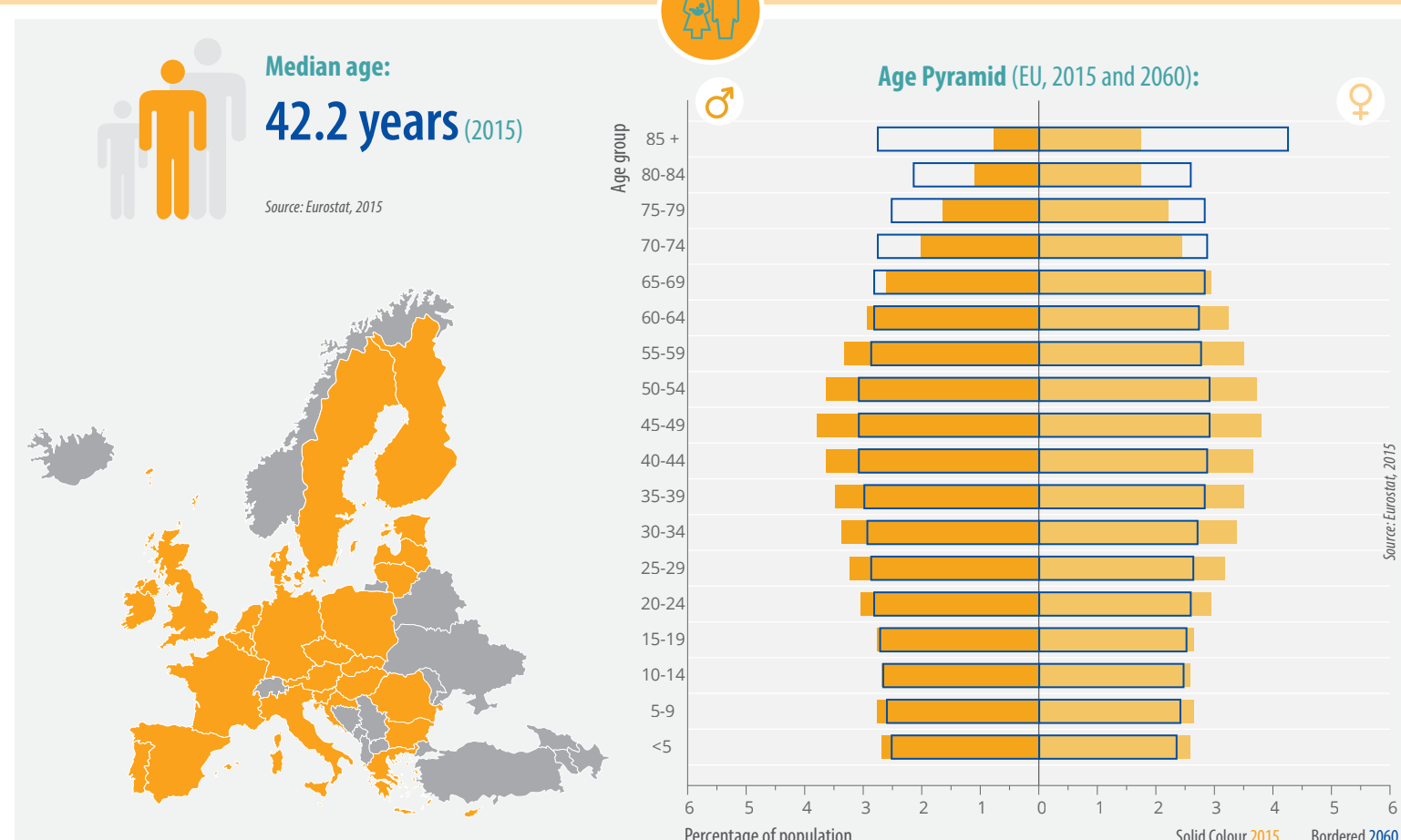


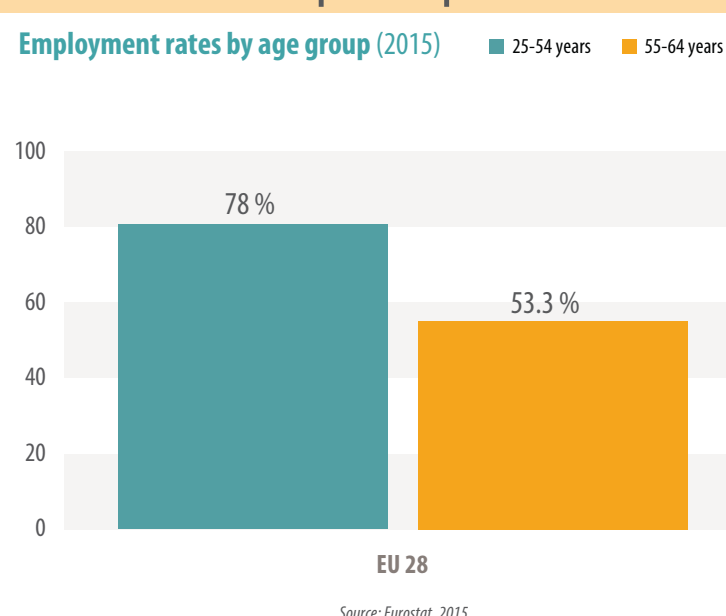
# Ageing at work: European Union

## OSH policies

## Population ageing



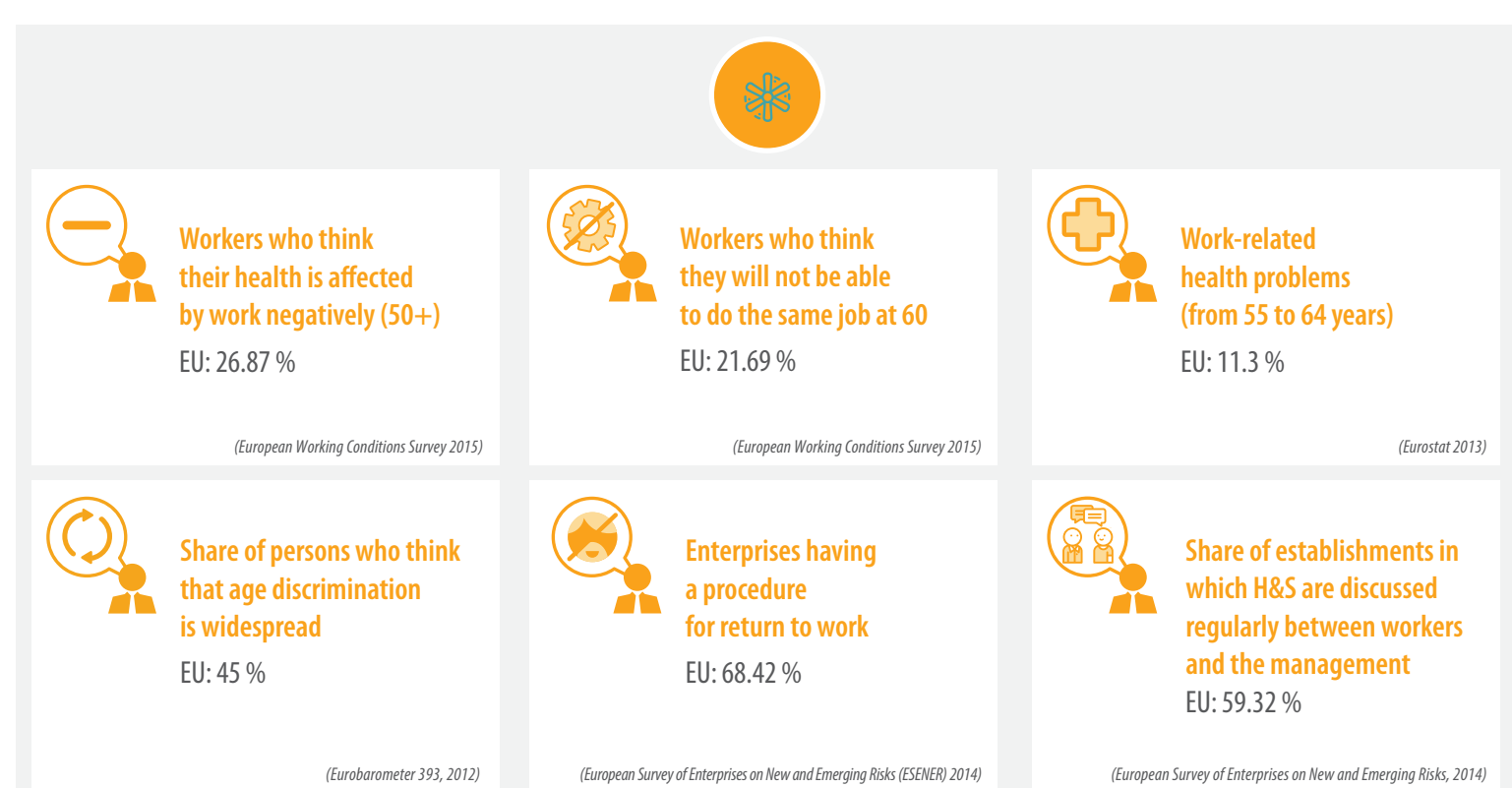
## Labour market participation



## Health



## Working conditions, ageing, and health



## OSH and related policies addressing the challenges associated with an ageing workforce

- One of the strategic objectives of the EU Occupational Safety and Health (OSH) Strategic Framework 2014-2020 is to address the ageing of the European workforce. This document recognises demographic change as one of the main challenges at EU level which requires additional policy action. It refers to the wider dimensions of work, introduces elements such as sustainable working life, and emphasises the need for healthy and safe working conditions throughout the working life to ensure active and healthy ageing.

Priorities include the adaptation of workplaces and work organisation and the development of life-time employability to address workers' changing capabilities, through innovative information and communication technology (ICT) products and services.

In addition, it emphasises the need for the reintegration and adoption of rehabilitation measures to allow the early return to work after an accident or disease, in order to avoid the permanent exclusions of workers from the labour market.

- Council Directive 2000/78/EC (EU, 2000) on equal treatment in employment and occupation prohibits discrimination on the grounds of inter alia, age and disability. However, with a view to ensuring full equality in practice, the principle of equal treatment shall not prevent employers from adopting specific measures to prevent or compensate for disadvantages linked to age or disability. This includes measures to protect safety and health at work or aimed at promoting the integration of older people or people with disabilities into the working environment (Article 6(1)).

<https://osha.europa.eu>