

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), lifelong learning, volunteering and participation (2021), and employment (2023).

Following the interest generated by the AGE 2023 Barometer on the quality and sustainability of working life, AGE and its members have decided to build on its findings to develop the new Barometer. The aim of this new publication, scheduled for autumn 2025, is to study how the current and future challenges and opportunities of an ageing workforce are addressed and anticipated in specific sectors and occupations, in the light of the green and digital transitions.

The development of the 2025 Barometer spans a two-year period. Throughout 2024, efforts focused on disseminating the findings of the previous Barometer and discussion with members of the AGE Task Force working on employment and participation. This phase aimed to engage key stakeholders and facilitate the identification of priority topics for the upcoming edition. By the end of 2024, these activities culminated in the drafting

of a comprehensive concept note. This document outlines the timeline, the chosen focus areas, and the stakeholders to involve for the 2025 Barometer.

2. Results of intermediary steps (2024):

1) Dissemination of the Barometer 2023 and meeting with key actors

From the end of 2023 and particularly in 2024, AGE disseminated the findings of the AGE Barometer 2023 through a variety of activities, including through findings' presentation in conferences, workshops, and roundtables. These events provided AGE with the opportunity to engage with experts, European policymakers, social partners, and other civil society organisations to discuss the challenges and opportunities highlighted in the report.

AGE took part in a number of events, including the following, putting us in touch with key contacts for the definition of the 2025 Barometer:

- **OECD and AARP Closed Workshop** on "Fostering a Multigenerational Workforce: Challenges, Evidence and Gaps", 10 October 2023, Paris, France: AGE Secretary General, Maciej Kucharczyk participated alongside representatives of the Directorate for Employment, Labour, and Social Affairs at OECD, representatives of AARP, the US largest nonprofit organisation dedicated to empowering older people and experts from other civil society organisations.
- **Hybrid thematic workshop on Policies and practices to keep older workers in the labour market organised by Eurofound**, Tuesday 17th and Wednesday 18th October 2023, online and on site, Dublin, Ireland: Policy Officer on Employment, Sarah Loriato, presented the first findings of the Barometer 2023 and exchanged with Eurofound experts, EU social partners and researchers.
- **Annual event of Club Landoy** titled "Toward a new social contract", 18 January 2024, Paris, France: AGE President, Heidrun Mollenkopf gave a presentation alongside institutional leaders, company directors, economists, journalists and members of civil society.
- **Social Dialogue Committee on Industrial Cleaning**, 7 March 2024, Brussels, Belgium: Policy Officer on Employment, Sarah Loriato, presented to social partners relevant results from the Barometer 2023 to the cleaning sectors.
- **Virtual Roundtable Series** "Mainstreaming Knowledge on Ageing" on "The Implications of Demographic Shifts on Social and Economic Security through Labor Markets and Leisure Activities" organized by **UNITAR**, 19 September 2024, online: Policy Officer on Employment, Sarah Loriato, participated alongside experts from ILO, CSOs and UNHCR experts.
- **Expert hearing for the EESC Opinion** SOC/817 - Older people in employment – systemic factors in choosing to work for longer, 25 November, Brussels, Belgium:

Policy Officer on Employment, Sarah Loriato, participated alongside EU social partners and the European Commission Directorate-General for Employment, Social Affairs and Inclusion.

- **European Network of Employment Services Mutual Learning Stakeholder Conference** on 'Rethinking support for those furthest from the labour market', 5 November 2024, Brussels, Belgium: AGE member and chair of the Task Force on Employment, Laura Christ, participated alongside Heads of PES and other PES staff, social partners, private employment services and employers and NGOs.

2) Identification of the policy areas to address in the Barometer

During Employment Task Force's meetings (see D2.5), AGE members continued to share the challenges and opportunities encountered at national level, enabling them to agree on the following points:

- The next Barometer will also be on employment
- The draft of the conceptual framework of the next Barometer 2025 will be one of the priorities of the Task Force in 2024.
- The definition of themes, objectives and timetable

This last point was also possible thanks to AGE's participation in the events listed below, leading to bilateral meetings with key actors such as social partners. Among others, AGE had the opportunity to meet with representatives from the European Commission Directorate-General for Employment, Social Affairs and Inclusion and discuss both the Barometer 2023's findings and the European Commission's employment and social projections.

Finally, the AGE secretariat and members agreed that the new edition of the Barometer would focus on specific sectors and in particular on 3 to 6 occupations that are or will be particularly affected by job shortages, the digital transition and the green transition. The 2025 Barometer aims to observe how the ageing workforce is currently viewed and anticipated in these specific sectors and occupations, in the light of these expected developments.

Based on the inspiring practices collected, the AGE Barometer 2025 will provide recommendations for better inclusion of older people and a better approach to ageing in these sectors and occupations.

3) Concept note drafting

See Annex 1

4) Literature review and desk research

A literature review and research desk w will be carried out throughout the Barometer drafting process. This activity began in 2024 with the aim to gain a better understanding of current and expected developments in employment, as well as to better define the opportunities and challenges faced by the older workforce and the key actors involved (social partners, policy makers, employers, etc.).



Annex 7

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Barometer 2025

Impact of age discrimination on the labour market

AGE Platform Europe

Concept note

September 2024

www.age-platform.eu

Annex 1

Impact of age discrimination on the labour market

Proposal for a greater inclusion of older people in light of projected employment developments

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Rationale

- **Older people face ageism and discrimination on the labour market which impacts their participation rate** and creates under employment, unemployment, long-term unemployment, non-desired early retirement, and prevent people beyond retirement who would like to continue working (cf. AGE Barometer 2023)
- Age discrimination goes against **the right to work**. It is also a source of **economic loss** for employers, Member States and Europe.
- **Older people's potential and value on the labour market is underestimated**. If age discrimination is better tackled and ageing ceases to be seen as a threat to the labour market, the employment rate of older workers can increase and help prevent future labour shortages and better address the green and the digital transitions.

Objective

The Barometer 2025 aims to study the impact of age discrimination in certain sectors and professions that are particularly affected by expected changes in employment (job shortages, green and digital transitions).

Based on the collection of inspiring practices, the AGE Barometer 2025 will provide recommendations for better inclusion of older people and a better approach to ageing in these sectors and occupations.

Annex 1

Qualitative study

Through consultation with social partners and experts, AGE Platform Europe and its members aim to report on how ageism and age discrimination affects participation in sectors and occupations already affected (or expected to be affected) by job shortages, the green transition and the digital transition. In the light of the specific challenges faced by the expected employment trends, AGE Platform will gather good practices and provide a set of recommendations to better include older workers in these occupations.

Content

Focus #1: 1 or 2 occupations impacted by **labour shortages**, such as occupations in the cleaning sector and/or care sector.

Focus #2: 1 or 2 occupations in sectors affected by **the digital transition** such as science and engineering professionals and/or the construction sector

Focus #3: 1 or 2 occupations in sectors affected by **the green transition**. It could be occupations linked to water supply and waste management has there is the highest proportion of older workers in the EU (40.7% in 2021) and are projected as occupation with the most pressing replacement needs.

Topics covered

Labour shortages - Green transition - Digital transition - Age discrimination - Older women at work - Menopause - Informal care - Mental health - Digital skills - Re-skilling - Flexibility at work - Working conditions

List of activities and Timeline

Q4 2024:

- Literature review and desk research
- List of topics to address per sector and type of transition
- List and contacts to consult

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Annex 1

Q1 2025:

- Consultations with social partners and experts
- Desk research
- World café with members during TF meeting
- Draft a questionnaire for members

Q2 2025: Call for contributions to AGE members

Q3 2025: TF work on final recommendations and final draft

Q4 2025: Communication strategy and launch

You can stop ageism!

Please read our one-pager on communicating on older persons in a non-stereotypical way.

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.

Contact

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