AGE BAROMETER 2025

Recommendations – Green Transition

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Recommendations

Enhance policy coordination

- **Strengthen coherence** between climate, social and employment policies to ensure a fair and inclusive transition that considers ageing and the specific needs of older workers
- **Integrate flexible and tailored pathways** into just transition mechanisms, offering older workers realistic options for adaptation and retraining

Design inclusive green jobs

- **Ensure that green jobs are safe, accessible and of high quality**, incorporating robust standards for working conditions from the outset
- **Encourage the hiring of older workers** through incentives such as subsidies, quotas or dedicated programmes
- **Design inclusive work environments** with adapted facilities and flexible career paths for older workers
- **Promote alternative roles** such as advising, supervising, mentoring, that allow older workers to pass on their expertise
- **Strengthen occupational health and safety strategies**, particularly in exposed sectors such as waste management
- **Develop personalised support for older workers** to facilitate their integration and retention in green sectors
- **Promote access for older workers** to opportunities offered by the social and solidarity economy
- **Strengthen coordination with social and health services** to support the resilience and well-being of older workers engaged in the green transition

Tailor training for older adults

- **Recognise and promote the expertise and experience** of older workers as assets in the green job market

- **Develop continuing education programmes** specifically tailored to older workers through the **European Commission's Union of Skills**, ensuring their accessibility and dissemination
- **Simplify the recognition of acquired skills** to facilitate the validation of experience
- **Design age-inclusive training courses**, with practical and concrete approaches
- **Deploy targeted training in high-growth sectors** such as recycling, repair and energy renovation
- **Promote intergenerational programmes** in key areas such as agriculture, construction and maintenance to encourage the transfer of knowledge.

Ensure inclusive community resilience and just transition for older workers

- **Strengthen social and solidarity economy** by supporting models such as cooperatives, which are drivers of intergenerational cooperation and local resilience
- **Fully recognise older workers as active contributors** to community dynamics and inclusive transition
- **Develop regional conversion plans** in regions dependent on fossil fuels, with support tailored to older workers
- **Anticipate job losses** due to the green transition through enhanced sectoral social dialogue and direct retraining towards growth sectors
- **Develop mobility and relocation schemes** for affected workers, considering the specific constraints of older people
- **Encourage companies to promote generational diversity** in teams and promote this approach through labels or certifications
- **Adapt European funding** to include measures for a gradual transition to retirement, while simplifying access to funds for territories with low administrative capacity