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# REDUCING AGEISM: SYNERGIES IN RESEARCH & POLICY

Online Event - September 29th  
@ITNEuroAgeism <https://euroageism.eu/>

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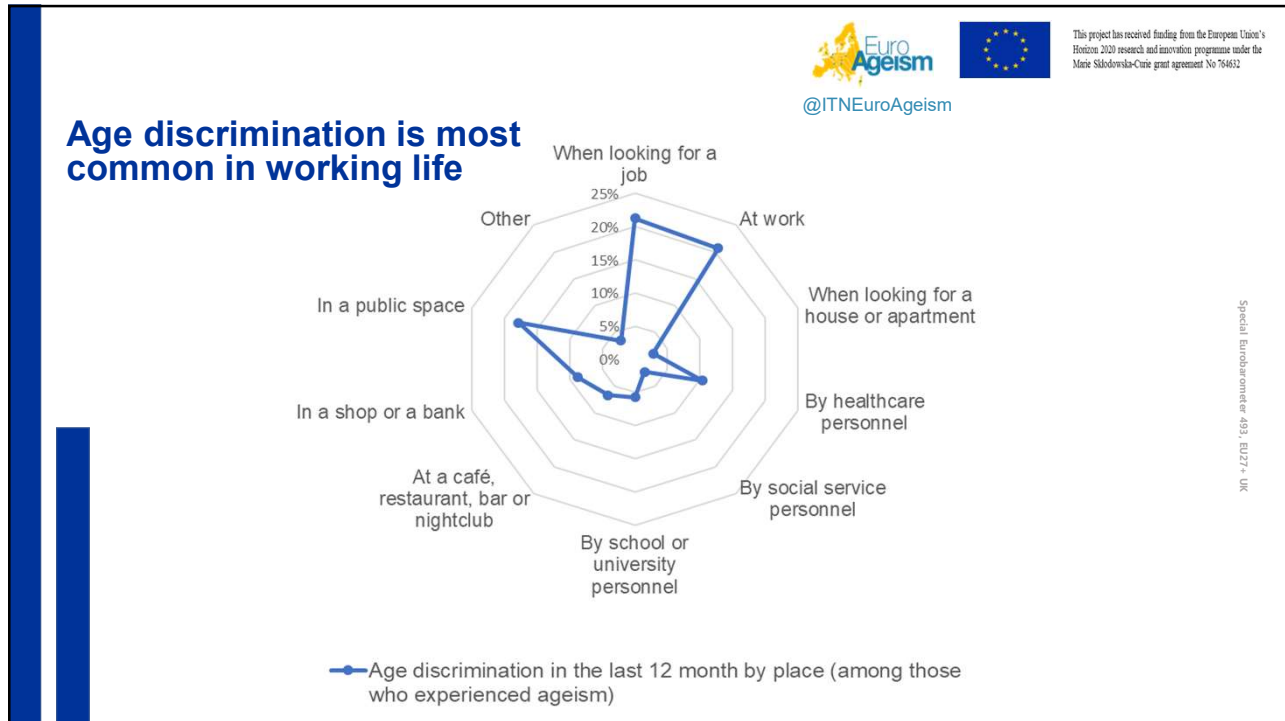
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## Ageism in the workforce: WP1 recommendations

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**Ageism in the labour market**

- Ageism can be experienced at any age during the life course
- Ageism in the labour market affects most often people aged 50 and over
- Ageism needs to be addressed holistically and requires actions on global, societal, organisational and individual levels

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**Where does it happen?**

- Age discriminatory policies and frameworks
- Job centres, employment services
- Recruitment practices
- Access to educational and training opportunities
- Management practices and opportunities to advance at the workplace
- Career and retirement planning practices and transitions
- Between colleagues and in employee-manager relations

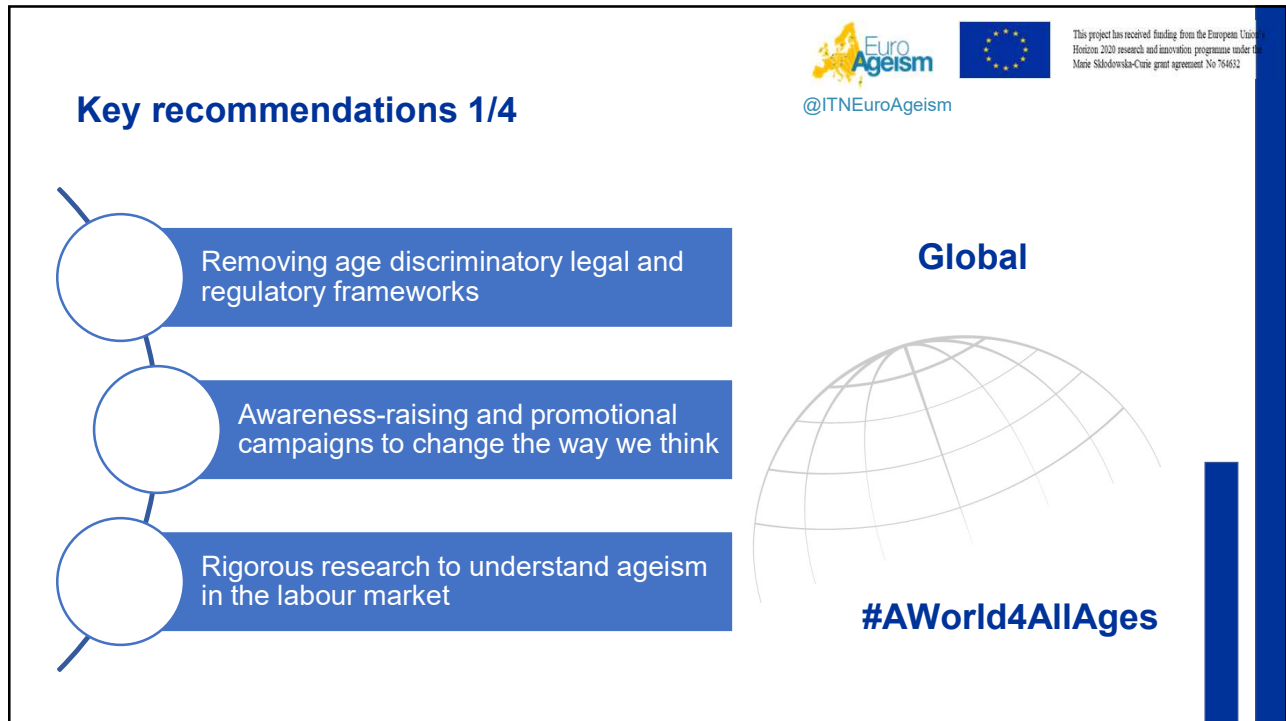
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## Key recommendations 2/4



- 
 Age-sensitive legislation and policymaking
- 
 Engaging relevant stakeholders and older workers in central processes
- 
 Influencing and supporting age-management practices

**Societal**






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## Key recommendations 3/4



- 
 Investigating and allocating resources for age-diverse management
- 
 Collecting information and ensuring cyclical assessment and analyses
- 
 Applying a human capital centred comprehensive approach to HRM

**Organisational**






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## Key recommendations 4/4

-  Investing in lifelong learning and personal development throughout the career
-  Building and creating networks and social support systems for all ages
-  Awareness and accountability of ageism and ageist actions

### Individual



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## Finally,

- Ageism in the labour market is pervasive and needs actions from all of us
- Full policy brief on ageism and the labour market expected later this year

## Thank you for listening!

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