

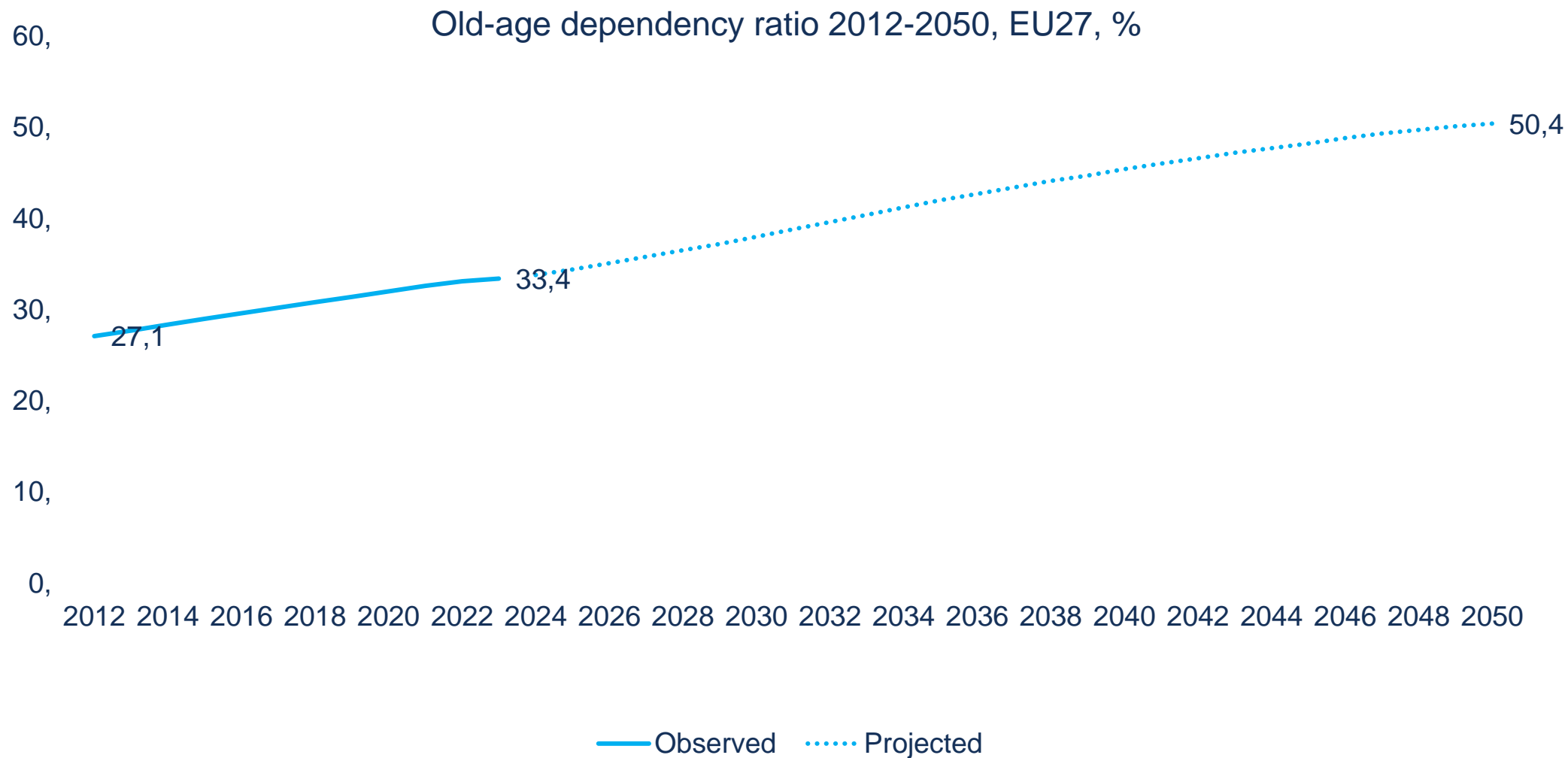
Ageing workers in the digital age: Keeping older workers in the labour market

Slovenia, 8th of October 2025

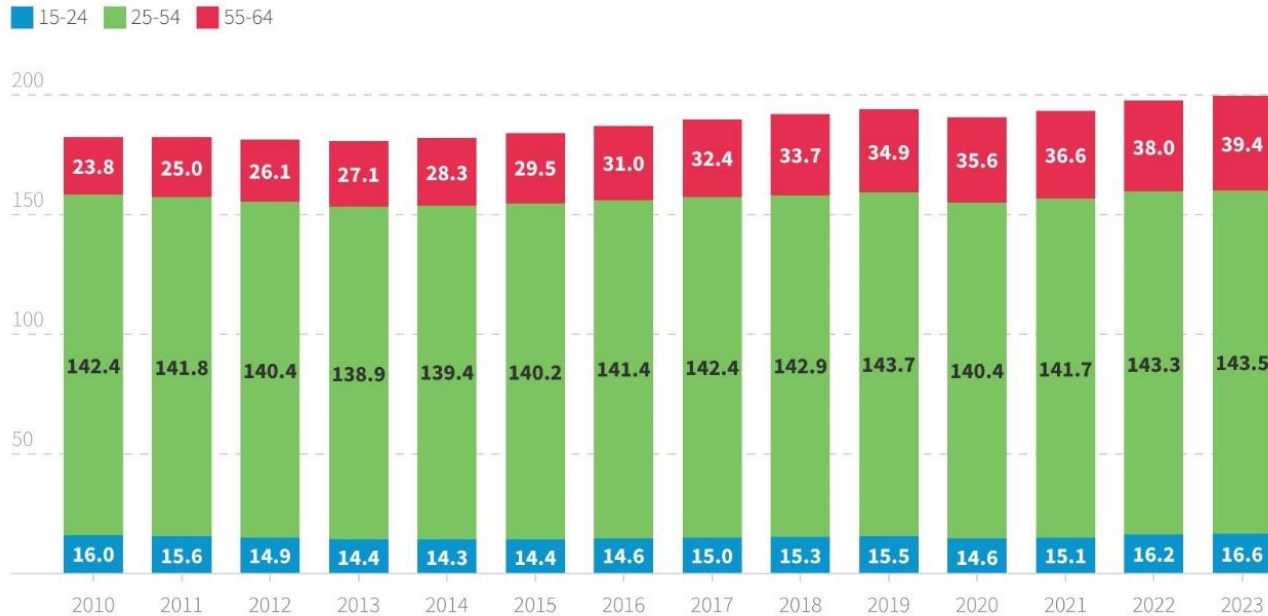
Franz Eiffe, Research Manager, Working Life Unit

Vse pravice pridržane. Gradiva ni dovoljeno razmnoževati ali razpošiljati v kakršnikoli obliki brez predhodnega pisnega dovoljenja avtorja. Prav tako gradiva ni dovoljeno predelati.

Broader context



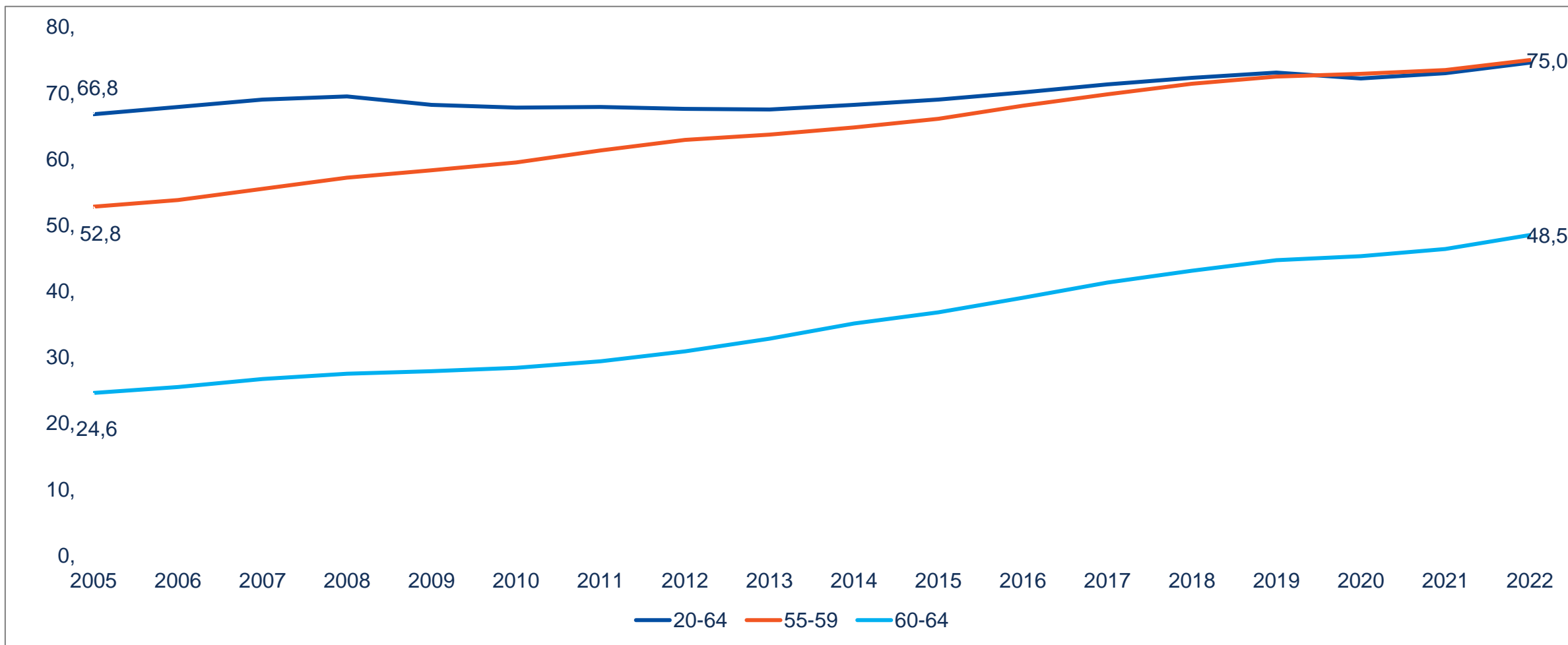
Employment developments



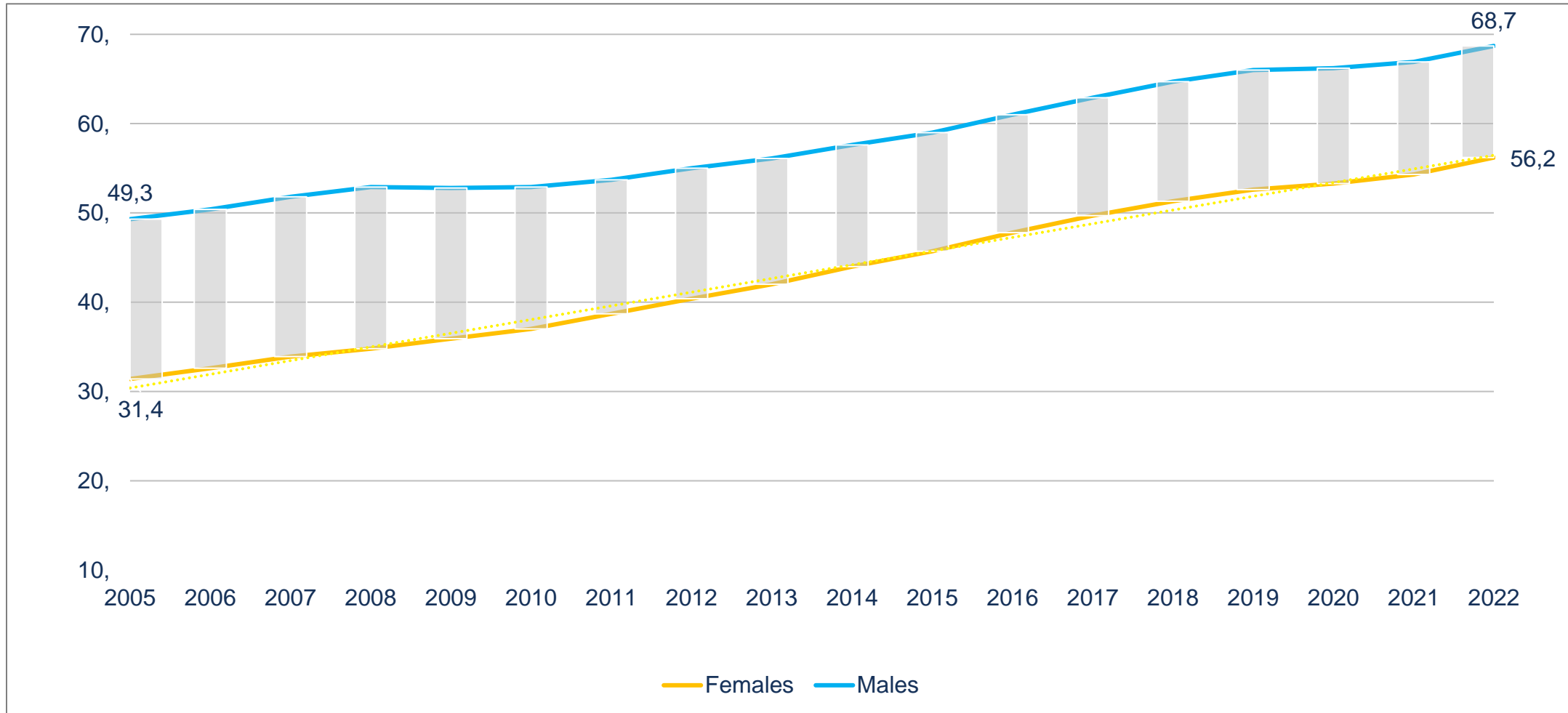
Source: Eurostat, LFS

- Increase of the age group 55-64 among the dependent workforce
- Most of the increase accounted for by increase in the average duration of working life, pension reforms, better health status of the elderly

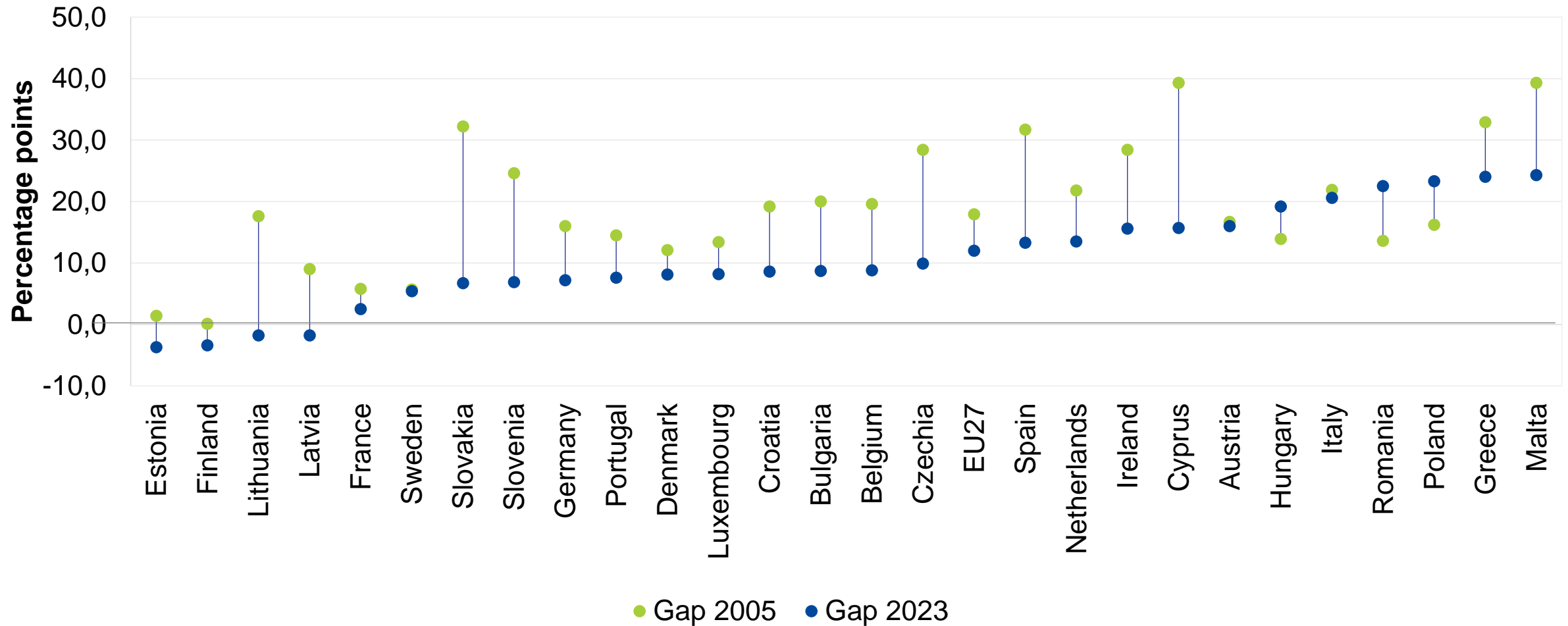
EU27 Employment rate by age groups, %



EU27 Employment rate by gender, 55-64, %, 2005-22

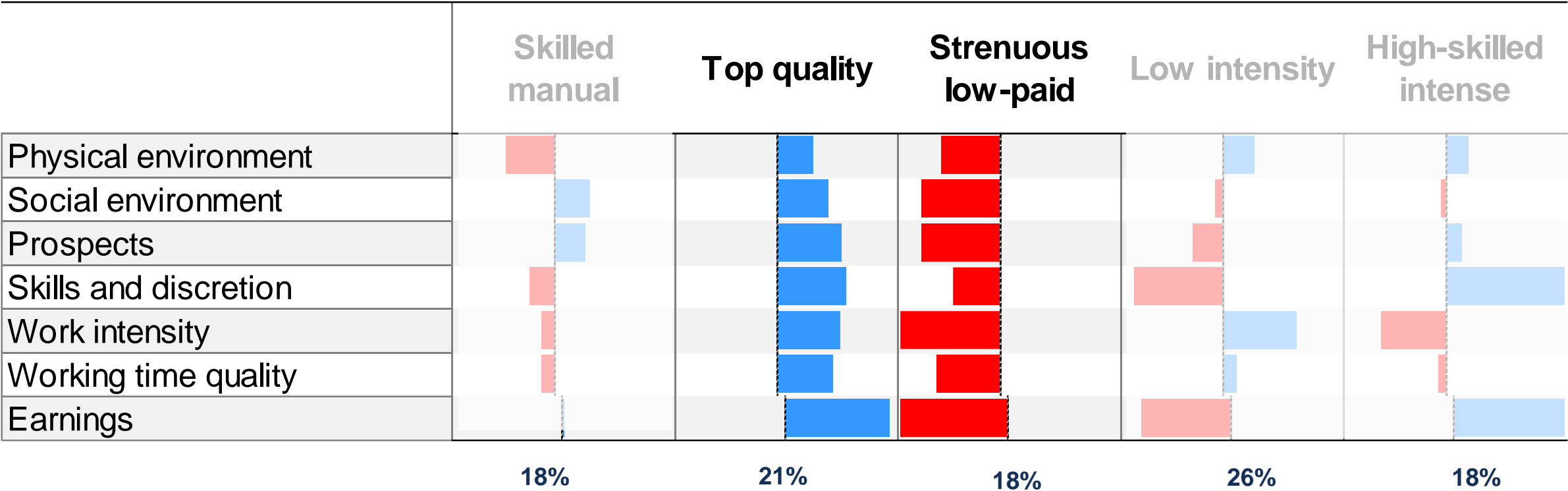


Gender employment gap, 55-64, by Member State in %-points

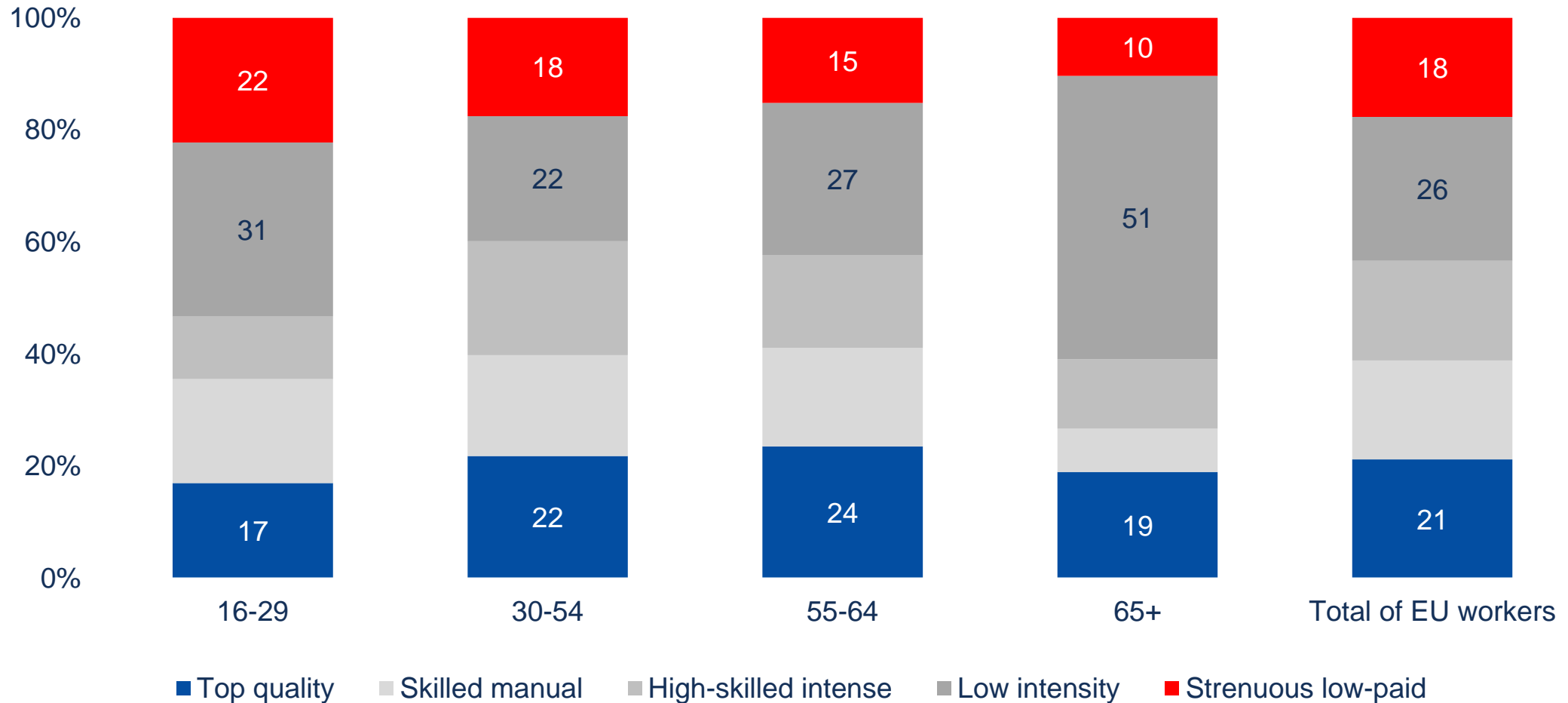


Aspects of job quality

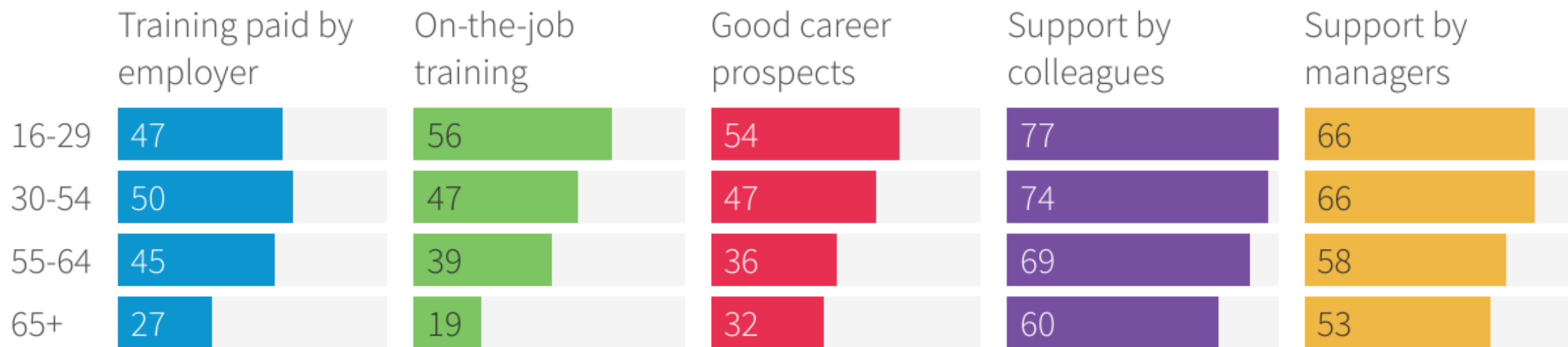
EU27 Job quality profiles and dimension, Distance from the mean



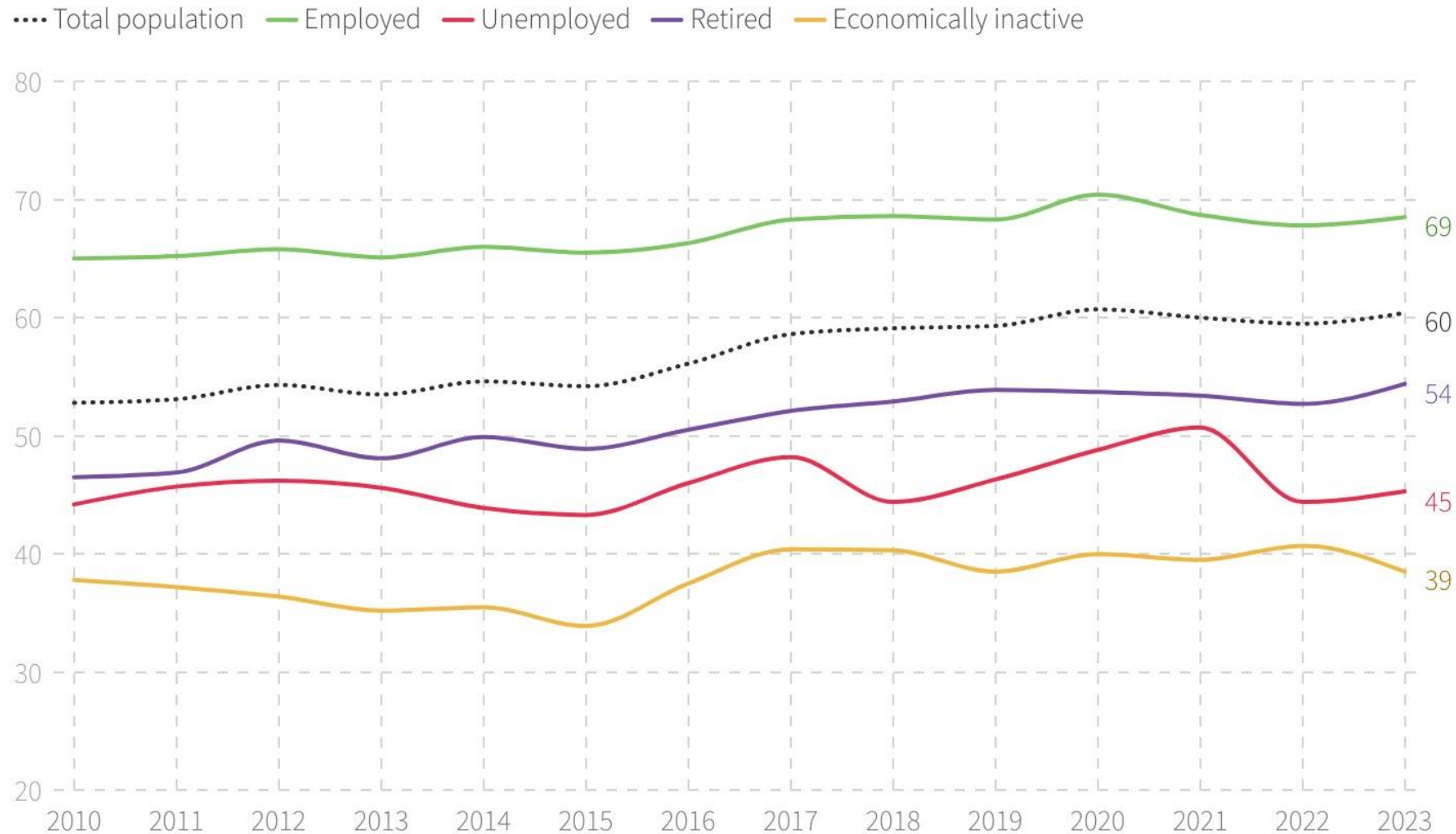
EU27 Job quality profiles by age, %, 2024



Aspects of job quality by age, EU, %



EU27 Self-perceived health by labour status, 55-64, %, 2005-22



	Slovenia		EU-27	
	Men	Women	Men	Women
Health and wellbeing				
Self-perceived health (very good/good, % of workers) 55-64	65.4	59.9	69.5	68.4
Healthy life year expectation at 65 ²	10.6	12.4	9.2	9.6
WHO-5 mental well-being score, workers (0-100, mean), workers, 55+	75.8	70.2	69.9	66.7
Employability (% of workers 55+)				
Participation in education or training (last 4 weeks)	15.4	18.8	7.5	10.2
Easy to find a similar job	60.8	57.4	41.5	43.1
Job quality (% of workers 55+)				
Paid appropriately	57.5	52.2	62.3	54.2
Top quality jobs	15.9	18.9	24.7	20.6

Policy areas across EU Member States

Main focal areas

Pension policies

Targeted ALMP

Social and
gender policies

Company
policies and
practices

Social partner
activities

Workplace age-
and preventive
health-
management

Selected policies

- **Labour market training and qualification support**

Training for older workers or jobseekers is provided through active labour market policies for unemployed older workers, those at risk of redundancy, and regular upskilling throughout life. Funding comes from public sources, employers, or collective agreements.

- **Flexible options toward retirement**

Recent amendments support gradual retirement by allowing a transition to part-time work while combining employment income with pension benefits. This helps retain older workers who might otherwise exit due to health, personal preferences, or lifestyle choices.

- **Sustainable workplace practices**

Member State insights highlight that retaining older workers relies on digital skills, hybrid and telework, HR practices, smart age management, and measures to combat age discrimination and ensure equitable treatment.

Selected country examples

Fit2Work (AT)

- Early-intervention initiative helping workers to maintain their workability following physical or mental health issues, thereby extending the working lives
- Key components:
 - Individual Support: counselling sessions, vocational rehabilitation services, assessment of address health-related work challenges.
 - Company Assistance: guidance on implementing workplace health measures, developing reintegration plans.
- Success Factors:
 - Early Intervention: Addressing health issues promptly to prevent long-term work incapacity.
 - Integrated Approach: Combining medical, psychological, and occupational expertise to provide comprehensive support.

Antidiscrimination legislation (SE)

- Discrimination Act 2008
 - Active measures
 - Equality Ombudsman
 - Board against Discrimination
 - Legal proceeding: burden of proof
- Work Environment Act
- Delegation of the Senior Workforce: Report 2018

The Senior Pledge (DK)

– Six large employers aim to make working life more attractive for seniors:

1. Develop **strategies that unlock the potential of senior employees** and enable them to work beyond the official retirement age.
2. Evaluate and **follow up on specific efforts to strengthen the retention of seniors**.
3. **Share experiences** and results so other companies can be inspired.

Work ability vouchers (BE)

- Aimed at addressing challenges related to **sustainable and feasible work environments**.
- Companies can receive up to €10,000 in support to tackle various bottlenecks.
- E.g. purchasing advice, guidance, and training that enhances the psychosocial well-being of employees, especially for older workers.
- Adjustments of workstations and organisational processes to improve workability and safety,
- Initiatives to strengthen employee competencies.

Take aways

Employment increased massively in the age group 55+

Gaps to mid-career employment & gender gaps remain

Job quality and working conditions matter

Focus on job quality differences among older workers

Policy mix on all levels is key (country, company, worker)

Consider **best practice policies** & social partner involvement

Eurofound research

- Research Report: Keeping older workers in the labour force (2025)
- First Findings: European Working Conditions 2024 (just published)
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