

DELIVERABLE D2.1
Policy analysis and recommendations on equal treatment for older people

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1. Description of the deliverable

This deliverable, which is part of WP 2 and relates to T2.1, presents the policy advocacy papers, contributions and articles that AGE issued in 2024 to promote the equal treatment of older persons at EU and international levels. It includes AGE's advocacy ahead of and following the European elections for a strong equality mandate, our contributions to the 14th session of the UN Open-Ended Working Group on Ageing, our policy paper on digitalization and human rights in old age, our ongoing collaboration with the Fundamental Rights Agency and the Council of Europe. In total, the AGE Secretariat, together with its members that we mobilised during Task Forces and other meetings, developed 12 policy positions (including public policy advocacy papers and contribution to relevant consultations) and several more articles and briefings touching upon equality and human rights in the course of 2024.

2. Key outcomes

2.1 Age Manifesto Explainer #1: Promote age equality

As a follow up to the launch of our Manifesto for the European Parliament elections, in 2024 we launched three Explainers, on our key objectives: *promote*

age equality, foster participation & active ageing, and ensure autonomy and well being. These policy briefs, explore our calls in detail and provide future EU officials with recommendations for changes. Our first Manifesto Explainer looked at *Age Equality*: what it means, why it is important and what we need to achieve it. It explains how ageism is manifested and what its impact is on individuals and society at large. It defines age equality as 'using human rights principles and norms to challenge the practices that keep us from living fairly and freely as equals when we are old' and makes the case for further EU action, including the adoption of an Age Equality Strategy, adoption on the draft horizontal equal treatment directive, more work on intersectional issues in old age, promoting a positive discourse, support for a UN convention on the rights of older persons, more inclusive age-disaggregated data without age limits, strengthening Commission services and expanding the work of the Fundamental Rights Agency. The other two Manifesto Explainers are presented under D2.4.

2.2 Raising our voice to strengthen the EU equality mandate

In the course of 2024, we worked together with other equality networks to advance the EU equality portfolio in advance and as a follow up to the European elections. In March 2024, we participated in a panel organised in the frame of the Annual Conference of the European Disability Forum (EDF). Following this event, together with EDF, ILGA-Europe, ENAR, ERGO Network, OII Europe, IGLYO, EL*C, and TGEU, we asked for concrete action on equality, anti-racism and fundamental rights during the next European legislative mandate. Our key proposals were to:

1. Appoint an EU Commissioner with a strong mandate for Equality and Fundamental Rights.
2. Strengthen the European Commission's services working on equality, non-discrimination and anti-racism, especially by establishing a new Directorate-General for Equality and Fundamental Rights.
3. Revise and introduce strong strategies on all grounds under the Equality Framework beyond 2025 and ensure their mainstreaming in all policy areas.
4. Ensure that the Equality Task Force has a strong mandate to ensure cooperation between different services on the implementation of the Equality Frameworks and that it works transparently and in close consultation and cooperation with European Equality networks.
5. Host an annual "Equality Forum," gathering policymakers, civil society, and other interested actors to evaluate and develop initiatives for realising a Union of Equality. The Forum should focus particularly on intersectional equality.
6. Create an EU Council formation on Equality.
7. Ensure the next EU budget properly funds civil society organisations working on equality, non-discrimination and anti-racism.

8. Ensure discrimination is also addressed in the work of the EU in external action, international cooperation and humanitarian action.
9. Meaningful involvement of equality and anti-discrimination organisations in the work of the European Union and for diversity to be reflected in the EU Institutions' staff.

Following this call, we met with the cabinet of the French Minister for Gender Equality and Fight against discriminations, Ms Aurore Bergé, to discuss our proposals ahead of the Council meeting on equality scheduled for the 7th of May.
In June 2024 we also continued our reflection and advocacy on equality in the frame of our annual conference (see D2.3), where we also welcomed a representative of the Belgian Presidency and two representatives of the European Commission. Despite the lack of consensus for the adoption of the horizontal equal treatment directive, considerable progress has been achieved in this past term, which is an important legacy for the newly elected European Parliament and Commission.
In July 2024 we reiterated our key recommendations in a joint civil society statement endorsed by more than 140 organisations.
After the announcement of the new College of Commissioners, we launched another joint statement worried about the downgrade of the equality portfolio, which has been merged with the larger crisis and preparedness mission of the EU. Our letter highlighted that the Commissioner-designate does not have broad mandate to lead the fight against structural and intersectional discrimination or to advance anti-discrimination legislation. Worrisome is also the complete omission of age discrimination, a ground for action under EU treaties, marking a step backwards from the previous Commissioner's mandate. The letter also fails to underpin these objectives with the necessary Commission services as it only refers to the Equality Taskforce. Our concerns where echoed in an article by the Guardian, where our Secretary General was quoted as saying: "At a time when inequalities are increasing in our societies across all population and age groups, the EU must step up – not scale down – its efforts".

2.3 Advocacy for the adoption of the Horizontal Equal Treatment Directive

In 2024 together with ILGA-Europe, the European Network Against Racism and the European Disability Forum we sent a joint letter to the German government raising our concerns regarding the ongoing general reservation of the German Government on the horizontal equal treatment directive that would cover – among other grounds – age discrimination in access to goods and services. We seized the last window of opportunity to finally adopt the Equal Treatment Directive under the Belgian Presidency before the end of the past EU mandate. We also mobilized our members to contact their governments to support the

adoption of the horizontal directive and together with other NGOs met with the counsellor on social affairs and employment of the Dutch Permanent Representation to discuss our views on the draft directive. Although the directive has not been adopted under this term, the legacy of these efforts will hopefully help our future advocacy under the new European Parliament and Commission, which has retained a focus on the adoption of this legislative proposal. Moreover, we have started working on an internal event on age discrimination in access to goods and services, which will allow members both to exchange knowledge about progress at national level and also develop our advocacy strategy at EU level (more on this under D2.2).

2.4 Continuing the fight against ageism and planning the work ahead

During this period, we also continued work with our members and partners on the fight against ageism. We have worked with the European Network of National Human Rights Institutions (ENNHRI) and Equinet on a joint webinar on age discrimination initially scheduled for November 2024, which will now take place on 6th February 2024. (more on this in D2.2) Our Human Rights Manager was interviewed for an online article on ageism in health care, alerting that unless governments acknowledge their responsibility to protect and promote human rights for individuals of all ages, the failures we've witnessed during this pandemic will be repeated in the future. We also reiterated our call for an Age Equality Strategy in the frame of FutuRes' public online Workshop titled "Ageism and the Next EU Agenda".

2.5 Conclusion Paper of the High-Level Group on Non-Discrimination, Equality and Diversity on Age Equality and Non-Discrimination on the Grounds of Age

AGE welcomed the Conclusion Paper of the High-Level Group on Non-Discrimination, Equality and Diversity on Age Equality and Non-Discrimination on the Grounds of Age. As the first document to specifically address ageism and age discrimination, this paper is an important stock-taking exercise that can help the EU identify next steps in its action to ensure equal treatment and equality for all at all ages. In our written input and our oral comments during the consultation organised by DG Justice in September we commented on the draft report and suggest that the EU can and must do more so that everyone in the EU is able to enjoy their fundamental rights and freedoms, and equal participation in society, irrespective of their age. We reiterated our call for an Age Equality Strategy and our proposals for the EU equality portfolio. We concluded that to truly lead by example and ensure that the Union of Equality delivers for people of all ages, the Commission must take a more ambitious and comprehensive approach to combating ageism. We need the current abstract and ad hoc commitments to be translated into concrete tangible actions that demonstrate in practice that the EU

truly condemns and fights against ageism with the same rigorousness as other forms of prejudice and discrimination.

2.6 Strengthened advocacy and considerable progress in our call for a UN convention

The 14th session of the UN Open-Ended Working Group on Ageing (OEWG), which took place in May 2024 marked a key momentum for our advocacy towards a new UN treaty. For the first time in its history the OEWG adopted by consensus a decision recommending that UN Member States, in addressing possible gaps in the protection of the human rights of older persons, consider, among other options, the adoption of an "International legally binding instrument". In addition, during the 14th session the representative of Spain, Director General of IMSERSO (Institute for the Elderly and Social Services of Spain), Teresa Sancho Castiello, declared for the first time Spain's support for a convention. AGE and our Spanish members' continued advocacy played a key underlined the need for a legally binding instrument to protect the human rights of older people.

AGE Platform Europe actively participated in the 14th session. Together with our members we prepared written submissions and our delegation in New York, organised a side event, contributed as panelists, made oral statements, met with several state delegations and participated in an expert meeting on care. Thanks to our continuous advocacy and our strategic contacts with supportive EU member states we managed to hold a discussion on EU's contribution to the OEWG at the Council Working Party on Human Rights (COHOM) ahead of the 14th session. For the first time in 10 years, civil society was consulted on EU's position at the OEWG and how it can promote the rights of older persons globally. During the meeting, our Secretary General, Maciej Kucharczyk called upon the EU and member states to take part in the next 14th session of the OEWG and to support the drafting of a UN Convention on the rights of older persons. He also emphasized the need for adopting an EU Age Equality Strategy and strengthening the protection of rights in old age within the next EU Action Plan on Human Rights and Democracy. The full account of our advocacy is available online.

In June we hold a debrief for our members, where we discussed these developments and what AGE and our members can do to build on the momentum. Since the OEWG has concluded its mandate, our advocacy now focuses on building support at the UN Human Rights Council in Geneva. Our Human Rights Manager also participated in the Human Rights Council session in September, where she also spoke at a side event (more on this under D2.7). Thanks to the mobilization of our members from Cyprus, we already managed to include the rights of older persons high in the agenda of Cyprus, which was recently elected as a new member of the Human Rights Council. We have also joined the campaign of the Global Alliance for the Rights of Older Persons launching a global petition and reiterated their call on the occasion of the Human Rights Day on 10th

December, asking for support for the establishment of a drafting group at the next session of the Human Rights Council. Our Human Rights Manager was also interviewed for a podcast, an online article and the Spanish newspaper Lavanguardia (pending publication) explaining the need for a UN convention. She also gave several speeches on this issue, see in particular the following events: Longevity society and local policies, 1st international congress on older LGBTI , Human Rights and Abuse on the basis of age, Ageism and Sexism in old age: the need for a new narrative on ageing, and the expert meeting organised by the UN OHCHR on the human rights obligations of States regarding violence against, abuse and neglect of older persons in all settings. We also partnered with the Grantmakers in Aging in the US and co-organised a meeting on human rights for older people all over the world, and where there are opportunities for local, regional, and international funders to apply a global rights framework to investments in caregiving, elder abuse, and economic security. Finally, we established contacts with the Human Rights Funders Network and plan to publish a blogpost on the value of a UN treaty to bring more visibility to older people and their intersectional challenges early in 2025.

2.7 Digitalisation, human rights and older people

Together with our members, we have published our contribution to the EU debate on the issues of digitalisation and ageing, including recommendations to achieve a smooth digital transition for everyone, at all ages. In our policy paper, we have identified four priorities on which we believe the European Union, its Member States and all relevant stakeholders should make progress. These priorities are:

- Collecting and making available more data on digital technologies in old age, therefore making older people truly visible and to better identify the gaps, the needs for actions as well as the progress.
- Tackling ageism to dismantle stereotypes about older people and digital technologies. The change of lens is critical to make sure that both policies, products and services are shaped to answer people's needs without further increasing inequalities.
- Guaranteeing full accessibility, including availability and affordability, to ensure that the digital transition leaves no one behind.
- Using human rights as a compass for digitalisation so that people come before technologies.

Our paper also shows that we are playing an active role in this transition and developing projects and activities, especially to support older people in their daily use of digital technologies across the EU. We also had the opportunity to present this paper during one of the meetings of the Fundamental Rights Platform.

2.8 Developing capacity and partnerships to address inequalities in the context of climate change

This year we continued discussions with our members on the impact of climate change on older persons. Our Policy Manager Julia Wadoux participated in a seminar organised by Equinet on Climate Change and its equality implications. She co-led a working group on ageing and disability highlighting the correlation between the climate and demographic transition, the need to overcome stereotypes about the fact that older people are not as concerned with climate issues and the importance of intersectionality. She called for disaggregated data to shape proper solutions, adapted to the needs of people and for more intergenerational dialogue. This seminar was also an opportunity to learn from other actors, in particular equality bodies, as we shape our future work in this area. In addition, following the tragic consequences of DANA in Spain, we published an article on our members insights regarding the impact of the floods on older people, but also their resilience and important role in the recovery from climate disasters.

2.9 Continued engagement with the Fundamental Rights Agency

In the course of 2024, we continued our engagement with the Fundamental Rights Agency (FRA). We participated in an online survey regarding the quality (this contribution is a sensitive document not available publicly), usefulness and relevance of their work and also invited them to our annual conference. The new FRA Director Sirpa Rautio, participated in our annual conference highlighting the need for further work on the rights of older people, including through an intersectional approach. We also participated in the regular meetings of the Fundamental Rights Platform for Brussels-based NGOs, the annual meeting of the Fundamental Rights Platform and the FRA Charter Xchange.

2.10 Influencing upcoming Council of Europe Parliamentary Assembly report on age discrimination

In 2024 we participated in a hearing organised by the Council of Europe Parliamentary Assembly (PACE) on overcoming age-based discrimination against older persons. The rapporteur Ms Andrea Eder-Gitschthaler from Austria (Group of the European People's Party) invited us to share our expert opinion on this subject and exchange with members of the Equality and Non-Discrimination Committee. We also met with the Rapporteur bilaterally to share further information and resources that will feed into her report and had the opportunity to comment on a draft version of the resolution, recommendation and explanatory memorandum, which is expected to be adopted in early 2025.

3. Prints of relevant proofs

List of key policy inputs (policy advocacy papers, articles, briefing and/or contribution to relevant consultations) with links:

1. AGE Manifesto Explainer on Age Equality
2. Equality networks call for a true Union of Equality
3. Joint civil society statement on the new EU equality agenda
4. Joint statement on the downgrade of the equality portfolio
5. Joint letter to German government on the equal treatment directive
6. OEWG contribution on the right to participate in public life and decision-making processes
7. OEWG response on accessibility, infrastructure and housing
8. OEWG input on normative elements on social inclusion
9. OEWG on normative elements on the right to health and access to health services
10. Joint OEWG submission with the Human Rights Center of the University of Galway, which calls for strengthened safeguards to ensure that care is provided on the basis of informed consent and contributes to older people's social inclusion.
11. Policy paper on digitalization
12. Article on insights from DANA floods and older people's resilience in climate disasters

Annex:

AGE Comments to draft Conclusion Paper of the High-Level Group on Non-Discrimination, Equality and Diversity on Age Equality and Non-Discrimination on the Grounds of Age

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AGE Platform Europe

comments to conclusion paper on age equality and non-discrimination on the grounds of age

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We want to live in a Union that condemns ageism

A human rights-based approach is the most appropriate and effective framework to challenge ageism

Claudia Mahler, UN Independent Expert on the Enjoyment of all Human Rights by Older Persons

Report on Ageism and Age Discrimination (A/HRC/48/53, 2021)

AGE Platform Europe welcomes the Draft Conclusion Paper of the High Level Group on Non-Discrimination, Equality and Diversity on Age Equality and Non-Discrimination on the Grounds of Age. As the first document to specifically address ageism and age discrimination, this paper is an important stock-taking exercise that can help the EU identify next steps in its action to ensure equal treatment and equality for all at all ages. In our input we comment on the draft report and suggest that the EU can and must do more so that everyone in the EU is able to enjoy their fundamental rights and freedoms, and equal participation in society, irrespective of their age.

Ageism weakens us all

The draft conclusion paper is a good entry point in understanding the effects of ageism and age discrimination for individuals and society at large. However, it should further reflect on the systemic and often unconscious nature of ageism, which must be addressed through proactive policies. Ageism is so

deeply embedded in our societies' structures, culture and norms that it literally goes unnoticed. It leads to policies that support healthcare rationing by age and age cut-offs to access rehabilitation, surgery, preventive treatment, mobility allowances, support for independent living, and assistive technologies, among others. It also drives coercive, restrictive and abusive practices in care settings as well as varying patronizing behaviors. In the workplace, ageism means that older people are often treated with prejudice because they are perceived as less productive and therefore can be marginalized or harassed. Ageism also takes the form of fewer opportunities for career development and mandatory retirement.

The draft does not adequately reflect how ageism played out during the pandemic, when older people have been denied health services, have been physically and socially isolated, their needs have been neglected and they have fallen victims of ageist attitudes and abuse, which has led to thousands of deaths across Europe. Despite being a highly diverse group, older persons as a whole have been labelled as vulnerable and branded as burdens to societies. The pandemic has made very evident the human and social cost of stigma and age discrimination.

A key characteristic of ageism is that it is also internalised by older persons themselves. This prevents individuals from living lives to their fullest potential and from claiming their rights. Courts and monitoring bodies reflect the same biases that we as society have and accept a range of explanations and justifications of inequalities, which are perceived as neutral or necessary despite imposing an undue burden on the older population. This makes it much more difficult to detect and report ageism and leads to a 'justice gap': a significant number of cases of age discrimination risk being dismissed or not reported at all.

In short, ageism hampers the realisation of the EU's ambition to create a true Union of Equality. Even when ageism does not represent a direct attempt to exclude older persons, its impact is as harmful as other forms of structural discrimination and needs to be acknowledged and addressed. An intersectional perspective is necessary to understand the deep-seated effects of structural ageism for different population groups and to make responses more effective. To

promote age equality, we need to step away from looking merely at specific actions and start looking at its systemic nature, just like we look at systemic sexism, racism, ableism, homophobia, etc. The current draft fails to condemn and fight ageism with the same level of determination as other forms of prejudice and discrimination prohibited under the EU treaties.

Improve understanding of age equality

The draft conclusion paper rightly points out the distinction between ageism and age discrimination. Yet, at times it conflates the two concepts or leaves out important components, such as the emotional biases (i.e. prejudice). As the concept of ageism is much wider than age discrimination, EU action must be geared towards eliminating ageism in all its forms: interpersonal, structural and internalized.

In addition, the draft at times inadvertently reiterates stereotypes about old age. For example, it has been argued that the 'old age dependency ratio' is not an accurate measurement of activity vs inactivity across the life span. Many older people continue to be working beyond retirement age, many make economic contributions as volunteers/caregivers, etc. Our lives are no longer lived as the archetypical three-stage model of the lifecourse (i.e. learning, working, retiring). This framing contributes to the perpetuation of ageism in policymaking and must be avoided. In addition, the reference to the negative effects of demographic change must always be counterbalanced with the opportunities of an ageing population.

The draft also misses out the opportunity to improve understanding of age equality, which is a general principle of EU law. Focusing only on unfair treatment (i.e. ageism/discrimination) does not allow us to move towards solutions that embrace all age groups as truly equals. Article 25 of the EU Charter of Fundamental Rights, which is included under the Equality Chapter, outlines the key elements of equality in old age: dignity, independence and participation must be the cornerstones of age equality.

Age Equality is the antidote to ageism; it is about putting in place the systems that enable everyone to be treated equally and enjoy the same rights as we age.

It ensures that people, no matter their age, can live in dignity. Striving for age equality means using human rights principles and norms to challenge the practices that keep us from living fairly and freely as equals when we are old.

The draft misses out the opportunity to link the fight against ageism to wider human rights concerns and spell out the paradigm shift that needs to take place. EU's role in fighting ageism and promoting age equality (as described in page 2) must also include : proposing and adopting legislation, awareness-raising, education and capacity building, which are proven strategies to address ageism. The national examples vary greatly in focus and scope. Most address specific areas of rights, like loneliness or employment. Some refer to general strategies addressing the whole population. While overall these initiatives can contribute to wellbeing and inclusion in old age, they need to be more clearly put in a framework of promoting age equality and countering age discrimination/ageism. Specific initiatives, ex. Intergenerational exchange and collaboration, awareness raising, legislation, education, which according to the WHO are the most effective in combating ageism are not consistently found in these national examples.

Intergenerational solidarity must be more than empty words

Intergenerational solidarity is an important policy aspiration, which can also contribute to fighting ageism. However, the current draft uses the concept in a vague manner, which makes its application difficult and the exclusion of certain parts of the population possible. For example, in the recent political guidelines of President von der Leyen, intergenerational fairness has been addressed in a very narrow way, practically limiting action only to the younger population. This myopic understanding of intergenerational fairness is not only detrimental to today's older population, but also to the younger cohorts, who will be the older people of tomorrow.

It would be preferable to refer to specific intergenerational initiatives that help tackle ageism. The Global report on ageism identifies intergenerational contact interventions, as well as interventions that combine education and

intergenerational contact as key strategies to fight ageism (alongside law, policy and education).

Mainstreaming does not work without concrete obligations

Mainstreaming age equality across different EU policies is a very welcome objective. However, unless mainstreaming is based on concrete overarching obligations, it will remain ad hoc and unsystematic failing to drive comprehensive, rights-based interventions to combat ageism and age discrimination.

At the moment at EU level we see:

- A lack of effective legal protection against discrimination based on age in employment: the current EU directive leaves too many exceptions on age discrimination leading to many gaps in legal protection and poor enforcement in practice.
- A total lack of legal protection against discrimination based on age in other domains than employment.
- No comprehensive EU policy framework on age equality meaning existing policies on ageing are scattered across various instruments, entailing gaps and missing the desired effect. The current policy framework, while helpful in addressing some aspects - in particular those related to accessibility and the gender pension gap - is not adequately equipped to raise awareness of and address the whole spectrum of ageism and age discrimination in old age. This creates discrepancies, fragmentation and gaps. For example, the Strategy for the rights of persons with disabilities recognizes the equal right of persons with disabilities t to live independently and be included in the community on an equal basis with rights. This right in not affirmed for older persons. On the contrary the Green Paper on Ageing, merely refers to living independently in the community only 'as long as this is possible.' Hence, this right which is guaranteed for persons with disabilities, can be denied in the context of old age.
- Existing equality strategies/action plans have not been drafted with a consciousness of ageing, ageism and age discrimination. The few references are general and do not adequately reflect intersectional challenges. Neither has their implementation paid adequate attention to the realities of older people.

- A harmful narrative around ageing, portraying old people as burdens, instead of seeing longevity as a major achievement and older people as empowered individuals contributing to society
- Lack of adequate attention to a number of thematic issues with a particular age-angle that need urgent addressing, including among others the super-fast digitalization and its impact on daily life of older people and different forms of violence, abuse and neglect against older persons both in institutional and community settings.
- Age limits in research and data collection and lack of adequate data disaggregation

Mainstreaming involves the integration of an age equality perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes, with a view to promoting equality for all ages, and combating ageism and age discrimination.

The missing piece to creating a true Union of Equality

While addressing challenges in several areas, the draft lacks a comprehensive reflection of how structural ageism affects all areas of rights. For example, while referring to abuse, it does not mention the risk of psychological/emotional and financial abuse, as well as of neglect, which are highly prevalent among older people in residential and community settings. Neither does it refer to the risk of homicide and suicide driven by ageism and abuse. In addition, in discussing poverty, it does not refer to mandatory retirement, the inability to accumulate disability and pension benefits or to work while retaining pension rights and the complete lack of access to certain benefits (ex. Mobility allowance, disability benefits) after a certain age as drivers of poverty in old age. Moreover, a consideration of how age limits in financial services affect access to housing (eg. Loans and life insurance) and mobility (eg. Car insurance and renting cars) is missing. While referring to the particular challenges for older people living in rural or remote areas, the draft undermines the risk of social isolation for older people living in urban areas, for whom maintaining social ties is at times even more difficult. Many of the initiatives mentioned in the report aim to protect from discrimination on the basis of disability or to protect against vulnerable situations. While these are relevant for some older people, they do not offer

protection from ageism or age discrimination. These are just a few examples that showcase that age discrimination in old age, cannot be effectively tackled through a patchwork of initiatives in selected policy areas.

It is crucial for the EU to raise awareness of ageism as a serious and harmful form of discrimination that creates barriers to equality, freedom and participation across all areas of life and to promote action to tackle age discrimination alone and in combination with other grounds.

An EU Age Equality Strategy is vital to uphold human rights at all ages and embrace the opportunities of longer lives. Such a strategy would:

- Promote a positive discourse on ageing and raise awareness on ageism through legal and policy initiatives to eliminate ageist practices and educational campaigns to dismiss stereotypes on older age.
- Improve and extend legal protection from age discrimination at EU level
- Ensure that the enforcement of the employment framework directive moves away from bias and complies with human rights standards to address real barriers to employment in old age.
- Promote understanding of the diversity of the older population and address the multiple and intersecting forms of discrimination that people experience based on a combination of factors such as age, gender or disability, and the cumulative forms of discrimination that build up over time
- Ensure that intersections with age are adequately addressed in other equality strategies of the EU, such as the future Gender, Race or Disability Strategies.
- Ensure that EU agencies gather and publish more inclusive age-disaggregated data without age limits to assess the potential impact of policies and programmes, to deliver effective policies and monitor their implementation.
- Strengthen Commission services to promote age equality: The creation of a dedicated unit within the Directorate-General for Justice focusing on age discrimination is a positive first step. All Commission services need to be adequately staffed and trained to mainstream age equality across all EU policies.
- Expand the work of the Fundamental Rights Agency (FRA) on issues of later life: the FRA should continue developing a body of research work and

policy recommendations to guarantee the equal enjoyment of fundamental rights in old age and address intersectional challenges.

- Ensure that the EU is leading the discussions on a new a United Nations convention on the rights of older persons that would trigger legal reforms and societal change promoting age equality across every aspect of life

To truly lead by example and ensure that the Union of Equality delivers for people of all ages, the Commission must take a more ambitious and comprehensive approach to combating ageism. We need the current abstract and ad hoc commitments to be translated into concrete tangible actions that demonstrate in practice that the EU truly condemns and fights against ageism with the same rigorousness as other forms of prejudice and discrimination.

More information – additional resources

- AGE proposal for an Age Equality Strategy
- AGE Manifesto for the European Elections 2024
- AGE Barometer
- AGE paper on digitalization
- AGE paper on the right to work in old age
- AGE position on the EU care strategy
- Joint statement on EU equality agenda

About AGE Platform Europe

AGE Platform Europe is the largest European network of non-profit organizations of and for older people. We elevate older people's voice, bringing their experience and aspirations to the table to celebrate ageing and fight for equality at all ages.

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