

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 and advocacy papers, contributions and articles that AGE issued in 2025 to promote the equal treatment of older persons at EU and international levels. It includes AGE's advocacy for a strong equality framework, including our call for an EU Action Plan to Combat Ageism; our input to the consultations for the Intergenerational Fairness Strategy, our work to revive the Draft Horizontal Equal Treatment Directive, our mobilization leading to the adoption of the UN Human Rights Council resolution establishing a new working group to start drafting a new UN Convention on the Rights of Older Persons, our 2025 AGE Barometer focusing on older workers and our contribution to the EU Multi-Annual Financial Framework post-2028, among others. In total, the AGE Secretariat, together with its members that we mobilised during Task Forces and other meetings, developed more than 15 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 2025.

2. Key outcomes

2.1. Call for an EU Action Plan to Combat Ageism

The EU's equality framework continues to evolve at different speeds across discrimination grounds. While some areas benefit from comprehensive legal protection, age discrimination still lacks a coherent policy framework. Yet, robust legal standards and public policies to address ageism—at both national and international levels—are essential to fully benefit from longer lives and to ensure equality at all ages.

To deepen understanding of the gaps in the EU's policy and legal framework on ageing and age discrimination, and to develop concrete proposals to tackle ageism and uphold the rights of older persons, AGE joined forces with the European Network of National Human Rights Institutions (ENNHRI) and the European Network of Equality Bodies (Equinet).

On 6 February 2025, we co-hosted a joint policy roundtable highlighting the urgent need to strengthen the protection of older persons' rights and address age-based discrimination in Europe. The event gathered civil society organisations (CSOs), equality bodies, national human rights institutions, and European and international policymakers. Participants expressed broad consensus on the need for a strategic shift in the EU's approach to age discrimination, including the development of a dedicated EU Strategy or Action Plan to combat ageism—one of the central recommendations reflected in the event's report (in annex).

Throughout the year, AGE, its members, and its partners reiterated this proposal during consultations on the upcoming EU Strategy on Intergenerational Fairness, Annual Conference, as well as through bilateral meetings with multiple levels of the European Commission.

From February to November 2025, AGE contributed to the consultation on the Intergenerational Fairness Strategy on several occasions and through different means:

- AGE participated in the different phases of the consultation on the Intergenerational Fairness Strategy, by submitting contributions via the European Commission Citizens' Engagement Platform. As the Platform did not allow submissions on behalf of organisations, contributions were submitted individually by AGEs Secretary General, Maciej Kucharczyk, other members of staff and some AGE members. The 4 phases of the consultation were as the following:
    - Scoping
    - Vision Building
    - Strategy Ideas
    - Strategy Co-creation

- On 24 October 2025, AGE submitted its contribution to the Intergenerational Fairness Strategy, which included AGE's EU Action Plan to Combat Ageism.
- AGE also took part in different meetings organised by the Joint Research Centre via the Intergenerational Fairness Strategy Insights Coalition Work, contributing to the Insights Coalition Work document.

In addition, AGE also attended the 3rd and final European Citizens' Panel on Intergenerational Fairness, held from 14 to 16 November 2025. AGE participated as an observer and as a panelist in the Stakeholder Q&A session on Friday, 14 November, during which AGE responded questions from citizens on older people, ageism and the Intergenerational Fairness Strategy.

On 17 June, we organised our Annual Conference entitled *Intergenerational Solidarity in Europe – Multistakeholder Dialogue*. Following the Conference, AGE published a report, summarising the key takeaways from the different panellists. Additionally, AGE gathered the testimonies from 9 individuals – both younger and older people – to talk about their perspectives and lived experiences of intergenerational solidarity. These testimonies were recorded as videos through a series of bilateral interviews with the individuals concerned and are available online here.

On 1 October, the International Day of Older Persons, we publicly released our comprehensive proposal for an EU Action Plan to Combat Ageism. Grounded in human rights, equality, and intergenerational solidarity, this plan would form a cornerstone of a future EU Strategy on Intergenerational Fairness. Its ambition is to help build a fairer, more inclusive, dynamic, and resilient Union—socially, economically, and democratically. We presented the proposal at the launch of the European Intergenerational Forum in the European Parliament, as well as at other high-level events.

Our call for an EU Action Plan has been strongly supported by key civil society partners, including ERGO Network, the EuroCentralAsian Lesbian Community (EL*C), the European Disability Forum (EDF), the European Network Against Racism (ENAR), the European Women's Lobby (EWL), ILGA Europe, OII Europe, and Equinet. Together, we addressed a joint letter to Commissioner Lahbib, urging her to propose an Action Plan and emphasising that combating ageism is a shared priority across all generations and population groups.

To increase visibility of our advocacy for an EU Action Plan to Combat Ageism, we also commissioned a video (described under D4.2)

2.2. Joint action to safeguard the draft horizontal equal treatment directive

In early 2025, the European Commission announced its intention to withdraw the long-awaited draft Horizontal Equal Treatment Directive, triggering strong concern across the equality and fundamental-rights community. AGE Platform Europe responded immediately by raising public awareness and coordinating action with civil-society partners. On 13

February, we published our reaction, which was subsequently covered by European media, helping to draw wider attention to the issue. We also joined a collective civil-society initiative condemning the Commission's decision to withdraw the proposal, calling on the Commission to reconsider and to present a robust alternative legislative proposal with a clear timeline.

On 20 March 2025, AGE joined a broad coalition of European organisations to launch a public petition urging the EU not to abandon the Directive. This mobilisation aimed to demonstrate that withdrawing the proposal would leave millions of people, including older persons, without adequate protection against discrimination outside employment. The petition quickly gained visibility across Europe and became a key instrument in applying political pressure on EU institutions.

Throughout spring and summer 2025, AGE intensified its public messaging and advocacy efforts. We worked closely with our allies in the European Parliament to encourage parliamentary questions, interventions and public support for maintaining the Directive. We produced a briefing outlining the specific added value of the Directive for older persons and organised a dedicated session for our members in March 2025, encouraging them to take action at national level. AGE also continued to engage with the media and reiterated the importance of preserving the Directive during several high-level political events, including organising a dedicated session during the German Senior Citizens's Day and our Annual conference.

These coordinated efforts contributed to a turning point in July 2025, when the EU institutions announced that the Directive would not be withdrawn. AGE publicly welcomed this development as a significant victory for equality and a direct result of sustained civil-society mobilisation. While the decision did not lead to immediate adoption, it ensured that the proposal remained active and that further negotiations could still take place.

AGE also contributed to a study commissioned by the European Parliament Research Service on the social, economic and legal impact of adopting the Directive. Published in November 2025, the study demonstrated how the Directive could help address persistent inequalities affecting older persons and other groups, offering policymakers renewed justification for pursuing a comprehensive equal-treatment framework beyond employment. This research further strengthened AGE's role as a key source of expertise and helped maintain momentum after the initial political debate had subsided.

Taken together, the actions carried out in 2025 played an essential role in preventing the withdrawal of the Horizontal Equal Treatment Directive.

2.3. Mobilisation for the adoption of the UN Human Rights Council resolution

2025 marked a key milestone in our efforts toward a new UN convention. Following the conclusion of the UN Open-Ended Working Group on Ageing (OEWG) in 2024, the UN

Human Rights Council began negotiations on a resolution to establish an intergovernmental working group tasked with drafting a new UN convention.

We actively mobilized our members and allies through a dedicated newsflash, an article on CoverAge, and targeted communications to key members. Our Human Rights Manager participated in informal negotiations, representing civil society's views and engaging bilaterally with State missions and the EU delegation in Geneva. Thanks to these advocacy efforts, alongside the core group behind the resolution and other CSO and NHRI actors, the Human Rights Council adopted the resolution in April 2025 without a vote. Notably, 14 EU Member States co-sponsored the resolution - the highest level of support to date - with a couple more EU countries expressing support in negotiations or national agreements, doubling the number of supporting EU member states since the last OEWG session.

Since April, we have worked closely with staff, members, CSO allies, and external experts to develop our strategy and build capacity for upcoming negotiations. We also dedicated a special edition of our newsletter to this development. These initiatives, detailed in D2.2, led to the establishment of an Ad Hoc Task Force on the UN Convention, which will guide our negotiation efforts. Task Force members were selected in December 2025, with the first meeting scheduled for January 2026. We also launched a dedicated webpage to consolidate updated information and archived materials on the UN convention, which will serve as a central communication hub in the coming years. Additionally, a commissioned video highlighting the added value of the UN convention will support broader dissemination, as described in D4.2. Our Human Rights Manager was interviewed for Spanish Newspaper El Pais, a legal podcast and also for the webpage of the Spanish agency for older people (IMSERSO) – not yet posted online.

We continued collaborating with the Global Alliance for the Rights of Older Persons (GAROP) to provide regional perspectives and contribute to the global civil society movement. Our Human Rights Manager was appointed Chair of the new GAROP Content Working Group, which will lead content development and gather input from older persons on the ground. We also contributed to a joint online meeting organized by GAROP and the International Disability Alliance to share insights and promote mutual learning from actors involved in the UN Convention on the Rights of Persons with Disabilities. We also published a blogpost at the Human Rights Funders Networks explaining why human rights funders should engage in this work and collaborated with GAROP to prepare a dedicated online meeting for funders expected to take place in February 2026.

Finally, we initiated collaboration with the Regional Officer of the UN High Commissioner for Human Rights in Europe (OHCHR ROE) to raise awareness of the Human Rights Council resolution and explore avenues for meaningful EU participation and leadership in upcoming negotiations. A joint event is planned for January 27, 2026, in Brussels.

2.4. AGE Barometer 2025: *"Older workers and the future of work: Navigating digitalisation, the green transition, and labour shortages"*

For the past six 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 new edition 2025 of the AGE Barometer follows on from previous editions by assessing the **socio-economic situation of older people in Europe** with a human rights-based approach. Since 2023, the Barometer has focused on the employment and place of older persons in the labour market, highlighting their often underestimated potential and proposing several recommendations for the EU, national and company level. In 2023, AGE members mobilised to identify and promote good practices that strengthen the empowerment of older workers, enabling them to lead **sustainable and quality working lives**. Building on the findings of this 2023 edition, the AGE Barometer 2025 takes a cross-cutting approach by examining the impact of the three megatrends mentioned earlier, addressing both the challenges and the opportunities for today's older workers and the ageing workforce.

The development of the AGE Barometer 2025 was guided by **a collaborative and multi-layered approach**, coordinated by the secretariat of AGE Platform Europe. AGE members part of the **Employment Task Force** convened on several occasions to define the thematic scope and subtopics of this edition (see D2.4). These discussions were informed by the European Union priorities, feedback from the 2023 edition, and insights gathered through ongoing dialogue with EU and national policymakers, social partners, and civil society organisations.

Based on this preparatory work, the Task Force designed **a comprehensive questionnaire**, which was disseminated to all AGE members. This instrument enabled the **collection of national-level data and perspectives**, offering a clearer understanding of the specific challenges faced within labour markets. It also provided valuable insights into how governments, employers, and social partners are responding to the pressures of labour shortages and the digital and green transitions.

In parallel, the AGE Secretariat conducted **targeted research** and held **consultations with key experts** to complement the findings. The combined efforts of the Task Force, AGE members, and the secretariat facilitated the identification of promising practices and innovative approaches that support the inclusion and empowerment of older workers.

Based on data collected by AGE members and desk research, a report was drawn up on 18 countries: Belgium, Cyprus, The Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Malta, The Netherlands, Poland, Portugal, Romania, Spain, UK.

This methodology has enabled the AGE Barometer 2025 to present a series of inspiring practices, highlight critical challenges, and formulate strategic recommendations. These are directed at public authorities, social partners, and economic stakeholders at all levels, from

EU institutions to local companies, with the overarching aim of fostering a more **inclusive and sustainable labour market for all generations**.

The AGE Barometer 2025 was launched on 27 November and is accessible via the dedicated page on our website or directly through this link: AGE Barometer 2025.

Additional materials was developed for dissemination and advocacy purposes, including four one-pagers (on the digital transition, the green transition, labour shortages, and key recommendations) and a PowerPoint presentation for our members to present the Barometer to external stakeholders. Communication materials, including social media post templates and pictures, were also shared with our members.

2.5. Contribution to the EU Survey for the "report on the application of the racial equality directive and the employment equality directive"

AGE Platform filled in a survey from the European Commission designed to collect the information necessary for the preparation of a report on the application of Council Directive 2000/43/EC ('Racial Equality Directive') and Council Directive 2000/78/EC ('Employment Equality Directive'). (see Annex)

We highlighted the fact that the implementation of the Employment Equality Directive, particularly regarding age discrimination, remains inconsistent and problematic across EU Member States. Article 6 of the Directive allows for direct age discrimination if it serves a "legitimate aim". This flexibility has led to significant variations in national implementation, often resulting in legal exceptions that disadvantage older workers. Age is the only ground for discrimination that may be subject to exceptions under the Directive, with a wide margin for exemptions, especially concerning mandatory retirement ages and vocational training.

Despite growing awareness, maximum age requirements persist in recruitment, training, and access to employment-related benefits. Compulsory retirement ages are still enforced in many countries, effectively denying older individuals the right to work. Enforcement mechanisms are generally weak, complaint procedures are often unclear or ineffective, and sanctions for age discrimination are minimal or non-existent compared to other forms of discrimination. There is also a lack of public awareness and institutional support for older workers' rights, which hinders effective legal defence. Court jurisprudence sometimes reflects biases and stereotypes about older people, assuming a uniform decline in capacity to work with age, despite scientific evidence showing significant individual variation.

Stronger measures are needed to address these issues. Monitoring and reviewing the Directive is critical to ensure more robust protection against age discrimination, particularly regarding justified exceptions and age limits that reinforce ageist stereotypes. There is a call for a horizontal directive to complement the Employment Equality Directive and provide stronger, more consistent protections. Persistent ageism and stereotypes among employers

and recruiters continue to affect hiring, promotion, and training opportunities for older workers, and these attitudes are rarely challenged in public discourse or policy. The rise of digital recruitment platforms has introduced new, less visible forms of discrimination, as algorithms and social media targeting often favour younger candidates. The lack of age-diverse representation in media, leadership, and public campaigns further reinforces the notion that ageing is a barrier to employment.

In our contribution, we underlined that a stronger legal framework is necessary, including a complementary horizontal directive and better-resourced national equality bodies. Awareness-raising campaigns, employer training, and the promotion of intergenerational cooperation are also needed to foster a cultural shift toward valuing age diversity in the workplace.

2.6. Multi-Annual Financial Framework post 2028

During 2025, the European Commission organised public consultations on the next Multiannual Financial Framework from 2028 to 2034. The consultations covered, amongst other sectors, the sectors of Rights and Values and Crisis Preparedness, both of which are intrinsically linked to equal treatment of older persons.

AGE drafted a policy paper on the entire MFF and participated to most of the open public consultations. AGE also fully contributed to and supported Social Platform's paper on the MFF.

AGE's main contributions on rights and values (EU survey questionnaire in annex) were to retain the CERV programme as a stand-alone fund supporting civil society, highlighting the main challenges to NGOs defending equality principles: lack of funding, language barriers, digital exclusion, mobility and accessibility barriers. We called for age being explicitly included in the grounds of discrimination to be addressed by the follow-up of the CERV programme and to explore instances of intersectional discrimination. Funded organisations must be able to adequately organise physical travel and meeting and direct resources towards interpretation and translation. The work of volunteers should be recognised and financial support to third parties is an important tool for EU funds to support equal treatment in the member states, in a context of reduced civic space. We also underlined the importance for funded CSOs to be able to retain their capacity to make policy proposals and address them to policymakers in the institutions freely and independently.

On Crisis Preparedness (EU survey questionnaire in annex), we underlined that in light of institutional ageism, older persons are made vulnerable by inadequate policies. We called for better investment into environmental performance of buildings to protect older persons from heatwaves, cold waves and other extreme weather events. Similarly, densely populated areas should be targeted for developing green and blue spaces, enhancing these places' resilience, quality of life and health outcomes at once. We called for adequate investment into civil protection and public health. Also, we highlighted that older people have important skills and

may contribute to civil protection efforts if they are targeted and included in efforts to provide trainings, recruit volunteers and develop disaster preparedness skills.

2.7. Consultation on the Polish Council Conclusions on *Unlocking the potential of older people*

AGE Platform Europe was actively consulted in the development of the Polish Presidency's draft Council Conclusions on "Unlocking the potential of older people," which aim to address demographic change through EU-level policy. This initiative, also referred to as "silver transformations," aligns closely with AGE's long-standing advocacy for age-inclusive employment.

On **7 April**, AGE Secretary General Maciej Kucharczyk and Employment Policy Officer Sarah Loriato were invited by the Polish Presidency to introduce a **dedicated session of the Working Party on Social Questions, part of the EPSCO Council**. This session brought together national representatives responsible for employment and social affairs to discuss the role of older people in the labour market.

During the session, AGE presented key findings from the **AGE Barometer 2023**, which identified persistent barriers faced by older workers, including:

- Ageism in the labour market,
- The lack of support to older workers
- The need for age-friendly workplaces

AGE also announced the upcoming **2025 edition of the AGE Barometer**, which will explore how labour shortages, the green and digital transitions impact older workers, highlighting both the risks of exclusion and the opportunities for meaningful participation.

Following the session, AGE welcomed the Polish Presidency's inclusion of several AGE proposals in the revised draft of the Council Conclusions. In its official reaction, AGE called on the Presidency's efforts to promote age-inclusive employment and called on Member States to adopt ambitious measures that reflect the realities of older people in today's labour market. AGE also stressed the importance of monitoring implementation and ensuring that older workers are not left behind in the twin transitions.

For more details, see AGE's full reaction here: AGE Reaction to Council Conclusions on Supporting Older People in the Labour Market

2.8. Event on Ageism in AI

As part of the collaboration with the Social Science Centre of Berlin to the project "Ageism in AI: new forms of age discrimination and exclusion in the era of algorithms and artificial intelligence", AGE co-organised an event in Brussels on 15 May 2025.

The objectives of the event were to:

- Explore how ageism manifests in AI systems: discuss the ways in which older populations (and other age groups) may be negatively impacted by AI technologies, such as in healthcare, employment, social care, and consumer services.
- Identify gaps in AI design and policy: Understand existing gaps in current AI governance frameworks that may lead to or overlook ageism.
- Highlight real-world case studies of good practices: Showcase examples of AI systems or projects that actively promote age inclusivity and minimize the risk of ageism. Additionally, present case studies that focus on fostering inclusivity based on other characteristics, which can serve as valuable models for addressing and preventing ageism in AI technology development.
- Promote ethical and inclusive AI: Develop and recommend next steps for designing, developing and regulating AI systems that consider the needs and preferences of older people and avoid ageism.

It brought a diverse range of speakers and participants representing older people, civil society organisations, EU institutions, academia, industry and led to an informative discussion on two key areas: the impact of ageism in artificial intelligence on older people and how to design age- inclusive AI systems.
For more details, see AGE article: https://www.age-platform.eu/can-ai-truly-serve-everyone-regardless-of-age/

2.9. **Work with the Council of Europe**

On 16th April our Vice President Claude Waret participated in an informal meeting of the Committee of Ministers of the Council of Europe. The event, titled "Living together – fostering mutual respect and understanding in our diverse societies" highlighted an oft-neglected issue, namely the marginalisation of certain groups of people within our societies, in particular older persons and persons with disabilities. Our Vice President highlighted the opportunities of an ageing population but also the systemic barriers that older people face to their full participation and inclusion in society. The event helped raise awareness on the situation of older people.

Our Vice President and also our Secretary Maria Petkova also had the opportunity to participate in the annual meetings of the Conference of INGOs of the Council of Europe and relevant side events.

2.10. Work with the Fundamental Rights Agency (FRA)

In 2025 we continued our collaboration with the Fundamental Rights Agency. We participated in the monthly meetings for Brussels-based NGOs and met their Brussels representative. We also took part in the meetings of the Fundamental Rights Platform. We also contributed to their 2024 stakeholder survey giving feedback regarding their activities and outputs in 2024. We also answered the consultation on the mid term review of the Strategic Plan 2023-2028 stressing the need to expand the scope of their work on older persons and intergenerational fairness and to contribute to the UN negotiations for a new UN convention.

We also had informal working meetings with FRA Project Manager, Ms Sabine Springer and also invited her to our annual conference in Leuven on intergenerational fairness. We also provided informal feedback regarding FRA's 2026 work programme aiming to identify synergies with our work and current EU and UN priorities.

Finally, together with MARVOW project partners we sent a letter to FRA, EIGE and Eurostat regarding age limits in surveys on gender-based violence

3. **Prints of relevant profs**

Annexes

1_Joint policy roundtable on age discrimination concept note

2_Joint policy roundtable on age discrimination report

3_Intergenerational Fairness Strategy contribution

4_AGE annual conference report

5_IGF consultation Phase 1

6_IGF consultation Phase 2

7_IGF consultation Phase 3

8_Briefing horizontal directive

9_Newsflash UN Convention

10_Barometer Questionnaire

11_Barometer Guide for members

12_TF EMPL_Barometer_Digitalisation

13_TF EMPL_Barometer_Green Transition

14_TF EMPL_Barometer_Labour shortages

15_Contribution EU Survey employment directive

16_MFF consultation crisis preparedness

17_MFF consultation values

18_2024 FRA stakeholder survey

19_FRA mid term review

20_Letter FRA, EIGE, Eurostat on older women

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Online policy roundtable

The missing piece in striving for equality in Europe: the case of age discrimination

Concept Note and Agenda

6th February 2025, 10:00 am -12:10 pm CET

Link to register

Background

We are all ageing and living in an era in which advances in healthcare, improved living conditions, and declining birth rates have contributed to an unprecedented shift in demographics, leading to increasingly longer life expectancy and at the same time to older populations. Yet, our laws and public policies have not caught up with this demographic opportunity. Unless we reshape how our societies view and address ageing, we will all face discrimination and exclusion when we are older.

Globally, one in two people are ageist against older people (Global Report on ageism, 2021). European data shows that over 45% of individuals believe that age discrimination is widespread in their country (Eurobarometer on Discrimination in the EU, 2023). 52% of Europeans consider age as the main disadvantage during recruitment, which represents a five-percentage point increase compared with the previous Eurobarometer survey in 2019.

Ageism is associated with poorer physical and mental health, increased social isolation and loneliness, greater financial insecurity, decreased quality of life and premature death (by 7.5 years on average!).It also intersects with and exacerbates other forms of bias and disadvantage including those related to gender, race and disability, leading to an even greater negative impact on people's health and well-being.

The EU's equality framework runs at different speeds. We have a more comprehensive legal protection on some discrimination grounds than on others. For age discrimination, there exists no policy framework. Neither the mission letter of President von der Leyen to the Commissioner designate for equality, nor Commissioner Lahbib herself during her hearing made any reference to age discrimination. Yet, adequate legal frameworks and public policies to address ageism both

at national and international levels are necessary to reap the benefits of longer lives and ensure equality at all ages (Joint Research Center, 2024).

At the global level, UN member states have recommended among other options, a new international legally binding instrument to secure equal rights in old age (Decision 14/1 of the UN Open-Ended Working Group on Ageing). At the European level however, to this date, there is no commitment to advance equality at all ages.

Roundtable objectives

In this context, AGE Platform Europe, the largest civil society network representing the voice of older people in the European Union, the European Network of National Human Rights Institutions (ENNHRI) and the European Network of Equality Bodies (Equinet) have joined forces to discuss with policy actors and experts ways to strengthen protection against age discrimination in Europe. This online roundtable aims to:

- Increase understanding of the existing gaps in the EU policy and legal framework on ageing and age discrimination;
- Generate concrete ideas to fight ageism and strive towards the respect and protection of the human rights of older persons at European level;
- Discuss ways of collaboration between European policy actors, National Human Rights Institutions (NHRIs), National Equality Bodies (NEBs) and Civil Society Organisations (CSOs) to drive next steps towards a more equal, age-friendly Europe.

Agenda

09:30 – Opening of online meeting platform

10:00 – Opening remarks (Debbie Kohner, ENNHRI Secretary General)

10:10 - Equal rights in old age - state of the art in Europe - *Presentation by Claudia Mahler, UN Independent Expert on the Enjoyment of All Human Rights by Older Persons*

10:20 – What should the EU do to ensure equality at all ages? *Moderated by Anna Chabiera, Expert Department of Equal Treatment, Polish Commissioner for Human Rights*

Proposals by:

- Ana Carla Pereira, Director Equality and Non-Discrimination, DG JUST, European Commission

- Idoia Mendia Cueva, MEP
- Maciej Kucharczyk, Secretary General, AGE Platform Europe

10:45 - Open discussion with participants, moderated by Nena Georgantzi, Human Rights Manager, AGE Platform Europe

11:50 – Remarks by Ms Stavroula Georgiou from Deputy Ministry of Social Welfare of Cyprus

12:00 – Closing remarks and next steps (Tamás Kádár, Co-Director, Equinet)

12:10 – Closing of the meeting

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Online Policy Roundtable Report

The missing piece in striving for equality in Europe: the case of age discrimination

6th February 2025

On 6 February 2025, AGE Platform Europe, the European Network of National Human Rights Institutions (ENNHRI), and Equinet – the European Network of Equality Bodies – co-hosted a joint webinar exploring the urgent need to strengthen the protection of the human rights of older persons and to address age-based discrimination in Europe. The discussion brought together civil society organisations (CSOs), equality bodies, national human rights institutions, and European and international policymakers. The webinar aimed to assess existing gaps in the EU legal and policy framework and to map a more inclusive way forward for the benefit of people of all ages.

Acknowledging Longevity, Addressing Inequality

Participants highlighted how Europe's increasing longevity must be embraced as a shared opportunity across generations. Yet, despite the demographic shift, age discrimination remains one of the most widely accepted and least challenged forms of discrimination in Europe—both in law and society. Older persons continue to face systemic barriers including poverty, social exclusion, inaccessible environments, the digital divide, and insufficient opportunities for participation. The climate crisis and digitalisation pose additional emerging challenges that require urgent and targeted policy responses.

Further reading:

- Joint AGE-OHCHR-WHO-YFJ paper on Advancing Age Equality and Fighting Ageism for People of All Ages
- Equinet discussion paper: Fighting discrimination on the ground of age

Equality Cannot Be Secondary to Economic Goals

Speakers warned that while economic competitiveness is a legitimate goal, it should not compromise EU's commitment to equality. Current EU and national policies often undervalue or even suppress the rich contributions older persons can and do make in all areas of life, instead of

enabling them to be agents of change and growth. The EU must consistently promote age equality, be it in existing laws and policies (such as the Passengers' or victims' rights, equality strategies, the Action Plan on European Pillar on Social Rights, etc.) and upcoming initiatives, like the EU strategy on intergenerational fairness.

Further reading:

- ENNHRI Website on rights of older persons
- Equinet's website on age equality
- What is a rights-based approach to ageing

Gaps in Legal Protection: A Need for Broader and Stronger Safeguards

A key theme was the gap between current EU legal frameworks and the realities of Europe's ageing population. Participants pointed out that the Employment Equality Directive, while a landmark measure, allows broad exceptions to the prohibition of age discrimination, which in practice reinforces systemic ageism. Moreover, legal protection remains largely limited to the field of employment, despite widespread age discrimination across other areas—including financial services, healthcare, housing, and access to digital technologies. The long-standing failure to adopt the Horizontal Equal Treatment Directive, first proposed in 2008, was cited as a major barrier to progress. Participants also stressed the need to expand EU legislation to explicitly address hate speech and hate crimes targeting older persons, as these forms of age-based violence and hostility remain insufficiently recognised under current law.

Further reading:

- Age discrimination law outside the employment field
- Joint statement on the withdrawal of the draft horizontal equal treatment directive
- Equinet synthesis report on the future of equality in Europe

The need for an EU Equality Strategy on Age

There was broad consensus on the need for a strategic shift in the EU's approach, calling for a dedicated Age Equality Strategy. This should move away from viewing older people as care recipients or burdens, and instead recognize them as rights-holders entitled to equality, autonomy, dignity, participation, and contribution. The strategy would address current gaps in the EU's equality framework, promote a human rights-based approach, and support better enforcement of anti-discrimination laws. It would also improve data collection -disaggregated by age and other characteristics - informing evidence-based policymaking and guiding inclusive

policies on the ground. An EU Age Equality Strategy must complement existing strategies and be developed with active stakeholder participation and strong monitoring mechanisms.

Further reading:

- AGE Platform Europe proposal for an Age Equality Strategy and 2-page summary

Intersectionality and Inclusion

The importance of an intersectional perspective was a recurring theme in the webinar. Specific challenges faced by older women, older persons with disabilities and older LGBTI+ were raised. An overarching action plan on intersectionality at the EU and national level that would work in tandem with ground-specific initiatives could boost robust implementation, monitoring, and coordination between existing and future strategies.

Further reading:

- The LGBTIQ equality strategy 2020-2025
- The gender equality strategy 2020-2025
- The strategy for the rights of persons with disabilities 2021-2030
- The EU anti-racism action plan 2020-2025
- The EU Roma strategic framework for equality, inclusion, and participation 2020-2030

Data and Evidence Gaps

Effective policymaking requires a solid evidence base. Participants highlighted the persistent lack of reliable and disaggregated data on age-related discrimination, which severely limits the ability to design inclusive and targeted policies. There was a clear call for improved data collection practices that capture all age groups and account for multiple, intersecting grounds of discrimination. Without such data, the structural and overlapping barriers faced by older persons - especially those from marginalised or underserved groups - remain invisible in policy frameworks.

Further reading:

- Global report on ageism
- UN Independent Expert report on the data gap conundrum
- ENNHRI's Handbook on Monitoring the Human Rights of Older Persons and Long-term Care

Global Momentum and the Role of International Frameworks

Participants welcomed the Council of Europe's recent report and resolution on overcoming age-based discrimination and encouraged greater EU engagement with global processes, particularly renewed support for a United Nations (UN) Convention on the Rights of Older Persons.

Further reading:

- UN Human Rights Council resolution establishing a working group to start drafting a new UN convention
- Council of Europe Parliamentary Assembly Report, Resolution and Recommendations on Overcoming age-based discrimination against older persons (2025)
- Council of Europe Recommendation (2014)02 on the promotion of human rights of older persons.
- ENNHRI guidance paper on current engagement opportunities for European NHRIs to work towards a new UN Convention on the Human Rights of Older Persons

Strengthening National Human Rights Institutions and Equality Bodies and Safeguarding Civic Space

National Human Rights Institutions (NHRIs) and Equality Bodies play a vital role in promoting a rights-based approach to ageing and tackling age discrimination. With new EU standards in place, all Member States and candidate countries are now required to ensure that equality bodies cover age discrimination (in the area of employment), as well as that guarantees of independence are in place and that they are equipped with sufficient resources to effectively carry out their mandate. Participants raised concerns about budget cuts for NHRIs, Equality Bodies and lack of funding for CSOs. Safeguarding Equality Bodies, NHRIs, civil society, and other human rights defenders remain a key priority amid shrinking civic space.

Further reading:

- Equinet's legal digest on standards for equality bodies
- ENNHRI's proposal for an EU Recommendation on NHRIs
- ENNHRI's rule of law report on civic space and enabling environment for NHRIs and civil society organisations
- Summary Equinet-AGE seminar on fighting ageism
- Swedish Institute for Human Rights: Summary of Study on human rights of older persons in long-term care

- Commissioner for Human Rights of Poland, Letter of intervention: access to free time activities for older persons offered at local level should be free from a community interview.
- Commissioner for Human Rights of Poland, Letter of intervention: rights of older persons – counteracting ageism.
- Finnish Human Rights Centre Preliminary Study on Ageism and Age Discrimination

The Path Forward: Cooperation and Concrete Action

Stronger collaboration among all stakeholders - civil society organisations, Equality Bodies, NHRIs, EU institutions and other regional and international actors- is essential to dismantle systemic ageism, promote intergenerational solidarity and fairness and to ensure older persons can enjoy full equality. Such progress is only possible through coherent legal frameworks and sustainable political and financial support.

Further reading

- Short guide to avoid stereotypical communication when talking about ageing and older people
- FUTURES Citizens' Workshop on Ageism (2024)

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European Commission

Law

Feedback from: AGE Platform Europe

1. Have your say - Public Consultations and Feedback *(./have-your-say)*
2. ...
3. Published initiatives *(./have-your-say/initiatives)*
4. Strategy on intergenerational fairness *(./have-your-say/initiatives/14768-Strategy-on-intergenerational-fairness)*
5. Feedback from:

Feedback reference	F33096147
Submitted on	24 October 2025
Submitted by	Apolline Parel
User type	Non-governmental organisation (NGO)
Organisation	AGE Platform Europe
Organisation size	Small (10 to 49 employees)
Transparency register number	85083981189-35 *(http://ec.europa.eu/transparencyregister/public/consultation/displaylobbyist id=85083981189-35&locale=en)*
Country of origin	Belgium
Initiative	Strategy on intergenerational fairness *(/info/law/better-regulation/have-your-say/initiatives/14768-Strategy-on-intergenerational-fairness_en)*

'The EU has a legal obligation under its Treaties to promote intergenerational solidarity, equality, and non-discrimination. Combating discrimination and promoting equality at every stage of life ensures that age is never a barrier to opportunity, participation, or dignity for current and future generations. This means equal access to lifelong learning, meaningful employment, sustainable and adequate income, accessible and affordable housing, transport, goods and services, including the choice between analogue and digital solutions. All generations should

be equally valued, their perspectives heard and respected. Intergenerational fairness cannot be achieved without solidarity across and within age groups, included among older people themselves. To achieve an intergenerationally fair Union, the EU must close a persistent gap: the absence of a dedicated and strategic approach to tackling ageism affecting people of all ages. Addressing ageism is essential in the context of Europes demographic transformation. Eurostat projects that the share of people aged 65+ in the EU will rise from 19.2% in 2016 to 29.1% by 2080, highlighting the need for a strategic, rights-based approach that recognises the opportunities of ageing. Tackling ageism is key to fostering intergenerational solidarity. As demographic shifts reshape European societies, the EU has an opportunity to develop solutions benefiting all generations and promoting equality, enhancing competitiveness, and strengthening preparedness for future societal challenges. The EU has a historic opportunity to lead by example through an Intergenerational Fairness Strategy. AGE calls for an EU Action Plan to Combat Ageism, built on human rights, equality, intersectionality and solidarity between generations. This plan should: - Provide the backbone of the EU Strategy on Intergenerational Fairness, ensuring coherence with other Equality Strategies. - Address the structural barriers preventing current and future generations from fully enjoying their rights and equal opportunities. - Help shape a Union of Equality that is fairer, more inclusive and resilient for all. AGE proposes 9 flagship initiatives as the basis for this Action Plan: 1.Review EU law for compliance with age equality principles and propose new legislation to address legal gaps in existing inequalities, especially in cross-border and digital contexts 2.Organise a high-level annual event on 1 October (UN International Day of Older Persons) to spotlight older peoples rights, foster participation, share data and best practices among Member States 3.Develop a comprehensive package on age-friendly labour markets to raise older workers' employment rates, dismantle structural barriers, promote lifelong learning, and tackle workplace ageism 4.Adopt a directive ensuring adequate minimum pensions and income security, reflecting cost of living and cross-border fairness 5.Set minimum standards to recognise unpaid care in pensions and enhance social protection and support services for informal carers 6.Set EU-wide targets for home and community-based care, benchmarked through the new EU indicator framework, and support rights-based care models 7.Develop EU Guidelines to combat ageism in foreign and humanitarian

> *policy supporting civil society and championing a UN Convention on the Rights of Older Persons 8.Launch a public campaign to challenge age stereotypes, promote intergenerational solidarity, and raise awareness of older peoples rights 9.Establish a dedicated coordination body or focal point within the EC to lead EU efforts on age equality Embedding the fight against ageism into EU law and policy will close a long-standing gap in the equality framework and ensure that the EU delivers on its promise to foster intergenerational solidarity. By addressing ageism, the EU can lead a transformative shift where everyone regardless of age can fully enjoy their rights, thrive and contribute throughout their life course.'*

Feedback from: AGE Platform Europe

EN (2.6 MB - PDF - 38 pages)
Download ⇩ *()*

Report an issue with this feedback *(/info/law/better-regulation/have-your-say/initiatives/14768-Strategie%20f%C3%BCr%20Generationengerechtigkeit/F33096147/report_en)*

All feedback

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Report

AGE Platform Europe Annual Conference: Intergenerational Solidarity in Europe – Multistakeholder Meeting

AGE Platform Europe

17 June 2025

www.age-platform.eu

AGE Platform Europe Policy Statement

17 June 2025

Towards an EU Action Plan to Combat Ageism: Building a Europe That is Inclusive of People of All Ages

Seizing the Political Momentum for an EU Intergenerational Fairness Strategy

For the first time, the European Union has appointed a **dedicated Commissioner for Intergenerational Fairness, Youth, Culture and Sport – Glenn Micallef – who is responsible for the drafting of an Intergenerational Fairness Strategy**. Within the framework of Ursula von der Leyen's second mandate, the European Commission has outlined 7 strategic priorities for the 2024-2029 period aimed at enhancing Europe's global competitiveness while reinforcing its social model. These priorities place particular emphasis on promoting social fairness, advancing a Union of Equality, and fostering social cohesion to help reunite and strengthen our societies. This underlines a growing political momentum to address demographic transitions and build a more inclusive, resilient, and forward-looking Europe for people of all ages. This aligns with international developments such as the UN Convention on the human rights of older people. Indeed, on 3 April 2025, the United Nations Human Rights Council has decided to establish an intergovernmental working group tasked with drafting a UN Convention on the rights of older people. This resolution marks a significant milestone towards the adoption of a long-awaited legally binding international instrument aimed at upholding and safeguarding the rights of older people worldwide. AGE Platform Europe (AGE), together with civil society

organisations worldwide, has long advocated for such a Convention to ensure the full protection of human rights in older age.

AGE's 2025 Annual Conference took place in this crucial context. The Conference brought together institutional stakeholders, academics, civil societies representative of and for older people, and advocates (younger and older people) to explore how intergenerational fairness and solidarity can be jointly mobilised in EU policymaking. There were an opening and closing sessions and 2 panels:

- Panel 1: Addressing Shared Interests and Challenges Across Generations
- Panel 2: Intergenerational Solidarity as a Way to Combat Ageism

In addition to the panel discussions, AGE recorded three testimonies from younger and older individuals who shared their unique perspectives on what intergenerational solidarity means to them in different areas such as advertising, housing and climate change.

The objectives of the Conference were to:

- **Clarify the conceptual and practical differences between intergenerational fairness and intergenerational solidarity**.
- **Highlight the role of civil society organisations representative of older people in shaping intergenerational policies, notably the Intergenerational Fairness Strategy**.
- **Emphasize the importance of fostering dialogue, cooperation, and shared responsibility between generations, especially in addressing global challenges such as climate change and rising inequalities**.
- **Bring together diverse expert voices to contribute meaningfully to the development of the EU Intergenerational Fairness Strategy**.
- **Promote the adoption of an EU Action Plan to Combat Ageism**.

This report aims to highlight the various discussions that took place during the Conference, enhance our understanding of what is meant by intergenerational solidarity and fairness, and explore how we can further contribute to the EU Intergenerational Fairness Strategy.

Fairness Begins with Solidarity

We opened the Annual Conference with the testimonies of three younger and older advocates who shared their perspectives on what intergenerational solidarity means to them.

> *Intergenerational solidarity means to me working together like a family. They fall out sometimes, that's ok, that's part of it. But they respect each other and hear what each other's saying. Today, it is so important to [strengthen dialogue between generations] because there is a gap between generations. They're misunderstanding each other. And it's mainly because there is a myth which has grown up about generations which started in advertising that we're all different. Each generation is different, and I don't believe it.*
>
> Clive Colledge, retired Art Director in Advertising and Marketing

Since the launch of the EU Intergenerational Fairness Strategy, some of us – including our members – have sought clarification regarding the distinction between "solidarity" and "fairness". Several of our speakers have attempted to provide an explanation.

Dr. Gemma Carney, Associate Professor of Social Policy and Ageing at Queen's University Belfast, opened the Conference by situating the debate within the wider political and social context. She underlined how the crisis of democracy and the rise of populist discourses often create and even exploit intergenerational divides, something that is rarely mentioned in mainstream media. To counter these harmful narratives that seek to set generations against others, she insisted on our responsibilities as individuals, organisations and institutions to reframe the conversation and debunk harmful myths:

1- **Ageism only affects older persons** – In reality, ageism can impact individuals across the life course, particularly both teenagers and older people.
2- **Older people predominantly vote for authoritarian and far rights movements** – Evidence from the 2024 EU elections in Germany suggests otherwise: people over 60 had the lowest rate.
3- **Each generation will be economically better off than their parents** – All generations now face uncertainty and economic setbacks, reinforcing the need for mutual support and cooperation between generations.
4- **Fairness trumps solidarity** – While fairness is often seen as a governmental duty, true fairness cannot be achieved without solidarity. **Life is never fair and inherently unequal, and it is through acts of solidarity that we can ensure justice for all**.

From her side, **Deša Srsen, Member of Cabinet for the Commissioner on Intergenerational Fairness, Youth, Culture and Sport**, explained why the European Commission chose intergenerational fairness over intergenerational solidarity:

- To ensure that current generations act collectively in the interest of future generations.
- To ensure "symmetry" rather than "dependence – it is important to highlight the empowerment and contribution of different generations. The European Commission understands "intergenerational solidarity" primarily in terms of dependency and vulnerability.

During the second panel, **Professor Arnstein Aasve – Professor in Demography at the Bocconi University and lead researcher of the FutuRes project** – presented his work on the **EU Index on Intergenerational Fairness**. This Index aims to assess various aspects of interactions between individuals from different age groups, with a particular focus on fairness across generations.

The Index is divided in 4 dimensions:

1. **Economic Fairness** – examining age-related disparities in poverty rates, labour market participation, job quality, and earnings.
2. **Public Goods Accessibility** – measuring differences in access to essential public services and infrastructure that influence well-being and life opportunities.
3. **Relational Equality** – addressing issues such as social isolation, discrimination, and mental health, which affect the quality of intergenerational relationships.
4. **Political Equality** – evaluating the degree of political representation and influence across age groups, including responsiveness within democratic institutions and intermediary bodies.

Professor Aasve stressed the need for drafting EU policies that are inclusive of people of all age groups if we want our societies to successfully navigate demographic shifts and tackle the root causes of inequalities. He concluded by noting that, in the context of his research – which will contribute to the Joint Research Centre's work on the Intergenerational Fairness Strategy – fairness is more easily measurable than solidarity, which may explain the preference for this term in the policy framework.

According to **Moira Allan, co-founder and International Coordinator of the Pass It On Network and AGE Platform Europe member**, intergenerational solidarity means recognising and supporting people of all ages, regardless of their situation. She emphasized that solidarity is not abstract – it is about care, participation, and social cohesion in everyday life. She mentioned that it is crucial that people of all ages remain united by being curious of one another, co-generating innovative solutions, engaging in communication, collaborating effectively in order to overcome age-related biases and co-create solutions for shared challenges.

From our members, talking about **intergenerational solidarity** rather than **intergenerational fairness** emphasizes mutual support and cooperation between generations, to promote shared responsibility, social cohesion, and collective well-being.

Fostering Intergenerational Dialogues at Local and National Levels – National Best Practices

Several speakers presented intergenerational initiatives at both local and national levels, which can serve as best practices for the implementation of the Intergenerational Fairness Strategy.

During the first panel, Moira Allan presented the outcomes of the MEET project, conducted in over 15 countries, which aimed to promote the value of democracy and incite people to vote, especially in the context of the 2024 EU elections. As part of this initiative, AGE Platform Europe and the European Youth Forum co-drafted the "United Across Generations" Declaration, which:

- Calls on EU institutions to prioritise the fight against ageism and age discrimination.
- Encourage citizens to act and engage with awareness for future generations, ensuring today's decisions benefit people of all ages, people not born yet and the planet.
- Promotes intergenerational dialogue, connections, and volunteering.
- Urges the European Parliament to value the complementary roles and contributions of younger and older people.
- Advocates for inclusive and respectful online spaces that are accessible to all age groups, without any age discrimination.

Carole Gadet, in charge of intergenerational projects in éducation nationale France (académie de Paris), member of a network of COST European researchers, and founder of the 'Ensemble demain' association presented a unique intergenerational project. This French project seeks to develop educational initiatives that promote intergenerational knowledge-sharing, bringing together young people with students, parents, grandparents, active older adults, and those in need of care. This programme encourages interdisciplinarity in different departments across France.

Alice Latta, Project Manager at ENTR'ÂGES, and AGE member spoke about her organisation, which specifically works on intergenerational solidarity at the Belgian level. The organisation develops educational tools and raises awareness of the following issues:

- Addressing children's perceptions of youth and old age to prevent discrimination and mistreatment.
- Moving away from a homogeneous vision of both young and older people.
- Understanding the concept of ageism and encouraging reflection on how individuals can act against ageism and age discrimination.

These national organisations of and for older people highlight how national initiatives play a vital role in addressing age-related stereotypes and discrimination and demonstrate the importance of aligning such grassroots efforts with broader European policymaking on intergenerational solidarity and fairness.

In the second testimony, **Lisi Brizuela, Founder & Managing Director of Leb Bunt e.V. / Das Hallo Projekt**, an intergenerational housing initiative in Germany presented the project together with 2 participants: **Angelika Bär** and **Dr Varsha Shivakumar.** Both participants highlighted the many benefits of such a project, noting how it helped deconstruct their unconscious ageist biases and broadened their perspectives.

In the third testimony, we heard the perspectives of 3 climate activists: **Godela von Kirchbach, Board member of European Grandparents for Climate, Mogens Jorgensen, Member of the Grandparents' Climate Action in Denmark and European Grandparents for Climate and Agata Meysner, President of Generation Climate Europe.** They explained why it is important for them to engage in the fight against climate change from an intergenerational perspective.

Solidarity among all people is vital to battle climate change. We all sail on the same boat through the universe and damage to the

boat anywhere makes everyone unsafe. We are all deeply social beings, and we all go through the phases of childhood, youth, adulthood and old age. So we should also consider these stages as shared experiences among us all.

Godela von Kirchbach, Board member of European Grandparents for Climate

Implementing Intergenerational Solidarity Across Europe

We were honoured to have with us **Pia Ahrenkilde Hanse, Director General for DG Education, Youth, Sport and Culture**. In her keynote speech, Ms Ahrenkilde Hansen, reaffirmed the EU's commitment to inclusive governance and responsive legal systems. She acknowledged the demographic shifts Europe is facing and stressed the importance of intergenerational policies embedded within the Intergenerational Fairness Strategy. She also highlighted the crucial role of collaboration to reinforce the European Social Model – *a framework for social policy in the European Union that emphasizes a balance between economic competitiveness and social progress*. Yet, her speech placed a strong emphasis on younger generations, particularly in relation to the labour market. In response, she explained that empowering young people, developing their skills, and ensuring access to housing and employment are essential conditions for safeguarding the well-being of older people. While this perspective highlights the interdependence between generations, it lacks a parallel emphasis on the **empowerment of older people, who deserve equal opportunities in different areas. It is crucial that equal attention and resources be devoted to both younger and older people, especially via the civil society organisations that represent them, in order to build intergenerationally fair societies.**

We were also honoured to share messages from **Members of the European Parliament, Idoia Mendia (S&D, Spain) and Michał Szczerba (EPP, Poland)**, who each recorded a short video underscoring the importance of intergenerational solidarity. **MEP Idoia Mendia** emphasized that addressing the shared challenges faced by both younger and older people requires a genuinely intergenerational approach – particularly in areas such as housing, the labour market, and care services. From his side, **MEP Michał Szczerba** highlighted the demographic transformation in the EU and stressed that **intergenerational fairness is key to turning this shift into a positive change**. They emphasised the importance of ensuring that the Intergenerational Fairness Strategy connects people of all ages – promoting dignity at every stage of life, equal access to services, and policies that foster connection and contribution across generations. They also stressed the need to place intergenerational solidarity at

the core of the Strategy, alongside a strong human rights-based approach and firm commitment from both the European Commission and Member States.

Deša Srsen, Member of Cabinet, Commissioner for Intergenerational Fairness, Youth, Culture and Sport, in charge of drafting the EU Intergenerational Fairness Strategy, explained that the Strategy will include measures to combat ageism and age discrimination, highlighting its significant economic harm. Despite growing concerns among our members that the Strategy primarily focuses on younger generations, Deša Srsen reassured them that empowering younger people will not come at the expense of older generations. She insisted on the fact that the Citizens' Engagement Platform was not the only way to contribute to the Strategy but that members could send their contributions on behalf of their organisations directly to the European Commission.

The Annual Conference also served to influence and inform the Cyprus Presidency, represented by **Stavroula Georgiou, Administrative Officer at the Deputy Ministry of Social Welfare in Cyprus**. After presenting the main priorities of the Cyprus Presidency regarding the rights of older people – namely long-term care, social protection, and active ageing – she highlighted the crucial role of the Presidency in ensuring continuity between institutions, Member States and civil society organisations and other relevant stakeholders.

The Fundamental Rights Agency (FRA), represented by **Sabine Springer, Project Manager of the Equality, Roma and Social Rights Unit**, presented the FRA's work on intergenerational solidarity: the FRA has established a Youth Advisory Panel to provide young people with the opportunity to contribute to its activities and priorities. However, no similar advisory structure currently exists for older people. This highlights a significant gap in representation and underscores the need to create mechanisms that also amplify the voices of older persons in shaping EU policies.

Johanna Schima, Vice-President of Make Mothers Matter, shared a powerful example of solidarity in practice: **informal care provided by grandparents**. This support structure not only strengthens family bonds and mental health but also

sustains intergenerational cohesion. However, she underscored that **such care is real work and should be valued and recognized in social EU policies**.

Claire Champeix, Senior Policy Officer at Eurocarers, echoed Johanna Schima's remarks regarding informal care and its economic value**. Informal care is a vital expression of intergenerational solidarity between different age groups**. The value of unpaid informal care in the EU is estimated to be between 2.4% and 2.7% of the EU gross domestic product (GDP). **A shift from informal to formal care would require a 109% increase in the share of GDP devoted to long-term care, underscoring the crucial role played by older people as informal carers – especially older women, who make up the vast majority of informal carers compared to older men**. Too often, intergenerational solidarity is misunderstood or reduced to discourses where older people are seen primarily as a burden to society. However, this perspective overlooks the significant and active contributions that older people make. Recognising and valuing these contributions is essential to fostering genuine solidarity between generations and building inclusive societies where every age group plays a vital role.

The Involvement of the EU in Engaging in a Legally Binding Instrument that Would Benefit People of all Ages

Claudia Mahler – the UN Independent Expert on the enjoyment of all human rights by older persons reminded us that today's younger generations are the older generations of tomorrow. **To effectively combat ageism and age discrimination, a legally binding instrument is needed to establish minimum standards for the protection and promotion of the rights of older persons**. Drawing on the example of the Convention on the Rights of People with Disabilities (CRPD), which has had a significant and transformative impact at EU level, she highlighted how a UN Convention on the rights of older persons could similarly drive legal, policy and societal change.

Such a Convention would help close existing normative and implementation gaps, reinforce accountability, and provide a comprehensive framework to guide Member States. **The EU has a central role to play. Its leadership is key to shaping the content of the Convention, ensuring coherence with EU**

competences, and promoting the inclusion of core human rights principles such as intergenerational solidarity, fairness, and the full participation of older persons in society. Without such involvement, there is a risk that the Convention may not adequately reflect the realities, perspectives and aspirations of older persons in Europe and beyond.

Regarding how civil society organisations can participate in the drafting process of the UN Convention, Claudia Mahler explained that they can get involved in 3 different ways:

- **Strengthening national engagement and alliances**: there is a need to build momentum at the national level by fostering awareness around ageing issues. Bringing the EU perspective into national discussions is key. More collaboration between the European Commission and the United Nations in Geneva is needed.
- **Building a strong and vocal movement for older people**: older people are still not loud enough in advocating for their rights. A collective, visible, and assertive movement is needed to demand recognition of the human rights of older people and action.
- **Driving a paradigm shift**: we must work toward a rights-based approach, where older people are active contributors of policies that concern them. This notably require the consistent involvement of civil society organisations that represent the voices of older people, such as AGE.

The Way Forward: AGE is calling for an EU Action Plan to Combat Ageism

As **AGE Platform Europe President Heidrun Mollenkopf** concluded, achieving intergenerational fairness requires dismantling societal silos. In today's Europe, generations live in increasingly segregated environments: young people in schools, adults in workplaces, and older persons in volunteering and often isolated. We must intentionally create inclusive spaces – both physical and digital – where individuals of all ages can interact, share experiences, express fears and hopes, and co-build solutions.

AGE Platform Europe strongly calls for an **EU Action Plan to Combat Ageism**, as part of the broader Intergenerational Fairness Strategy. Such an Action Plan should be grounded in:

- A human rights-based approach.
- A life-course approach.
- An intersectional lens that acknowledges the multiple and intersectional forms of discrimination faced by older women, LGBTIQ older people, racialised people and older people with disabilities, and any other groups that are marginalised.
- A recognition that both fairness and solidarity must be foundational principles of EU policy, **within and in-between generations**.

How Can You Engage?

If you would like to contribute to shaping the Intergenerational Fairness Strategy:

- Participate in consultations via the Citizen's Engagement Platform, calling for an EU Action Plan to Combat Ageism.
- Join AGE Platform Europe's efforts to combat ageism and advance intergenerational solidarity and fairness by giving visibility to our Secretary General, Maciej Kucharczyk's contribution on the Citizen's Engagement Platform. You can like and endorse his contribution, which calls for an EU Action Plan to Combat Ageism.
- Subscribe to our newsletter to stay informed and receive the latest updates about our activities.

Solidarity is a precondition for our society, for living together, for cohesion and for mutual support. It is positive to hear from the Commissioner, Member States and organisations that they want to fight against ageism, that they want to create measures and strategies for intergenerational justice, fairness and solidarity. But we are living in and experiencing a segregated society and communities. We have to create more space for the exchange of our experiences, fears for the future and positive experiences.

We need to create a common understanding and cohesion in society.

Heidrun Mollenkopf, AGE President

You can stop the perpetuation of 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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Transparency Register ID: 16549972091-86

Intergenerational fairness – Contribution (April 2025)

Maciej's Contribution to the Intergenerational Fairness Strategy 1st Phase

Title

EU action plan to combat ageism will allow young and old to flourish

Final Text

To achieve a 'Union of Equality', we need to tackle age discrimination and the structural barriers that prevent people of all ages enjoying equality throughout their lives. Challenging discriminatory narratives and practices, such as ageism, and reviewing socio-economic policies on the basis of intergenerational solidarity and fairness is vital to deal with a fractured and fragmented society and economy.

AGE Platform Europe is calling to embrace age equality into all European policies and initiatives to ensure that the needs and aspirations of an ageing society are met: https://www.age-platform.eu/areas-of-work/age-equality/

It is about conceiving fairness, inclusion and cohesion throughout life and across all areas, in education, employment, health and care, adequate income, civic and political participation etc.

Ageing is an opportunity, even more so in times of multiple crises; we can only build resilience and prosperity in a society where people thrive at all ages, where our differences are mutually nourished by respect and solidarity.

To achieve age equality, we need an EU Action Plan to Combat Ageism. The plan should be an integral part of the EU's Strategy on Intergenerational Fairness, based on human rights, intersectionality, equality and solidarity within and between generations. It should ensure coherence between the EU's and member states' commitments to equal rights for all ages, while contributing to sustainable growth, competitiveness and cohesion.

1491 characters with spaces

Maciej's Contribution to the Intergenerational Fairness Strategy 2

Visioning Phase: Imagining Intergenerationally Fair Futures

As we move into the visioning phase, we invite you to imagine what an intergenerationally fair future could look like. Your stories can help shape a collective vision.

Imagine a society where understanding, empathy, and cooperation between generations breathe life into our communities.

Vous devez résumer votre contribution dans un titre contenant moins de 150 caractères. Vous avez droit ensuite à 1 500 caractères pour présenter votre contribution.

An EU Action Plan to Combat Ageism to Ensure a Sustainable Future for All Ages and Generations Based on Solidarity

In an intergenerationally fair future, people of all ages should enjoy equality in daily life – education, employment, clean air and water, accessible housing and transport, universal, affordable and person-centred healthcare, adequate income, inclusive civic and political participation… For older people, this means access to lifelong learning, meaningful employment, sustainable and adequate old-age income, age-friendly environments, goods and services, including the choice between both traditional and digital solutions. All generations should be equally valued, their perspectives heard and respected. In a truly inclusive society, ageing should be celebrated – not seen as a burden – and ageism combatted like any other form of discrimination that hinders individual well-being, solidarity and social cohesion.

To build a society that values every person and generation and protects human rights from birth to death, AGE Platform Europe calls for an EU Action Plan to Combat Ageism, embedded in a broader EU Strategy on Intergenerational Fairness. Ageism is not yet addressed with the same ambition as other forms of discrimination so political will is needed. Coherence between EU and national equality frameworks is vital to support social cohesion, well-being, competitiveness and sustainable growth.

Only by affirming the equal worth and rights of all generations can we build an inclusive, solidaristic and sustainable Europe – where everyone can thrive at every stage of life.

1490 characters.

Maciej's Contribution to the Intergenerational Fairness Strategy_3rd Phase

Strategy Ideas: What We Can Do to Realise Our Visions

The next phase in the process is 'Strategy ideas'. We'll think about key ideas and actions we can undertake to realise the visions we collectively built and shared. Join us to decide together how we can create a more fair future together.

Vous devez résumer votre contribution dans un titre contenant moins de 150 caractères. Vous avez droit ensuite à 1 500 caractères pour présenter votre contribution.

An EU Action Plan to Combat Ageism to Ensure a Fairer Future Together

To achieve an intergenerationally fair future, the EU must close a persistent gap: the absence of a dedicated and strategic approach to tackle ageism and age discrimination. Despite being widespread across all areas of society, age discrimination is only covered by EU law in the field of employment and remains one of the least addressed forms of inequality within the EU framework.

The EU now has a historic opportunity to lead by example through the development of an **EU Action Plan to Combat Ageism**. Enshrined in human rights, equality, and solidarity between generations, this plan will lay the foundation for a broader **EU Strategy on Intergenerational Fairness**. It will help shape a 'Union of Equality' that is fairer, more inclusive and resilient for present and future generations – socially, economically, and democratically. AGE's EU Action Plan to Combat Ageism proposes 9 flagship initiatives across key areas: employment and skills, adequate income and social protection, health and long-term, and the EU's engagement in the drafting of a UN Convention on the Rights of Older Persons.

Embedding the fight against ageism into EU law and policy will close a long-standing gap in the equality framework and ensure that all people – regardless of age – can fully enjoy their human rights. By addressing ageism as a structural barrier, the EU should lead a transformative change shift towards a truly 'Union of Equality', where everyone can thrive throughout their life course.

1496 characters.



AGE Platform Europe's plea for the EU horizontal equal treatment directive

AGE Platform Europe

February 2025

www.age-platform.eu

Background

The proposal for a Horizontal Equal Treatment Directive was designed to establish an EU-wide **minimum level of protection against discrimination** based on religion or belief, disability, age, or sexual orientation in several areas of social life. It was meant to complement the current EU Employment Equality Directive, which prohibits discrimination in the workplace. However, this crucial proposal has been blocked by the Council of the European Union since 2008. Now, after 17 years of stagnation, the Commission has declared its **intention to withdraw** this key piece of legislation within 6 months.

Who is concerned

All persons living in the EU will benefit from anti-discrimination protection. The 2008 proposal for an equal treatment directive covers the grounds of religion or belief, age, disability and sexual orientation. While some groups are at greater risk of discrimination, **the ground of age, which covers both younger age and later life practically covers everyone from discrimination in different stages of life**. Older persons, as the fastest growing population group in the European Union are particularly concerned. We are all ageing. Without adequate protection from discrimination, **we will all miss the benefits and opportunities of a longer life.**

What is the issue

The current EU policy and legislative framework offers asymmetric and incomplete protection, covering some grounds better than others. **Age is the least covered ground among those included in the EU treaties**. As shown in the table below elaborated by the European Parliament Research Service (EPRS) Whereas the other three covered grounds covered by the horizontal directive are the subject of equality action plans/strategies, to date the EU has not adopted a strategy covering age discrimination.

Age discrimination prevent us from living to our full potential and may even affect our health, wellbeing, and life expectancy. Unless we treat age discrimination with the same gravity in law and practice as other forms of discrimination, we will deny ourselves the opportunity to fully participate in society on an equal basis with others.

Table 1 – Scope of ground- or sector-specific EU action on equality and non-discrimination

<table>
<tr><th>Ground</th><th>Employment</th><th>Social security & healthcare</th><th>Education</th><th>Access to goods and services including housing</th></tr>
<tr><td>Gender</td><td>DIrective 2006/54/EC – principle of equal opportunities and equal treatment of men and women in matters of employment</td><td>Directive 79/7/EEC – principle of equal treatment between men and women in matters of social security</td><td>Council recommendation 2022/C 469/01 on pathways to school success</td><td>Directive 2004/113/EC – principle of equal treatment between men and women in access to goods and services</td></tr>
<tr><td rowspan="2">Race or ethnic origin</td><td colspan="4">Racial Equality Directive (2000/43/EC)</td></tr>
<tr><td colspan="4">EU 2020-2025 anti-racism action plan 2020-2025 (COM(2020) 565 final)
EU framework for Roma equality, inclusion and participation (COM(2020) 620 final)</td></tr>
<tr><td>Religion or belief</td><td rowspan="5">Employment Equality Directive (2000/78/EC)</td><td colspan="3">EU strategy on combating antisemitism and fostering Jewish life (2021-2030) (2021/615 final)</td></tr>
<tr><td>Age</td><td colspan="3">Council recommendation establishing a European Child Guarantee – (EU) 2021/1004</td></tr>
<tr><td rowspan="2">Disability</td><td>DIrective (EU) 2024/2841 establishing the European disability card helps to ensure access to services for short stays in another Member State (<3 months)</td><td rowspan="2">DIrective (EU) 2019/882 on accessibility requirements for products and services</td></tr>
<tr><td>Strategy on rights of persons with disabilities 2021-2030 – COM(2021) 101 final</td></tr>
<tr><td>Sexual orientation</td><td colspan="2">LGBTIQ equality strategy 2020-2025 – COM(2020) 698 final</td></tr>
</table>

Note: EU legislative measures in blue, EU non-legislature measures in red and Commission strategies in green. Measures introduced after 2008 are in italics.

Added value

The adoption of the horizontal equal treatment directive covering access to goods and services has **benefits for individuals and for society as a whole**. The proposed directive could help to reduce the 'artificial hierarchy of grounds' in EU anti-discrimination legislation, in particular by **extending protection to the least protected ground of age discrimination**. This would improve the efficiency and effectiveness of the overall EU's anti-discrimination framework in line with the commitments included in the EU Treaties and the Charter of

Fundamental Rights. The proposed law could help to **restore trust** in national institutions and reinforce trust in the EU.

The proposed directive can also boost **competitiveness and social inclusion**, promoting **productivity**, improving physical and mental **health** and resulting in **economic gains**[1]. It can also facilitate **freedom of movement** in the internal market. The 2023 EPRS cost of non-Europe report found that the adoption of a 'horizontal equality directive' could generate up to €55 million per year, assuming a 5 % improvement in health status and educational achievement.

Problem	How the horizontal directive can help
Older citizens face barriers in freely travelling across the EU due to age limits in travel insurance products and disproportionately and prohibitively high travel insurance premiums.	The horizontal directive can levy discriminatory conditions, promote **freedom of movement** and help develop **new travel insurance and boost competitiveness** ensuring protection beyond what is currently covered by the European Health Insurance Card (e.g. compensation in case of cancellation, lost baggage, repatriation costs, etc)
Older citizens cannot drive due to age limits and disproportionately high obligatory car insurance premiums despite evidence that they cause the lowest number of accidents.	The horizontal directive can ensure **equal treatment** in accessing car insurance which is obligatory by law. Being able to drive older people, in particular those living in rural or marginalized areas are more socially included and can better **access essential services without needing support** from others.
Due to age limits older people cannot access credit to make necessary adaptations to their homes to comply with	Equal access to credits improves access to **housing**, reduces risk of energy poverty, helps achieve EU's commitments under the

1 https://www.europarl.europa.eu/RegData/etudes/BRIE/2025/765772/EPRS_BRI(2025)765772_EN.pdf

climate or energy efficiency regulations and/or prepare for their changing needs in later life.	**Green Deal**, and promotes **independent living in line with the UNCRPD** by decreasing need for social support and institutionalization in old age.
Algorithmic discrimination in the rationing and delivery of goods and services	Improved access to goods services can help improve health status, **lowering health care costs and improving wellbeing and social inclusion.**
Older people cannot volunteer due to age limits in personal liability or health insurance.	Societies benefit from older people's wealth of experience accumulated over the year and from the important **economic value** of their **voluntary participation**. Older people have increased self esteem, better levels of physical and mental health and sense of purpose. Communities benefit from more **social cohesion and solidarity between generations**.

What about costs?

The 2014 EPRS complementary impact assessment demonstrated that the majority of costs involved in the implementation of the directive are related to the duty of providing reasonable accommodation for persons with disabilities. The provisions for reasonable accommodation have changed in the compromise proposal, which would reduce the expected costs of the law. Measures of reasonable accommodations would only be required 'to the extent that they do not impose a disproportionate burden'. The proposal also mentions that landlords would not be required to make structural alterations or to pay for them unless there the Member State provided specific support. The consideration of proportionality and public financial support reduces the likelihood that service providers would have to incur costly measures themselves. At the same time, the proposed text is in

line with the United Nations Convention on the Rights of Persons with Disabilities, to which all EU Member States are party. [2]

More information

- AGE Platform Europe statement on the withdrawal of the horizontal equal treatment directive
- Joint Statement from civil society organisations
- The European Parliamentary Research Service (EPRS) briefing on equal treatment directive
- Proposal for the Horizontal Equal Treatment Directive
- European Parliament - Anti-discrimination directive
- European Commission's 2025 Work Programme
- AGE Manifesto - The Europe we want is for all ages

Contact

- Nena Georgantzi, Human Rights Manager, nena.georgantzi@age-platform.eu
- Philippe Seidel, Policy Manager and EP Liaison, Philippe.seidel@age-platform.eu

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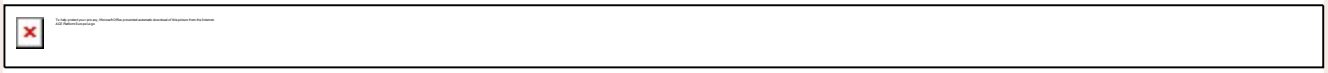
Transparency Register ID: 16549972091-86

2 https://www.europarl.europa.eu/RegData/etudes/BRIE/2025/765772/EPRS_BRI(2025)765772_EN.pdf

Nena Georgantzi

From: AGE Platform Europe <marine.luc@age-platform.eu>
Sent: Monday, January 20, 2025 12:04 PM
To: Nena Georgantzi
Subject: AGE Newsflash - Letter to mobilise your government for a UN Convention

View this email in your browser



NEWSFLASH | 20 January 2025

Call for action : Letter to mobilise your government for a UN Convention

Dear AGE Members,

Let's make 2025 the year we push for the drafting a UN convention for equal rights in old age!

In May 2024, the UN Open-Ended Working Group on Ageing concluded its mandate. Now, our efforts are shifting to the UN Human Rights Council (HRC), which will meet in Geneva for its 58th session from 24 February to 4 April 2025.

During this session, we aim to achieve two major goals:

1. Ensure the Human Right Council adopts a **resolution that proposes creating a new process to develop an international, legally binding agreement** (a convention) on the rights of older people.

2. **Secure the meaningful participation of older people** and civil society in this process.

To achieve these goals, we need your support!

What can you do?

Mobilise your government at the national level:

- Write to your government representatives (Ministry of Foreign Affairs and/or UN Missions) and **request their support for the resolution.**

- **Use the template letter** prepared by Global Alliance for the Rights of Older People, GAROP, to send your message. **You can download it by clicking this link : Template Letter.**

Act now – January 2025 is the deadline: A draft resolution is expected to be drafted in January 2025, the earlier you act, the stronger our collective impact will be!

Request a meeting with decision-makers:

- Arrange a meeting with your government to advocate for their active support during the Human Right Council session.
- Share key arguments about why a convention is crucial for equal rights in old age.

If you would like AGE to help you prepare for or join your meeting, please contact Nena Georgantzi

For a detailed explanation of how the Human Right Council adopts resolutions, including the steps from drafting to adoption, please refer to this guide on the Human Rights Council process.

Let’s work together to make equal rights in old age a reality!

Contact



Nena Georgantzi

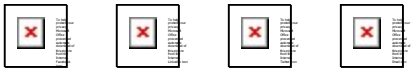
Human Rights Manager

nena.georgantzi@age-platform.eu

Share Your News with Us!

Would you like to see your organisation's news featured in AGE website or our newsletter CoverAge ?

Submit your news here





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Questionnaire for members

Barometer 2025

Name:

E-Mail:

AGE member organisation:

Member State (or European network):

*This questionnaire aims to collect information on how ongoing transformations, such as the current and expected **labour shortages but also the digital and green transitions**, are shaping the labour market.*

*The AGE Barometer 2025 will examine how the sustainability and quality of working life may be affected by these transitions, but also **how older workers can be a valuable resource in dealing with these transitions.***

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.
- Although three key sectors (healthcare, construction and water/waste management) will be analysed more closely by the secretariat, we encourage you to share all the relevant initiatives or good practices that are more general in scope or that concern other sectors.
- If you have access to specific data regarding older people with minority backgrounds such as older women, older persons with disabilities and LGBTIQ people, please, share it with us.

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

Digital Transition

*The **digital transition** is the shift to technologies like automation, Artificial Intelligence, and remote work. It creates new job opportunities, could boosts productivity, and offers more flexibility. However, it also causes job losses, widens skill gaps, and increases insecurity for some workers. With this questionnaire, we would like to understand how the digital transition in the labour market is addressed in your Member States to ensure everyone's benefits.*

1. Has digitalisation led to **the creation, the disappearance of jobs or the redefinition of competencies** in your Member State? In which sectors? Are new jobs accessible to older workers?
2. What policies or programs exist in your country to **improve digital skills throughout life** or specifically for older workers?
3. What programs and initiatives does your country have **to promote intergenerational exchange** of digital skills?
4. What initiatives using digital tools have **improved working conditions** throughout working life and the accessibility of older workers?
5. How have your government and companies addressed **the impact of digitisation on mental health** (e.g. work intensification, stress, surveillance)?
6. What are the national **guidelines on ethics** and responsibility in the use of digital tools and artificial intelligence at work?
7. How do the **social partners** (trade unions and employers), **learning institute and government** approach digital transformation? Are there any negotiations between partners?
8. Are you aware of any initiatives in the **care, construction, or waste management sectors** that specifically support ageing in the workplace using digital technology?

Green Transition

*The **green transition** is the shift towards an environmentally sustainable economy. It creates jobs in green sectors while reducing jobs in high-polluting industries and requiring workers to acquire new skills, such as green skills (knowledge and abilities that support environmental sustainability). Regional effects vary, and job losses occur, necessitating support for affected workers. We would like to know how your country ensures the balance between environmental progress and fair, inclusive employment for all ages.*

9. Have specific sectors in your country experienced **significant changes** due to the green transition? If so, which ones?
10. What initiatives are being taken by the government or industry to **develop green skills and competencies** for workers of all ages?
11. Which **national environmental regulations** have a specific impact on older workers in the labour market? In what way?
12. How is your government **supporting sectors** affected by the green transition, such as the construction sector or the waste management sector?
13. How are **social partners** (trade unions and employers) **and government** addressing the challenges and opportunities of the green transition on the labour market? Especially for older workers?
14. What are the **national awareness campaigns** on green job creation or the circular economy? Do they target workers of all ages?

Labour Shortages

Labour shortages *occur when there aren't enough qualified workers to fill available jobs, a challenge seen across many sectors today. Addressing shortages requires investment in training, better working conditions, and attracting underrepresented groups into the workforce. We would like to know if and how older workers are targeted in your country, in these times of labour shortages.*

15. What **retention strategies** are being developed at national or company level to address labour shortages?
16. What are the programs and initiatives in your country that **facilitate career transitions**? Do they target older workers, and how?
17. What **lifelong learning incentives and initiatives** in your country target older people so that they can retrain or become trainers?
18. What are the national regulations or company policies that improve occupational safety and health (OSH) in high-risk sectors, such as:
    - **Care sector:** Addressing physical and emotional risks for instance
    - **Construction sector:** Injury prevention or ergonomic support for instance
    - **Waste management sector:** Safety measures for hazardous substances and chemical exposure for instance
    - **Other sectors?**
19. Do you have any national data on **the career aspirations of older employees approaching retirement**, such as the desire to take retirement, continue working with flexible working hours, or become mentor, etc.?
20. What measures have been taken by the government, companies and learning institutes to specifically support older workers in **the care, construction or waste management sectors**?
21. Do the pension regulations in your country discourage older workers from **staying in or returning to work**, or, conversely, are there policies in place to encourage a longer working life?

Guide to contribute to the AGE Barometer 2025

How to answer the AGE Barometer 2025's questionnaire

This guide explains how to complete the Barometer questionnaire and how your input will be used. It includes information on the Barometer's objectives, preparation process, and the input expected from you as members.

What is the AGE Barometer?

The AGE Barometer evaluates the socio-economic conditions of older people across the EU and how these conditions affect the protection of their human rights.

It is based on two main sources of data:

- **EU-level statistics**, compiled and analysed by the AGE Secretariat
- **National-level data**, gathered through AGE members' input to the questionnaire.

Each edition serves as an advocacy tool, providing an overview of how policies and initiatives affect the quality of life for older people, without ranking countries.

AGE Barometer 2025 edition: focus and purpose

Each edition focuses on a different topic. In 2021, the emphasis was on lifelong learning, volunteering and intergenerational exchange. The 2023 edition centred on empowering older workers and sustainable and quality working lives, discussing age discrimination, support measures and age-friendly workplaces.

What's the focus for the 2025 edition?

Building on the AGE Barometer 2023 findings, the 2025 edition will explore how ongoing changes, including current and anticipated **labour shortages**, as well as **digital and green transitions**, are influencing the labour market.

It will assess **the impact of these transitions on the sustainability and quality of working life** and highlight **the valuable role older workers can play in navigating these changes.**

What will the Barometer do?

- **Analyse** current and future challenges for older workers.
- **Collect insights** through exchanges with experts, social partners, civil society organisations (CSOs), and EU leaders.
- **Highlight good practices** that support the inclusion of older workers.
- **Provide recommendations** for age-friendly policies and strategies to ensure that ageing in the labour market is not overlooked, and that older people are not left behind during these major transformations.
- **Serve as a practical tool** for AGE members to support their advocacy at national and local level.

The Barometer will adopt an intersectional approach in order to better understand how older people, such as older women and people with disabilities, experience these changes. 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 specific groups in line with the topics of this year's Barometer at national level, do not hesitate to include them in your responses.

Questionnaire for AGE members

The questionnaire was co-developed by the Employment and Participation Task Force and the Secretariat. It has been designed to be simple and user-friendly, asking members for the key elements needed to draft the upcoming Barometer.

The questionnaire can be accessed in the members' area: https://extranet.age-platform.eu/dashboard#/stories/post/35

Deadline for submission: 23 May 2025

General guidelines to fill in the questionnaire

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 questions.

What type of answers do you expect?

The questions mainly concern the factors of success and the obstacles encountered by ageing and older people in the labour market. They also aim to collect the good practices and initiatives that have made a difference. Feel free to illustrate your answers with concrete examples and testimonials.

Should I limit my questions to specific key sectors?

Although three key sectors (healthcare, construction and water/waste management) will be analysed more closely by the secretariat, we encourage you to share all the relevant initiatives that are more general in scope or concern other sectors.

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?

If more convenient, you can 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 adds valuable context to the statistical data collected by the secretariat. Please share any relevant publications, press releases, or communications from your organization. Even brief comments on our questions and data are highly appreciated.

Why and how shall I collect testimonies?

Personal stories enhance advocacy tools by triggering empathy and highlighting the human aspect behind statistics and policies. Ask older persons to write a few lines or record a situation (.mp4 format) to illustrate trends. All testimonies will be anonymized. If a situation is too unique, contact us before publication.

What will happen with my input?

Your answers will feed directly into the 2025 edition of the AGE Barometer. They will help highlight concrete examples and shape policy messages at EU and national levels.

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

Your input and answers to the questions shall be sent to **Sarah Loriato**, sarah.loriato@age-platform.eu

You can also contact her for any question.

THE SUCCESS AND LEGITIMACY OF AGE BAROMETER WILL DEPEND ON YOUR ENGAGEMENT. YOUR INVOLVEMENT AND INPUT ARE PRECIOUS.

Calendar

- **April - June 2025**: Call for contributions from members on the questionnaire
- **June - October 2025**: Drafting of the Barometer and **communication** strategy
- **October/November 2025**: Official launch
- **2026**: Task Force and AGE members promotes the Barometer's recommendations through advocacy work

DIGITAL TRANSITION

Barometer 2025

Opportunities Created by the Digital Transition

The digital transition presents numerous opportunities across different sectors, particularly in education, accessibility, and employment. It should ideally create **better investment in education** and the expansion of educational opportunities, ensuring individuals can develop necessary digital skills. Additionally, digital tools improve **accessibility for people with disabilities and older individuals**, enhancing their ability to participate fully in society.

For care workers, including informal carers, digitalization can lead to **better working conditions** by increasing autonomy and mobility. The fast-paced nature of digital advancements also heightens the **importance of soft skills**, which are becoming more valued but less common. Furthermore, digital tools enable greater flexibility in work arrangements, allowing some to better balance their caregiving responsibilities with their professional lives.

Barriers for Older People in a Digital Transition

Despite its advantages, the digital transition presents several challenges for older individuals. One major barrier is the **rapid pace of technological change**, which requires continuous learning and adaptation. Many older individuals struggle to allocate personal time for learning new technologies, and this can be a **source of stress and anxiety**, leading to self-depreciation and devaluation.

Additionally, the increasing reliance on digital services reduces offline accessibility, which can be particularly challenging for those who are not digitally literate. The digitalization of workplaces can also lead to a **sense of dehumanization** and difficulty in fostering teamwork. Furthermore, as digital communication favours brevity, there is a risk of **declining literacy skills and reduced analytical thinking.**

Other significant barriers include poor attendance in training programs, stronger age-related discrimination, and financial constraints, as many individuals do not allocate a

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budget for digital training. While older employees may be at lower risk of layoffs, they often face obstacles in career advancement. Moreover, the **high cost of digital equipment** can further exclude older individuals from fully participating in the digital transition.

How Digital Transition Can Empower Older People

To harness the benefits of the digital transition, initiatives must focus on empowering older individuals. **Myth-busting campaigns against ageism** can help shift societal attitudes, while digital education can stimulate critical thinking and social engagement. Participation in training programs also fosters social interaction and team cohesion, ultimately enhancing job retention.

In the Netherlands, specific initiatives targeting employees aged 55+ have demonstrated that digitalization can be instrumental in reaching marginalized groups, including women. **Employers must take an active role** in recruiting older individuals for digital training programs, ensuring greater inclusivity in the workforce. Even training unrelated to work can foster a sense of belonging and professional satisfaction.

Moreover, **artificial intelligence** must be trained in an age-sensitive manner, ensuring fair representation across different demographics, including gender and race. Training programs should also equip individuals with the skills to critically assess AI-generated content. STEM education should incorporate diversity-sensitive approaches to ensure accessibility and relevance for all individuals, including older adults.

Support Needed for Older People in a Digital Transition

A successful digital transition requires **comprehensive support** from governments, employers, and training institutions. This support should focus on unemployed individuals and specific professions, particularly in sectors facing workforce shortages. Companies must allocate time and resources for employee training and provide incentives to encourage participation.

Sector-specific training programs should extend outreach to small and medium-sized enterprises (SMEs) to ensure their employees are not left behind. Governmental incentives, such as subsidies for SMEs, are crucial in facilitating training opportunities and ensuring that digital skills are accessible to all, regardless of financial constraints.

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By addressing these challenges and implementing targeted support measures, the digital transition can become an inclusive process that benefits individuals of all ages, ultimately fostering a more equitable and technologically adept society.

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GREEN TRANSITION

Barometer 2025

A fair green transition requires a **person-centred approach** that values **the skills** of an ageing workforce. This involves continuous training throughout careers, tailored to evolving green job needs, and supported by incentives to boost motivation. Small companies, often limited by costs, need **accessible and affordable support systems**, such as public funding models inspired by schemes like France's electric car subsidies. Tools like the Just Transition Fund and collective agreements can help companies, especially with the most complex changes, such as replacing heating systems. We need nevertheless to be careful with subsides as it could create an increase in prices. Ensuring that funding is effectively delivered and usable is key to making the transition inclusive for all generations.

The green transition opens a wide range of **new job opportunities**, not only in technical fields but also in supporting sectors such as legal, HR, and training services. It also encourages the creation of **community-based jobs** that promote participation and environmental awareness at the local level. Inclusive policies such as **tax exemption** in Poland for younger workers under 27, could be duplicated for older workers, especially the one unemployed or with low income.

To fully seize these opportunities, coordinated support is needed **to facilitate transitions across companies and sectors**, including collective strategies and aggregations. Involving all stakeholders as institutions, businesses, and civil society is essential.

Better support for the green transition requires a cultural shift, starting with campaigns to change the narrative and raise awareness about how to go green, **supported by sector-specific strategies**. Combining the green and digital transitions can accelerate progress toward sustainability. Building trust through transparent communication and highlighting the benefits is essential. **A person-centred approach** must also address occupational safety and health (OSH), especially in adapting

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workplaces to an ageing workforce and tackling stress and mental health issues. **Promoting diversity and preventing discrimination** are key, alongside offering flexible yet stable work conditions that are inclusive of vulnerable groups. Ultimately, better support means creating labour-friendly environments that ensure both resilience and inclusion throughout the transition. **Support must be accessible, affordable, and tailored to the diverse needs of individuals**, companies, and communities.

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LABOUR SHORTAGES

Barometer 2025

How can labour shortages be an opportunity to strengthen the inclusion of older workers in the labour market?

Labour shortages can serve as **a catalyst** for promoting longevity management in the workplace. When employers are concerned about losing experienced staff, they are more likely to implement strategies to retain them. However, not all jobs are equally suitable for older workers. For example, while office work or consultancy roles may be appropriate, physically demanding sectors like agriculture pose greater challenges, especially compared to more flexible industries. There is also a significant opportunity to engage **older women**, particularly through part-time positions that make use of their life and work experience. Flexibility is key, especially when it comes to care responsibilities, and offering choice is essential, as not all older workers wish to return to full-time employment.

Several barriers limit the active participation of older people in the labour market, even amidst growing labour shortages. In some countries, such as Cyprus and Greece, pension regulations discourage older adults from working by imposing pension cuts if they take on a new job, creating a strong disincentive. The ability to work while receiving a pension often depends on the sector and the nature of the role. Moreover, workplace culture plays a crucial role: there is a **need for a shift in mindset to truly value the contributions of older workers**. Encouraging **intergenerational collaboration**, such as peer mentoring and the transfer of soft skill, can help bridge gaps and foster complementarity between older and younger employees. However, to make this effective, it's essential to maintain benefits and ensure that older workers are not seen as replacements but as valuable complements to the workforce.

Older women might face specific barriers to remaining in or re-entering the workforce, often due to a combination of gender stereotypes, structural issues, and caregiving responsibilities. Many are limited to small or part-time contracts, which offer low pay and little security, making it difficult to earn a decent salary—especially when only working a few days per week. Despite these challenges, the issue is rarely framed as a gender-specific one, which contributes to the persistent gender pension gap.

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Government systems and tax policies often fail to account for these inequalities, especially when full-time employment is assumed as the norm. To address this, **policies must be more sensitive to the realities of older women's lives**, offering flexible, well-paid opportunities that support both their economic independence and care roles.

Policies and initiatives

Effective policies and initiatives are key to encouraging older adults to remain in or return to the workforce. Measures such as **increasing pension benefits for additional years of work** can serve as strong incentives, though they must be designed carefully to **avoid perceptions of intergenerational competition**. Countries like Malta have already implemented transitional systems that support older workers' gradual reintegration. To make employment more attractive, good salaries, fair taxation, and improved working conditions could be essential. Excessive taxation can act as a deterrent, so simplifying the system and **promoting age-friendly workplaces** is crucial. Legal frameworks should also support **work-life balance** and autonomy at home. Finally, investment in lifelong learning and proper planning, in the dimension of the life course, is necessary to ensure older workers can continue to contribute meaningfully to society through updated skills and knowledge.

The flexibility and instability of the world of work require diversified careers, with updated and current skills. Careers that develop with training courses before and upon entry into the world of work, and that must be supported until and **beyond retirement**.

Promoting **intergenerational solidarity in the workplace** is essential for building more inclusive and sustainable labour markets. This requires coordinated efforts through **multi-stakeholder dialogue**, the effective implementation of inclusive policies, and **the fight against ageism**. Data shows that people working beyond retirement age are often found in physically demanding, non-office jobs such as agriculture or construction, highlighting the urgent need for better working conditions and work-life balance across sectors. Supporting **smoother life transitions** from work to retirement can help individuals stay active and engaged over the long term. At the same time, it's crucial to create the conditions for people to build meaningful lives beyond work,

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reinforcing community ties and social participation. Labour markets should be restructured to offer **stability,** as precarious jobs provide little incentive for continued engagement. Ultimately, fostering solidarity between generations benefits not just individuals, but society as a whole.

In managing the labour shortage, it is necessary to consider that the exit of older workers does not correspond linearly to the entry of younger workers. What must be considered is that the roles and skills held by those who leave work for retirement are not replaceable simply by integrating them with another worker.

Labour shortages offer a unique opportunity to rethink the way we value and organise work across the life course. Rather than viewing ageing as a burden, it should be seen as a resource: older workers bring experience, soft skills, and a strong sense of commitment. Older workers represent the historical memory of the organization, they know how it works and its strategies. To harness their potential, we need flexible working models, inclusive policies, and supportive tax and pension systems that make staying in or returning to the workforce both attractive and feasible. Only by creating **inclusive, person-centred systems** can we ensure that no one is left behind in the future of work.

Internal TF EMPL

Contribution ID: 678259b1-94ec-4cbc-b848-6d3b7e80fb7d
Date: 09/07/2025 10:43:58

REPORT ON THE APPLICATION OF THE RACIAL EQUALITY DIRECTIVE AND EMPLOYMENT EQUALITY DIRECTIVE Questionnaire for non-governmental organisations

Fields marked with * are mandatory.

The purpose of the following questionnaire is to collect the information necessary for the preparation of a report on the application of Council Directive 2000/43/EC ('Racial Equality Directive') and Council Directive 2000/78/EC ('Employment Equality Directive').

Legal basis
In accordance with Article 17(2) of the Racial Equality Directive and Article 19(2) of the Employment Equality Directive, the Commission's report shall take into account, as appropriate, the viewpoints of the relevant non-governmental organisations.

The last application report was published in March 2021.

Reporting approach
Due to the same regulatory approach and identical content of many provisions in the two anti-discrimination directives as well as common transposition in most Member States, the European Commission opted to provide a joint report on these two Directives.

Consultation
The report will be based on the Member States' responses. In addition, the Commission will take into account as appropriate the views of the European Union Agency for Fundamental Rights, the European Institute for Gender Equality, the European Commission against Racism and Intolerance, equality bodies, social partners, and relevant civil society organisations.

Scope of the report
The Commission will prepare its new report in 2026. This report is intended to take into account developments since 2021, identify significant or challenging aspects in the application of the Directives, focus on the challenges and concerns that have emerged since 2021, and highlight good practices.

Use of reported information
The Commission will use the information in accordance with established reporting practices. In this regard, the Commission will specifically mention non-governmental organisations in the report only to highlight good practices that can address challenges in the application of the Directives. Nonetheless, the Commission may use aggregated, non-specific data to draw conclusions on trends and cross-cutting themes in the application of the Directives.

Dissemination of the questionnaire
You are encouraged to share this questionnaire with relevant national, regional and local organisations that can provide useful information for the report.

Please complete the questionnaire by 15 July 2025.

Identification

* Name of organisation

AGE Platform Europe

* Territorial range

- (•) EU
- ( ) National
- ( ) Regional
- ( ) Local

* Email

sarah.loriato@age-platform.eu

Defence of rights

Main difficulties in the defence of rights

* Are there significant obstacles to the effective defence of rights under domestic law?

- (•) Yes
- ( ) No

* Please indicate which of the following difficulties are present (select all that apply):

- [ ] Mistrust in the legal system
- [x] Lack of awareness of legal remedies
- [x] Restrictive legal standing and representation rules or practice

- [x] 'Inequality of arms' between claimants and respondents
- [x] High thresholds for the reversal of the burden of proof
- [x] Fear of victimisation
- [ ] Too short limitation periods to lodge complaints
- [x] Lengthy and complex proceedings
- [x] Missing or deficient regulation of collective cases
- [x] Undeveloped practice of collective cases
- [ ] Regulation of the costs of proceedings hindering legal action
- [x] Lack of legal advice and assistance
- [x] Insufficient legal advice and assistance
- [x] Other (please specify)

* Please specify.

1. Legal Justifications for Age Discrimination
Article 6 of the Directive allows direct age discrimination if it serves a "legitimate aim," such as workforce planning or retirement policies.
This flexibility has led to wide variations in how Member States implement the directive, often resulting in legal exceptions that disadvantage older workers.
Age is the only ground for which direct discrimination is allowed. The directive leaves room for a wide margin of exemptions, notably regarding mandatory retirement ages and vocational training policies.
The CJEU accepted the use differential treatment in employment on the basis of age
Result is a diverging levels of protection against age discrimination across the EU

2. Persistent Age Limits
Despite increased awareness, maximum age requirements still exist in recruitment, training, and access to employment-related benefits.
Compulsory retirement ages are still enforced in many countries, effectively denying older individuals the right to work.

3. Weak Enforcement and Remedies
AGE reports that complaint procedures for age discrimination are often unclear or ineffective.
In many Member States, sanctions for age discrimination are minimal or non-existent, especially compared to other forms of discrimination.

4. Cultural and Institutional Bias
National and EU courts often treat age discrimination as less serious than other forms of discrimination.
Legal procedures must be made more accessible for claimants raising age discrimination cases, with a clear shift of the burden of proof onto the defense to facilitate justice for victims.
There is a lack of public awareness and institutional support for older workers' rights, which hinders effective legal defense.
Court jurisprudence reflects biases and stereotypes about older people, suggesting that capacity to work uniformally declines in later life, which is not supported by scientific evidence, as older people are very heterogeneous and fitness to work depends equally on individual cognitive and physical capacities which vary a lot across individuals of the same group, tasks concerned, environment/context and access to support and adaptations.

5. Call for Stronger Measures
Monitoring and review of the Employment Framework Directive is critical to ensure stronger protection against age discrimination in the workplace, including addressing justified exceptions and age limits which build upon and reinforce ageist stereotypes.
AGE advocates for a horizontal directive to complement the Employment Equality Directive and provide stronger, more consistent protections.
They also support raising awareness, training employers, and promoting intergenerational cooperation in the workplace.

Disproportionate impact on specific groups

* Are certain groups of persons more affected than others by these difficulties?

- (●) Yes
- ( ) No

* Please specify which groups are particularly affected and explain why.

Older people are disproportionately affected, as the exceptions/justifications included in the directive mainly affect them.

People who experience intersectional discrimination combined with ageism, such as older women or older individuals who have faced multiplied disadvantages throughout their lives such as people with disabilities, lesbian, gay, bisexual, transgender and intersex people, migrants, etc., often encounter heightened barriers.

Older people cannot be seen as a homogeneous group, but rather in all their diversity. The older we get, the more different we become thanks to life experience. In this context, an intersectional approach is necessary to tackle different and multiple forms of discrimination that older people face.

Facilitating the defence of rights

* Do you implement measures to facilitate the defence of rights of victims of discrimination?

- (●) Yes
- ( ) No

* Which of the following measures have you implemented since 2021 to facilitate the defence of rights for victims of discrimination? (select all that apply)

- [ ] Representing victims before courts
- [ ] Providing information on the defence of rights
- [ ] Collaborating with equality bodies and/or other NGOs on strategic litigations cases
- [ ] Bringing collective cases before the courts
- [x] Collecting evidence of discrimination
- [x] Advocating for legislative reforms
- [x] Other (please specify)

* Please specify.

AGE Platform Europe is a civil society platform representing older people in Europe, whose mission is to advocate for older people's rights and interests towards the European institutions. AGE has developed and supported several campaigns and initiatives to advocate for the end of age discrimination in society, including in the workplace, notably through its Barometer 2023, with intitiatives such as:
- The Belgian documentary "REBELS", which portrays the struggles of older job seekers.
- The “eDiv” online training module by UNIA in Belgium, helping employers understand and apply non-discrimination laws.
- The Romanian platform "Angajez 45+", which encourages employers to hire people aged 45 and above.

Dissemination of information and awareness

General awareness and challenges

* Is there a problem of awareness of rights and obligations deriving from the Racial Equality Directive and the Employment Equality Directive or the domestic law transposing the Directives?

- (●) Yes
- ( ) No

* Please elaborate on the main challenges and, if available, provide any domestic data or studies on awareness levels.

Legal exemptions
- Article 6 of the Directive allows justifications for direct age discrimination if a "legitimate aim" is pursued. This has led to a wide range of national exceptions and lack of legal clarity, such as mandatory retirement ages or age-based access restrictions to training and employment, which undermine the principle of equal treatment

Low public awareness
- Many people, including older workers, are unaware of their rights under the Directive and which make it difficult for rights holders/claimants to understand the scope of antidiscrimination law and seek legal protection. AGE members report that procedures for filing complaints are often unclear or inaccessible, and victims may not know where to turn for help.

Weak enforcement and sanctions
- In several Member States, sanctions for age discrimination are minimal or non-existent, especially compared to other forms of discrimination. This weakens the deterrent effect and discourages victims from seeking justice

Persistent ageism and stereotypes
- Ageist attitudes among employers and recruiters remain widespread. Older workers are often perceived as less adaptable or productive, which affects hiring, promotion, and training opportunities. These stereotypes are rarely challenged in public discourse or policy

Digital divide and new hiring practices
- The rise of digital recruitment platforms often excludes older jobseekers, especially when algorithms or social media targeting favor younger candidates. This creates new, less visible forms of discrimination

Lack of age-diverse representation
- The absence of older people in media, leadership roles, and public campaigns reinforces the notion that ageing is a barrier to employment. This contributes to a **low societal expectation** of older people’s participation in the workforce.

Awareness-raising initiatives

* Since 2021, have you carried out any awareness-raising initiatives or campaigns on discrimination and equality?

- (●) Yes
- ( ) No

Please provide the following details:

	Answer
* The theme of the initiative/campaign(s)	1)AgeingEqual Campaign (2018) A six-week awareness campaign launched in 2018 to mark the 70th anniversary of the Universal Declaration of Human Rights. It aimed to challenge ageism and promote a rights-based approach to ageing. The campaign featured daily blog posts, personal stories, and expert insights on age discrimination in various areas like employment, healthcare, and digital inclusion 2)Proposal for an EU Age Equality Strategy The proposal aimed to address age discrimination beyond employment. This includes legal reforms, policy mainstreaming, and awareness-raising across all sectors of life 3) Anti-Ageist Communication Guide A practical tool developed to help media, institutions, and civil society avoid ageist language and stereotypes. It supports the broader goal of changing public narratives around ageing
* The target audience(s)	EU institutions, General Public, Media, Employers and HR
* Whether the initiative/campaign specifically addressed obligations under anti-discrimination law	Yes, age discrimination under the Employment Equality Directive
* Any evaluation results, if available	/
* A source or reference, if possible	https://age-platform.eu/

Dialogue

Forms of engagement with civil society organisations

* Since 2021, have administrations of EU Member States encouraged dialogue with civil society organisations in the fight against discrimination, particularly in relation to the rights covered by the Directives or by domestic law transposing the Directives?
  - ○ Yes
  - ◉ No

Challenges in engagement with Member States

* Has your organisation encountered since 2021 any challenges in engaging with EU Member States on anti-discrimination issues?
  - ◉ Yes
  - ○ No

* Please indicate which of the following challenges have been identified (select all that apply):
  - ☐ Issues with the registration of an organisation
  - ☐ Issues with recognising the organisation's interest in tackling discrimination
  - ☐ Burdensome or complex procedures for obtaining funding
  - ☐ Limited availability of long-term funding
  - ☐ Limited resources or capacity of the organisation to engage with public administration on discrimination issues
  - ☐ Limited resources or capacity of public administration to engage with the organisation on discrimination issues
  - ☐ Lack of access to information or participation
  - ☐ Limited opportunities to become involved in policymaking
  - ☐ Complex bureaucratic processes and regulations to become involved in policymaking
  - ☑ Different priorities and agendas between public administration and the organisation
  - ☐ Lack of trust between the organisation and public administration
  - ☐ Negative public perception of the organisation
  - ☐ Restrictions on freedom of expression or assembly that impact the organisation

- [ ] Inadequate infrastructure or support for the organisation, including accessibility for persons with disabilities
- [ ] Other (please specify)

Good practice

* Has your organisation implemented since 2021 any actions, measures, policies, or initiatives to address the challenges?
  - (•) Yes
  - ( ) No

* Please provide details on their implementation, effectiveness, and any evaluations conducted.

The 2023 AGE Barometer addressed the empowerment of older workers and sustainable and quality working lives. One chapter is dedicated to tackling age discrimination and ageism in Employment. AGE received the contribution of members from 19 Member States to highligh inspiring national and local practices. Once published, the Barometer was widely disseminated through AGE's website, newsletters, social media, and policy briefings, often accompanied by accessible summaries and country-specific insights. Its impact is tangible: it informs EU and national policy debates, strengthens civil society advocacy, and supports dialogue between older people's organisations and public authorities. By highlighting both progress and persistent challenges, the Barometer has become a cornerstone in the fight against age discrimination and in the promotion of age equality across Europe.

Sanctions

Effectiveness of current sanction systems

* In your view, how effective are the current sanction systems in your country at preventing and addressing discrimination?
  - ( ) Very effective
  - ( ) Somewhat effective
  - ( ) Not very effective
  - (•) Not at all effective
  - ( ) No opinion

* Please provide an explanation for your selected rating. Include examples or evidence from your country's experience that illustrate the effectiveness or shortcomings of the sanction systems in practice.

The current sanction systems in many EU Member States are largely ineffective at preventing and addressing age discrimination, particularly in the field of employment. While all Member States have transposed the Employment Equality Directive into national law, the enforcement mechanisms and sanctions remain weak and inconsistent. In several countries, compensation for victims of age discrimination is minimal, and in some cases, no sanctions are imposed at all, even though such mechanisms exist for other grounds of discrimination like gender or ethnicity.

Legal exceptions allowed under Article 6 of the Directive, justifying direct age discrimination for a "legitimate aim", have led to broad and often disproportionate use of age limits in recruitment, training, and retirement policies. These exceptions undermine the Directive's protective intent and contribute to the normalization of ageist practices in the labour market. For example, compulsory retirement ages still apply in many Member States, effectively denying older individuals the right to work beyond a certain age. For instance, in Italy, the retirement age is 67, with compulsory retirement applying in many public service roles. In many other Member States, mandatory retirement is common in many sectors while at the same time many Member States aim to extend working lives and promote employment in later life.

Moreover, AGE members report that complaint procedures are often unclear or inaccessible, and that public awareness of legal remedies is low. This results in underreporting and limited legal recourse for older individuals facing discrimination. The lack of disaggregated data on age-related complaints further hampers the ability to monitor and improve enforcement.

A stronger legal framework is necessary, including the adoption of a horizontal directive to complement the Employment Equality Directive, and for national equality bodies to be better resourced and empowered to handle age discrimination cases effectively. We also need awareness-raising campaigns, training for employers, and the promotion of intergenerational cooperation as part of a broader cultural shift toward valuing age diversity in the workplace

Challenges in applying sanctions

* Based on your experience, please indicate **3 main difficulties** encountered in applying effective, proportionate and dissuasive sanctions under the Racial Equality Directive and the Employment Equality Directive or domestic law transposing the Directives:

Maximum 3 selection(s)

- [ ] Fragmented legal framework
- [ ] Unclear and complex sanction framework
- [ ] Limited number of sanction types
- [x] Lack of sanctions serving certain objectives (*e.g. preventive or socio-preventive*)
- [ ] Lack of sanctions for non-compliance with equality duties
- [ ] Lack of sanctions for cases affecting a larger group of unidentifiable victims
- [ ] Sanctions prescribed by law and/or imposed are symbolic
- [ ] Sanctions prescribed are not applied in practice

- [ ] Sanction amounts/ranges prescribed by law are not regularly reviewed
- [ ] Inconsistent and insufficient consideration of circumstances (*e.g., recidivism, public authority involvement, victim characteristics*)
- [x] Failure to address multiple and intersectional (*if applicable*) discrimination
- [ ] Gaps in addressing discrimination by automated systems and/or AI systems
- [x] Other (please specify)

* Please specify.

The limits in law and jurisprudence described earlier, including acceptance of age limits and age biases allowing for multiple exceptions to the rule of age equality.

Enhancing systems of sanctions

* Based on your experiences, please select **3 good practices** from the list below that you believe could most effectively enhance your systems of sanctions for discrimination:

Maximum 3 selection(s)

- [ ] Consolidate legislation into one or a few legal acts
- [x] Clarify and improve sanction regulation
- [ ] Implement a variety of sanction types
- [x] Develop forward-looking sanctions (*e.g. structural injunctions, sanctions for non-compliance with equality duties*)
- [ ] Include and impose non-symbolic sanctions
- [ ] Regularly review sanction regulations
- [ ] Ensure consistent and comprehensive consideration of relevant circumstances
- [x] Recognise and consider multiple and intersectional discrimination
- [ ] Consider discrimination by automated systems and/or AI when imposing sanctions
- [ ] Other (please specify)

* Please explain why you believe it would improve the enforcement of sanctions and describe any existing or planned initiatives to enable its implementation.

Monitoring and review of the Employment Framework Directive is critical to ensure stronger protection against age discrimination in the workplace, including addressing justified exceptions and age limits which build upon and reinforce ageist stereotypes. Legal procedures must be made more accessible for claimants raising age discrimination cases, with a clear shift of the burden of proof onto the defense to facilitate justice for victims.

Positive action

Types of positive action measures

* Is your organisation aware of any types of positive action measures in place in EU Member States? (select all that apply)

- [ ] Quota systems
- [ ] Targeted recruitment and hiring initiatives (*e.g., diversity hiring policies*)
- [ ] Training and mentoring programs for underrepresented groups
- [ ] Awareness-raising and diversity promotion campaigns
- [ ] Special measures to ensure access to education or vocational training
- [ ] Financial incentives (*e.g., grants, tax benefits) for companies promoting diversity*)
- [ ] Support programmes for business development among disadvantaged groups
- [x] Other (please specify)
- [ ] None of them

* Please specify.

According to the AGE Barometer 2023, several EU Member States have implemented positive action measures to tackle age discrimination in employment, though their scope and effectiveness vary.

Some countries have introduced age-neutral support mechanisms, such as Sweden's "first in, last out" principle, which encourages the retention of experienced workers during workforce reductions. This approach values seniority and experience without setting arbitrary age thresholds, promoting fairness and continuity in employment.

In other Member States, local or regional initiatives provide targeted support for older jobseekers, though AGE notes that access to these services can be uneven.

In Belgium, the public institution UNIA offers an online training module called "eDiv", which helps employers understand and apply non-discrimination legislation in their daily practices. Additionally, the documentary "REBELS" has been used to raise awareness about the challenges older jobseekers face.

In Romania, the platform "Angajez 45+" ("I hire 45+") mobilises employers and employees to combat age discrimination in recruitment. These initiatives aim to shift perceptions and promote inclusive hiring practices.

While these measures are promising, they must be part of a broader strategy that includes raising awareness, training employers, and valuing age diversity in the workplace. A life-course approach that recognises the contributions and combatting stereotypes of all age groups is crucial.

Effectiveness of positive action

* In your experience, how effective are existing positive action measures in addressing discrimination and promoting equality?

- ○ Very effective
- ◉ Somewhat effective
- ○ Not very effective
- ○ Not at all effective
- ○ No opinion

* Please provide an explanation for your selected rating. Include examples or evidence from your experience (if possible) that illustrate the effectiveness or shortcomings of the positive action measures in practice.

In Sweden, strong social practices, collective agreements, and lifelong learning opportunities that support women at every stage of their careers. For example, there is a better support during their maternity leave, enabling women to remain employable and transition into less physically demanding roles as they age, if needed. These agreements also promote flexible working conditions, which are particularly beneficial for women balancing work with family responsibilities.

The case of Sweden illustrates how a life-course approach to women's careers can significantly enhance the sustainability and quality of older women's working life. This approach acknowledges the cumulative impact of gendered career interruptions and discrimination and seeks to mitigate their long-term effects through supportive policies and practices throughout a woman's working life.

The result of these sustained efforts is a notably high employment rate among older women. In 2022, 81.9% of Swedish women aged 55–59 were employed, the highest employment rate for older women in Europe. This success is due to a systemic, gender-sensitive approach that values women's contributions across the lifespan and ensures they are not penalised in later life for earlier career breaks.

By embedding gender equality into employment policy from the outset, Sweden demonstrates how a life-course perspective can lead to more inclusive labour markets, reduce age discrimination, and support sustainable working lives for older women.

Civil society positive action

* Is your organisation implementing or aware of any type of civil society positive action measures?

- ◉ Yes
- ○ No

* Please specify.

The AGE Barometer 2023 is full of examples, such as:

- Angajez 45+ platform in Romania, which mobilises employers and jobseekers to challenge ageist hiring practices. This civil society-led initiative promotes the employment of people aged 45 and over by

encouraging inclusive recruitment and showcasing the value of experience in the workplace

- In Belgium, civil society has contributed to the development and implementation of collective agreements that require companies to adopt plans for maintaining or increasing the number of employees aged 45 and over. These plans are monitored by employee representatives, such as trade unions or works councils, who can propose improvements that employers must address unless they provide written justification.

- Association of Seniors of the European Public Service advocates for the rights of retired EU civil servants. It ensures their representation in institutional negotiations and provides legal and social support through hybrid communication channels, including call centres and accessible meetings. This initiative not only defends acquired rights but also empowers older individuals to remain engaged in shaping policies that affect them.

Barriers and challenges to positive action

* In your experience, are there any challenges to implementing positive action measures?
  - (●) Yes
  - ( ) No

* What are the main challenges or barriers to implementing positive action measures? (select all that apply)
  - [x] Different political priorities
  - [x] Negative public perception
  - [ ] Limited understanding of positive action among key stakeholders
  - [x] Perceived restrictions under EU law
  - [x] Lack of clear legal and policy guidance at EU level
  - [x] Lack of clear legal and policy guidance at domestic level
  - [x] Insufficient enforcement mechanisms
  - [ ] Limited resources or funding
  - [x] Over-reliance on voluntary initiatives rather than obligations
  - [x] Other (please specify)

* Please specify.

Positive action needs to be seen in context and regularly evaluated to make sure that it fits its purpose and does not reinforce stereotypes,

Good practice

* Has your organisation implemented since 2021 any actions, measures, policies, or initiatives to address the challenges?

- [x] Yes
- [ ] No

* Please provide details on their implementation, effectiveness, and any evaluations conducted.

AGE Platform has implemented a wide range of actions, measures, and initiatives to address the challenges of age discrimination and promote the rights of older people, particularly in the labour market.

One of the most significant initiatives is the AGE Barometer, which has been published annually to monitor the situation of older people in the labour market and to advocate for policy change. The 2023 edition focused on empowering older people for sustainable and quality working lives, highlighting the need for a life-course approach, intersectional analysis, and age-inclusive employment policies.

AGE has also actively contributed to the EU policy agenda, including the European Pillar of Social Rights, by advocating for the inclusion of older workers in employment targets and social protection frameworks. AGE and its members has pushed for the revision of the Employment Equality Directive, particularly Article 6, which allows for broad justifications of direct age discrimination.

In terms of partnerships and campaigns, AGE has collaborated with the European Agency for Safety and Health at Work (EU-OSHA) in the "Healthy Workplaces in the Digital Age" campaign (2023–2025). This initiative promotes safe, inclusive, and age-friendly digital workplaces, addressing the risks of digital exclusion and ageism in rapidly evolving work environments.

These actions are complemented by AGE's advocacy for a UN Convention on the Rights of Older Persons, reflecting their broader commitment to embedding age equality in international human rights law. In addition, AGE calls for an Age Equality Strategy and an Action Plan on Ageism, aiming to promote a rights-based approach to ageing, tackle age discrimination and ageism, improve legal protections, and ensure that older people are recognised as rights-holders.

Gender mainstreaming

In accordance with recital 14 of the Racial Equality Directive and recital 3 of the Employment Equality Directive, in implementing the principle of equal treatment, the Union should aim to eliminate inequalities, and to promote equality between men and women, especially since women are often the victims of multiple discrimination.

Article 17(2) of the Racial Equality Directive and Article 19(2) of the Employment Equality Directive require that the report on the application of the Directives provides an assessment of the impact of the measures taken on women and men.

Gender-targeted initiatives

* Have you implemented any gender-targeted initiatives aimed at eliminating inequalities and promoting equality between men and women?

- [x] Yes
- [ ]

No

* Please describe them.

AGE Platform Europe integrates a gender perspective across all its actions to tackle age discrimination, recognising that older women face multiple and intersecting forms of discrimination that accumulate over the life course. This approach is grounded in the understanding that gender inequality experienced earlier in life, such as unequal pay, career interruptions due to caregiving, and limited access to pensions, translates into greater vulnerability and exclusion in later life.

In its advocacy and policy work, AGE consistently highlights the gender employment gap among older workers, noting that in some EU countries, the employment rate for women aged 55–64 is below 40% 1. To address this, AGE promotes life-course approaches that support women's participation in the labour market at all stages of life.

AGE also produced a dedicated advocacy tool titled "Gender Inequality in Old Age", which outlines the specific challenges older women face in employment, social protection, healthcare, and digital inclusion. This tool is used to inform EU institutions, and to push for intersectional policy design that addresses both age and gender discrimination.

Gender-targeted initiatives addressing needs of specific groups of men and women

* Has any of your gender-targeted initiatives addressed the needs of specific groups of women or men *(e.g. women with disabilities, racialised men or women, young women, gay men, etc.)*?

- (●) Yes
- ( ) No

* Please specify which groups have been targeted, describe the initiatives and their results (if available). Please describe any particular challenges faced by these groups in relation to discrimination or equality measures.

Yes : older women.

Gender mainstreaming in Member States

Please provide any information or assessment of gender mainstreaming efforts in your country/EU that you consider relevant for the preparation of the report. In particular, please consider their impact on the state of equality, the promotion of equality between men and women and the protection of victims of multiple discrimination.

Gender mainstreaming efforts in EU Member States remain uneven and often insufficient in addressing the specific challenges faced by older women, particularly in employment. While some countries have made progress in integrating gender perspectives into their labour market policies, the overall impact on equality

between men and women and the protection of victims of multiple discrimination, inclduing age discrimination, is still limited.

The Barometer highlights that few Member States have adopted a comprehensive life-course approach that accounts for the cumulative disadvantages women face over time, such as career interruptions for caregiving, lower lifetime earnings, and reduced pension entitlements. Sweden stands out as a positive example, where gender-sensitive collective agreements and lifelong learning opportunities have contributed to a high employment rate among older women. These policies help mitigate the long-term effects of gender inequality and support sustainable working lives.

However, in many other countries, gender mainstreaming is either absent or superficial, with policies failing to address the intersection of age and gender. For instance, older women are often underrepresented in active labour market measures, and few initiatives specifically target their re-entry into employment or upskilling. Moreover, data disaggregation by age and gender is still lacking, making it difficult to assess the real impact of policies on older women.

Structural discrimination

Awareness of structural discrimination

* In your experience, is structural discrimination adequately recognised by public administration, the private sector and society?

- ○ Yes
- ◉ No

* Please explain your position and provide any relevant examples or references.

Age discrimination remains one of the most widely accepted and least challenged forms of discrimination in Europe. Despite demographic shifts and increasing longevity, older persons continue to face systemic barriers such as poverty, social exclusion, digital exclusion, and limited access to services. These challenges are often overlooked in legal and policy frameworks, which tend to focus narrowly on employment and fail to address ageism in areas like healthcare, housing, and financial services.

The Employment Equality Directive, while a landmark in anti-discrimination law, allows broad exceptions that reinforce systemic ageism. Moreover, the long-standing failure to adopt the Horizontal Equal Treatment Directive has left significant gaps in protection outside the workplace. This legal fragmentation reflects a broader societal undervaluing of older people’s contributions and rights.

The lack of disaggregated data on age-related discrimination, which hampers evidence-based policymaking and obscures the experiences of those facing multiple and intersecting forms of discrimination, such as older women, older persons with disabilities, and older LGBTI+ individuals. Without this data, structural discrimination remains invisible in many policy areas.

In response, AGE calls for an Action Plan to Combat Age discrimination that would promote a rights-based approach to ageing, tackle age discrimination and ageism, improve legal protections, and ensure that older people are recognised as rights-holders. This Action Plan should be developed with active stakeholder participation and include strong monitoring mechanisms to ensure accountability and progress.

Groups particularly affected by structural discrimination

* Which groups do you believe are particularly affected by structural discrimination? (select all that apply)
  - [ ] Racialised people or ethnic minorities (*e.g. Roma, people of African descent*)
  - [ ] Members of churches, religious associations or philosophical and non-confessional organisations
  - [ ] Persons with disabilities
  - [x] Older people
  - [ ] Young people
  - [ ] LGBTIQ people
  - [ ] Other (please specify)
  - [ ] None of them
  - [ ] Do not know

Areas of life affected by structural discrimination

* Which areas of life are most affected by structural discrimination? (select all that apply)
  - [x] Employment
  - [x] Education
  - [x] Social protection
  - [x] Access to goods and services
  - [x] Other (please specify)
  - [ ] None of them
  - [ ] Do not know

* Please specify.

Health, Long Term Care, housing, media and digitalisation, etc.

Legal tools to tackle structural discrimination

* In your experience, which legal tools are most relevant for tackling structural discrimination?
  - [ ] Indirect discrimination
  - [ ] Positive action
  - [ ]

- [ ] *Actio popularis* (*e.g., own-initiative cases by equality bodies, civil society organisations or trade unions without a named complainant*)
- [ ] Class actions (*when claimants act on behalf of an undefined group of claimants or on behalf of multiple identified claimants and submitting multiple claims*)
- [ ] Public sector equality duties
- [ ] Private sector equality duties
- [ ] Collective agreements
- [x] Other (please specify)
- [ ] None of them
- [ ] Do not know

* Please specify.

Comprehensive strategies including law reviews and reforms, legal and policy initiatives, public campaigns, data collection and monitoring, support for CSOs and participation in decision-making addressing multiple grounds and intersectional forms of discrimination.

Difficulties in addressing structural discrimination

* In your experience, what are the difficulties in addressing structural discrimination? (select all that apply)

- [x] Policy priorities not aligned with addressing structural discrimination
- [x] Limited legal recognition of structural discrimination
- [ ] Uncertainty about legal definitions
- [x] Insufficient enforcement mechanisms
- [x] Lack of data or evidence on structural discrimination
- [x] Resistance from institutions
- [ ] Resistance from private sector actors
- [x] Limited public awareness or understanding
- [ ] Complexity of identifying and proving structural discrimination
- [ ] Other (please specify)
- [ ] None of them
- [ ] Do not know

Good practice

* Has your organisation implemented since 2021 any actions, measures, policies, or initiatives to address the challenges?

- (●) Yes
- ( ) No

* Please provide details on their implementation, effectiveness, and any evaluations conducted.

Yes, mainly to raise awareness and advocate with policy makers on the need to address these challenges.

Algorithmic discrimination

Awareness of algorithmic discrimination

* In your experience, is algorithmic discrimination adequately recognised by public administration, the private sector and society?

- (●) Yes
- ( ) No

* Please explain your position and provide any relevant examples or references.

Algorithmic discrimination can be particularly harmful to older people in several ways, especially when algorithms are used in employment such as through:
- Recruitment algorithms may filter out older candidates based on age-related proxies like graduation year or length of experience.
- Some systems trained on historical hiring data that underrepresents older workers, reinforcing ageist patterns.
- Algorithms prioritising traits associated with younger workers (e.g. “digital native,” “fast learner”), excluding older applicants.

Groups particularly affected by algorithmic discrimination

* Which groups do you believe are particularly affected by algorithmic discrimination? (select all that apply)

- [ ] Racialised people or ethnic minorities (*e.g. Roma, people of African descent*)
- [ ] Members of churches, religious associations or philosophical and non-confessional organisations
- [ ] Persons with disabilities
- [x] Older people
- [ ] Young people
- [ ] LGBTIQ people
- [ ]

Other (please specify)

- [ ] None of them
- [ ] Do not know

Areas of life affected by algorithmic discrimination

* Which areas of life are most affected by algorithmic discrimination? (select all that apply)

- [x] Employment
- [x] Education
- [x] Social protection
- [x] Access to goods and services
- [x] Other (please specify)
- [ ] None of them
- [ ] Do not know

* Please specify.

Health, Long Term Care, housing, media and digitalisation, etc.

Difficulties in addressing algorithmic discrimination

* What are the main difficulties in addressing algorithmic discrimination? (select all that apply)

- [x] Lack of quality training data
- [ ] Lack of transparency in algorithmic systems
- [x] Lack of technical standards concerning fundamental rights protection
- [ ] Insufficient legal guidance
- [ ] Insufficient enforcement mechanisms
- [ ] Unclear liability rules
- [ ] Limited access to technical expertise
- [ ] Complexity of integrating technical and legal assessments
- [ ] Resistance from employers to disclose algorithm-related information
- [x] Underrepresentation of diverse groups in the technology sector
- [x] Other (please specify)
- [ ] None of them
- [ ] Do not know

* Please specify.

Persistent societal biases that accept ageism, justify age discrimination and make it difficult to detect and address algorithmic discrimination.

Good practice

* Has your organisation implemented since 2021 any actions, measures, policies, or initiatives to address the challenges?

- (●) Yes
- ( ) No

* Please provide details on their implementation, effectiveness, and any evaluations conducted.

AGE Platform Europe has been actively advocating for older people's rights in the digital transition through several recent papers and campaigns:

- Policy Paper: "Digitalisation and Older People – Our Call to EU Policy Makers" (June 2024) This paper outlines AGE's four priorities for a fair digital transition: collecting better data on older people's digital use, tackling ageism in tech design and access, ensuring full accessibility and affordability, and using human rights as a guiding principle for digitalisation.

- Official partner of the EU-OSHA "Healthy Workplaces, "Safe and Healthy Work in the Digital Age" campaign (2023–2025). This partnership reflects AGE's long-standing commitment to addressing the impact of digitalisation and new technologies on ageing at work.

Open questions

Challenges in applying the legal concepts of the Directives

* Has your organisation observed any major difficulties in applying any of the following concepts under the Racial Equality Directive and the Employment Equality Directive or under the domestic law transposing the Directives: **indirect discrimination, harassment, multiple discrimination, reversed burden of proof, victimisation**?

- (●) Yes
- ( ) No

* Please describe the main difficulties and provide evidence, if available, to support your opinion. In addition, please provide details on any actions, measures, policies or initiatives to address the difficulties and evaluate their implementation and effectiveness.

There are significant difficulties in the application of several key legal concepts under the Employment Equality Directive and its national transpositions:

- Indirect Discrimination
Indirect age discrimination is often poorly understood and rarely challenged. Many national laws and practices allow for age-based distinctions, such as age limits in training or recruitment, that are justified under vague terms like “legitimate aim.” This makes it difficult to prove that a seemingly neutral policy disproportionately disadvantages older people.

- Harassment
The concept of age-based harassment is underreported and under-recognised. Older workers may experience demeaning comments or exclusion based on age, but such behaviour is often normalised or dismissed in workplace cultures. As a result, victims may not identify it as harassment or feel empowered to report it.

- Multiple discrimination
Multiple and intersectional discrimination, for example, based on age and gender, is not adequately addressed in most Member States. Legal frameworks often treat grounds of discrimination in isolation, making it difficult for older women or older persons with disabilities to seek redress for compounded inequalities.

- Reversed burden of proof
Although the reversed burden of proof is a key feature of the Directive, many older people are unaware of this protection. Moreover, the lack of legal support and awareness means that few older workers are able to bring forward claims, and those who do often struggle to gather the initial evidence needed to trigger this provision.

- Victimisation
Protections are rarely invoked in age discrimination cases. Older workers may fear retaliation or may not trust that the system will protect them if they speak out. This leads to underreporting and a lack of case law, which in turn weakens the visibility and enforcement of these rights.

Other challenges

* Are there in your view any other particular challenges and/or concerns regarding the application of the Directives or domestic law transposing the Directives relevant to your area of activity you would like to share?

- ○ Yes
- ◉ No

Other good practice

* Are there any particular achievements and/or good practices regarding the application of the Directives or the domestic law transposing the Directives relevant to your area of activity you would like to share?

- ○ Yes
- ◉

No

Guidance

Based on your experience, are there any provisions of the Directives that would benefit from more guidance as to their interpretation and application?

Monitoring and review of the Employment Framework Directive is critical to ensure stronger protection against age discrimination in the workplace, including addressing justified exceptions from the Article 6.1 of the directive and age limits which build upon and reinforce ageist stereotypes.

Legal procedures must be made more accessible for claimants raising age discrimination cases, with a clear shift of the burden of proof onto the defense to facilitate justice for victims.

Other

Please provide any other information you consider relevant for the purpose of preparing the report.

Contact

Contact Form

Contribution ID: 4f423ba2-629b-40df-af6d-7ce5e57e127c
Date: 07/05/2025 12:40:26

Public consultation – EU funding for civil protection, preparedness and response to crises

Fields marked with * are mandatory.

Introduction

The current multiannual financial framework (MFF) – the European Union's (EU) long-term budget – runs until the end of 2027. In 2025, the Commission will put forth comprehensive proposals for the post-2027 long-term budget and for the next generation of funding programmes. These programmes will provide financial support to hundreds of thousands of beneficiaries, including regions, towns, non-governmental organisations, businesses, farmers, students and scientists.

Following President von der Leyen's Political Guidelines for the 2024-2029 European Commission, the Commission will work towards a simpler, more focused and responsive long-term budget that reflects the European strategic priorities with the ambition to be an investment Commission. The long-term budget for the period after 2027 must reflect this.

The next long-term budget should deliver on the things that matter the most, in areas where it can achieve more than Member States acting alone. This requires a careful assessment of both what has worked well in the past and what could be improved in the future. The next EU budget will draw lessons from the current one – especially in terms of simplicity, flexibility, speed, strategic focus and impact.

As an integral part of the process, the Commission is launching a series of public consultations to gather views from all interested parties on how to make the most of every euro of the EU budget.

To deliver on these objectives, this public consultation aims to gather the public's views related to funding on civil protection, preparedness and response to crises (for the purposes of this questionnaire, "crises" is understood in a broad sense, including all types of crises and phases of crisis management, anticipation, assessment, prevention, preparedness, response, recovery). The decision to cluster issues serves to support the preparatory work and does not pre-empt the architecture of future programmes.

The EU has experienced a wide range of challenges throughout its history and is constantly learning from these experiences to manage risks and threats and improve its ability to prepare for and manage future crises. Crises in recent years have ranged from conflict and disasters caused by climate change and environmental degradation to health crises and security threats, and they have shown how vulnerable and interdependent our societies have become.

The causes and consequences of crises are increasingly interconnected. This has led to a dynamic and complex landscape of risks and threats, with cascading and compounding effects, that often transcend national land and sea borders. Their political, social and economic impacts are felt across all sectors of European societies.

To tackle these challenges, the EU has put in place collaboration mechanisms to prevent, prepare for, manage and recover from crises. This is crucial to safeguard the EU population, essential services, and economic resources and assets. However, given the ever-evolving risk landscape, the EU's preparedness

for crises will need to be further strengthened (Niinistö report on strengthening Europe's Civilian and Military Preparedness and Readiness).

About you

* Language of my contribution

- ○ Bulgarian
- ○ Croatian
- ○ Czech
- ○ Danish
- ○ Dutch
- ◉ English
- ○ Estonian
- ○ Finnish
- ○ French
- ○ German
- ○ Greek
- ○ Hungarian
- ○ Irish
- ○ Italian
- ○ Latvian
- ○ Lithuanian
- ○ Maltese
- ○ Polish
- ○ Portuguese
- ○ Romanian
- ○ Slovak
- ○ Slovenian
- ○ Spanish
- ○ Swedish

* I am giving my contribution as

- ○ Academic/research institution
- ○ Business association
- ○ Company/business
- ○ Consumer organisation

- ( ) EU citizen
- ( ) Environmental organisation
- ( ) Non-EU citizen
- (•) Non-governmental organisation (NGO)
- ( ) Public authority
- ( ) Trade union
- ( ) Other

* First name

Philippe

* Surname

SEIDEL Leroy

* Email (this won't be published)

philippe.seidel@age-platform.eu

* Organisation name

255 character(s) maximum

AGE Platform Europe

* Organisation size

- ( ) Micro (1 to 9 employees)
- (•) Small (10 to 49 employees)
- ( ) Medium (50 to 249 employees)
- ( ) Large (250 or more)

Transparency register number

Check if your organisation is on the transparency register. It's a voluntary database for organisations seeking to influence EU decision-making.

16549972910-86

* Country of origin

Please add your country of origin, or that of your organisation.

This list does not represent the official position of the European institutions with regard to the legal status or policy of the entities mentioned. It is a harmonisation of often divergent lists and practices.

- Afghanistan
- Åland Islands
- Albania
- Algeria
- American Samoa
- Andorra
- Angola
- Anguilla
- Antarctica
- Antigua and Barbuda
- Argentina
- Armenia
- Aruba
- Australia
- Austria
- Azerbaijan
- Bahamas
- Bahrain
- Bangladesh
- Barbados
- Belarus
- Belgium
- Belize
- Benin
- Bermuda
- Bhutan
- Djibouti
- Dominica
- Dominican Republic
- Ecuador
- Egypt
- El Salvador
- Equatorial Guinea
- Eritrea
- Estonia
- Eswatini
- Ethiopia
- Falkland Islands
- Faroe Islands
- Fiji
- Finland
- France
- French Guiana
- French Polynesia
- French Southern and Antarctic Lands
- Gabon
- Georgia
- Germany
- Ghana
- Gibraltar
- Greece
- Greenland
- Libya
- Liechtenstein
- Lithuania
- Luxembourg
- Macau
- Madagascar
- Malawi
- Malaysia
- Maldives
- Mali
- Malta
- Marshall Islands
- Martinique
- Mauritania
- Mauritius
- Mayotte
- Mexico
- Micronesia
- Moldova
- Monaco
- Mongolia
- Montenegro
- Montserrat
- Morocco
- Mozambique
- Myanmar/Burma
- Saint Martin
- Saint Pierre and Miquelon
- Saint Vincent and the Grenadines
- Samoa
- San Marino
- São Tomé and Príncipe
- Saudi Arabia
- Senegal
- Serbia
- Seychelles
- Sierra Leone
- Singapore
- Sint Maarten
- Slovakia
- Slovenia
- Solomon Islands
- Somalia
- South Africa
- South Georgia and the South Sandwich Islands
- South Korea
- South Sudan
- Spain
- Sri Lanka
- Sudan
- Suriname
- Svalbard and Jan Mayen

- Bolivia
- Bonaire Saint Eustatius and Saba
- Bosnia and Herzegovina
- Botswana
- Bouvet Island
- Brazil
- British Indian Ocean Territory
- British Virgin Islands
- Brunei
- Bulgaria
- Burkina Faso
- Burundi
- Cambodia
- Cameroon
- Canada
- Cape Verde
- Cayman Islands
- Central African Republic
- Chad
- Chile
- China
- Christmas Island
- Clipperton
- Grenada
- Guadeloupe
- Guam
- Guatemala
- Guernsey
- Guinea
- Guinea-Bissau
- Guyana
- Haiti
- Heard Island and McDonald Islands
- Honduras
- Hong Kong
- Hungary
- Iceland
- India
- Indonesia
- Iran
- Iraq
- Ireland
- Isle of Man
- Israel
- Italy
- Jamaica
- Namibia
- Nauru
- Nepal
- Netherlands
- New Caledonia
- New Zealand
- Nicaragua
- Niger
- Nigeria
- Niue
- Norfolk Island
- Northern Mariana Islands
- North Korea
- North Macedonia
- Norway
- Oman
- Pakistan
- Palau
- Palestine
- Panama
- Papua New Guinea
- Paraguay
- Peru
- Sweden
- Switzerland
- Syria
- Taiwan
- Tajikistan
- Tanzania
- Thailand
- The Gambia
- Timor-Leste
- Togo
- Tokelau
- Tonga
- Trinidad and Tobago
- Tunisia
- Türkiye
- Turkmenistan
- Turks and Caicos Islands
- Tuvalu
- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom
- United States

- Cocos (Keeling) Islands
- Colombia
- Comoros
- Congo
- Cook Islands
- Costa Rica
- Côte d'Ivoire
- Croatia
- Cuba
- Curaçao
- Cyprus
- Czechia
- Democratic Republic of the Congo
- Denmark
- Japan
- Jersey
- Jordan
- Kazakhstan
- Kenya
- Kiribati
- Kosovo
- Kuwait
- Kyrgyzstan
- Laos
- Latvia
- Lebanon
- Lesotho
- Liberia
- Philippines
- Pitcairn Islands
- Poland
- Portugal
- Puerto Rico
- Qatar
- Réunion
- Romania
- Russia
- Rwanda
- Saint Barthélemy
- Saint Helena Ascension and Tristan da Cunha
- Saint Kitts and Nevis
- Saint Lucia
- United States Minor Outlying Islands
- Uruguay
- US Virgin Islands
- Uzbekistan
- Vanuatu
- Vatican City
- Venezuela
- Vietnam
- Wallis and Futuna
- Western Sahara
- Yemen
- Zambia
- Zimbabwe

The Commission will publish all contributions to this public consultation. You can choose whether you would prefer to have your details published or to remain anonymous when your contribution is published. **Fo r the purpose of transparency, the type of respondent (for example, 'business association, 'consumer association', 'EU citizen') country of origin, organisation name and size, and its transparency register number, are always published. Your e-mail address will never be published.** Opt in to select the privacy option that best suits you. Privacy options default based on the type of respondent selected

* Contribution publication privacy settings

The Commission will publish the responses to this public consultation. You can choose whether you would like your details to be made public or to remain anonymous.

- ○ **Anonymous**
  Only organisation details are published: The type of respondent that you responded to this consultation as, the name of the organisation on whose behalf you reply as well as its transparency number, its size, its country of origin and your contribution will be published as received. Your name will not be published. Please do not include any personal data in the contribution itself if you want to remain anonymous.
- ◉ **Public**
  Organisation details and respondent details are published: The type of respondent that you responded to this consultation as, the name of the organisation on whose behalf you reply as well as its transparency number, its size, its country of origin and your contribution will be published. Your name will also be published.

☑ I agree with the personal data protection provisions

Overall risk and threat landscape

Which risks and threats do you perceive as the most threatening to your personal life and/or economic situation (or your organisation's performance and objectives)? Please select three answers

Maximum 3 selection(s)

- ☐ Armed conflict
- ☐ Cyberattacks and hybrid threats
- ☑ Disasters caused by climate change and environmental degradation (e.g. floods, heatwaves, droughts, forest fires, hurricanes, snowstorms)
- ☑ Disinformation
- ☐ Disruption of essential services
- ☐ Disruption of critical supply chains
- ☐ Economic and trade instability
- ☑ Health emergencies (e.g. epidemics and pandemics)
- ☐ Maritime security threats and maritime disasters
- ☐ Migratory pressure and pressure on the EU's borders
- ☐ Misuses of chemical, biological, radiological and nuclear materials
- ☐ Natural and human-made threats in space
- ☐ Non-climate-related natural disasters (e.g. earthquakes, tsunamis, landslides, volcanic eruptions)

- [ ] Shortage of workers
- [ ] Threats to biodiversity and animal/plant health
- [ ] Violence and social unrest
- [ ] other

Which risks from outside the EU do you believe are most likely to have a spill-over effect on the EU? Please select three answers.

Maximum 3 selection(s)

- [x] Cyberthreats resulting from weak cybersecurity standards in interconnected in non-EU countries with whom the EU works
- [x] Disruption of essential services (e.g. underwater cables for energy or data)
- [ ] Disruption of global supply chains due to natural and human-made causes
- [ ] Infectious disease outbreaks
- [ ] Irregular migration
- [x] Local conflicts or political instability in neighbouring regions
- [ ] Terrorism and cross-border organised crime, such as drug trafficking
- [ ] Other

Which policy areas should the EU prioritise when working with non-EU countries to strengthen their resilience to crises that may also affect the EU (a concept called ‘mutual resilience’)? Please select three answers.

Maximum 3 selection(s)

- [ ] Assistance for a coordinated response to crises, including at land and sea
- [x] Conflict early warning, conflict prevention, stabilisation and peacebuilding
- [x] Coordinated responses to the impacts of climate change and environmental degradation
- [ ] Cybersecurity and protection of essential services
- [ ] Economic security and protection of global supply chains
- [x] Health systems: strengthening and supporting responses to health emergencies (e.g. infectious disease outbreaks)
- [ ] Using of space-based services and applications for crisis management (including prevention, public alerts, preparedness and recovery efforts)
- [ ] Strengthening non-EU countries’ border controls
- [ ] other

EU activities on civil protection, preparedness and crisis response

In your view, how important are the objectives below?

	Very important	Important	Moderately important	Not at all important	Don't know/ not applicable
Support conflict early warning, conflict prevention and peacebuilding beyond the EU's borders so the EU can act in solidarity in its neighbourhood and beyond	◉	○	○	○	○
Support preparedness and ensure the EU can react to unexpected events to act in solidarity with its citizens and beyond	◉	○	○	○	○
Ensure that all policy sectors and all government levels (local, regional, national, EU) work seamlessly together to prevent, prepare for and respond to crises	◉	○	○	○	○
Include all parts of society (general public, civil society organisations, private sector etc.) in preparedness and crisis management efforts	◉	○	○	○	○
Focus on the most exposed and vulnerable EU regions	◉	○	○	○	○
Take into account all types of hazards in proactive, anticipatory and evidence-based approach to threats and risks	◉	○	○	○	○

In the following areas/risks/threats, to what extent would EU investments have more added value than individual Member State investments?

	To a large extent	Somewhat	Very little	Not at all	Don't know/ not applicable
Armed conflict	◉	○	○	○	○
Cyber and hybrid threats	◉	○	○	○	○

Disasters caused by climate change and environmental degradation (e.g. floods, heatwaves, droughts, forest fires, hurricanes snowstorms)	◉	○	○	○	○
Disruptions of essential services, including space systems	○	◉	○	○	○
Disruptions of supply chains, including supply chains of critical materials	◉	○	○	○	○
Economic and trade instability	◉	○	○	○	○
Health emergencies (e.g. epidemics and pandemics)	○	◉	○	○	○
Maritime security threats	○	○	◉	○	○
Migratory pressure and pressure on the EU's external borders	○	◉	○	○	○
Misuse of chemical, biological, radiological and nuclear substances	○	◉	○	○	○
Natural and human-made threats in space	◉	○	○	○	○
Non-climate-related natural disasters (e.g. earthquakes, tsunamis, landslides, volcanic eruptions)	○	◉	○	○	○
Threats to biodiversity and animal/plant health	◉	○	○	○	○
Violence and social unrest	○	◉	○	○	○
Other	○	○	○	○	○

In which of the following areas would strategic reserves/stockpiles at both EU and national level have the most added value? Please select three answers.

Maximum 3 selection(s)

- ☑ Civil protection equipment
- ☐ Countermeasures for chemical, biological, radiological and nuclear threats
- ☐ Critical raw materials
- ☑ Energy and energy equipment
- ☐ Food and drinking water
- ☐ Industrial products, information and communication technology (ICT) components
- ☑ Medical equipment, vaccines, diagnostics and medicines
- ☐ Shelter
- ☐ Other

To what extent do you agree that the EU budget should support the following objectives?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Do not know /no opinion
Assist people and businesses in the EU affected by crises	◉	○	○	○	○	○
Assist people and businesses outside the EU affected by crises	○	◉	○	○	○	○
Preparedness for crises in the EU	◉	○	○	○	○	○
Preparedness for crises outside the EU	○	◉	○	○	○	○
Minimise risks and threats and prevent crises in the EU	◉	○	○	○	○	○
Minimise risks and threats and prevent crises outside the EU	○	◉	○	○	○	○
Support Member States' recovery efforts after a major crisis	◉	○	○	○	○	○
Communicate and share information on civil protection activities (UCPM Knowledge Network)	◉	○	○	○	○	○
Support community-driven and citizen-led preparedness initiatives in Member States	◉	○	○	○	○	○

If you wish to reply to questions that require a certain familiarity with EU civil protection, preparedness and response to crises, please answer the following questions:

Do you think that civil-military cooperation (to prepare for and respond to crises) is beneficial and should be intensified at EU level?

Maximum 1 selection(s)

- ☐ To a large extent
- ☑ Somewhat
- ☐ Very little
- ☐ Not at all
- ☐ Don't know/Not applicable

In which areas of civil protection, preparedness and crisis response should civil-military coordination be intensified at EU level? Please select three answers

Maximum 3 selection(s)

- [ ] Anticipation of risks and scenario development
- [ ] Chemical, biological, radiological and nuclear incidents
- [x] Health systems
- [ ] Maritime security
- [ ] Preparedness and detection of threats to EU and national space infrastructure and capabilities
- [ ] Preparedness and response to climate change-related disasters and natural disasters
- [ ] Procurement, production and stockpiling of goods
- [ ] Research and innovation
- [x] Making essential services more resilient
- [x] Training and exercises
- [ ] Transport and logistic support
- [ ] Protection against financial fraud
- [ ] Other
- [ ] Do not know/ No opinion

To what extent do you agree that the private sector can contribute to the EU's civil protection, preparedness and crisis response activities?

Maximum 1 selection(s)

- [ ] Strongly agree
- [x] Agree
- [ ] Neither agree nor disagree
- [ ] Disagree
- [ ] Strongly disagree
- [ ] Do not know/no opinion

In your view, in which areas is cooperation with the private sector necessary for the success of EU civil protection, preparedness and response to crises? Please select all that apply.

- [x] Agriculture and food production, processing and distribution
- [x] Banking
- [x] Digital infrastructure

- [ ] Drinking water
- [x] Energy
- [ ] Financial markets
- [x] Health
- [x] Industry
- [x] Insurance
- [ ] Outer space
- [ ] Public administration
- [x] Research and innovation
- [x] Security of supply chains, including critical supply chains and availability of goods and services needed in a crisis
- [x] Transport
- [ ] Wastewater
- [ ] Other

To what extent do you agree with the following statement: ‘EU civil protection, preparedness and response to crises sufficiently use strategic foresight, anticipation and early warning systems.’

Maximum 1 selection(s)

- [ ] Strongly agree
- [ ] Agree
- [x] Neither agree nor disagree
- [ ] Disagree
- [ ] Strongly disagree
- [ ] Do not know/no opinion

What improvements could strengthen EU risk anticipation, forecasting and early warning systems? Please select all that apply.

- [x] Better accessibility and use of EU space-based data (including Earth observation)
- [x] Better coordination among national governments and EU institutions
- [x] Better information sharing, including between civil and military authorities and in the maritime area
- [ ] An EU-wide risk assessment to complement national risk assessments
- [x] More citizen engagement
- [ ] More scientific research

- [x] Better services and applications for disaster management
- [ ] Stronger cooperation with the private sector
- [ ] Other

In your view, to what extent are the needs of vulnerable populations currently met by EU crisis preparedness policies (e.g. young people, older people, persons with disabilities, people in low-income communities, migrants and refugees)?

Maximum 1 selection(s)

- [ ] To a large extent
- [ ] Somewhat
- [x] Very little
- [ ] Not at all
- [ ] Don’t know//not applicable

Do you have any feedback or comments EU’s work on civil protection, preparedness and crisis response?

COVID and the ensuring crisis in medical equipment, medication, protective equipment in many areas even outside of vaccines (painkillers, fever medication, antibiotics) showed that the underinvestment into civil protection and public health led to hundreds of thousands of preventable deaths. COVID also showed that older persons, in particular older persons in need for long-term are, are not prioritised and left alone when crisis hits. The EU has to strongly work to overcome these ageist biasses.
Older persons are vulnerable especially to the threads related to climate change (heat waves, floods, dry periods and related respiratory disorders) and may have issues with mobility when needing to evacuate. Yet there are no protocols about their protection and prioritisation.
At the same time, older persons may have skills, time and the will to contribute in civil protection efforts if crises hits, so it could be a good idea to reach out to them when training citizens in the less-technical tasks related to crisis management and preparedness.
Internationally, the EU can bring in a strong experience of an ageing society to train third countries that might not yet face demographic ageing to the same extent about the specific needs of older persons in disaster situations.

In case you would like to complement your feedback, you can upload your file(s) here

Only files of the type pdf,txt,doc,docx,odt,rtf are allowed

a0d35440-239d-4d69-85df-835b19ef018f/AGE_contribution_to_MFF_-_Expanding_to_new_priorities.pdf

Contact

SG-MFF-PUBLIC-CONSULTATIONS@ec.europa.eu

Contribution ID: dc3c990f-6311-495a-9eaf-b5c3dddabfd7
Date: 06/05/2025 17:40:42

Next MFF - EU funding for cross-border education, training and solidarity, youth, media, culture, and creative sectors, values, and civil society

Fields marked with * are mandatory.

Introduction

The current multiannual financial framework – the EU's long-term budget – runs until the end of 2027. In 2025, the Commission will adopt comprehensive proposals for the post-2027 multiannual financial framework and for the next generation of programmes that will receive EU funding. These programmes provide financial support to a wide range of beneficiaries across the EU – including universities, regions, towns, civil society organisations, businesses, farmers, students, scientists, cultural stakeholders and many others.

Following the Political Guidelines of President von der Leyen for the 2024-2029 European Commission, the Commission will work together for a simpler, more focused and responsive long-term budget that reflects the EU's strategic priorities with the ambition to be an 'investment Commission'. The multiannual financial framework for the period after 2027 must reflect this.

The Commission's proposals will be designed to make it possible for the EU to deliver on the things that matter most, in areas where it can achieve more than Member States acting alone. This requires a careful assessment both of what has worked well in the past and what could be improved in the future. The next EU long-term budget will draw lessons from the current one – notably in terms of simplicity and flexibility, speed and strategic focus.

To gather evidence to support the preparation of these proposals, the Commission is launching a series of public consultations to gather views from all interested parties on how to make the very most of every euro of the EU budget.

To deliver on these objectives, this consultation covers funding in the following thematic areas: cross-border education, training and solidarity, youth, media, culture, and creative sectors, values (democracy, equality, rule of law, fundamental rights), and civil society. The decision to cluster issues serves to support the preparatory work and does not pre-empt the architecture of future programmes.

The questionnaire consists of three parts. Part 1 collects some information about you, while Part 2 contains question related to EU funds in this thematic area. Part 3 includes two closing questions.

It should take about 10 minutes to complete the survey. You can save your replies as a draft and finish them later. Please limit your additional comments on the questions with a free text box. You can upload a document stating your views at the end of the survey.

About you

* Language of my contribution

- ○ Bulgarian
- ○ Croatian
- ○ Czech
- ○ Danish
- ○ Dutch
- ◉ English
- ○ Estonian
- ○ Finnish
- ○ French
- ○ German
- ○ Greek
- ○ Hungarian
- ○ Irish
- ○ Italian
- ○ Latvian
- ○ Lithuanian
- ○ Maltese
- ○ Polish
- ○ Portuguese
- ○ Romanian
- ○ Slovak
- ○ Slovenian
- ○ Spanish
- ○ Swedish

* I am giving my contribution as

- ○ Academic/research institution
- ○ Business association
- ○ Company/business
- ○ Consumer organisation
- ○ EU citizen
- ○ Environmental organisation
- ○ Non-EU citizen
- ◉ Non-governmental organisation (NGO)

- ( ) Public authority
- ( ) Trade union
- ( ) Other

* First name

Philippe

* Surname

SEIDEL Leroy

* Email (this won't be published)

philippe.seidel@age-platform.eu

* Organisation name

255 character(s) maximum

AGE Platform Europe

* Organisation size

- ( ) Micro (1 to 9 employees)
- (•) Small (10 to 49 employees)
- ( ) Medium (50 to 249 employees)
- ( ) Large (250 or more)

What is the main scope of your organisation?

- [x] Citizens and citizen engagement
- [ ] Culture and creativity
- [ ] Audiovisual and media
- [x] Democracy, citizenship rights and elections
- [x] Education
- [x] Vocational training
- [x] Equality and non-discrimination
- [x] Fight against racism and xenophobia, hate speech and hate crime, including online
- [x] Fundamental rights / human rights (e.g. children's rights, women's rights, rights of persons with disabilities)

- [x] Combating gender-based violence, violence against children and violence against vulnerable groups
- [ ] Research and innovation
- [ ] Justice and rule of law
- [ ] Sport
- [x] Volunteering / solidarity
- [ ] Youth
- [ ] Artificial intelligence, data protection
- [ ] Other

Transparency register number

Check if your organisation is on the transparency register. It's a voluntary database for organisations seeking to influence EU decision-making.

1654997291-086

* Country of origin

Please add your country of origin, or that of your organisation.

This list does not represent the official position of the European institutions with regard to the legal status or policy of the entities mentioned. It is a harmonisation of often divergent lists and practices.

- ( ) Afghanistan
- ( ) Åland Islands
- ( ) Albania
- ( ) Algeria
- ( ) American Samoa
- ( ) Andorra
- ( ) Angola
- ( ) Anguilla
- ( ) Antarctica
- ( ) Antigua and Barbuda
- ( ) Argentina
- ( ) Armenia
- ( ) Djibouti
- ( ) Dominica
- ( ) Dominican Republic
- ( ) Ecuador
- ( ) Egypt
- ( ) El Salvador
- ( ) Equatorial Guinea
- ( ) Eritrea
- ( ) Estonia
- ( ) Eswatini
- ( ) Ethiopia
- ( ) Falkland Islands
- ( ) Libya
- ( ) Liechtenstein
- ( ) Lithuania
- ( ) Luxembourg
- ( ) Macau
- ( ) Madagascar
- ( ) Malawi
- ( ) Malaysia
- ( ) Maldives
- ( ) Mali
- ( ) Malta
- ( ) Marshall Islands
- ( ) Saint Martin
- ( ) Saint Pierre and Miquelon
- ( ) Saint Vincent and the Grenadines
- ( ) Samoa
- ( ) San Marino
- ( ) São Tomé and Príncipe
- ( ) Saudi Arabia
- ( ) Senegal
- ( ) Serbia
- ( ) Seychelles
- ( ) Sierra Leone
- ( ) Singapore

- Aruba
- Australia
- Austria
- Azerbaijan
- Bahamas
- Bahrain
- Bangladesh
- Barbados
- Belarus
- Belgium
- Belize
- Benin
- Bermuda
- Bhutan
- Bolivia
- Bonaire Saint Eustatius and Saba
- Bosnia and Herzegovina
- Botswana
- Bouvet Island
- Brazil
- British Indian Ocean Territory
- British Virgin Islands
- Brunei
- Bulgaria
- Burkina Faso
- Faroe Islands
- Fiji
- Finland
- France
- French Guiana
- French Polynesia
- French Southern and Antarctic Lands
- Gabon
- Georgia
- Germany
- Ghana
- Gibraltar
- Greece
- Greenland
- Grenada
- Guadeloupe
- Guam
- Guatemala
- Guernsey
- Guinea
- Guinea-Bissau
- Guyana
- Haiti
- Heard Island and McDonald Islands
- Honduras
- Martinique
- Mauritania
- Mauritius
- Mayotte
- Mexico
- Micronesia
- Moldova
- Monaco
- Mongolia
- Montenegro
- Montserrat
- Morocco
- Mozambique
- Myanmar/Burma
- Namibia
- Nauru
- Nepal
- Netherlands
- New Caledonia
- New Zealand
- Nicaragua
- Niger
- Nigeria
- Niue
- Norfolk Island
- Sint Maarten
- Slovakia
- Slovenia
- Solomon Islands
- Somalia
- South Africa
- South Georgia and the South Sandwich Islands
- South Korea
- South Sudan
- Spain
- Sri Lanka
- Sudan
- Suriname
- Svalbard and Jan Mayen
- Sweden
- Switzerland
- Syria
- Taiwan
- Tajikistan
- Tanzania
- Thailand
- The Gambia
- Timor-Leste
- Togo
- Tokelau

- Burundi
- Cambodia
- Cameroon
- Canada
- Cape Verde
- Cayman Islands
- Central African Republic
- Chad
- Chile
- China
- Christmas Island
- Clipperton
- Cocos (Keeling) Islands
- Colombia
- Comoros
- Congo
- Cook Islands
- Costa Rica
- Côte d’Ivoire
- Croatia
- Cuba
- Curaçao
- Cyprus
- Czechia
- Hong Kong
- Hungary
- Iceland
- India
- Indonesia
- Iran
- Iraq
- Ireland
- Isle of Man
- Israel
- Italy
- Jamaica
- Japan
- Jersey
- Jordan
- Kazakhstan
- Kenya
- Kiribati
- Kosovo
- Kuwait
- Kyrgyzstan
- Laos
- Latvia
- Lebanon
- Northern Mariana Islands
- North Korea
- North Macedonia
- Norway
- Oman
- Pakistan
- Palau
- Palestine
- Panama
- Papua New Guinea
- Paraguay
- Peru
- Philippines
- Pitcairn Islands
- Poland
- Portugal
- Puerto Rico
- Qatar
- Réunion
- Romania
- Russia
- Rwanda
- Saint Barthélemy
- Saint Helena Ascension and Tristan da Cunha
- Tonga
- Trinidad and Tobago
- Tunisia
- Türkiye
- Turkmenistan
- Turks and Caicos Islands
- Tuvalu
- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom
- United States
- United States Minor Outlying Islands
- Uruguay
- US Virgin Islands
- Uzbekistan
- Vanuatu
- Vatican City
- Venezuela
- Vietnam
- Wallis and Futuna
- Western Sahara
- Yemen
- Zambia

- Democratic Republic of the Congo
- Denmark
- Lesotho
- Liberia
- Saint Kitts and Nevis
- Saint Lucia
- Zimbabwe

The Commission will publish all contributions to this public consultation. You can choose whether you would prefer to have your details published or to remain anonymous when your contribution is published. **Fo r the purpose of transparency, the type of respondent (for example, 'business association, 'consumer association', 'EU citizen') country of origin, organisation name and size, and its transparency register number, are always published. Your e-mail address will never be published.** Opt in to select the privacy option that best suits you. Privacy options default based on the type of respondent selected

* **Contribution publication privacy settings**

The Commission will publish the responses to this public consultation. You can choose whether you would like your details to be made public or to remain anonymous.

- **Anonymous**
  Only organisation details are published: The type of respondent that you responded to this consultation as, the name of the organisation on whose behalf you reply as well as its transparency number, its size, its country of origin and your contribution will be published as received. Your name will not be published. Please do not include any personal data in the contribution itself if you want to remain anonymous.
- **Public**
  Organisation details and respondent details are published: The type of respondent that you responded to this consultation as, the name of the organisation on whose behalf you reply as well as its transparency number, its size, its country of origin and your contribution will be published. Your name will also be published.

☑ I agree with the personal data protection provisions

Thematic questions

In this section, the Commission has identified some policy priorities in the areas of cross-border education, training and solidarity, youth, media, culture, creative sectors, values (democracy, equality, rule of law, fundamental rights), and civil society. This list is by no means exhaustive. Feel free to use the free text box to elaborate on aspects that you think are missing.

Do you have experience with one or more of the following funds and programmes?

- ☑ Erasmus+

- [ ] European Solidarity Corps
- [ ] Creative Europe
- [x] Citizens, Equality, Rights and Values programme
- [ ] Justice programme
- [x] European Social Fund+
- [x] Horizon Europe
- [ ] Recovery and Resilience Facility
- [ ] Other, please specify:

How important are these policy priorities to you?

	Very important	Important	Moderately important	Not at all important	Don't know/not applicable
Support study/training abroad in education and training, youth and sport, and mobility of researchers	◉	○	○	○	○
Strengthen cross-border cooperation between schools, universities, training providers, businesses, and research institutions	○	◉	○	○	○
Boost basic skills development	◉	○	○	○	○
Improve science, technology, engineering, and mathematics (STEM) skills and competences	○	◉	○	○	○
Address skills shortages and match skills to labour market needs	◉	○	○	○	○
Support teachers to improve quality and innovation in education and training	◉	○	○	○	○
Support entrepreneurship and the creative economy	◉	○	○	○	○
Support upskilling and reskilling, particularly digital and green skills and competences	◉	○	○	○	○
Promote inclusion in cross-border education and training	◉	○	○	○	○

Support recognition of degrees and qualifications across the EU and periods spent abroad for learning mobility	○	◉	○	○	○
Support to upscale – at national and EU level – the results of EU cooperation in skills, education and training	○	◉	○	○	○
Strengthen cooperation with non-EU countries (especially candidate countries) in education, training, youth, culture and sport	◉	○	○	○	○
Promote grassroots sport and physical activity, and sport as a tool for social inclusion and equality	○	◉	○	○	○
Make it easier to get young people into work or training, especially those in vulnerable situations	◉	○	○	○	○
Support youth volunteering	○	◉	○	○	○
Strengthen intergenerational solidarity	◉	○	○	○	○
Ensure widespread access to culture and cultural heritage	○	◉	○	○	○
Support mobility of artists and culture professionals	○	○	◉	○	○
Promote and preserve cultural heritage and European remembrance	◉	○	○	○	○
Promote cultural and linguistic diversity	○	◉	○	○	○
Promote media independence and media pluralism, fight disinformation	◉	○	○	○	○
Support the viability and resilience of the audiovisual and media sectors	○	◉	○	○	○
Promote entrepreneurship, access to market and scaling-up for small businesses in the creative sectors	○	○	◉	○	○
Improve people’s access to quality media content	◉	○	○	○	○

Support the EU media regulatory framework	◉	○	○	○	○
Empower citizens, strengthen democratic engagement and participation, including from young people and children	◉	○	○	○	○
Promote a shared European identity	◉	○	○	○	○
Protect democracy and promote democratic standards	◉	○	○	○	○
Uphold and promote the rule of law	◉	○	○	○	○
Promote trustworthy artificial intelligence that respects EU values	◉	○	○	○	○
Build an EU area of justice, promote judicial training, judicial cooperation and access to justice	○	◉	○	○	○
Promote equality and non-discrimination (on the grounds of sex, racial or ethnic origin, religion or belief, disability, age and sexual orientation)	◉	○	○	○	○
Combat racism and xenophobia, LGBTIQ-phobia or other forms of intolerance, and fight hate speech and hate crime (including online)	◉	○	○	○	○
Combat gender-based violence, violence against children and other groups at risk	◉	○	○	○	○
Support civic space and capacity building of civil society organisations	◉	○	○	○	○
Uphold and promote respect of fundamental/human rights (including children’s rights, women’ s rights, and rights of persons with disabilities), including online	◉	○	○	○	○
The effective protection of EU funds against fraud, corruption and other illegal activity	◉	○	○	○	○
Other (please specify below)	◉	○	○	○	○

If you have identified other policy priorities, please specify:

200 character(s) maximum

Combat ageism and promote a positive image of ageing, promote participation in training and education of older persons

To what extent would EU funding provide added value to address these policy priorities compared to funding at national, local or regional level?

	To a large extent	Somewhat	Very little	Not at all	Don't know/not applicable
Support study/training abroad in education and training, youth and sport, and mobility of researchers	◉	○	○	○	○
Strengthen cross-border cooperation between schools, universities, training providers, businesses, and research institutions	◉	○	○	○	○
Boost basic skills development	◉	○	○	○	○
Improve science, technology, engineering, and mathematics (STEM) skills and competences	○	◉	○	○	○
Address skills shortages and match skills to labour market needs	◉	○	○	○	○
Support teachers to improve quality and innovation in education and training	○	◉	○	○	○
Support entrepreneurship and the creative economy	○	◉	○	○	○
Support upskilling and reskilling, particularly digital and green skills and competences	◉	○	○	○	○
Promote inclusion in cross-border education and training	◉	○	○	○	○
Support recognition of degrees and qualifications across the EU and periods spent abroad for learning mobility	◉	○	○	○	○
Support to upscale – at national and EU level – the results of EU cooperation in skills, education and training	◉	○	○	○	○
Strengthen cooperation with non-EU countries (especially candidate countries) in education, training, youth, culture and sport	○	◉	○	○	○
Promote grassroots sport and physical activity, and sport as a tool for social inclusion and equality	○	◉	○	○	○

Make it easier to get young people into work or training, especially those in vulnerable situations	○	◉	○	○	○
Support youth volunteering	◉	○	○	○	○
Strengthen intergenerational solidarity	◉	○	○	○	○
Ensure widespread access to culture and cultural heritage	◉	○	○	○	○
Support mobility of artists and culture professionals	○	◉	○	○	○
Promote and preserve cultural heritage and European remembrance	◉	○	○	○	○
Promote cultural and linguistic diversity	◉	○	○	○	○
Promote media independence and media pluralism, fight disinformation	◉	○	○	○	○
Support the viability and resilience of the audiovisual and media sectors	○	◉	○	○	○
Promote entrepreneurship, access to market and scaling-up for small businesses in the creative sectors	○	◉	○	○	○
Improve people's access to quality media content	◉	○	○	○	○
Support the EU media regulatory framework	◉	○	○	○	○
Empower citizens, strengthen democratic engagement and participation, including from young people and children	○	◉	○	○	○
Promote a shared European identity	◉	○	○	○	○
Protect democracy and promote democratic standards	◉	○	○	○	○
Uphold and promote the rule of law	◉	○	○	○	○
Promote trustworthy artificial intelligence that respects EU values	◉	○	○	○	○
Build an EU area of justice, promote judicial training, judicial cooperation and access to justice	◉	○	○	○	○
Promote equality and non-discrimination (on the grounds of sex, racial or ethnic origin, religion or belief, disability, age and sexual orientation)	◉	○	○	○	○
Combat racism and xenophobia, LGBTIQ-phobia or other forms of intolerance, and fight hate speech and hate crime (including online)	◉	○	○	○	○

Combat gender-based violence, violence against children and other groups at risk	◉	○	○	○	○
Support civic space and capacity building of civil society organisations	◉	○	○	○	○
Uphold and promote respect of fundamental /human rights (including children's rights, women' s rights, and rights of persons with disabilities), including online	◉	○	○	○	○
The effective protection of EU funds against fraud, corruption and other illegal activity	◉	○	○	○	○

To what extent do you consider that the following actions for cooperation and mobility in the area of education, training and solidarity would bring about a positive impact in the future?

	To a large extent	Somewhat	Very little	Not at all	Don't know/not applicable
Mobility for schools and learners	◉	○	○	○	○
Mobility for higher education students and staff	◉	○	○	○	○
Mobility for vocational education and training (VET) learners and staff	◉	○	○	○	○
Mobility for adult education learners and staff	◉	○	○	○	○
Mobility in sport	○	◉	○	○	○
Virtual exchanges in higher education and youth	○	◉	○	○	○
Capacity building in vocational education and training, youth, sport and higher education	◉	○	○	○	○
Professional development of teachers	◉	○	○	○	○
Alliances of European Universities	○	◉	○	○	○
Centres of vocational Excellence	◉	○	○	○	○
Mobility in the field of higher education	◉	○	○	○	○
Language learning opportunities	◉	○	○	○	○
Cooperation partnerships in education and training	◉	○	○	○	○
Joint Masters degrees	◉	○	○	○	○
European degree	◉	○	○	○	○

European degree for vocational education and training	◉	○	○	○	○
Skills academies	○	◉	○	○	○
Support the uptake of curricula developed by skills academies	○	◉	○	○	○
European Student Card	◉	○	○	○	○
Digitalisation of degrees and training certificates	◉	○	○	○	○
Volunteering activities and solidarity projects	◉	○	○	○	○

To what extent do you consider that the following EU actions in the areas of culture, creative sectors and media would bring about a positive impact in the future?

	To a large extent	Somewhat	Very little	Not at all	Don't know/not applicable
European cooperation projects involving cultural and creative organisations from different countries	◉	○	○	○	○
European platforms for the promotion of emerging artists	○	◉	○	○	○
Pan-European networks of culture and creative organisations	○	◉	○	○	○
Circulation of European literary works	○	◉	○	○	○
Mobility for artists and professionals	◉	○	○	○	○
Pan-European cultural entities such as orchestras / other forms of cooperation with a large geographical reach	○	◉	○	○	○
Cross-border collaboration in media content creation, development and production	◉	○	○	○	○
Cross-border cooperation and business support to cultural and creative sectors	◉	○	○	○	○
Innovative media tools and business models, and talent development	○	◉	○	○	○
European distribution, promotion and circulation of EU content, and audience development	◉	○	○	○	○
Support to media independence and the news media sectors	◉	○	○	○	○

Support to media literacy	◉	○	○	○	○
Support to public debate, citizens' access to quality content and actions tackling disinformation	◉	○	○	○	○

To what extent do you consider that the following actions for values (democracy, equality, rule of law, fundamental rights) and civil society would bring about a positive impact in the future?

	To a large extent	Somewhat	Very little	Not at all	Don't know/not applicable
Capacity building and training/train-the-trainer activities	◉	○	○	○	○
Dissemination and awareness-raising activities	◉	○	○	○	○
Supporting cross-border mutual learning, exchange of good practices and cooperation, coalition building	◉	○	○	○	○
Analytical activities such as data recording, data collection, analysis, studies, surveys	◉	○	○	○	○
Design, development and implementation of guidelines, strategies, manuals, toolkits, working methods, etc. for the practical application of EU policies	◉	○	○	○	○
Supporting the creation and development of EU-level networks and organisations	◉	○	○	○	○
Supporting local/grassroots civil society organisations that protect rights and promote EU values	◉	○	○	○	○
Cross-border mutual learning possibilities in the justice area	◉	○	○	○	○

To what extent do you see the following as obstacles that prevent the EU budget from fully delivering on its objectives in these policy areas?

	To a large extent	Somewhat	Very little	Not at all	Don't know/not applicable
Too many programmes with overlapping policy goals	○	○	◉	○	○
Different and often complex fund-specific rules for access to funding and compliance	◉	○	○	○	○

Administrative burden for beneficiaries	◉	○	○	○	○
Limited reach to relevant/different/more diverse target groups	○	◉	○	○	○
Lack of flexibility to adapt to new and unforeseen developments	○	◉	○	○	○
Lack of consistency and effectiveness to deliver on EU policy priorities	○	◉	○	○	○
Insufficient alignment with national policies	○	○	◉	○	○
Insufficient focus on projects with the highest EU added value	○	○	◉	○	○
Fraud, corruption and other illegal activities targeting EU funds	○	◉	○	○	○
Other (please specify below)	◉	○	○	○	○

If you have identified other obstacles, please specify:

200 character(s) maximum

Lack of visibility of the EU funds to the public, limited use of project results by EU services.

To what extent do you agree that the following options could help the EU budget become more effective and efficient?

	To a large extent	Somewhat	Very little	Not at all	Don't know/not applicable
Applying common rules, timelines and eligibility criteria to all relevant EU funds	○	◉	○	○	○
Reduce the number of funding programmes	○	○	◉	○	○
Introduce more flexibility into resource allocation to react to crises and emerging needs	○	◉	○	○	○
Simplify access to funding for beneficiaries	◉	○	○	○	○
Prioritise projects with high EU added value, such as multi-country projects and projects that contribute to the EU's strategic priorities	◉	○	○	○	○
Place greater focus on achieving results, including via performance-based funding (such as financing not linked to costs)	○	○	◉	○	○
Use funds to promote both reforms and investments	○	◉	○	○	○

Better preventing and combatting fraud, corruption and other illegal activities targeting EU funds	○	◉	○	○	○
Other (please specify below)	◉	○	○	○	○

If you have identified other ways to make the EU budget more effective, please specify:

500 character(s) maximum

Simplify the access to EU funds for small-scale organisations end projects (Erasmus+, CERV regranting), reduce cofunding requirements for not-for-profit entities as this is a major barrier to access funds

Closing section

A summary of the results of this consultation will be published on the consultation webpage just after it has closed.

If you would like to add further information – within the scope of this questionnaire – please feel free to do so here.

500 character(s) maximum

EU funds are vital to establish an EU-level representation of various citizens' groups and must be safeguarded from attacks both on their volume and on the political orientation of democratic representative organisations.

If you wish to attach any relevant documents to support your replies, please feel free to do so here.

Only files of the type pdf,txt,doc,docx,odt,rtf are allowed

e488cdc5-96db-474f-a25a-13bfddd06447/AGE_contribution_to_MFF_-_Expanding_to_new_priorities.pdf

Contact

SG-MFF-PUBLIC-CONSULTATIONS@ec.europa.eu

Contribution ID: eadc23c2-ad19-4eb4-af13-5277b9a1222d
Date: 31/01/2025 10:19:22

FRA Stakeholder Survey Consolidated Annual Activity Report (CAAR) 2024

Fields marked with * are mandatory.

Survey Intro

Dear Respondent,

Thank you for taking part in the European Union Agency for Fundamental Rights Stakeholder Feedback Survey for 2024.

The aim of this survey is to collect your views on FRA's activities and outputs in 2024. In particular, the survey seeks to understand how and to what extent FRA's work in 2024 has met your expectations, and what you think about its quality, usefulness, and relevance.

Your input is crucial to help us improve and ensure that FRA's work remains impactful and aligned with stakeholder needs. The survey should take about 15 minutes to complete.

Before starting, please note that your responses will be treated with strict confidentiality and individual responses will not be disclosed. Data will be aggregated and analysed, preventing any possible identification of individual respondents. For more information you can review our data protection statement.

We appreciate your contribution to this important initiative.
The FRA Stakeholder Survey Team

☑ Please confirm that you consent to participate in the survey on the basis of the above linked data protection statement.

A. General Information

* **A.1 In which EU Member State are you located?**

- (○) Austria
- (○) Italy
- (●) Belgium
- (○) Latvia
- (○) Bulgaria
- (○) Lithuania
- (○) Croatia
- (○) Luxembourg
- (○) Cyprus
- (○) Malta
- (○) Czechia
- (○) Netherlands
- (○) Denmark
- (○) Poland
- (○) Estonia
- (○) Portugal
- (○) Finland
- (○) Romania
- (○) France
- (○) Slovak Republic
- (○) Germany
- (○) Slovenia
- (○) Greece
- (○) Spain
- (○) Hungary
- (○) Sweden
- (○) Ireland
- (○) Outside the EU

* **A.2 Please indicate which of the following best describes your organisation**

- (○) EU institution, body, or agency
- (○) National authority
- (○) Sub-national/Local authority
- (○) National Human Rights Institution
- (○) Equality Body
- (○) Ombudsperson
- (●) Civil society organisation
- (○) International Organisation
- (○) Research institute/Organization/University
- (○) Business/industry
- (○) Self-employed
- (○) Other, please specify

* **A.3 Which of the following areas of FRA's work have you been involved in or actively followed in 2024?** *Please select 'All areas of FRA's work' if you have been involved in all of FRA's work areas during 2024.*

- [ ] **Justice, victims' rights and judicial cooperation**
  (victims' rights; defendants' rights; violence against women; access to justice; digitalisation of justice; judicial cooperation; security)
- [x] **Equality, non-discrimination and racism**
  (integration of migrants; LGBTIQ+; people with disabilities; hate crime; discrimination because of racial, ethnic origin, religion and belief; rights of the child; youth; older people; business and human rights; environmental protection; Roma inclusion)
- [ ] **Asylum, migration and borders**
  (asylum; borders and information systems; irregular migration, return and detention; legal migration and integration; trafficking and labour exploitation)
- [ ] **Data protection, privacy and new technologies**
  (artificial intelligence and big data; online hate and content moderation; cybercrime; data protection; biometric identification)

- [x] **Support for human rights systems and defenders**
  (EU Charter of Fundamental Rights; rule of law; national human rights systems and bodies; cooperation with civil society, with EU institutions, bodies and agencies, international organisations)
- [ ] **All areas of FRA's work**
- [ ] **None of the above**

C. Outputs and Uptake - Equality, Non-Discrimination and Racism

C.1 Please indicate your overall level of satisfaction with FRA's work in the area of *Equality, Non-Discrimination and Racism*?

8

* **C.2 In the area of *Equality, Non-Discrimination and Racism* have you used or participated in the following FRA outputs during 2024? Please select all that apply.**

- [x] **FRA publications**
  (reports, papers, periodic updates, factsheets, opinions, handbooks, guides, manuals, country-sheets, research methodology or guidelines)
- [ ] **FRA online tools**
  (FRA website, apps, databases, e-learning courses)
- [ ] **FRA fundamental rights expertise and advice**
  (oral and written input and advice, expert contributions, presentations/speeches at events, facilitation of working groups)
- [ ] **FRA capacity building activities**
  (training activities, peer-to-peer learning)
- [x] **FRA events**
  (Fundamental Rights Forum, meetings with EU institutions and Member States, country missions, expert meetings, study visits, conferences, workshops, launch events, awareness raising events)
- [ ] **Other(s)**, please specify below

C.3 FRA Publications - Which of the following FRA publications have you consulted or used in 2024? Please select all that apply.

☑ EU Gender-based Violence Survey - Key Results  View publication	☐ Being Muslim in the EU - Experiences of Muslims  View publication	☐ FRA 2023 Consolidated Annual Activity Report  View publication	☐ Addressing Racism in Policing  View publication
☐ LGBTIQ at a crossroads: progress and challenges  View publication	☐ Mapping Child Protection Systems in the EU Update 2023  View publication	☐ Political participation of people with disabilities new developments  View publication	☐ Technical and quality report - EU Survey on Immigrants and Descendants of Immigrants  View publication

☐ Jewish Peoples Experiences and Perceptions of Antisemitism



View publication

☑ Fundamental Rights Report 2024 - FRA opinions



View publication

☑ Fundamental Rights Report 2024



View publication

C.8 FRA Events - Which FRA events related to this work area have you attended in 2024?

Fundamental Rights Platform

C.9 FRA Events - Would you attend similar FRA events in the future?

- (●) Yes
- ( ) No

C.10 To what extent do you think the FRA outputs which you consulted or used in this work area are useful, produced in a timely manner, relevant, and based on reliable data? Select all that apply.

	Useful	Timely in the policy process	Relevant	Based on reliable data	I don't know / N/A
* **FRA publications** (reports, papers, periodic updates, factsheets, opinions, handbooks, guides, manuals, country-sheets, research methodology or guidelines)	☑	☑	☑	☐	☐
* **FRA online tools** (FRA website, apps, databases, e-learning courses)	☑	☐	☑	☐	☐
* **Fundamental rights expertise and advice** (oral and written input and advice, expert contributions, presentations/speeches at events, facilitation of working groups)	☑	☑	☑	☐	☐
* **Capacity building activities** (training activities, peer-to-peer learning)	☑	☑	☑	☑	☐
* **FRA events** (Fundamental Rights Forum, meetings with EU institutions and Member States, country missions, expert meetings, study visits, conferences, workshops, launch events, awareness raising events)	☑	☑	☑	☐	☐
* **Other outputs specified above**	☐	☐	☐	☐	☑

C.11 How could FRA's work in this area be further enhanced to ensure greater usefulness, timeliness, and relevance?

ensure that all studies, surveys, projects etc do not use age limits. For example, the EU Gender Based Violence Survey stops at the age of 74 excluding experiences of abuse of older women. If necessary, additional studies should be undertaken to capture the experiences and views of older people

* **C.12 How have you used FRA outputs under this work area?**

- ☐ Policy-making at EU-level

- [ ] Implementation of legislation and policies at EU-level
- [ ] Policy-making at national level
- [ ] Implementation of national legislation and policies
- [x] Advocacy purposes
- [ ] Research purposes
- [x] Awareness raising purposes
- [x] Measure the impact of a given intervention on fundamental rights
- [ ] Improve the practices of my organization/business
- [ ] Other, please specify below
- [ ] I have not used FRA outputs under this work area

F. Outputs and Uptake - Support for Human Rights Systems and Defenders

F.1 Please indicate your overall level of satisfaction with FRA's work in the area of *Support for Human Rights Systems and Defenders*?

*** F.2 In the area of *Support for Human Rights Systems* have you used or participated in the following FRA outputs during 2024? Please select all that apply.**

- [ ] **FRA publications**
  (reports, papers, periodic updates, factsheets, opinions, handbooks, guides, manuals, country-sheets, research methodology or guidelines)
- [ ] **FRA online tools**
  (FRA website, apps, databases, e-learning courses)
- [x] **FRA fundamental rights expertise and advice**
  (oral and written input and advice, expert contributions, presentations/speeches at events, facilitation of working groups)
- [ ] **FRA capacity building activities**
  (training activities, peer-to-peer learning)
- [x] **FRA events**
  (Fundamental Rights Forum, meetings with EU institutions and Member States, country missions, expert meetings, study visits, conferences, workshops, launch events, awareness raising events)
- [ ] **Other(s)**, please specify below

F.5 FRA Fundamental Rights Expertise and Advice - Which fundamental rights expertise and advice from FRA have you received or benefited from within this work area in 2024? (Written / oral input, expert contribution, facilitation of working groups, presentation/speech at events)

F.8 FRA Events - Which FRA events related to this work area have you attended in 2024?

F.9 FRA Events - Would you attend similar FRA events in the future?

- ○ Yes
- ○ No

F.10 To what extent do you think the FRA outputs which you consulted or used in this work area are useful, produced in a timely manner, relevant, and based on reliable data? Select all that apply.

	Useful	Timely in the policy process	Relevant	Based on reliable data	I don't know / N/A
* **FRA publications** (reports, papers, periodic updates, factsheets, opinions, handbooks, guides, manuals, country-sheets, research methodology or guidelines)	☐	☐	☐	☐	☑
* **FRA online tools** (FRA website, apps, databases, e-learning courses)	☐	☐	☐	☐	☑
* **Fundamental rights expertise and advice** (oral and written input and advice, expert contributions, presentations/speeches at events, facilitation of working groups)	☐	☐	☐	☐	☑
* **Capacity building activities** (training activities, peer-to-peer learning)	☐	☐	☐	☐	☑
* **FRA events** (Fundamental Rights Forum, meetings with EU institutions and Member States, country missions, expert meetings, study visits, conferences, workshops, launch events, awareness raising events)	☐	☐	☐	☐	☑
* **Other outputs specified above**	☐	☐	☐	☐	☑

F.11 How could FRA's work in this area be further enhanced to ensure greater usefulness, timeliness, and relevance?

produce more thematic reports on the effectiveness, use and potential of the charter and guidance for CSOs

*** F.12 How have you used FRA outputs under this work area?**

- ☐ Policy-making at EU-level
- ☐ Implementation of legislation and policies at EU-level
- ☐ Policy-making at national level
- ☐ Implementation of national legislation and policies
- ☐ Advocacy purposes
- ☐ Research purposes
- ☑ Awareness raising purposes
- ☐ Measure the impact of a given intervention on fundamental rights
- ☐ Improve the practices of my organization/business

- [ ] Other, please specify below
- [ ] I have not used FRA outputs under this work area

H. Longer-term Results

H.1 To what extent do you agree with the following statements?

	Strongly disagree	Disagree	Agree	Strongly agree	I don't know
* In 2024, FRA provided relevant and reliable real-time expertise in response to a fundamental rights emergency	○	○	○	○	◉
* In 2024, FRA contributed to making fundamental rights more visible at EU-level	○	○	○	◉	○
* ... at national-level	○	○	○	○	◉
* ... at local-level	○	○	○	○	◉
* In 2024, FRA contributed to developing a human rights culture at EU-level	○	○	○	◉	○
* ... at national-level	○	○	○	○	◉
* ... at local-level	○	○	○	○	◉

H.2 If applicable, expand on how this was done and what could be improved

I. FRA Strategic Priorities

I.1 To what extent do you agree that in 2024 FRA has contributed to the following FRA Strategic Priorities?

	Strongly disagree	Disagree	Agree	Strongly agree	I don't know
Support the upholding of fundamental rights standards in the development of new EU laws and policies	○	○	○	○	◉

Contribute to ensuring respect, protection and fulfilment of fundamental rights in the fields covered by existing EU laws and policies	○	○	○	○	◉
Engage in cross-cutting actions to support the realisation of the EU's fundamental rights goals and vision.	○	○	○	○	◉

J. European Commission Priorities

J.1 To what extent do you agree that in 2024 FRA has contributed to the following 2024-2029 European Commission priorities?

	Strongly disagree	Disagree	Agree	Strongly agree	I don't know
A new plan for Europe's sustainable prosperity and competitiveness	○	○	○	○	◉
A new era for European Defence and Security	○	○	○	○	◉
Supporting people, strengthening our societies and our social model	○	○	◉	○	○
Sustaining our quality of life: food security, water and nature	○	○	○	○	◉
Protecting our democracy, upholding our values	○	○	○	○	◉
A global Europe: leveraging our power and partnership	○	○	○	○	◉
Delivering together and preparing our Union for the future	○	○	○	○	◉

K. FRA's work areas

K.1 How would you rate the importance of FRA's work in the following areas?

	Not important	Somewhat important	Important	Very important	I don't know

Justice, victims' rights and judicial cooperation (victims' rights; defendants' rights; violence against women; access to justice; digitalisation of justice; judicial cooperation; security etc.)	○	○	○	◉	○
Equality, non-discrimination and racism (integration of migrants; LGBTIQ+; people with disabilities; hate crime; discrimination because of racial, ethnic origin, religion and belief; rights of the child; youth; older people; business and human rights; environmental protection; Roma inclusion)	○	○	○	◉	○
Asylum, migration and border (asylum; borders and information systems; irregular migration, return and detention; legal migration and integration; trafficking and labour exploitation)	○	○	◉	○	○
Data protection, privacy and new technologies (artificial intelligence and big data; online hate and content moderation; cybercrime; data protection; biometric identification)	○	○	○	◉	○
Support for human rights systems and defenders (EU Charter of Fundamental Rights; rule of law; national human rights systems and bodies; cooperation with civil society, with EU institutions, bodies and agencies, international organisations)	○	○	○	◉	○

K.2 From your perspective, what additional topics should FRA focus on in the future?

the interplay between demographic transition and fundamental rights (similar to the green and digital transition)

L. Communication Channels

L.1 Through which channels did you become aware of FRA's work?

- [x] FRA website
- [ ] FRA social media
- [x] FRA email marketing/newsletter
- [x] FRA events/webinars
- [ ] Other (please specify)

L.2 To what extent would you agree with the following statement: I am satisfied with the format with which I receive information through the following channels. If applicable, please expand on what could be improved in the text below.

	Strongly disagree	Disagree	Agree	Strongly Agree	I don't know
FRA website	○	○	○	◉	○
FRA social media	○	○	○	○	◉
FRA email marketing /newsletter	○	○	○	◉	○
FRA events/webinars	○	○	○	◉	○
FRA publications	○	○	○	◉	○

L.3 If applicable, please expand on what could be improved

L.4 Do you have any further comments or recommendations for FRA?

Thank you!

Contact

Contact Form

Contribution ID: 8187c421-f019-47f6-ab52-9ec4daf54b5d
Date: 26/05/2025 15:46:17

Interim Assessment of the FRA Strategic Plan 2023-2028
FRA

Fields marked with * are mandatory.

Dear participant,

Thank you for taking the time to participate in this survey regarding the **work and future direction of the European Union Agency for Fundamental Rights (FRA)**.

The purpose of this survey is to gather your views on how FRA's strategic priorities address fundamental rights challenges and how it can continue to provide value to stakeholders across the EU. We are particularly interested in **your reflections on FRA's objectives and future work areas**.
This survey forms part of a **broader study** on the FRA's Strategic Plan 2023–2028, commissioned by the agency and conducted by **Deloitte**. It includes input from a wide range of internal and external stakeholders. **Your contribution is important for helping FRA refine its strategy** and ensuring it stays proactive, effective, and impactful in the rapidly evolving EU policy landscape.
The survey will take approximately **10 minutes** to complete. There are no right or wrong answers — we seek your thoughtful reflections based on your experiences and knowledge of FRA's work. Responses are **c ompletely anonymous.** Please refer to the relevant Privacy Notice for more information.

If you have any questions regarding the survey, please contact Georgia Avukatu from the Deloitte project team at javukatu@deloittece.com.

To begin the survey, please tick the box below.

If you do not wish to participate, you may simply close this window.

Thank you for your valuable contribution to this initiative.

☑ I agree to participate in the survey and understand how my data will be used as outlined in the text above

General information

Thank you for taking this survey.

To begin, we'd like to ask a few questions about you. This information is used for analysis purposes only.

Your responses will remain **completely anonymous** and will not be linked to your survey answers in any way. Results will be reported in aggregate form.

Only Deloitte will have access to this information and it will not be shared with FRA.

You may skip any questions by selecting "Prefer not to say".

* **In which EU Member State are you located?**

Please select one from the drop-down menu below

- ○ Prefer not to say
- ○ Austria
- ◉ Belgium
- ○ Bulgaria
- ○ Croatia
- ○ Cyprus
- ○ Czechia
- ○ Denmark
- ○ Estonia
- ○ Finland
- ○ France
- ○ Germany
- ○ Greece
- ○ Hungary
- ○ Ireland
- ○ Italy
- ○ Latvia
- ○ Lithuania
- ○ Luxembourg
- ○ Malta
- ○ Netherlands
- ○ Poland
- ○ Portugal
- ○ Romania
- ○ Slovakia
- ○ Slovenia
- ○ Spain
- ○ Sweden
- ○ Other

* **Please indicate which of the following best describes your organisation:**

Please select one only

- ○ National authority (National Liaisons Office)
- ○ Sub-national/Local authority
- ○ National Human Rights Institution
- ○ Equality Body
- ○ Ombudsperson
- ◉ Civil society organisation

- ○ International Organisation
- ○ Research institute/Organisation/University
- ○ Self-employed
- ○ Other
- ○ Prefer not to say

Engagement with FRA

Thank you for your responses so far. The next questions will focus on your past experiences with and thoughts on FRA.

* **How often, if at all, have you engaged with the FRA in the past 12 months?**
By engagement, we mean anything from hearing about the FRA in the news, reading a report published by FRA, to attending an event they organised.
Please select one only

- ○ Daily or almost daily
- ○ A few times per week
- ○ A few times per month
- ○ About once a month
- ◉ A few times per quarter
- ○ A few times in the past 6-12 months
- ○ No engagement at all
- ○ Can't remember

* **What type of interaction(s) have you had with the FRA in the past 12 months?**
Please select all that apply

- ☐ Joined a consultation or a roundtable discussion on policies, reports, etc.
- ☑ Joined a FRA workshop, online webinar, or used FRA educational materials
- ☐ Collaborated with FRA on research and/or data collection
- ☑ Participated in an event, workshop or activity organised by the FRA
- ☐ Collaborated on a campaign or advocacy initiative
- ☑ Involved in FRA's stakeholder forums and/or advisory groups
- ☑ Shared a FRA publication (e.g. report, policy brief) in your network
- ☐ Used FRA materials and/or data in your research or publications activities
- ☐ Applied for a grant or funding with the FRA
- ☑ Other
- ☐ No interactions in the past 12 months
- ☐ Can't remember

You indicated that you had other types of interactions with FRA in the past 12 months. Please feel free to use the text box below to provide more details about those interactions.

invited FRA to events we organised, informal exchange of information, and we were invited to consultations, which we were unable to join due to other commitments

* **How satisfied or dissatisfied are you with the overall quality of your interactions with the FRA in the past 12 months?**

Please select one only

- (●) Very satisfied
- ( ) Rather satisfied
- ( ) Neither satisfied nor dissatisfied
- ( ) Rather dissatisfied
- ( ) Very dissatisfied
- ( ) Don't know
- ( ) I have not interacted with FRA in the past 12 months

* **How often, if at all, have you used FRA outputs related to your work in the past 12 months?**

Please select one only

- ( ) Very frequently
- ( ) Frequently
- (●) Occasionally
- ( ) Rarely
- ( ) I haven't used them in the past 12 months
- ( ) Can't remember

To what extent, if at all, has each of the following FRA outputs been relevant to your work in the past 12 months?

Please select one response for each type of output

	Very relevant	Quite relevant	Not very relevant	Not at all relevant	Don't know	Not applicable /I haven't used this
* **FRA fundamental rights expertise and advice** (oral and written input and advice, expert contributions, presentations /speeches at events, facilitation of working groups)	( )	(●)	( )	( )	( )	( )
* **FRA capacity building activities** (training activities, peer-to-peer learning)	( )	(●)	( )	( )	( )	( )
* **FRA publications** (reports, papers, periodic updates, factsheets, opinions, handbooks, guides, manuals, countrysheets, research methodology or guidelines)	( )	( )	(●)	( )	( )	( )

* **FRA events** (Fundamental Rights Forum, meetings with EU institutions and Member States, country missions, expert meetings, study visits, conferences, workshops, launch events, awareness raising events)	○	◉	○	○	○	○
* **FRA online tools** (FRA website, apps, databases, e-learning courses)	○	○	○	○	◉	○

Looking back at what the FRA has achieved over the past few years, what do you think are its biggest successes?

Please share your thoughts in the text box below

Developing body of work on fundamental rights and connecting different actors

* **In your view, to what extent has FRA contributed to strengthening fundamental rights in the EU over the past 3 years?**

Please select one only

- ○ To a great extent
- ○ To some extent
- ◉ To a small extent
- ○ Not at all
- ○ Don't know

Emerging challenges

Thank you for your responses so far. The next questions will gauge your views on emerging challenges related to fundamental rights and your thoughts on FRA's priorities.

What are the most important emerging challenges that your organisation should focus on in the coming years?

Please share your thoughts in the text box below

* **What are the most important emerging challenges that FRA should address in the coming years?**

Please select up to 5 emerging challenges from the list below

Maximum 5 selection(s)

- ☐ **Rule of law and judicial independence** (threats to rule of law and judiciary independence, access to justice)
- ☐ **War crimes** (crimes committed during the war and/or by war returnees)
- ☐ **Democracy and civil society** (democratic backsliding, rise of illiberal movements, democratic values, shrinking civil society space)
- ☐ **Disinformation and interference** (rise of misinformation and interference of foreign actors)

- [x] **Cyber-security and digital transformation** (accelerating hyperconnectivity and digital transformation incl. growth of AI, associated discrimination and access issues)
- [ ] **Data protection and mass surveillance** (threats to data privacy and civil liberties concerns)
- [ ] **Two-tier EU** (growing inequalities among countries and social groups, backsliding of human rights in individual EU Member States)
- [x] **Vulnerable groups** (emergence and discrimination against vulnerable groups, e.g., Roma, LGBTIQ)
- [ ] **Migration and asylum** (increasing significance of migration and related security issues, forced deportations and inadequate refugee protections)
- [ ] **Non-state actors** (growing importance of non-state actors, e.g. Fin-Tech industries)
- [x] **Economic inequality** (rising poverty and economic challenges, discrimination due to resource scarcity)
- [ ] **Work, skills, and education** (changing nature of work and education diversification, exploitation of migrant and vulnerable workers)
- [ ] **Health challenges** (growing health issues, future pandemic risks similar to COVID-19, barriers exacerbating health inequities)
- [x] **Environmental issues** (climate change, environmental degradation, and growing climate awareness; disproportionate impact on vulnerable communities)
- [ ] **Hate crime and hate speech** (growth of antisemitism, Islamophobia and societal polarisation)
- [ ] **Gender equality** (backsliding on gender policies and on state commitments to gender equality, backlash against women's rights)
- [ ] **External action and enlargement** (e.g. aid or trade without adequate rights conditionality, human rights risks in outsourcing border control)
- [x] Other
- [ ] None of the above
- [ ] Don't know

You selected "Other" in the previous question. Please use the text box below to elaborate on the most important emerging challenges that FRA should address in the coming years.

> Demographic transition/Ageing , intergenerational fairnesss from a rights perspective and the rights of older persons

Based on your experience, what do you think FRA could do (differently) to better tackle these emerging challenges moving forward?

Please share your thoughts in the text box below

> Work more closely with CSOs on the ground which focus on diifferent aspects of transversal issues, like climate change and/or represent groups at risk of discrimination and develop more work on the impact of demographic transition on fundamental rights and how to measure intergenerational fairness

Looking ahead

The following questions will explore your thoughts on FRA's future priorities and partnerships.

Thinking about the near future, what do you expect the FRA's role to be?

Please share your thoughts in the text box below

FRA should lead thinking about the rights of older people and age discrimination in old age and participate in the upcoming UN negotiations on a new UN convention on the rights of older people

In your opinion, which of the following key activities, if any, should FRA change in the near future?
Please select one response for each activity

	No change needed	Do more of the same	Do less of the same	Qualitative change (e.g. change in focus/activities)	Don't know
Evidence-based and expert advice	○	○	○	◉	○
Socio-legal research and data analysis	○	○	○	◉	○
Stakeholder engagement and outreach	○	◉	○	○	○
Media and dissemination	○	◉	○	○	○
Large-scale survey research	○	○	○	◉	○
Management and support	○	○	○	○	◉
Capacity-building and tools	○	○	○	○	◉
Meetings and events	◉	○	○	○	○
Legal analysis and stand-alone legal opinions	○	○	○	◉	○

If you would prefer a qualitative change, could you say what kind?

more focus on older persons/ageing and intersection with other grounds/vulnerable groups and no more age limits in surveys and research

* **In which of the following ways, if any, would you like to further develop your cooperation with FRA?**
Please select all that apply

- ☐ Keep as is
- ☑ Tailored expert advice or guidance (e.g. policy, legal, advocacy)
- ☐ Access to research and data
- ☑ Sector-specific thought leadership materials
- ☐ Best practice sharing
- ☑ Collaboration opportunities on joint projects
- ☐ Networking opportunities with other organisations

- [ ] Updates relevant to my sector (e.g. policy, legislative) capacity building/ training opportunities
- [x] Opportunities for staff exchange or learning visits
- [ ] Other
- [ ] Don’t know

Final reflections

What is one thing that FRA should start, stop, or continue doing that you can work better together to promote and safeguard human rights in the future?

Please share your thoughts in the text box below

Stop age limits in all its research methodologies, start thinking about ways to ensure larger and more representative samples in older age groups and start disaggregating data even better

How could you or your organisation contribute to FRA's work and mission?

Please share your thoughts in the text box below

represent older people'es experiences and voices & steer thinking about the equal enjoyment of rights across the lifecourse and the fundamental rights implications of the demographic transition

End of survey

Thank you for filling in this survey! We really appreciate your responses.

If you have any final comments about the survey, please type them into the text box below.

Please click “Submit” to submit your responses and have a great day!

Contact

Contact Form

Subject: Older Women Once Again Invisible in Gender-Based Violence Research

AGE Platform Europe, on behalf of the MARVOW 2.0 European project partners

To the Fundamental Rights Agency,

The launch of the most recent EU gender-based violence survey, published in November 2024, marks a major step forward for data-driven efforts to combat gender-based violence. However, a critical issue remains invisible: the survey leaves a glaring gap by excluding women above the age of 74. The MARVOW 2.0 project partners[1] have highlighted this discriminatory practice through a press release.

The Eurostat manual '*Methodological Manual for the EU Survey on Gender-Based Violence Against Women and Other Forms of Interpersonal Violence (EU-GBV) – 2021 Edition'* outlines the methodology for the EU Survey on gender-based violence against women. The guidelines appear to be driven by ageist assumptions – namely, that all people over the age of 74 have cognitive impairments (such as difficulties understanding questions or remembering events), or that physical disability is synonymous with age (e.g. assuming lack of mobility).

Questionnaires should be inclusive of everyone, regardless of age or disability. Older women are a very heterogeneous group, whose perspectives, lived experiences and issues cannot be put in a single basket. While some women may experience frailty before the age of 74, many others live independently into their 80s and beyond. They, too, can face gender-based violence, whether from people in their immediate

[1] AGE Platform Europe, Anci Lazio, Association NAIA, Associations of Heraklion Prefecture (UWAH), Autonome Österreichische Frauenhäuser (AÖF), Conexus, European Network for the Work with Perpetrators of Domestic Violence (WWP EN), Mediterranean Institute of Gender Studies, Psytel.

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environment or from strangers. Psychological and financial abuse does not stop with ageing.

In the broader context of participation in surveys and scientific studies, it is important to recall that reasonable accommodation is a right under the Convention on the Rights of Persons with Disabilities (CRPD). Simplified language questionnaires or mobility support could have helped to include older women beyond the age of 74. One could reasonably expect that women from other age groups may also need support to participate in such studies – for example, due to disability, language barriers, limited educational backgrounds, migrant background, or the emotional difficulty of speaking about experiences of abuse. Yet, the guidelines do not specify support needs as a criterion for exclusion.

It is regrettable that such a wide-reaching and important survey fails to address violence against older women, perpetuating existing data and protection gaps. This is the second FRA survey that excludes older women, and for which we have voiced our concern. As women age, they are more likely to experience violence due to the intersection between gender, age, and disability. They also face unique experiences and challenges due to the cumulative impact of abuse across their lifespan.

To address these concerns, we call on:

- **Eurostat** to revise its guidelines to comply with the EU's obligations to promote equality and fight age discrimination, in line with its founding Treaties, the Madrid International Plan on Active Ageing, the Charter of Fundamental Rights, and the Convention on the Rights of Persons with Disabilities—which also covers older women in need of care and support.
- **The FRA** to consider conducting a complementary survey focusing specifically on older women, to gain insight into their unique experiences of violence and abuse, and to take the necessary actions to ensure that future surveys avoid such discriminatory exclusions.
- **The FRA** to discuss the lack of data on older people with the Subgroup on Equality Data established by the EU High Level Group on Non-Discrimination,

Equality and Diversity, with the aim of providing guidelines on how to collect data disaggregated by different age groups.

- **EIGE** to collaborate with Eurostat and the FRA, and to organise a multi-stakeholder consultation to address the persistent invisibility of older women in EU data.
- **The FRA, Eurostat, and EIGE** to meet and discuss with the MARVOW 2.0 project consortium possible ways to ensure that older women will be fully included in future data collection on gender-based violence.

Older women have the same fundamental rights as all citizens in the European Union. As long as their lived experiences and perspectives are absent from studies and statistics, their rights cannot be fully upheld – and the violence and discrimination they face will remain invisible and tolerated.

We remain at your disposal to discuss how to overcome this issue in research, policy, and practice.

Best regards,

MARVOW 2.0 partners

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