

Helping older people stay in jobs

'PATHS 2 INCLUDE' is a project that studies:

- Why some people are left out of jobs;
- How to make work fairer for everyone.

The project was made
thanks to money from the European Union.



What the study showed

Our study looked at how things are
for older people at work.

More older people are working now than before.
People live longer and work longer.

Some older people have a harder time working.
For example, they may be sick,
or not fit enough to do the same jobs anymore.
They may also not know how to work with technology
like computers.

Sadly, workplaces often do not give older people
training to learn new skills.



Among others, our study showed that:

- Older people who are sick or have disabilities often stop working earlier;
- Women who look after other family members often stop working earlier;
- People with more money can stay working longer;
- Hard jobs that do not give people much back in return make people want to stop working;
- Technology and online work can be difficult for some older people who are not used to this;
- Older people are often not hired because of unfair ideas that they cannot do the job well because of their age;
- Some countries help older workers stay longer at work. Others offer less support.

How to make things fairer for older people at work

Our study showed that it is important to:

- Give older people a fair chance to get jobs;
- Give support to older people to stay in jobs longer;
- Help older people keep learning new skills;
- Adapt jobs and workplaces to the needs of older people;
- Support young and older workers to share knowledge and learn from each other.