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#### **OUTCOME OF PROCEEDINGS**

From:	General Secretariat of the Council
To:	Delegations
No. prev. doc.:	9321/25
Subject:	Council Conclusions on supporting older people in reaching their full potential in the labour market and in society

Delegations will find attached the Council Conclusions on the above subject approved by the EPSCO Council at its meeting held on 19 June 2025.

SUPPORTING OLDER PEOPLE<sup>1</sup> IN REACHING THEIR FULL POTENTIAL IN THE  
LABOUR MARKET AND IN SOCIETY

DRAFT COUNCIL CONCLUSIONS

THE COUNCIL OF THE EUROPEAN UNION,

RECALLING:

1. Article 3(3) of the Treaty on European Union (TEU) which states among other things that the Union shall work, towards full employment and social progress to combat social exclusion and discrimination and that it shall promote, among other things, social justice and social protection, equality between women and men and solidarity between generations, as well as economic, social, and territorial cohesion. Article 145 of the Treaty on the Functioning of the European Union (TFUE) which underlines the Union's commitment to developing a coordinated strategy for employment with a view to achieving the objectives defined in Article 3 TEU, including full employment and social progress.
2. Article 159 TFEU which tasks the Commission with drawing up an annual report to the European Parliament, the Council and the European Economic and Social Committee on the progress made in achieving the objectives of Article 151 TFEU, which include the promotion of employment, improved living and working conditions, proper social protection and the development of human resources with a view to lasting high employment and combatting exclusion.

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<sup>1</sup>For the purposes of these conclusions, the term 'older people' refers to persons aged 55 and over.

Article 8 TFEU furthermore stipulates that in all its activities, the Union shall aim to eliminate inequalities, and to promote equality, between men and women while Article 10 TFEU provides that, in defining and implementing its policies and activities, the Union shall aim to combat discrimination based *inter alia* on age and disability.

3. Article 174 TFEU which stipulates that, in its economic, social and territorial cohesion policy, aimed, among others, at reducing disparities between the levels of development of the various regions and the backwardness of the least favoured regions, the Union shall pay particular attention to rural areas, areas affected by industrial transition, and regions which suffer from severe and permanent natural or demographic handicaps.
4. The European Council Strategic Agenda 2024-2029, which resolves to address, in a comprehensive way, demographic challenges and their impact on competitiveness, human capital and equality; to ensure that Europe's economic model and welfare systems support a thriving longevity society; and to invest in people's skills, training and education throughout their lives and encourage fair talent mobility within the European Union and beyond.
5. The European Pillar of Social Rights with its principles and the Commission's action plan highlighting the importance of increasing labour market participation for all, including older people, ensuring equal opportunities, promoting lifelong learning, quality of work and work-life balance and improving social inclusion, while preventing poverty and providing adequate retirement benefits commensurate to prior contributions for workers and the self-employed in order to build on the achievement of the 2030 EU headline and national targets on employment, skills and poverty reduction.
6. The UN Convention on the Rights of Persons with Disabilities to which the EU and its Member States are parties. As the likelihood of disability increases with age, it is critically important to remove barriers to social and economic participation for all people with functional limitations, including by ensuring accessibility and reasonable accommodation, in order to reduce exclusion, poverty and employment gaps between older people and the general population.

7. Council Directive 2000/78/EC which lays down a general framework for combating discrimination on the grounds of age, as well as religion or belief, disability or sexual orientation, in the field of employment and occupation, with a view to putting the principle of equal treatment into effect in the Member States. It also emphasises the need to pay particular attention to supporting older workers in order to increase their participation in the labour market.
8. Council Directive (EU) 2024/1499 which lays down standards for equality bodies in the field of equal treatment in matters of employment and occupation between persons irrespective of their age, as well as their religion or belief, disability or sexual orientation.
9. The 2024 Council Decision<sup>2</sup> on guidelines for employment policies, in particular guidelines 6 and 8, which called on Member States, to aim to enhance labour supply and improve access to employment and the lifelong acquisition of skills and competences, inter alia, by enhancing inclusiveness and human capital development, fostering the acquisition of skills and competences throughout people's lives, as well as to promote equal opportunities for all, inter alia, by supporting pension reforms by policies that promote active and healthy ageing and extend working lives.
10. The opinions of the European Economic and Social Committee entitled: *Older people in employment – systemic factors in choosing to work for longer*<sup>3</sup>, *The Impact of Demography on Social Europe*<sup>4</sup>, *European Strategy for Older Persons*<sup>5</sup>, and *Promoting European intergenerational solidarity – towards an EU horizontal approach*<sup>6</sup> which emphasise the need for coordinated measures across different areas of public policy to support the employment of older people, and the importance of social dialogue in this area.

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<sup>2</sup> Council Decision (EU) 2024/3134 of 2 December 2024 on guidelines for the employment policies of the Member States.

<sup>3</sup> EESC opinion: *Older people in employment – systemic factors in choosing to work for longer* (SOC/817-EESC-2024), 26 February 2025.

<sup>4</sup> EESC opinion: *The Impact of Demography on Social Europe*, SOC 796, 18 **September** 2024.

<sup>5</sup> EESC opinion: *European Strategy for Older Persons* (2023/C 349/06), 12 July 2023.

<sup>6</sup> EESC opinion: [Promoting European intergenerational solidarity – towards an EU horizontal approach](#), (OJ C, C/2024/6869), 28 November 2024.

11. The European Commission's *Union of Equality: Strategy for the Rights of Persons with Disabilities, 2021-2030*<sup>7</sup> asserts that particular attention needs to be paid to older people with disabilities to ensure their participation in the society and the labour market.
12. The European Commission's communications on *Demographic change in Europe: toolbox for action*<sup>8</sup> and on the *European Care Strategy* which indicate that active ageing policies and decent and tailored working conditions along with early intervention, health promotion and disease prevention, can empower older generations to extend their working lives on a voluntary basis and further support longer independent, healthy and active living and delay the onset of care needs.<sup>9</sup> Moreover, longer working lives can allow people to update their skills on the job and remain active, helping employers to retain staff, while promoting knowledge transfers in multigenerational workforces<sup>10</sup>.
13. The European Commission's *Action Plan on labour and skills shortages in the EU*<sup>11</sup>, which stresses the need to keep older people active as a way to contribute to tackling labour and skills shortages.
14. The Council conclusions on labour and skills shortages in the EU which highlight the importance of flexible working arrangements, inclusive employment opportunities, fair working conditions, and training and skills development in order to retain workers and attract more people into the labour market in a sustainable manner and of ensuring a better reconciliation of caring responsibilities and paid work, notably by ensuring access to quality care, such as childcare and care services for older people with a view to fostering gender equality and addressing the unequal sharing of unpaid care work and domestic work between women and men.

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<sup>7</sup> European Commission, DG EMPL, 2021, <https://op.europa.eu/en/publication-detail/-/publication/3e1e2228-7c97-11eb-9ac9-01aa75ed71a1/language-en>

<sup>8</sup> Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: Demographic change in Europe: a toolbox for action, COM(2023)577 final, Brussels, 11.10.2023

<sup>9</sup> Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on the European care strategy, COM(2022) 440 final, Brussels, 07.09.2022.

<sup>10</sup> Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: Demographic change in Europe: a toolbox for action, COM/2023/577 final p.13

<sup>11</sup> Communication from the Commission to the European Parliament, the European Council, the Council, the European Economic and Social Committee and the Committee of the Region - Labour and skills shortages in the EU: an action plan, COM(2024) 131 final, Brussels, 20.03.2024

They further stress that targeted measures should be developed to support workers and invite Member States to further explore and address the specific needs of older workers, in order to reduce barriers to employment and enable them to stay in the labour market for longer and in good health or to return to work<sup>12</sup>.

15. The European Commission's *Green Paper on Ageing* which states, among other things, that a thriving ageing society is predicated on healthy and active ageing, access to high quality health care and long-term care services, and lifelong learning<sup>13</sup>, and which notes that, while the competence for dealing with the effects of ageing is largely in the hands of Member States, the EU is well placed to identify and analyse key issues and trends, facilitate the exchange of best practices and support action on ageing at national, regional and local level. It can help Member States and regions develop their own, tailor-made policy responses to ageing.
16. The 2024 European Commission and SPC Pension Adequacy Report, which observes that inclusive and robust labour markets are key to maintaining adequate pensions in an ageing society, and which calls for further efforts to ensure fair retirement security for all, including policies to mitigate the impact of care responsibilities, and to promote longer careers, including through positive incentives and flexible retirement pathways, while reducing the gender pension gap, and which shows that pension adequacy and fiscal sustainability are goals that are inextricably linked, requiring an integrated response to the challenge of ageing.<sup>14</sup>

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<sup>12</sup>Council Conclusions on labour and skills shortages in the EU: Mobilising untapped potential in the European Union, adopted by the Council (EPSCO) on 2 December 2024.

<sup>13</sup>The Green Paper on Ageing 'Fostering solidarity and responsibility between generations', European Commission, COM (2021) 50 final, Brussels, 27.01.2021

<sup>14</sup>The 2024 Pension Adequacy Report – Current and future income adequacy in old age in the EU. Volume I, Publications Office of the European Union, 2024, <https://data.europa.eu/doi/10.2767/909323>, pp. 12-13. Council Conclusions of 20 June 2024 on Pension Adequacy (11398/24).

17. The High-Level Group on Non-Discrimination, Equality and Diversity conclusion paper *Age equality and non-discrimination on the grounds of age*<sup>15</sup> which addresses the impact of discrimination on the grounds of age and ageism and which outlines relevant legal and policy frameworks while presenting concrete challenges and policy responses implemented at European and national levels.
18. The EU Strategic Framework on Health and Safety at Work 2021-2027<sup>16</sup>, which states that, as workers are getting older it is necessary to adapt the working environment and tasks to their specific needs and to minimise risks.

TAKING INTO CONSIDERATION THE FOLLOWING:

19. Demographic ageing is one of the structural challenges to competitiveness and growth facing Member States. According to Eurostat data, in 2024, people aged 65 or over accounted for 21.6% of the EU population, a proportion which is set to increase to 30% by 2060. In the same period, the proportion of people aged 15-64 is set to fall from 63.8% to 56.6%.<sup>17</sup> The average age of the population increased from 39 years to 44.5 years between 2002 and 2023, and by 2060 it will have reached 48.8 years.<sup>18</sup> The proportion of the EU's working-age population is shrinking, while the proportion of those retired is growing, and as a result, the dependency ratio is projected to rise steadily from 33.9% in 2024 to 59.7% in 2100<sup>19</sup>. In the EU 27 in 2022, people with disabilities represented 18.7 % of people aged 16-64 and 52.2 % of those aged 65 and over. Policymakers are therefore facing new challenges in terms of living and working conditions, social protection and access to care services.

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<sup>15</sup>*Age equality and non-discrimination on the grounds of age*, Conclusion paper of the High-Level Group on non-discrimination, equality and diversity, European Commission, 1 December 2024, [Network of experts in the field of anti-discrimination - European Commission](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combating-discrimination/tackling-discrimination/network-experts-field-anti-discrimination_en), [https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combating-discrimination/tackling-discrimination/network-experts-field-anti-discrimination\\_en](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combating-discrimination/tackling-discrimination/network-experts-field-anti-discrimination_en).

<sup>16</sup>Communication from the Commission to the European Parliament, the European Council, the Council, the European Economic and Social Committee and the Committee of the Region - EU strategic framework on health and safety at work 2021-2027, Occupational safety and health in a changing world of work, COM(2021) 323 final, Brussels, 28.06.2021.

<sup>17</sup> Eurostat: demo\_pjan, proj\_23np (data extracted on: 17.02.2025).

<sup>18</sup> Eurostat: proj\_23ndbi (data extracted on 17.02.2025).

<sup>19</sup>*Population Structure and Ageing: Statistics Explained*, Eurostat, February 2025, [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Population\\_structure\\_and\\_ageing](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Population_structure_and_ageing).

Promoting economic activity opportunities for older people requires new thinking at company, regional, sectoral, Member State and EU level. There is a need for innovative approaches to working conditions and career paths that allow older people to retain their physical and mental health while developing skills, motivation and productivity, throughout an extended working life.<sup>20</sup> Innovative approaches are also needed for adaptable and accessible workplaces for older workers.

20. The fact that more people than ever before are living longer and healthier lives means that they could remain economically and socially active after retirement, by taking part in social activities. These new realities are changing our understanding of longevity, shining a light on the important contribution older people make to society and the economy through extended economic activity, social participation and volunteering, intergenerational learning and cohesion<sup>21</sup>.
21. The gender pension gap results in women having less financial security than men in old age. Women are more likely to earn a lower income than men, as they work more often in lower paid sectors and jobs, and adapt their working patterns in order to take on caring responsibilities throughout their lives as they perform the majority of unpaid care work and household chores. They are therefore more likely than men to engage in irregular or even informal employment. All of these factors, combined with extended breaks in employment, lower wages and shorter careers, reduce women's pension contributions and accrued benefits. However, there are situations such as self-employment, more commonly engaged in by men, that may be associated with more challenging access to pensions than is the case for workers in traditional employment relations<sup>22</sup>. Policies aimed at addressing the systemic reasons underlying the gender pay gap, at providing greater economic opportunities throughout life, and at improving access to social protection and care services can help address this challenge. Voluntary extensions of economic activity can provide additional income for older people.

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<sup>20</sup> Eiffe, F.F. et al. (2024), "Keeping older workers engaged: Policies, practices and mechanisms", Eurofound Working Paper WPEF24030, 2024, <https://www.eurofound.europa.eu/sites/default/files/2024-02/wpef24030.pdf>

<sup>21</sup> The Green Paper on Ageing 'Fostering solidarity and responsibility between generations', European Commission, COM (2021) 50 final, Brussels, 27.01.2021.

<sup>22</sup> European Commission: Directorate-General for Employment, Social Affairs and Inclusion and Social Protection Committee (SPC), *The 2024 pension adequacy report – Current and future income adequacy in old age in the EU. Volume II*, Publications Office of the European Union, 2024, p.240, <https://data.europa.eu/doi/10.2767/550848>



22. The “sandwich generation”<sup>23</sup>, *i.e.* persons with simultaneous caring responsibilities for children and older family members, may be exposed to physical and mental stress that could result in unfulfilled economic and social potential, as well as lowering the quality of the care they are able to provide. Access to quality early childhood education and care, paid parental leave and quality long-term care services is crucial for promoting gender equality, economic activity and work-life balance. As active and healthy ageing reduces older people’s need for care, its promoting this has a positive synergic effect on the physical and mental well-being of both the older and the “sandwich” generations.
23. Successful measures to voluntarily extend the economic activity of older workers are predicated on their state of health which is related to lifestyle and socio-economic conditions as well as to the quality of work and the working environment, especially the physical and mental load of different jobs. Optimising health conditions in older people requires sustained and comprehensive preventive and curative healthcare, adapted to the specific needs and health issues of both women and men, combined with adequate supportive and occupational health and safety measures.
24. The growing share of older people in the population, in the rapidly developing digital world, requires new approaches to employment and social policy. Changes in the structure of families, and the development of digital media, including social media and new ways of remote communication, along with remote working, may contribute to a growing sense of isolation and loneliness, though digitalisation may also contribute to better connectedness. For the older generation, these changes can translate into a faster loss of health and independence<sup>24</sup>, a lack of support with care needs and an increase in poverty and social exclusion.<sup>25</sup> All of these issues require an appropriate policy response.

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<sup>23</sup>Council Conclusions of 2 December 2024 on ensuring work-life balance and gender equality for all generations in the context of demographic challenges (16065/24), p.10.

<sup>24</sup>Sylke, V. et al. (2024), “Loneliness in Europe: Determinants, Risks and Interventions”, Population Economics, Cham, Springer. ISSN 1431-6978, <https://link.springer.com/book/10.1007/978-3-031-66582-0>

<sup>25</sup>Mahoney, J. et al. (2024), “Measuring social connectedness in OECD countries: A scoping review”, OECD Papers on Well-being and Inequalities, No. 28, OECD Publishing, Paris, <https://doi.org/10.1787/f758bd20-en>

25. Active labour market policies in line with the recently proposed overarching *Union of Skills*<sup>26</sup> strategy and the *Action Plan on labour and skills shortages in EU*<sup>27</sup> should contribute to enhancing labour market retention and integration and facilitating job-to-job transitions in order to ensure that the potential, experience and knowledge of the working-age population, including older workers, are fully harnessed. In addition, enhancing access to tailored upskilling and reskilling, skills recognition along with quality jobs and more flexible and adapted workplace accommodations can positively impact older people's decisions to stay economically active. The role and autonomy of the social partners should be respected in that regard.
26. The European Commission has committed to developing a *Strategy on Intergenerational Fairness* to map out how communication between generations can be strengthened and to ensure that the interests of present and future generations are respected throughout policy and law making<sup>28</sup>.
27. The contribution of older people should be particularly valued in the workplace, where it can foster dynamism, innovation and intergenerational collaboration through mutual learning, knowledge sharing and diverse approaches; in families, where older people might voluntarily provide informal long-term care complementing formal care services, and assist young parents with caregiving responsibilities; and in society and local communities, where older people can bridge generational divides, passing on culture, values, and social norms to younger generations, fostering empathy and mutual understanding, and promoting a more cohesive and inclusive society.

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<sup>26</sup>Communication from the Commission to the European Parliament, the European Council, the Council, the European Economic and Social Committee and the Committee of the Region - The Union of Skills, COM (2025) 90 final, Brussels, 05.03.2025.

<sup>27</sup>Communication from the Commission to the European Parliament, the European Council, the Council, the European Economic and Social Committee and the Committee of the Region - Labour and skills shortages in the EU: an action plan, COM(2024) 131 final, Brussels, 20.03.2024.

<sup>28</sup> Mission Letter by Ursula von der Leyen, President of the European Commission to Glenn Micallef, Commissioner for Intergenerational Fairness, Youth, Culture and Sport, Brussels, 1 December 2024.

28. The outcome of the discussions initiated under the Polish Presidency in various forums (Ministerial conference in Gdańsk, EPSCO Council, informal SPC meeting) has indicated that the most effective way of addressing challenges related to unlocking the economic potential of older people is through a comprehensive policy package. This package should include specific policies and take into consideration the national context. Key areas may include: incentivising the voluntary extension of professional activity; promoting of flexible work arrangements and adjusting work places and working conditions; anti-discrimination policy; targeted and inclusive training; preventive health policies; targeted support from Public Employment Services; social partner activities; company policies and practices; improving care and long-term care services; workplace age management and preventive health management. Additionally, a shift in mindset is needed to foster societal recognition of the valuable contributions to economic activity made by older people.
29. The respective competences of the Member States and the Union under Titles IX and X of the TFEU, as well as the principles of subsidiarity and proportionality, and the ongoing work to review the European Pillar of Social Rights Action Plan in 2025<sup>29</sup>.

INVITES THE MEMBER STATES AND THE EUROPEAN COMMISSION in accordance with their respective competences to:

30. Consider in the forthcoming new European Pillar of Social Rights Action Plan how to effectively promote active ageing policies encouraging older Europeans to voluntarily extend their working life and how to promote opportunities for economic growth and job creation resulting from the development of the ‘silver economy’. This could contribute to improving the efficiency and sustainability of public finances, addressing labour shortages and strengthening the EU’s competitiveness, ensuring the adequacy of social protection, as well as promoting intergenerational fairness and solidarity.

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<sup>29</sup> Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on the European Pillar of Social Rights Action Plan, European Commission, Brussels, 4.3.2021, COM(2021) 102 (final), p. 41.

31. Combat ageism and negative stereotypes in all areas of society with regard to older people in general and older workers in particular, by raising awareness of the importance and added value of the active participation of older people in economic, family and community life. This also involves fostering positive perceptions among older people of their role in the economy and society, with a particular emphasis on the benefits of extending their working lives, and engaging in community initiatives. Policy actions in that direction ought to take into account the heterogeneity of older people as a group.
32. Address the challenges faced by older women and promote policies that ensure opportunities and support for their active participation in the workforce, career progression, lifetime earnings, and income in retirement. Policies should take into consideration in particular the disproportionate share of caring responsibilities borne by women and foster the equal sharing of caring responsibilities between women and men.
33. Strengthen efforts to promote healthy and active ageing taking into account the impact of a healthy lifestyle, non-work activities, and social ties on maintaining autonomy, well-being, and a dignified life in old age. Prevention should be deployed as far ahead as possible, and throughout the process of ageing, in particular by reaching out to those who are in the most vulnerable conditions and situations.
34. Highlight in the forthcoming Joint Employment Reports and other relevant documents, policies aimed at encouraging older people to extend their professional and economic activity.

INVITES THE MEMBER STATES to:

35. Take due account of the importance of maintaining and extending the voluntary economic activity of older people and, where appropriate, consider adopting specific economic activity targets for older people, taking into account their relative starting positions and national circumstances.
36. Promote the prolonged voluntary economic and social engagement of older people through social dialogue and comprehensive policy package approaches that integrate measures across key policy areas, including social participation, employment, occupational health and safety, skills, working conditions, work-life balance, equal opportunities, lifelong learning and training, entrepreneurship, digital and AI-based technologies, healthcare and long-term care, and social protection. Furthermore, the Member States are encouraged to design relevant policies taking careful account of the specific needs of older people, including those with disabilities, and to ensure accessibility in terms of mental, intellectual, including cognitive or sensory, physical and organisational aspects. Individual circumstances should be considered, so that the system of incentives to voluntarily extend working life takes into account the varied needs, wishes and capabilities of older people, including members of different occupational groups, paying particular attention to manual labourers, and those working in strenuous or otherwise demanding conditions or in declining and transforming sectors.
37. Promote digital literacy, skills and inclusion and ensure that the digital transformation benefits all citizens, with special attention to the needs of older people. A citizen-oriented approach, in terms of user-friendly and barrier-free design that meets the needs of older people, is key to fighting digital exclusion, reducing the digital divide and combatting the problem of low take-up by potential beneficiaries, in particular, older people.

38. Integrate, where possible, the delivery of support services across all levels and sectors of government administration and local authorities, as well as among the social partners and other relevant non-government entities, while enhancing public-private cooperation, so that it effectively benefits older people in terms of needs, timeliness, seamlessness and selectiveness. Develop stakeholder dialogue on comprehensive policy packaging and integrated delivery by forming close partnerships with trade unions, employers, business and relevant civil society organisations at each stage of policy development, enactment and implementation.
39. Promote, with the cooperation of the social partners, the age management of human resources in relation to employers and workers, by raising their awareness of the benefits of the life-course approach in hiring, training, retaining and reintegrating workers and making the best use of the potential of older people, including by encouraging them to pass on their professional and entrepreneurial expertise to younger generations among other things. Incentivise employers to harness the potential of older jobseekers and inactive people. It should be recognised that investing in upskilling and reskilling, workplace adaptations, and occupational health and safety adapted to the needs of older workers is both feasible and beneficial.
40. Intensify efforts, in cooperation with the social partners, to introduce solutions to encourage older people, to voluntarily remain in the labour market, including after reaching the retirement age, in line with the relevant country-specific recommendations of the European Semester, by discouraging early retirement where appropriate, implementing effective incentives for voluntary longer working lives, allowing people to combine pension benefits with income from work and promoting flexible retirement pathways among other things.

41. Promote the exchange of best practices, including in the High-Level Group on Non-Discrimination, Equality and Diversity, to foster more effective national measures including strategies and action plans to address key challenges for age equality.
42. In accordance with national administrative practices, take appropriate steps to advance the collection of data on equality, including data disaggregated by sex and age, to better identify and address age inequality and discrimination.

#### INVITES THE EMPLOYMENT COMMITTEE AND THE SOCIAL PROTECTION COMMITTEE

43. Building on their broad experience in this domain, to support the exchange of best practices in terms of the appreciating and harnessing the economic and social potential of older people and to reflect on the respective results within their existing discussion, reporting and mutual learning activities.

#### INVITES THE EUROPEAN COMMISSION to:

44. Take into account the economic and social potential of older people, with a focus on strategic perspectives such as life expectancy, socio-economic factors of inequality, including pension gaps, health conditions, emerging enabling and accessible technologies, and labour market changes. This should also address the perception of an ageing society, focusing not only on costs and challenges but also on potential benefits.
45. Provide forms of exchange of information and learning opportunities on practices that could enable older people to remain in the labour market, promote an age-inclusive workforce, foster entrepreneurship, including social entrepreneurship, and encourage working beyond retirement age, as well as activities aimed at encouraging social activity and counteracting loneliness, as elements to support active and healthy ageing and access to high quality long-term care services.

46. Combat stereotypes, and promote the positive image of longevity in its relevant awareness raising campaigns. Encourage EU citizens to prepare for longevity by building longevity literacy in order to help them prepare their future.
47. Boost actions and raise awareness regarding healthy and active ageing, not only among older people but also throughout society, quality jobs, fair and decent working conditions during people's working lives, including the impact of a healthy lifestyle, work-life balance for women and men, non-work-related activities and social ties on maintaining a dignified and autonomous life in old age, taking into account different aspects of life, fighting ageism, including any discrimination against older people, when accessing their rights and ensuring full participation in social, cultural, political and economic life.
48. Ensure that within the forthcoming comprehensive work on the *Intergenerational Fairness Strategy*, particular attention is also devoted to the needs and interests of the older generation, especially in regard to the economic and social activation of older people, and consider possible initiatives dedicated to older Europeans, enabling their full participation in society and economy as well as fostering increased solidarity and engagement.
49. Support sufficient EU funding within the existing financial means of the MFF to enable older people to develop skills that enable them to adapt to modern job markets and technological change, to foster age-friendly and accessible workplaces and an age-inclusive workforce while implementing initiatives to allow them to contribute to the economy and to society.
50. Continue to monitor and support the effective implementation of relevant EU law and to work further towards improving anti-discrimination legislation, including with respect to discrimination against older people and persons with disabilities.



## References

### EU Legislation

Regulation (EU) 2024/1263 of the European Parliament and of the Council of 29 April 2024 on the effective coordination of economic policies and on multilateral budgetary surveillance and repealing Council Regulation (EC) No 1466/97

Council Directive (EU) 2024/1499 of 7 May 2024 on standards for equality bodies in the field of equal treatment between persons irrespective of their racial or ethnic origin, equal treatment in matters of employment and occupation between persons irrespective of their religion or belief, disability, age or sexual orientation, equal treatment between women and men in matters of social security and in the access to and supply of goods and services, and amending Directives 2000/43/EC and 2004/113/EC

Directive (EU) 2019/882 of the European Parliament and of the Council of 17 April 2019 on the accessibility requirements for products and services

Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU

Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation

Council Decision (EU) 2024/3134 of 2 December 2024 on guidelines for the employment policies of the Member States

### European Council

Strategic Agenda 2024-2029, Annex I to the European Council Conclusions of 27 June 2024 (EUCO 15/24)

## Council

Council Recommendation of 8 December 2022 on access to affordable high-quality long-term care 2022/C 476/01

Council Conclusions of 2 December 2024 on labour and skills shortages in the EU:  
Mobilising untapped labour potential in the European Union (16556/24)

Council Conclusions of 2 December 2024 on ensuring work-life balance and gender equality for all generations in the context of demographic challenges (16065/24)

Council Conclusions of 20 June 2024 on Pension Adequacy (1398/24)

Council Conclusions of 14 May 2024 on Fiscal sustainability challenges arising from ageing (9160/24)

Council Conclusions of 12 March 2021 on Mainstreaming Ageing in Public Policies (6976/21)

Council Conclusions of 12 October 2020 on Human Rights, Participation and Well-Being of Older Persons in the Era of Digitalisation (11717/2/20 REV 2)

## European Commission

A Roadmap for Women's Rights (Commission reference COM(2025) 97 final)

The Union of Skills (Commission reference: COM (2025) 90 final)

Labour and skills shortages in the EU: an action plan (Commission reference: COM(2024) 131 final)

Demographic change in Europe: a toolbox for action (Commission reference: COM(2023)577 final)

Harnessing talent in Europe's regions, (Commission reference: COM(2023) 32 final)

European care strategy (Commission reference: COM(2022) 440 final)

EU strategic framework on health and safety at work 2021-2027

Occupational safety and health in a changing world of work (Commission reference: COM(2021) 323 final)

European Pillar of Social Rights Action Plan (Commission reference: COM(2021) 102 final)

Union of equality – Strategy for the rights of persons with disabilities 2021-2030  
(Commission reference: COM(2021) 101 final)

The Green Paper on Ageing 'Fostering solidarity and responsibility between generations'  
(Commission reference: COM (2021) 50 final)

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