a) What health and safety measures should be improved given older workers' needs?
b) Do you know of any good practices to ensure the health and safety of older workers in strenuous professions (blue-collar, agriculture, lower ranks in service or retail, …)?

2. Well-being at work

a) How do your member state's government or employers address psycho-social risks at work?
b) Are you aware of initiatives specifically designed to address the well-being of older workers and prevent psycho-social risks?

3. Adaptation of workstations

a) Are there programmes in place to adapt workplaces to the needs of an ageing workforce?
b) Do they address the needs of all, including older female workers (considering menopause for instance) or workers with disabilities?

4. Digitalisation

a) Are you aware of policies or services designed to tackle the digital gap at work and to facilitate the inclusion of older workers in a context of digitalisation?
b) Are you aware of any practices based on digital technologies or artificial intelligence that ensure better working conditions for older workers?

Annex 3



Guide for members to contribute to AGE Barometer 2023 Edition

The present guide introduces the exercise of drafting the new edition of AGE Barometer. You will find below information about the overall objective of the AGE Barometer, how it will be prepared and what input is expected from you as members.

What is the AGE Barometer?

AGE Barometer assesses the socio-economic situation of older people across the EU and how this situation underpins the respect of their human rights. It is based on the analysis of two types of data:

- statistics collected and screened by AGE secretariat, there are based on EU statistics available for cross-country comparisons;
- data collected at national level and based on AGE members' feedback on the questionnaire prepared by the secretariat (more information below)

This assessment is linked to the monitoring of key policy processes at EU and national levels in regard to ageing, such as:

- the EU Pillar of Social Rights,
- the 2030 Agenda for Sustainable Development,
- the Madrid International Plan of Action on Ageing (MIPAA).

Each new edition of AGE Barometer is used by AGE and its member organisations as an advocacy tool, providing evidence on how the social realities and the respect of human rights in old age evolve in different countries. Our purpose is not to make a classification of EU member states, but to provide a concise overview of how various reforms and legislations relating to ageing succeed in improving the quality of life in old age.

AGE Barometer 2023 edition

Topics are changing every edition, the 2020 edition focussed on non-discrimination, health, long-term care, disability, social inclusion and elder abuse, while the 2021 edition covered issues linked to life-long learning and education, volunteering and intergenerational exchange, consultation and participation.

Annex 3

From now on, the Barometer will be published every two years.
The current edition will focus on **the empowerment of older workers for sustainable working lives**. It will cover the following topics: (I) support for older people in the labour market, (II) age discrimination in employment and (III) age-friendly workplaces.

Intersectionality in the AGE Barometer

As it is the case in many activities of AGE, the Barometer will adopt an intersectional approach in order to give a more subtle understanding of how older women and persons with disability experience older age. Due to lack of data (or lack of visualization of data along these dimensions together with age), we strongly rely on your input for these points. If you know any study, data or testimonials regarding the situation of particular groups in line with the topics of this year's Barometer at the national level, do not hesitate to include them in your responses.

For this year's edition, in addition to members' inputs, we are investigating contributions from external allies, such as AARP and the civil society and research in Israel, with the aim of showing always more inspiring practices that support sustainable working lives.

Calendar for the 2023 Edition

- April to June 2022: meetings between members of the Task Force on Employment and the secretariat to define the exact thematic areas within the wider domain of employment
- July 2022: AGE secretariat collecting first statistical data
- August to October 2022: Members' responses to the qualitative questions
- 15 September 2022: Webinar on the AGE Barometer 2023
- October – December 2022: Analysis of members' inputs
- January – March 2023: Monitor and make recommendations on the relevant EU initiatives
- April – May 2023: Develop communication and dissemination strategies
- June – August 2023: First draft circulated to members for final feedback
- Around 1 October 2023: Release of the 2023 Edition around Older Persons' Day

Your involvement and input are precious

Why are your responses important?

The success and legitimacy of AGE Barometer will depend on your engagement.

- Your feedback will help interpret the statistical data and translate the socio-economic trends highlighted in the Barometer into the real life of older persons on the ground.
- Your responses will help acknowledge to what extent your Member State's employment policies/services enable longer and sustainable working lives.
- Your contributions can build on the work done by the Secretariat at the European level and the work you and other members do at a national level.

Annex 3

General guidelines

Do I have to respond to all questions?

No, depending on the priorities and work of your organisation, you can decide to provide input on a few or several of the 3 topics of the 2023 edition.

Who is supposed to respond to these questions?

The questions can be answered by whomever you consider qualify within your organisation. If you are an umbrella organisation, do not hesitate to share this questionnaire together with your members' organisation and compile their answers.

Do I have to respond in English?

Although it will make our work much easier to receive all contributions in English, you can also provide your input in your own language. To facilitate the translation, we ask you to send your documents in .docx, or another editable format, up to 10MB. PDF is possible but less convenient.

How long do my responses need to be?

Your input sheds an additional perspective on the 'dry' statistical data the secretariat will collect and analyse. You're invited to provide references of any publication, press release, communication etc. from your organisation. However, even brief comments on our questions and statistical data are very valuable.

What type of answers do you expect?

The questions mainly ask about success factors and hurdles faced by older persons in each of the three domains. The questions also aim at collecting good practices and initiatives that have made a difference. Do not hesitate to illustrate your responses with real-life examples and testimonies.

Can I use the statistical data provided by AGE?

Of course! You can see the statistical data we have selected for the 2023 edition in the joint annexes. When referring to your country's data, do not hesitate to argue whether these figures reflect the situation of older people at grassroots level.

Why and how shall I collect testimonies?

Personal stories are making advocacy tools more powerful as they trigger empathy. They help realizing that behind statistics and policies, they are people. You can collect those testimonies by asking the older persons you are in contact with to write a few lines or record a situation (.mp4 format, ideally) they have gone through to illustrate the trends you will explain in your response. All testimonies will be anonymized; if the situation is so peculiar that you are uncomfortable with the publication of the testimony, do not hesitate to contact us.

What about the COVID-19 outbreak?

Obviously the 2023 edition of the AGE Barometer will take into account the COVID-19 outbreak and its consequences for older persons. Do not hesitate to include information and material on measures and initiatives implemented in your country to overcome this crisis.

To whom shall I send the input and answers to questions?

Your input and answers to the questions shall be sent to Sarah Loriato, [redacted]
You can also contact her for any question related to the 2023 Edition of the AGE Barometer.



Webinar on the AGE Barometer

What is it?
Why is it important?
How to respond?

Sarah Loriato

15 September 2022

AGE
Platform Europe

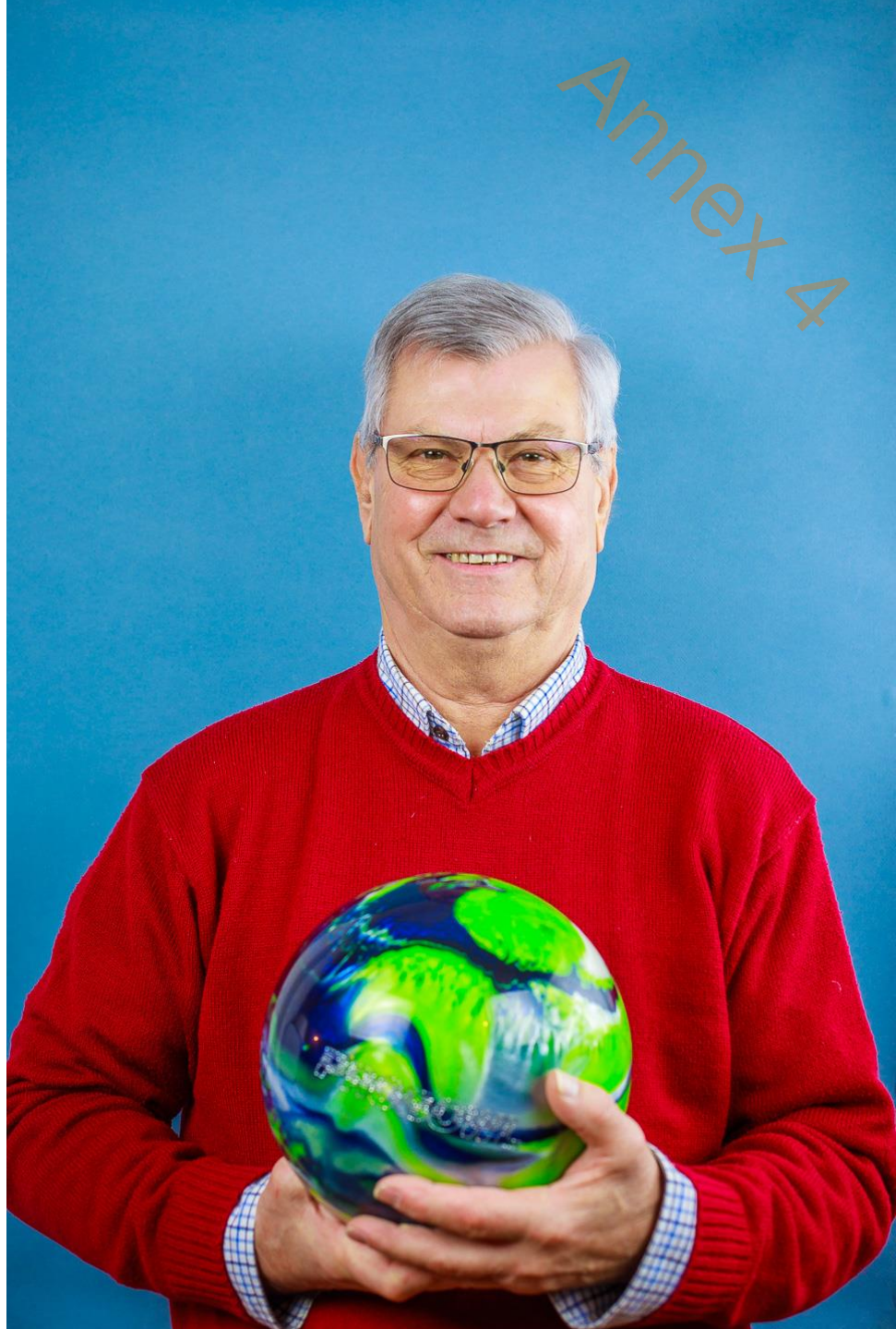
Agenda

 # 1 What is the AGE Barometer?
Purpose and process

 # 2 The 2023 edition
Policy areas and calendar

 # 3 What's new?
External contributions and presentation

 # 4 Your involvement and input
General guidelines for the questionnaire



Annex 5

Meeting ID	Start Time	End Time	User Email	Duration (I	Participants
85210370023	15/09/2022 09:30	########	maciej.kuc	88	24

Name (Original Name)	Duration (Minutes)	Guest
Philippe | AGE (AGE Platfor	88	No
** TECH SUPPORT ** Estell	73	No
Charles Micallef	10	Yes
Sarah | AGE (AGE Platform	72	No
Parel Apolline	67	Yes
cafer tufan yazıcıoğlu	64	Yes
Claude Waret	64	Yes
Vassili Louziotis	64	Yes
Charles Micallef	64	Yes
Gerrit Jan van Otterloo	63	Yes
Marc Soubry	63	Yes
iñaki Bustamante	62	Yes
Bernard BAZOT	62	Yes
Dijana Lukić ZDUS (Dijana L	62	Yes
jose luis tejedor	61	Yes
Elizabeth Mestheneos	58	Yes
Ina Voelcker	58	Yes
ANABELA PAIXÃO	57	Yes
Christine Nanlohy	57	Yes
Marie-Paule Brochard	56	Yes
Cesar Martin de Santiago	39	Yes
maria zachariou dodou	50	Yes
Nicole	50	Yes
Vanessa Zorrilla-Muñoz	38	Yes

Annex 6

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.



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- 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, recrui 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.


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[WORK OPPORTUNITIES ARE LIMITED BEYOND PENSIONABLE AGE]

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


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- 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.

Annex 6

AGE DISCRIMINATION IN EMPLOYMENT

[AGE LIMITS ARE DISCRIMINATORY]

Current legal exceptions allowing age limits exclude part of the population


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- Any assessment of someone's capacity to perform a job should be based on an individual assessment rather than on stereotypical or age-based assumptions.
- Legislations must prohibit age discrimination, with no exceptions.
- Older workers must have access to their rights and be able to claim them easily.

[AGEIST PRACTICES PREVAIL ON THE LABOUR MARKET]

It's a prejudice to think that older workers are obstacles to the employment of young people.

- Communication campaigns should be developed to end age discrimination in the labour market and in society.
- Guidance on ending ageism at work must be provided regularly in companies, starting with recruitment processes.
- Multigenerational dialogue and intergenerational teams should be better valued and harnessed.


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[OLDER PEOPLE ARE NOT A HOMOGENEOUS GROUP]

Ageing and life experience go hand in hand with great diversity and a multitude of profiles.


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- The specific needs of people at the intersection of different forms of discrimination in the labour market must be recognised.
- Employment policies should adopt an intersectional approach to tackle the several forms of discrimination that older people face.
- Research on ageism and its intersection with other forms of discrimination in the labour market should be developed.

Annex 6

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



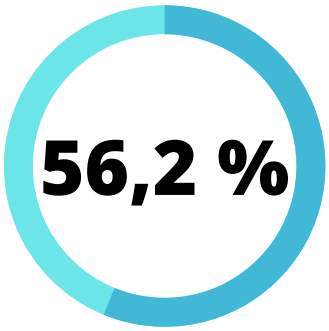
- Provide more digital literacy opportunities and improve the availability, affordability and accessibility of new technologies.
- Telework should not be an obligation, and legislation should clarify the rights and obligations of employer and employee.
- Digital technologies' potential to monitor working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

Annex 6

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 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 and 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.

Annex 7

Dear Sir or Madam,

We are XXX an organisation of/for older people in [*Country Name*]. [*Description of what your organisation is doing*]. On European level, we are represented by AGE Platform Europe, the largest network of older people's organisations in the EU. We would like to inform you of the publication of the 2023 AGE Barometer, entirely dedicated to employment and the empowerment of older people in the labour market for sustainable and quality working lives.

In this Barometer, we have gathered inspiring practices to support older workers from 19 Member States and analysed three policy areas from an intersectional perspective: support older people in the labour market, age discrimination in employment and workplaces for all ages. Based on these, AGE Platform Europe provides recommendations to all levels of governance and to stakeholders. We believe some of the topics covered will interest you and your work.

The situation of older workers and ageing in the labour market is not just a matter for older people, but is important for the whole population. Demographic change initiates new challenges and leads towards longer working lives. We cannot simply raise the retirement age. We first need to remove the barriers older workers currently face to remain in employment and offer tailored solutions for quality working lives.

We know that the employment issues that older people face are important to [*the government, trade union, organisation, political party, national public employment services*]. We hope that the inspiring practices collected and the recommendations of the AGE Barometer will provide you with some practical ideas for tackling the challenges of ageing in the workplace.

We would be happy to set up a meeting with you to present our recommendations and to hear about how we can work together.

Yours sincerely,

YOUR SIGNATURE

Attachments: The AGE Barometer 2023

Annex 8



AGE PLATFORM Europe

AGE BAROMETER 2023

Empowering older people in the labour market to allow sustainable and quality working lives



Annex 8

Agenda

I. Barometer main findings and recommendations

II. Available formats

III. Dissemination and communication

IV. What are the next steps?

AGE PLATFORM Europe

Annex 9

Meeting ID 87496122589

Name (Original Name)	User Email	Duration (Minutes)
Sarah Loriato | AGE Platform Europe (AGE Platform Europe)		124
Milene Moreira | AGE Platform Europe (AGE Platform Europe)		117
Laura Christ		110
Claude Waret		110
Agnes Bene		110
eliane rey		110
Wenche Malmedal		110
Štěpán Zeman		110
Charles Micallef		110
Sofia Santos Nunes		110
Silvio Bonfiglio		110
Cornelius Vermeeren		110
Christine Nanlohy		110
Maria Petkova		110
Elizabeth (Liz) MESTHENEOS		110
AGE Platform Europe		109
Heidrun Mollenkopf		109
Liana Kokkolia		71
Teresa Martins		105
Nicole LEGRAIN		107
Ina Voelcker		107
Bridget Penhale		107
Sofia Santos Nunes		107
Filip Hamro-Drotz		106
Moses Azzopardi		105
Anabela Paixão (ANABELA PAIXÃO)		105
Claudio D'Antonangelo		100
AGE Platform Europe		97
ANDREA Ferenczi		33
Andrea Ferenczi		87
Juergen Focke		85
Ilenia Gheno		66
Jos Bertrand		66