

Rapport de veille n° 86

Vieillesse au travail et prévention de la désinsertion professionnelle

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Objectifs : Veille bibliographique sur le vieillissement des salariés et la prévention de la désinsertion professionnelle

Veille réglementaire.....	2
Généralités.....	2
Retraite	5
Discrimination, précarité, chômage	5
Employabilité, maintien dans l'emploi des travailleurs vieillissants	7
Conditions de travail et d'emploi des femmes (50 ans et +)	14
GRH et vieillissement.....	15
GRH et santé.....	16
Conditions de travail / organisation du travail + santé des travailleurs vieillissants.....	16
Parcours professionnel + capacités fonctionnelles, santé perçue	22
Usure professionnelle, usure précoce.....	23
Lu dans la presse	24

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Veille réglementaire

[PDF] [LOI n° 2025-989 du 24 octobre 2025 portant transposition des accords nationaux interprofessionnels en faveur de l'emploi des salariés expérimentés et relatif à l'évolution du dialogue social](#)

Légifrance, 24 octobre 2025, 11 pages

Analyse du pôle IJ d'EVAD (<https://www.inrs.fr/actualites/bulletin-juridique-octobre-2025.html>) :

La loi portant transposition des accords nationaux interprofessionnels (ANI) du 14 novembre 2024 en faveur de l'emploi des salariés expérimentés et relatif à l'évolution du dialogue social a été publiée au Journal officiel du 25 octobre 2025. Plusieurs dispositions de cette loi intéressent la santé et la sécurité au travail : 1) Les sujets « Santé au travail » et « Conditions de travail » intégrés à l'obligation de négociation sur « l'emploi et le travail des salariés expérimentés » L'article 1er de la loi prévoit que les branches professionnelles doivent négocier une fois tous les trois ans sur l'emploi et le travail des salariés expérimentés. Cette négociation porte notamment sur : - leur maintien dans l'emploi ; - la santé au travail et la prévention des risques professionnels ; - l'organisation du travail et les conditions de travail. Par ailleurs, l'article 2 prévoit que les entreprises d'au moins 300 salariés dotées d'une ou plusieurs sections syndicales doivent également négocier, tous les trois ans, sur l'emploi, le travail et l'amélioration des conditions de travail des salariés expérimentés. La négociation peut également porter sur la santé au travail et la prévention des risques professionnels. Dans ce cadre, l'employeur examine les possibilités de mobilisation du fonds d'investissement dans la prévention de l'usure professionnelle (FIPU).

Ces dispositions entrent en vigueur le lendemain de la publication de la loi, soit depuis le 26 octobre dernier. Un décret d'application viendra déterminer les informations nécessaires à la négociation. 2) Coordination entre la visite médicale de mi-carrière et l'entretien de parcours professionnel L'article 3 prévoit plusieurs aménagements à l'entretien professionnel, désormais intitulé « entretien de parcours professionnel ». Celui-ci aura lieu : - 1 an après l'embauche : premier entretien ; - tous les 4 ans : entretien de parcours ; - tous les 8 ans : entretien approfondi. Cet entretien devra également être réalisé selon des modalités particulières à l'âge de 45 ans. Celui-ci devra avoir lieu dans les deux mois suivant la visite médicale de mi-carrière. Ainsi, les mesures proposées par le médecin du travail pourront être évoquées au cours de l'entretien. En plus des sujets prévus pour chaque entretien de parcours professionnel « classique », devront également être abordés au cours de celui-ci, s'il y a lieu, l'adaptation ou l'aménagement des missions et du poste de travail et la prévention des situations d'usure professionnelle. Ces dispositions entrent en vigueur le lendemain de la publication de la loi, soit depuis le 26 octobre dernier et n'appellent aucune mesure d'application. 3) Coordination des mesures de maintien dans l'emploi et de l'entretien de parcours professionnel L'article 3 prévoit également un entretien de parcours professionnel renforcé dans les deux années précédant le 60ème anniversaire. Au cours du premier entretien ayant lieu dans cette fourchette d'âge, sont abordées, en plus des sujets prévus pour chaque entretien de parcours professionnel « classique », les conditions de maintien dans l'emploi et les possibilités d'aménagements de fin de carrière. Ces dispositions entrent en vigueur le lendemain de la publication de la loi, soit depuis le 26 octobre dernier et n'appellent aucune mesure d'application.

Généralités

[Quelques PDF] [Diversité des âges et culture d'entreprise : le ticket gagnant : 21e édition du Congrès national pour la gestion de la santé en entreprise le 26 août 2025 à Berne](#)

Promotion Santé Suisse et ses partenaires la Suva et le SECO organisent la 21e édition du Congrès national pour la gestion de la santé en entreprise, qui porte cette année sur le thème « [Diversité des âges et culture d'entreprise: le ticket gagnant](#) » le 26 août 2025 à Berne.

Quelques ateliers du congrès ont un compte-rendu en français : ceux sur les stéréotypes d'âge, les facteurs de risque liés au vieillissement, l'amélioration des conditions de travail, etc. Les autres sont en allemand.

A travers des exemples pratiques tirés du monde du travail, comme ceux de la CEO Valentina Wetter (Wetter AG), des keynotes inspirantes avec, entre autres, la célèbre autrice Anja Förster (« Incitation à penser autrement ») ainsi que les professeurs Dr François Höpflinger et Dr Anina C. Hille montreront comment les

entreprises font l'expérience des équipes intergénérationnelles – et en quoi celles-ci contribuent à une culture de travail et d'entreprise positive. Des sous-plénières, des ateliers participatifs et interactifs ainsi que de nombreuses opportunités de réseautage complèteront la 21^e édition du Congrès national pour la gestion de la santé en entreprise.

Introduction: understanding aging from the perspective of organizations. Berg, Peter, et Matthew M. Piszczek. In *Organizations and Workforce Aging*, 1-18. Edward Elgar Publishing, 2025.

<https://www.elgaronline.com/monochap/book/9781035357765/chapter1.xml>

Populations and workforces across the globe are aging with significant economic and social implications. How older adults experience work as they age will depend in large part on the decisions of organizations. This book conducts a deep examination of how organizations are responding to an aging workforce from the perspective of organizational actors in the manufacturing industry. It examines this question through a comparative lens to account for the institutional context in which organizations are embedded. It studies organizations in the United States and Germany to show how employment relations institutions, working time systems, and retirement policies impact organizational practices toward older workers. It also demonstrates the importance of the interests of stakeholders at different levels in the organization to understand the implementation of various age-related human resource practices.

Organizations and Workforce Aging: Stakeholders, Interests, and Human Capital Management. Berg, Peter, et Matthew M. Piszczek. In *Organizations and Workforce Aging*. Edward Elgar Publishing, 2025.

<https://www.elgaronline.com/monobook/book/9781035357765/9781035357765.xml>

This timely book examines the impacts of an aging workforce, emphasizing how and why organizations choose policies to address this demographic shift. Peter Berg and Matthew Piszczek analyze interviews from top managers, supervisors, human resource managers, and worker representatives to explore how organizations are responding to workforce aging.

Futurs du travail : 5 chocs majeurs. Consulté le 4 décembre 2025. <http://corporate.apec.fr/home/nos-etudes/toutes-nos-etudes/futurs-du-travail-5-chocs-majeurs.html>

APEC, 7 octobre 2025, 59 p.

Cette étude revient sur les 5 chocs majeurs au cœur de la transformation du monde du travail : les mutations du rapport au travail, les (r)évolutions technologiques, la transition écologique, le vieillissement de la population active et l'évolution des postures face à la diversité et l'inclusion.

Les cadres comme les entreprises estiment que le monde du travail est en pleine mutation. Chez les cadres, la transformation numérique arrive en tête des facteurs de changement identifiés (90%), suivie par l'évolution du rapport au travail (83%) et le vieillissement de la population (81%). La transition écologique, bien que jugée importante, arrive en queue de peloton (72%).

Pour les entreprises, les trois facteurs pressentis pour avoir le plus d'impact sur le monde du travail sont le rapport au travail, la transition numérique et la transition écologique. Le vieillissement de la population est moins souvent cité par les entreprises.

Si l'impact des grands chocs est clairement identifié par les cadres comme par les entreprises, leur degré de préparation est inégal. Les cadres n'expriment, pour leur part, pas d'inquiétudes spécifiques : 65% se déclarent sereins vis-à-vis des changements à venir.

Les seniors et le monde du travail - Cahier Ateliers citoyens. Institut de l'Entreprise. Consulté le 10 décembre 2025. <https://www.institut-entreprise.fr/publication/seniors/>

Les seniors et le monde du travail – Cahier Ateliers citoyens Décembre 2025 Depuis 2018, l'Institut de l'Entreprise organise les Ateliers citoyens, un dispositif visant à rapprocher les Français du monde de l'entreprise, dans un contexte d'évolutions sociétales, géopolitiques et technologiques. En faisant se rencontrer citoyens et dirigeants, ces ateliers permettent d'explorer les attentes [...]

Quels leviers à l'augmentation du taux d'emploi des seniors en France ? Prouet, Emmanuelle, et Evan Bertin. *Administration* N° 287, n° 3 (2025): 64-66. <https://doi.org/10.3917/admi.287.0064>

Le vieillissement démographique en Europe et en France – et l'augmentation de la population active âgée – posent la question de l'emploi des seniors (55-64 ans). Celle-ci s'inscrit également dans un contexte de réformes des retraites successives repoussant l'âge de départ à la retraite et de volonté politique d'atteindre le « plein emploi » en augmentant l'employabilité des populations les plus éloignées de l'emploi, à savoir les jeunes et les seniors. Cet article s'intéresse à la participation des 55 – 64 ans au marché du travail en France, comparée au reste de l'Union européenne (UE). Le taux d'emploi des seniors augmente de manière constante depuis une vingtaine d'années. Une forte hétérogénéité est néanmoins constatée entre les jeunes seniors (55-59 ans) et les plus âgés (60-64 ans), et entre les femmes et les hommes, conduisant à un niveau d'emploi globalement inférieur à celui des principaux pays européens. Mais plusieurs leviers existent et peuvent être mobilisés conjointement. Entre 2014 et 2024, la part des 55-64 ans en emploi (cumul emploi et retraite compris) a progressé de 12,2 points (graphique 1). Elle s'élève à 60,4 % en 2024, contre 83 % pour les actifs entre 25-54 ans. Plus précisément, les jeunes seniors (55-59 ans) sont ceux dont le taux d'emploi (77,8 % en 2024) s'est le plus rapproché de celui de leurs cadets. Les seniors plus âgés (60-64 ans) connaissent quant à eux un taux d'emploi encore faible, de 42,4 % en 2024. Cette sous-population de seniors est celle qui connaît néanmoins la plus forte progression (+ 15,8 points de pourcentage entre 2014 et 2024, contre 8,6 points de pourcentage pour la tranche 55-59 ans)...

Quels sont les métiers exercés par les seniors ? | DARES. Consulté le 4 décembre 2025. <https://dares.travail-emploi.gouv.fr/publication/quels-sont-les-metiers-exerces-par-les-seniors>

En France, les métiers les plus répandus parmi les seniors en emploi correspondent souvent aux professions les plus exercées, tous âges confondus : Il s'agit par exemple des enseignants ou des cadres des services administratifs, comptables et financiers. Néanmoins, certains métiers apparaissent plus spécifiques aux seniors, comme les aides à domicile et auxiliaires de vie, les personnels de ménage, ou encore les agriculteurs. Ils sont généralement moins qualifiés et davantage exercés en tant qu'indépendant. Bien que les embauches de seniors soient globalement moins fréquentes que celles des plus jeunes, certains métiers se distinguent par une plus forte propension à recruter des seniors : c'est le cas notamment de ceux de formateurs et de personnels de ménage.

Age and emotion regulation at work. Scheibe, Susanne, et Elissa El Khawli. In *Handbook of Emotion Regulation at Work*, 309-29. Edward Elgar Publishing, 2025.

<https://www.elgaronline.com/edcollchap/book/9781035314607/chapter16.xml>

Industrialized countries are experiencing a demographic shift towards an aging workforce. Concurrently, work is becoming more emotionally demanding due to increased service work and time pressure. Understanding the role of age in regulating one's own and others' emotions effectively is therefore crucial. This chapter explores age differences in emotion regulation at work, drawing on lifespan psychology theories to understand the mechanisms and boundary conditions of these differences. We review the literature on both intrapersonal (self-related) and interpersonal (other-related) emotion regulation at work along three key questions: When and why, how, and how well do younger and older workers regulate emotions at work? Regarding regulating own emotions, while evidence suggests an older-age advantage in emotion regulation in most circumstances, research on stressor occurrence and specific strategies is inconclusive. Additionally, older workers may be less resilient than younger workers when facing high emotional arousal or chronic stressors. Regarding regulating others' emotions, evidence is scarce yet new theoretical ideas provide useful guidance for future research. Overall, understanding and leveraging age-related differences in emotion regulation is crucial for effectively supporting both younger and older workers in increasingly emotionally demanding work environments.

Building resilience: the role of senior talent management in adaptive organizational structures. Siguencia, Luis Ochoa. *Mokslo Taikomieji Tyrimai / Applied Research* 2, n° 21 (3 novembre 2025): 25-32.

<https://doi.org/10.59476/mtt2025.v2i21.728>

In light of an ageing workforce, the paper explores how senior talent plays a critical role in improving

organisational flexibility, which is necessary for long-term corporate growth. This study uses a mixed-methods approach, combining quantitative surveys and qualitative interviews from a variety of European sectors in light of the growing proportion of older workers. According to the results, senior staff members greatly improve their capacity for problem-solving, which has a favourable effect on decision-making procedures and the general performance of the company during changes. Specifically, 75% of managers surveyed highlighted that senior employees significantly enhance problem-solving capabilities during periods of organisational transition. Executive skill also favours intense training and mentoring programs that stimulate intergenerational collaboration and are a talent management best-practice knowledge bank. Mentoring programs initiated by older workers, for instance, were discovered to enhance team performance by establishing knowledge sharing and intergenerational collaboration. It also lists age discrimination and a lack of opportunity for older workers to progress as some of the more compelling reasons for the need for a strong diversity policy. Almost 40% of the respondents reported that they had personally experienced age-related biases in decisions related to recruitment or retention, which should be taken care of by inclusive policies. It emphasises the strategic value of good senior people management in increasing organisational flexibility and ensuring that organisations can continue to be competitive in a fast-changing marketplace. Organisations that adopted the upskilling programs for older workers also saw strong rises in the engagement and productivity levels of this part of the workforce. This paper provides hands-on guidance to organisational senior talent on how they can improve their succession management plans pertaining to the utilisation of the knowledge and expertise of seniors for further long-term company expansion. These recommendations include creating age-inclusive work cultures, offering continuous learning opportunities, and leveraging older workers' unique soft skills, such as emotional intelligence and leadership, to navigate complex business challenges.

Retraite

The Effect of Removing Early Retirement on Mortality. Ye, Han, Cristina Bellés Obrero, et Sergi Jiménez-Martín. Barcelona School of Economics, octobre 2025. <https://EconPapers.repec.org/RePEc:bge:wpaper:1528>
 This paper studies the mortality effects of delaying retirement by leveraging the 1967 Spanish pension reform, which exogenously increased the earliest voluntary claiming age from 60 to 65 based on individuals' date of first contribution. Using Spanish administrative data, we find that removing access to early retirement delays age at last employment by 4 months and increases the probability of death between ages 60 and 69 by 11 percent. The mortality effects are concentrated among workers in physically demanding, high-psychosocial-burden, and low-skilled occupations, while men and women are affected similarly. Access to flexible retirement mitigates the adverse effects of delaying retirement.

Discrimination, précarité, chômage

[PDF] [Ageism unveiled : understanding Discrimination against the elderly](#)

Jiajing Feng

University of Zurich, Suisse, October 30, 2025, 79 p.

Ageism imposes significant costs on society. This paper investigates age discrimination in labor markets using a series of online experiments. In markets for work requiring cognitive reasoning, employers engage in accurate statistical discrimination against older workers. By contrast, in markets for work requiring accumulated knowledge, employers do not discriminate in hiring but fail to recognize older workers' higher productivity.

A follow-up experiment shows that both younger and older individuals anticipate discrimination against older workers in both types of markets, even where employers do not discriminate. These beliefs reduce older workers' willingness to participate in the labor force. The paper also quantifies the economic losses arising from misperceptions about productivity and age-based discrimination. By providing novel experimental evidence on ageism, this study fills a gap in the literature and offers policy insights for addressing age-based discrimination.

Did they mean that? The effect of cyber incivility on older worker vitality, vigor, and turnover. Baker, Courtney L., Rushika De Bruin, et Lisa M. Finkelstein. *Equality, Diversity and Inclusion: An International Journal* 44, n° 7 (10 septembre 2024): 946-62. <https://doi.org/10.1108/EDI-04-2024-0135>

Incivility can be used to target minority groups as a form of discrimination. This paper aimed to assess the extent to which older workers are particularly targeted by cyber incivility. Study 1 used a cross-sectional design via an online crowdsourcing platform (N = 208). Study 2 (N = 227) employed a daily diary approach with an age diverse sample. Age does not directly affect perceptions of cyber incivility, but moderates the relationships between cyber incivility and vitality and vigor. In Study 1, older workers experienced a weaker relationship between perceptions of cyber incivility and increased reports of vigor. Conversely, in Study 2, older workers who experienced cyber incivility reported reduced daily vitality both on the same day and the following day. The discussion explores the nuances of vigor and vitality in older workers. Additionally, despite research on selective incivility, these studies suggest that while older workers may not be selectively targeted for cyber incivility, they struggle more with its repercussions.

Invisible but accountable: age discrimination, social identity and organisational justice. Buchanan, June, et Yun Shen. *Journal of Accounting Literature* 47, n° 5 (9 septembre 2025): 540-59. <https://doi.org/10.1108/JAL-05-2025-0247>

This study critically examines age discrimination and the marginalisation of older employees, specifically Baby Boomers (born 1946–1964), within an Australian higher education provider. It explores how systemic organisational practices and societal narratives shape older workers' access to promotion and workplace recognition, raising broader questions of fairness, identity and accountability. Drawing on social identity theory, the research adopts a qualitative case study approach involving survey data from 13 employees aged 50 and above (39% response rate from a total of 33 invited participants). Thematic analysis was applied through iterative coding of responses, triangulated with document analysis and observation-inferred survey insights. Participant triangulation was also used to capture a diverse age spectrum among older workers. The analysis reveals four interconnected themes reflecting the lived experience of workplace age discrimination: changing role expectations with age, perceptions of devaluation and exclusion, emotional and career-related impacts and continued employment driven more by intrinsic satisfaction than equitable treatment. Respondents consistently expressed a sense of being part of the organisational “out-group”, reinforcing the relevance of social identity theory in explaining age-based marginalisation. The findings highlight the need for stronger organisational accountability in recognising and addressing subtle yet persistent forms of age discrimination. They also point to the limitations of existing anti-discrimination legislation and underscore the critical role of workplace policy, societal attitudes and media narratives in either reproducing or challenging ageist practices. This paper contributes to the accounting and accountability literature by documenting how older workers' experiences of exclusion are shaped not only just by managerial practices but also by broader institutional discourses. It offers novel insights into how accountability mechanisms, both internal and societal, can reinforce or disrupt age-based inequalities in the workplace.

Ageism in Employment. Li, Aaron, Natalie Galucia, et Cal Halvorsen. *Harvey A. Friedman Center for Aging*, 1 septembre 2025. <https://doi.org/10.7936/tg2p-t222>.

The World Health Organization defines ageism as stereotypes, prejudice, and discrimination directed at individuals based on their age. As people remain in the labor force longer, they are increasingly exposed to ageist attitudes and discrimination. Ageism often manifests through negative assumptions about older workers' abilities, adaptability, and value in the workplace. Older workers are frequently perceived as less competent, resistant to new technology, inflexible, or physically and mentally less capable.

The ambivalent treatment of age discrimination: A sign of balance or resistance?. Mercat-Bruns, Marie. In *Research Handbook on European Anti-Discrimination Law*, 355-77. Edward Elgar Publishing, 2025.

<https://www.elgaronline.com/edcollchap/book/9781789906318/chapter18.xml>

The enforcement of the European Union legal framework on age discrimination in employment by the Court of

Justice of the European Union illustrates a subtle tension between maintaining a certain deference towards Member State policies that wish to safeguard a presumed intergenerational equity in employment and making sure these policies are not a pretext for age discrimination – including through stereotypical views of age, or the misuse of proxies for age (experience, physical fitness, retirement age). The result is that there is no clear-cut set of principles to guide the elimination of age discrimination, despite the common difficulties of older and younger workers in the labour market and contrasting causes and effects of discrimination plaguing different generations. The question is whether the absence of a coherent legal framework on age discrimination generates instability and hinders proper enforcement of equality law, or translates a necessary structural balance inherent to the nature of age discrimination. To answer this query, the chapter first covers the variegated ways in which age is used as a ground for differentiation, which can be difficult to align with a uniform principle of anti-discrimination based on age. Then the analysis demonstrates that the judicial interpretation of age discrimination reflects these difficulties, through a narrow application of the concept of indirect discrimination and an ambivalent scrutiny of certain exceptions to age discrimination.

Continuing Vocational Educational Training, Self-Directed Ageism, and Extending Working Lives: Evidence from the German Ageing Survey. Naegele, Laura, Wiebke Schmitz, Selina Staniczek, et Moritz Heß. *KZfSS Kölner Zeitschrift Für Soziologie Und Sozialpsychologie*, 23 octobre 2025.

<https://doi.org/10.1007/s11577-025-01023-y>

Continuing vocational education and training (CVET) is essential for prolonging working lives, as it improves the qualifications and skills of older workers, helps to prevent skill mismatches, and increases their employability. Research indicates that access to training throughout life is unequally distributed in society, with certain labour market groups, such as those with higher education and better working conditions, benefiting more. This disparity results in social inequality and long-term negative effects on the employment trajectories of disadvantaged older workers. The impact of internalised ageist stereotypes regarding older workers' ability to acquire knowledge later in life is underexplored but may significantly affect their motivation to participate in CVET and indirectly influence their labour market participation in later life.

Employabilité, maintien dans l'emploi des travailleurs vieillissants

Predicting active and productive engagement: introducing the index of aging in midlife and beyond (IAM+).

Abrams, Leah, Stipica Mudrazija, Barbara Butrica, Rebekah Carpenter, Amanda Sonnega, et Dawn Carr.

Innovation in Aging 9, n° 10 (1 octobre 2025): igaf104. <https://doi.org/10.1093/geroni/igaf104>

Indicators of midlife health decline are needed to determine people's ability to engage in meaningful activities as they age and to implement early interventions to improve long-term health trajectories. Existing measures of physiological aging are unidimensional, expensive, difficult to collect, or focused on advanced disability, making it challenging to identify exposures that contribute to accelerate aging beginning in midlife. Using the Health and Retirement Study (HRS), we developed the Index of Aging in Midlife and Beyond (IAM+), a 10-item scale that accounts for a range of abilities and domains of health using survey items including multimorbidity, functional capacity, and self-reported cognitive, mental, physical, and sensory health. We evaluated overall reliability and variability. Then, we tested the association between physically demanding jobs in ages 51-56 with trajectories of IAM+ scores in midlife and old age. Finally, we considered predictive validity by examining associations between midlife IAM+ scores and later life activity and health outcomes. The IAM+ had acceptable reliability (alpha = 0.739-0.773). Distributions showed substantial variability. Physically demanding jobs were associated with higher IAM+ scores and accelerated increases in scores in midlife; differences in level, but not slopes, were sustained after retirement age. Higher IAM+ scores in midlife predicted reduced engagement in activities 10 years later, including early labor force exits, and predicted allostatic load, frailty, and mortality 20 years later. The IAM+ is an acceptable and accessible new measure for evaluating health in midlife, with many applications for promoting active and productive engagement through later life.

Multidimensional health patterns and labor market participation among older workers: Evidence from a European six-year follow-up study. Baumann, Isabel, Vanessa Gut, Rainer Gabriel, Daniel Fredriksson, et Johan Fritzell. PLOS ONE 20, n° 10 (8 octobre 2025): e0333659.

<https://doi.org/10.1371/journal.pone.0333659>

Health is a multidimensional concept and consists of different dimensions such as mental and physical health. In this study, we built on this conception of health by investigating the effects of multidimensional health patterns (MHP) on labor force participation among older workers. We used data from 5`006 older workers (mean age: 55.8 years; 56% female) from the Survey of Health, Ageing and Retirement in Europe. In a first step, we conducted a latent transition analysis with four health indicators (chronic diseases, limitations with activities, self-perceived health, and depressive symptoms) to identify the MHP. In a second step, we assessed the association of the MHP with workers' labor force participation six years after the first point of observation using Wald tests. Our analysis provided us with four MHP: (1) overall healthy workers, (2) workers with moderate activity limitations and low self-perceived health, (3) physically healthy workers with low self-perceived health and depressive symptoms, and (4) workers with overall poor health. We found differences between the MHP in job situation ($p < 0.001$) and changes in working hours ($p < 0.001$) four years later, with MHP 4 showing the highest probability of being permanently sick or disabled and MPH 2 and 3 showing the greatest reductions in working hours. Our results imply that physical health is a better predictor of labor force participation among older workers than other dimensions of health. Using health as a multidimensional construct thus allows to better understand the social implications of poor health.

8238217 Longitudinal changes in workability, well-being, and psychosocial factors among older workers.

Bonzini, Matteo, Alice Fattori, Anna Comotti, et Teresa Barnini. Occupational and Environmental Medicine 82, n° Suppl 2 (1 octobre 2025): A67-68. <https://doi.org/10.1136/oemed-2025-EPICOHabstracts.162>

Background As the workforce ages, older employees face increasing challenges in adapting to evolving job demands, including technological changes and persistent occupational risk factors such as shift work and physically demanding tasks. Workability is a reliable indicator of older workers' capacity to meet both physical and psychological demands. ProAgeing study is a multicentric study focused on workers older the 50 years. In this work we explore longitudinal workability, health, work-related, and psychosocial factors, as well as their interplay, in a population of older workers. **Methods** Participants completed self-reported questionnaires at baseline and after one year, including the Work Ability Index (WAI), technostress, sleep quality, perceived stress and health, and psychosocial risk factors. Multiple linear regression was used to assess predictors of changes in WAI. Subgroup analyses explored differences across occupational roles (bank employees, administrative employees, and manual workers). **Results** Of the 470 workers enrolled, 356 (76%) completed the follow-up. A significant decrease in average WAI score was observed over 12 months (-1.2 points, $p < 0.001$), mainly in subscales related to work demands and physical illness. Technostress levels slightly decreased, suggesting adaptation over time. Bank employees showed less favorable trends than manual workers, suggesting that digitalization and higher job demands significantly affected employees' well-being, particularly older workers. Improvement in perceived health and reduced stress mostly contributed to enhance workability. **Conclusion** These findings suggest the need for targeted interventions to improve health and reduce stress for ageing workers in order to support their well-being and consequently their workability.

Early retirement for workers in physically demanding jobs? An ageing society conundrum. Dalen, Hendrik P. van, et Kène Henkens. Ageing & Society, 27 octobre 2025, 1-22.

<https://doi.org/10.1017/S0144686X25100378>

To what extent should workers in physically demanding jobs be given the possibility of earlier retirement? This is one of the many pressing pension reform issues that ageing societies face. This article examines the extent to which such special treatment is supported by the general public. We uniquely combine a representative survey (2,136 respondents) with a vignette study to explore what respondents in the Netherlands consider a fair public pension age for 29 jobs that differ by level of physical demand. We also examine whether these pension ages are associated with other attributes that are important in an ageing society, such as the presence of chronic health conditions and informal care-giving responsibilities – such attributes may affect support for the special

provisions for workers in physically demanding jobs – and control for stereotypical views about older workers. The findings reveal notable differences in public pension ages, indicating that workers in highly physically demanding jobs should be given the opportunity to retire earlier and those working in physically ‘light’ jobs should work slightly beyond the standard public pension age. We compare these differences to existing special retirement programmes for physically demanding or arduous jobs. Interestingly, non-work factors – namely, chronic health conditions and care-giving responsibilities – weigh more heavily in deciding a fair or reasonable public pension age. This suggests that organizations and policy makers facing an ageing society will have to deal with a broader set of problems than can be solved by offering early retirement programmes for specific jobs.

Age-Inclusive HR Practices as Resource Passageways: Explaining Retirement Intentions Through Employability and Job Insecurity.

Fasbender, Ulrike, Ariane Froidevaux, et Ute-Christine Klehe. *Human Resource Management* n/a, n° n/a. Consulté le 3 décembre 2025. <https://doi.org/10.1002/hrm.70036>
To decide about retirement, employees assess and react to their work environment, including age-inclusive HR practices. Age-inclusive HR practices ensure equal access to key HR functions for all employees—regardless of age, for example, training and development for all age groups, unlike age-specific HR practices, which target older workers exclusively, for example, development opportunities for older workers. In this study, we uncover why age-inclusive HR practices are effective in retaining older employees. Using a conservation of resources theory approach, we explain that age-inclusive HR practices can enhance older employees’ employability (i.e., perceived ability to realize job opportunities within and between employers) and reduce their job insecurity (i.e., perceived risk of a decline in job quality, including working conditions, career prospects, and salary). Employability, conversely, weakens employees’ retirement intentions, while job insecurity strengthens these intentions. We use a three-wave design with 758 older employees and path analysis, controlling for age-specific HR practices, to demonstrate the unique effect of age-inclusive HR practices on employees’ retirement intentions. Findings showed that age-inclusive HR practices (beyond age-specific HR practices) were indirectly linked to employees’ retirement intentions via job insecurity but not employability, emphasizing their importance for resource loss prevention as a means for older employees’ retention.

Work functioning of older workers in ageing labour markets: the role of obesity and overweight. Haring, E F van der, U Bültmann, K Henkens, et V A Venhorst. *European Journal of Public Health* 35, n° Supplement_4 (1 octobre 2025): ckaf161.421. <https://doi.org/10.1093/eurpub/ckaf161.421>

Obesity and overweight have become major public health issues in the 21st century, with the prevalence tripling over the past forty years. Within ageing labour markets increasing numbers of overweight and obese workers may further impact workforce participation. The current study aims to investigate the association between overweight/obesity and work functioning, with a particular focus on workers 45 years and older. Cross-sectional data of the Lifelines Cohort Study, a population-based study in the Northern part of the Netherlands was used. Work functioning, an outcome reflecting the perceived difficulties in meeting work demands in percentages of working time, was measured using the validated Work Role Functioning Questionnaire 2.0 (score: 0-100). Overweight and obesity were defined as BMI 25-30 and ≥ 30 , respectively. Height and weight were measured during participants’ visit to the research centre on average 1.77 years prior to the measurement of work functioning. Linear regression models were used to investigate the associations between obesity/overweight and work functioning, adjusted for age, sex, job category, smoking status, average drinks per day and multimorbidity. The mean (SD) work functioning of the study sample ($n = 25,628$, mean age 53.2 (5.2) years, 54% female) was 86.4 (17.7), indicating that on average older workers have difficulties meeting work demands 13.6% of the time. Of the older workers, 46% were overweight and 17% were obese. A negative association between overweight (-0.73, 95% CI: -1.3, -0.12) and obesity (-1.9, 95% CI: -2.7, -1.0) and work functioning was found. The largest impact of overweight and obesity was observed on the physical work demands with -1.3 (95% CI: -2.0, -0.59) and -3.3, (95% CI: -4.3, -2.3), respectively. Obesity and overweight are associated with lower work functioning in the ageing workforce. However, the small effect sizes suggest that the impact is limited. • Traditional BMI cutoffs for overweight and obesity are associated with lower work functioning in the ageing workforce. • However, the effect sizes are rather small, suggesting that overweight

and obesity have limited impact on work functioning.

Facteurs influençant le maintien en emploi des personnels soignants vieillissants : focus sur les aides-soignants et les infirmiers. Thèse d'exercice. JAVAYON-DEVAUD, Louis, 17 septembre 2025.

<https://cdn.unilim.fr/files/theses-exercice/M20253153.pdf>

Contexte : aides-soignants et infirmiers représentent la majorité des professionnels de santé en France. Avec le vieillissement de la population, ces professionnels sont non seulement confrontés à une charge de travail élevée due à l'augmentation du nombre de patients âgés à prendre en charge, mais doivent également composer avec leur propre vieillissement. Dans ce contexte, il apparaît nécessaire que les services de prévention et de santé au travail, en collaboration avec les employeurs, mettent en place des solutions pour prévenir la désinsertion professionnelle de ces personnels. Objectifs : faire un état des lieux des solutions permettant le maintien en emploi des personnels soignants vieillissants et discuter de leur applicabilité au CHU de Limoges.

Méthodologie : une revue systématique de la littérature a été réalisée selon les recommandations PRISMA au sein de 2 bases de données bibliographiques en ligne (PubMed et Scopus), 3 équations différentes ont été construites comprenant 3 critères chacune (critères se rapportant aux troubles musculosquelettiques, au stress ou aux conditions de travail). Pour la sélection des articles, les critères d'inclusion étaient que l'article devait s'intéresser aux aides-soignants ou infirmiers âgés de 50 ans ou plus, se concentrer sur l'état de santé de ces soignants et sur une ou plusieurs conditions de travail. Résultats : à partir des critères d'inclusion et des 3 équations sélectionnées, 23 études ont été incluses dans cette revue de la littérature. De nombreuses propositions concernant le maintien en emploi des personnels soignants vieillissants ont été retrouvées afin de limiter les effets délétères des activités professionnelles habituelles de ces personnels (TMS et RPS). Si toutes les actions proposées sont importantes, 4 actions possibles ont retenu notre attention : améliorer la communication entre collègues et le soutien social, fournir et utiliser des équipements de prévention collective (rails plafonniers, verticalisateurs, lits électriques, ...), favoriser la pratique de l'activité physique régulière et la mise en place d'atelier d'échauffement-étirements, améliorer le suivi des travailleurs en arrêt maladie.

Conclusion : la thématique des personnels soignants vieillissants au CHU de Limoges, dans un contexte économique tendu, demeure un enjeu majeur pour la Direction, pour le Service de Santé au Travail et surtout pour ces personnels à risque de désinsertion professionnelle en particulier les aides-soignants. Développer des indicateurs comme la fragilité au travail permettrait de définir différents états (robuste, pré-fragile, fragile) et de proposer des actions de prévention adaptées pour maintenir ces personnels au travail dans des conditions physiques et mentales compatibles aux contraintes des activités de soins.

La place des services de prévention et de santé au travail dans la prévention de la désinsertion professionnelle. Retours d'un atelier de recherche - Article - INRS. Shettle, Jennifer, et B Delecroix.

Références en santé au travail, Pratiques et métiers, TM 86, n° 183 (septembre 2025).

<https://www.inrs.fr/media.html?refINRS=TM%2086>

Le projet de recherche « L'employabilité sanitaire en question et en action » (ESQA) s'est interrogé sur la prévention de la désinsertion professionnelle (PDP) à travers les mécanismes de survenance des décrochages professionnels, les modalités possibles de la PDP, les outils de la « cellule PDP », disponibles au sein des services de prévention et de santé au travail (SPST), le rendez-vous de liaison et les obligations de sécurité de l'employeur au travers des liens entre la PDP et la prévention des risques professionnels.

Malgré un cadre juridique fort, les pratiques en matière de prévention de la désinsertion professionnelle (PDP) peuvent être hétérogènes selon les caractéristiques des salariés et leur parcours professionnel, les SPST ou les entreprises.

La place des services de prévention et de santé au travail dans la prévention de la désinsertion

La santé musculo-squelettique et les facteurs de risque dans le secteur de la santé et de l'aide sociale

(HesCare) – tour d'horizon des informations existantes | Safety and health at work EU-OSHA. Consulté le 4 décembre 2025. <https://osha.europa.eu/fr/publications/musculoskeletal-health-and-risk-factors-hescare-sector-review-existing-information>

Le présent rapport examine les principaux facteurs de risque contribuant aux TMS dans le secteur de la santé

et de l'aide sociale, leur incidence sur les travailleurs et les défis inhérents au secteur. Il souligne la nécessité d'élaborer des stratégies de prévention intégrées pour garantir le bien-être actuel et futur des travailleurs du secteur de la santé et de l'aide sociale afin d'améliorer la prise en charge des patients. Un chapitre est consacré aux travailleurs âgés de 50 ans et plus. L'étude fournit des informations transnationales et des exemples de bonnes pratiques, ainsi que des orientations politiques au niveau de l'UE et au niveau national pour soutenir la prévention et l'élaboration de politiques dans le but de réduire et d'éviter l'exposition aux risques dans le secteur de la santé et de l'aide sociale.

Barriers and Facilitators of Older Workers' Abilities to Obtain and Maintain Employment: A Scoping Review. Lai, Jonathan, Jacquie Eales, Matthew Lariviere, Jennifer Boger, et Janet Fast. *Journal of Aging Research* 2025, n° 1 (2025): 5609589. <https://doi.org/10.1155/jare/5609589>

Throughout adulthood, the ability to access employment is vital for financial well-being, social inclusion and civic participation. This scoping review explores the factors that facilitate or challenge the abilities of workers age 50 and older to obtain and maintain paid employment. A total of 244 academic and grey literature articles were included in this scoping review. To frame the data extraction and analysis of included literature, we drew on Human Ecology Theory, a multidisciplinary theory that posits that individuals affect and are affected by the contexts they inhabit. Four key contexts were identified that impact older workers' employability (and the relevant codes that comprise each context): individual context (health, income and wealth accumulation, education and skills, employment history, lifestyle preferences and personal characteristics); family context (obligations with intimate partners, obligations to dependent children and caregiving obligations); workplace context (organizational characteristics, workplace policies, job characteristics and workplace relationships) and sociopolitical context (ageism, government labour and pension policies and macroeconomic conditions). We conclude that the employability of older workers is not attributable to a single factor within any of these contexts. Rather, older workers' abilities to maintain their labour force participation are fluid, situational and temporal, including aspects that arise across a person's life course as forms of cumulative advantage or disadvantage. Policies to support older workers' labour force participation require governments and employers to recognize how the dynamic lived experiences and relationships of individuals—within families, workplaces and society—shape their employability in later life.

Late Working Life in Four European Countries: Policy Perspectives. Emerald Publishing Limited, 2025. <https://doi.org/10.1108/978-1-83797-925-7>

Late Working Life in Four European Countries sheds new light on the role of life course factors on circumstances in late working life, including the impact of exclusion and inequalities on opportunities to prolong employment. Focusing on Germany, Poland, Sweden and the UK, it distils the key findings from each country, delivering an up-to-date comparative analysis of the policies in the four contrasting countries. Enabling the development of best practice recommendations in relation to Extended Working Lives (EWLs) to inform policy discussions and developments and taking a life course approach to considering EWLs, chapters argue there is a tendency for policies to be too simplistic and cross-sectional, failing to sufficiently engage with the need to develop a systematic long-term life course focused approach to policy design. While the general impact of EWL policies on labour force participation among older workers has been explored, limited attention has been paid to the heterogeneous nature of this demographic group and the implications of their diverse life course experiences. Providing national case studies regarding EWLs policies and inequalities therein, these examples expose hidden inequalities among older workers and how these can be addressed. Demonstrating the need to look beyond notions of late working lives in isolation and to explore the impact of longer-term life course orientated experiences, this collection addresses a major gap in the academic literature in social policy, employment, and ageing.

Contribution de Tremblay aux XLIVes Journées de l'AÉS. Legendre, François. Consulté le 4 décembre 2025. <https://association-economie-sociale.fr/html/a44-3.html>

La main-d'œuvre expérimentée, ou vieillissante, selon la terminologie, suscite un intérêt grandissant depuis quelques années, dans le contexte actuel de rareté de personnel touchant de nombreux groupes professionnels.

Malgré cette rareté, les personnes de 50 ans et plus déclarent éprouver de la difficulté à réintégrer le marché du travail après une perte d'emploi. Notre recherche s'est donc attachée à comprendre les obstacles au maintien en emploi des personnes vieillissantes, à analyser les pratiques organisationnelles qui leur sont destinées et à identifier les pratiques permettant de satisfaire leurs aspirations. Nous avons mené une recherche visant à cerner les perceptions des employeurs à l'endroit de la main-d'œuvre vieillissante, à documenter les obstacles à son maintien en emploi et, aussi, à dresser un portrait des pratiques actuellement en place ainsi que des leviers potentiels en matière d'attraction et de maintien en emploi de la main-d'œuvre expérimentée.

Sleep and physical activity as predictors of working life expectancy at the age of 50 years. Myllyntausta, S., K. Heikkilä, J. Pentti, H. S. Chungkham, M. Kivimäki, J. Vahtera, P. Zaninotto, J. Ervasti, et S. Stenholm. *European Journal of Public Health* 35, n° Supplement_4 (2025): ckaf161. 107

https://academic.oup.com/eurpub/article/35/Supplement_4/ckaf161.107/8303096?login=true

Background Retirement ages have been set to increase in many European countries due to rapid population ageing. It is essential to understand different factors that may impact labour market participation and the duration of working lives at older ages. The aim of this study was to examine sleep and physical activity as predictors of working life expectancy (WLE) between ages 50 and 68. Methods Data of individuals ≥ 50 years were drawn from the Finnish Public Sector Stud. The study population consisted of 70,339 public sector ...

Necessary HRM Practices for Extended Working Lives in Tight and Loose Societies: A Comparative Perspective. Oliveira, Eduardo, Beatrice Isabella Johanna Maria Van der Heijden, Julia Sabrina Finsel, Hila Axelrad, Eva Derous, Xiuzhu Gu, Izabela Marzec, et al. *Human Resource Management* n/a, n° n/a. Consulté le 1 décembre 2025. <https://doi.org/10.1002/hrm.70040>

The aging workforce demands evidence-based human resource practices that lengthen working lives. Building on the Conservation of Resources theory (Hobfoll 1989), we investigate which organizational practices are indispensable for expanding older workers' occupational future time perspective (OFTP)—people's perceived opportunities and remaining time at work (Zacher and Frese 2009). A necessary condition analysis of survey data from 3077 workers aged 50+ in nine countries tests nine domains of the Later Life Workplace Index (LLWI) as potential minimal viable practices. All domains exhibited statistically significant necessity effects; however, using the conventional threshold (Dul et al. 2023), only later life supportive leadership and adaptive work design reached the level considered meaningfully necessary. The remaining domains showed smaller, near necessity effects, suggesting a pattern of partial necessity across HRM practices. Exploratory analyses along the Tightness–Looseness cultural continuum suggested that necessity thresholds tended to be higher in culturally Tight than Loose societies, highlighting the importance of context-sensitive HRM. This study refines theorizing on career sustainability, introduces necessity logic to the work and aging literature, and offers managers evidence-based tools to prevent insurmountable shortcomings. Failure to meet the identified LLWI thresholds will typically result in suboptimal OFTP.

Interventions to improve work ability and prolong the working life of older workers: a meta-analysis.

Poutanen, J, T Lallukka, M Joensuu, E Haukka, J Ervasti, M Härmä, et R Shiri. *European Journal of Public Health* 35, n° Supplement_4 (1 octobre 2025): ckaf161.278. <https://doi.org/10.1093/eurpub/ckaf161.278>

Aging workforce necessitates actions to prolong the working life to ensure labor availability. However, evidence on the effectiveness of interventions remains limited. This systematic review identified effective interventions designed to enhance work ability and extend the working careers of older workers. Searches were conducted in PubMed, Cochrane Library, Scopus, Web of Science and PsycInfo until February 2025, focusing on studies involving workers aged 40–64 years. The methodological quality of the studies was assessed by two reviewers (JP & RS). The effectiveness of interventions was evaluated using meta-analysis and qualitative synthesis. Out of 16,905 publications, 41 studies were included in the review, comprising 14 randomized controlled trials (RCTs, $n = 4,123$) and 27 non-randomized studies ($n = 4,616,452$). A meta-analysis of RCTs showed that aerobic or strengthening exercises had modest beneficial effects on perceived work ability (pooled standardized mean difference 0.33, 95% CI 0.12–0.54). A qualitative synthesis of RCTs showed that cognitive-

behavioral therapy was associated with reduced productivity loss among workers with chronic health conditions. A meta-analysis of non-randomized studies showed that policy reforms raising the eligible retirement age increased employment by 12 percentage points (pp) (95% CI 7-17) and decreased retirement by 29 pp (95% CI 8-50). However, these reforms also increased disability benefits by 6 pp (95% CI 1-11), unemployment by 7 pp (95% CI 2-12), and economic inactivity by 6 pp (95% CI 5-8). Additionally, policy reforms tightening unemployment benefits requirements increased employment and reduced unemployment, but had adverse effect on disability benefits. We identified preventive interventions that were effective in improving work ability and reducing productivity loss. Legislative changes in retirement age and unemployment benefits were associated with higher work participation. • Physical activity programs can enhance the work ability of older workers, and cognitive-behavioral therapy can reduce productivity loss. • Policy reforms raising the retirement age or tightening unemployment benefits requirements increase employment but also have negative spillover effects.

Qualité du travail, qualité de l'emploi : éléments de comparaisons internationales | Dominique Giorgi, Igas, 15 septembre 2025. <https://igas.gouv.fr/qualite-du-travail-qualite-de-lemploi-elements-de-comparaisons-internationales>

Dans cette note, l'Igas rassemble et croise des éléments de bonnes pratiques sur la qualité au travail et de l'emploi dans divers Etats européens. Les informations ainsi réunies peuvent servir de sources d'inspiration pour les politiques nationales. Les objectifs de politiques publiques et les dispositifs examinés dans cette note ciblent une population large et permettent d'aborder et de croiser de multiples thématiques : - la qualité du travail et notamment la prévention des risques professionnels principaux, qu'il s'agisse des risques chimiques, de ceux liés à la chaleur, des troubles musculosquelettiques ou des risques psycho-sociaux, ainsi que l'impact possible des modèles managériaux sur les risques ; - les besoins des femmes en matière de santé au travail ; - la prévention de la désinsertion professionnelle ; - la qualité de l'emploi et notamment le temps partiel subi, la prise en compte de contraintes personnelles des salariés ou demandeurs d'emploi, ou encore les possibilités de transitions professionnelles en cours de carrière.

Thriving from Work Questionnaire: Validation of a Measure of Worker Wellbeing Among Older U.S. Workers. Voss, Maren Wright, Cal J. Halvorsen, Kanchan Yadav, Stephanie M. Neidlinger, Gregory R. Wagner, et Susan E. Peters. *International Journal of Environmental Research and Public Health* 22, n° 9 (septembre 2025): 1428. <https://doi.org/10.3390/ijerph22091428>

As life expectancy and retirement ages rise globally, understanding how older workers thrive in the workplace is an increasingly vital measurement and wellbeing priority. In this study, we validated the Thriving from Work Questionnaire (TfWQ) for workers aged ≥ 50 . A U.S. online panel yielded 617 older workers and 372 younger counterparts for comparison. Using item response theory alongside model-fit evaluation and correlational tests with job/life satisfaction, engagement, burnout, and turnover intent—we assessed reliability and construct validity of the long- (30 reduced to 29-item) and short- (8-item) form TfWQ versions. We recommend omitting one of the original items from the long-form for use in older workers. Instrument reliability was high ($\alpha = 0.94$ long-form; 0.90 short-form). Model fit was established for both long- and short-form versions with acceptable model fit indices. Convergent validity was supported by strong, theory-consistent correlations with the external constructs. Older workers, compared with those 20–49 years, had higher scores of thriving from work as well as differences identified on nine items. These age-patterned differences highlight actionable levers for occupational-health age-sensitive policy, wellbeing interventions, and workforce planning. The TfWQ offers a robust, reliable, valid, and practically oriented tool for evaluating older workers' wellbeing with utility across research, practice, and policy.

Aging and Employee Misfit. Zacher, Hannes, et Cort W. Rudolph. In *Employee Misfit: Theories, Perspectives, and New Directions*, édité par Jon Billsberry et Danielle L. Talbot, 47-64. Singapore: Springer Nature, 2025. https://doi.org/10.1007/978-981-96-8208-9_3

This chapter examines how aging shapes the development and experience of person–environment misfit across the working lifespan. The authors propose a conceptual model linking age-related changes in individual

abilities and needs with evolving environmental demands and supplies, leading to both objective and subjective misfit. Drawing on lifespan developmental theory, they explain how physiological, cognitive, emotional, and motivational shifts can create discrepancies between workers and their jobs, organisations, and social environments. The model distinguishes between short-term experiences of misfit and longer-term identity changes, showing how these processes affect occupational strain, well-being, job attitudes, and performance. Importantly, it highlights reciprocal effects: employees may proactively or adaptively respond to misfit through job crafting, learning, or re-evaluating their work goals. The chapter calls for longitudinal research to capture how misfit develops and resolves over time and identifies practical strategies for organisations to support older workers through job design, re-skilling, and inclusive HR practices. By integrating aging and misfit literatures, the chapter reframes misfit as a dynamic, developmental process and provides a foundation for understanding successful and unsuccessful ageing at work.

Conditions de travail et d'emploi des femmes (50 ans et +)

MWorking Conditions and Job Quality: Gender Differences among Italian Workers Aged 50+. Tambellini, Elisa, et Daniela Bellani. *Rivista Internazionale Di Scienze Sociali* 133, n° 4 (2025): 413-36

Lien : <https://ideas.repec.org/a/vep/journal/y2025v133i4p413-436.html>

In Italy, where the population is aging and gender inequality in the labour market persists, understanding the employment quality of older workers has become increasingly important. While extensive research focuses on young workers' employment conditions, older employees remain understudied, particularly from a gendered perspective. Using data from the Survey of Health, Ageing and Retirement in Europe (SHARE), this study examines gender differences in perceived job quality among Italian workers aged 50+, focusing on earnings adequacy, labour market security and working environment. Results reveal significant gender disparities: older women experience lower job quality than male colleagues. Men report more skill development opportunities and better salary adequacy, while women report less autonomy and fewer advancement prospects. These differences reflect Italy's persistent traditional gender norms and gendered labour market segmentation. By examining late-career working conditions, this research provides critical insights for developing inclusive labour policies that promote equitable working conditions for older adults.

Night Shift Work and Sleep Experiences in Older Night Shift Nurses. Zhang, Yuan, Audra Murphy, Heidi M. Lammers-van der Holst, Laura K. Barger, et Jeanne F. Duffy. *Western Journal of Nursing Research* 47, n° 10 (octobre 2025): 904-11. <https://doi.org/10.1177/01939459241299779>

BACKGROUND: Working at night leads to misalignment between the biological clock and the work/sleep schedule, resulting in sleepiness and impaired performance during the night shift and poor quality, shortened sleep during the day; this is greatly impaired in older individuals. **OBJECTIVE:** To describe night work and sleep experiences from the perspective of older (aged 50-65) nurses. **METHODS:** Seven virtual focus groups were formed comprising 19 older nurses who worked regular 8-hour night shifts (at least 6 consecutive hours between midnight and 6 am) to learn about their shift work and sleep experiences. Two facilitators and 2 research assistants independently reviewed and coded the transcripts using qualitative content analysis. **RESULTS:** Nine themes were identified in 3 domains: (a) night shift challenges and difficulties, including first night shift is most difficult; never feel rested working nights; and personal health concerns and benefits from working nights; (b) sleep challenges and difficulties, including inconsistent sleep timing when switching between nights and days; extended (24+ hours) time awake before and after consecutive nights; difficulty maintaining long and sound daytime sleep; and napping before night shifts for better performance; and (c) family and social challenges and support, including childcare, family, personal obligations, and social activities affect sleep; aging of self and children influences sleep and prioritization of sleep. **CONCLUSIONS:** The findings help understand challenges and struggles to obtain adequate sleep and safe work performance in older night shift nurses. These insights are critical for designing and implementing feasible and acceptable interventions to improve sleep in this high-risk occupational group.

GRH et vieillissement

Working Later in Life: How Research Frames the Challenges and Possibilities of Ageing at Work.

Fijalkowska, Justyna, et Federico Lanzalonga, 2025. <https://doi.org/10.2478/joim-2025-0005>

Objectives: This study explores how academic literature addresses the professional inclusion of older adults in the workforce. It investigates emerging patterns and proposed solutions to support later-life employment in the context of demographic ageing and the active ageing policy paradigm. **Methodology:** The paper adopts a Structured Literature Review (SLR) methodology, combining bibliometric and thematic analyses. A total of 161 peer-reviewed journal articles published between 2012 and 2024 were analysed using performance metrics and co-occurrence clustering to identify key themes and intellectual trends. **Findings:** The analysis identifies five main thematic clusters: policy narratives, digital inclusion, workplace flexibility, emotional well-being, and place-based autonomy. These findings reflect a shift from deficit-based to relational and context-sensitive understandings of ageing at work. However, the literature remains fragmented and limited in intersectional scope. **Value Added:** This study provides a novel, multidimensional synthesis of the literature on ageing and work by integrating bibliometric and thematic approaches. It bridges conceptual gaps across disciplines and proposes a coherent framework to guide future policies, organisational strategies, and research on age-inclusive employment. **Recommendations:** Organisations and policymakers should adopt inclusive, age-sensitive strategies. They should promote lifelong learning opportunities, enable flexible and phased retirement options, reduce age-related bias in human resource practices, and design physical and social environments that support autonomy, well-being, and meaningful participation for older adults.

Employees' experiences in knowledge-based organisations: towards an age-friendly design and management of work environments for older workers.

Sandelin, Minna. Aalto University, 2025.

<https://aaltodoc.aalto.fi/handle/123456789/138973>

The future workforce will increasingly be made up of ageing knowledge workers. This thesis explores the experiences of employees over 50 years of age and the viewpoints of management and experts in the context of knowledge-based work environments. The main theoretical field of the thesis is transdisciplinary workplace research, with a focus on experience research that combines physical, social, and technological workplace experiences. The overarching purpose is to develop further knowledge of employees' experiences, and to explain which factors support older employees' work and improve their work environment. This thesis adopted a qualitative research approach and a multiple case study design to understand how employees experience their work environments and which factors support their work and improve their physical, social and virtual work environments. Empirical data were collected by using a visual research method called probes including workshops and interviews with employees over 50 years of age (N = 77) as primary data; and, by conducting semi-structured interviews with management and experts (N = 29) as secondary data. The analysis of probe data was conducted in each case as a stand-alone entity, and the work environment data from each case were grouped into themes, allowing further interpretation through cross-case comparisons. The data from the semi-structured interviews were analysed as separate cases and interpreted based on cross-case issues of the physical, social and virtual work environments and the integrated workplace management. The results reveal many valuable employee experiences that affect people on the job and highlight several strategies used by management to design and manage work environments. It seems that employees are satisfied with the physical ergonomics in their respective offices but are concerned about ergonomics when working remotely. Cognitive ergonomics do not appear to be adequately supported with visual designs to aid cognitive abilities such as memory, learning, thinking and information processing. The findings highlight the need to pay closer attention to individual ergonomic needs. In addition, tacit knowledge should be more thoroughly considered to prevent the loss of critical organisational knowledge and experience as older employees exit the labour market. Surprisingly, work environments do not support social interaction. Further, a more flexible workplace, including flexible working hours and the possibility of remote work, would support the need for recovery from work and, in particular, the growing need to care for one's own elderly parents. The results also show that by understanding work environment simply as a physical entity limits the potential of designing and managing

age-friendly work environments. The findings highlight the need to manage across organisational boundaries through more integrated workplace management. This thesis contributes to the transdisciplinary workplace research and management with experience research approach. The phenomena the thesis focuses on is new and there has been little work done on studying the work environment for older workers. The thesis enhances understanding of the factors that support the work of older knowledge workers and improve their work environment. Such insights are valuable because future workforce will increasingly be made up of ageing knowledge workers in many of the developed countries. While this study confirms many factors related to the physical work environment, it also reveals that the concept of the workplace is not just a network of physical places but a broader experience—and that the physical work environment is only one aspect of the overall experience of a worker. This thesis gives voice to employees over 50 years of age and offers valuable knowledge for organisations regarding the design and management of age-friendly work environments; this knowledge will benefit the entire workforce, not just older workers. In addition, this research brings to the fore perspectives on employee experiences and the design and management of work environments in public discussions concerning the careers and extended working lives of older employees.

GRH et santé

8279515 Obesity negatively impacts work participation amongst older workers. Walker-Bone, Karen, Stefania D'Angelo, Georgia Ntani, et Gregorio Bevilacqua. *Occupational and Environmental Medicine* 82, n° Suppl 2 (1 octobre 2025): A117-18. <https://doi.org/10.1136/oemed-2025-EPICOHabstracts.291>

Objectives Obesity is a growing public health burden associated with increasing healthcare costs. However, there is also evidence that obesity impacts work ability and reduces work productivity and participation, thereby increasing indirect costs. This longitudinal study investigated the impact of obesity on work participation amongst middle-aged adults and explored the mechanisms for these impacts. **Material and Methods** Data came from the Health and Employment After Fifty (HEAF) cohort study of adults aged 50-64 years at baseline. We used Cox proportional hazard models to explore the longitudinal effect of body mass index (BMI) on the risk of work exit because of health (HRJL). To test whether the association between BMI and HRJL was partly explained by depression and/or walking speed, we further adjusted estimates for these factors. **Results** Amongst 5086 participants in paid work at baseline, 40% were overweight and 23.7% obese. Obesity and overweight showed a socio-economic gradient. After adjustment for sex, proximity to retirement, finances, educational attainment, smoking and physical activity, obesity and overweight were associated with increased risk of work exit on health grounds (HR 1.35, 95%CI 1.11-1.64 and HR 1.54, 95%CI 1.25-1.89 respectively). Depression and slow walking speed were independent risk factors for work exit which, when combined in the models with obesity, explained most of the effects. **Discussion** Obesity and overweight importantly impact work ability at older ages. However, most of their impact can be explained by depression and/or slow walking speed. Prompt diagnosis and treatment for depression, accompanied by mid-life recognition of functional impact on walking speed could facilitate prolonged working at older ages, resulting in economic benefits for individuals, employers and societies with reduced healthcare and indirect costs.

Conditions de travail / organisation du travail + santé des travailleurs vieillissants

Technological change and an aging workforce: investigating the career experiences of older workers. Adeniyi, Judah I. Memorial University of Newfoundland, 2025. <https://hdl.handle.net/20.500.14783/15474> This dissertation examines the intersection between two significant economic and societal challenges: an aging workforce and rapid technological change. The aging workforce is a growing concern, particularly in Canada, where the population of older workers (55 years and older) surpasses that of younger entrants (15 to 24 years). This demographic shift, already contributing to labour shortages in key sectors like manufacturing and healthcare, poses risks to labour participation rates and the stability of healthcare and pension systems (Acemoglu & Restrepo, 2017; Maestas et al., 2016). Given the projected exodus of older workers and limited incoming replacements, scholars and practitioners advocate for delayed or phased retirements to mitigate

talent shortages. Simultaneously, technological change reshapes work, presenting opportunities and challenges, especially for older workers who may find adapting to new technologies daunting. This environment makes it critical to understand how technology affects older workers' experiences, including their retirement intentions. I conducted two studies to better understand the impact of technology and technological changes on older workers' work experiences. In Study One, I conducted a systematic literature review to synthesize existing research on technology's impact on older workers, with a comprehensive analysis of 121 articles, including both peer-reviewed (n=82) and grey literature sources (n=39). Thematic analysis revealed key areas in the current literature, such as socio-demographic factors, training and development, and retirement planning. The results of this study also included descriptive insights on journals, methodologies, regions, and publication dates, highlighting 14 important research gaps. These gaps guided recommendations for future studies, which aim to address the implications of technological innovations on an aging workforce. In the second study, I empirically examined the relationship between technological change and older workers' retirement intentions using a sample of 361 participants. Testing a moderated mediation model grounded in the Job Demand-Resources (JD-R) theory, I analyzed burnout and perceived work ability as serial mediators alongside moderating factors of computer self-efficacy, technological training, and organizational justice. Findings accentuate the complex interplay of burnout, work ability, and retirement intentions, emphasizing that burnout negatively impacts work ability, which in turn influences retirement intentions. Notably, technological training significantly moderated the relationship between burnout and work ability, reinforcing its role as an important factor shaping older workers' capacity to adapt within technologically evolving work environments. Ultimately, this dissertation provides valuable implications for both theory and practice. The findings from both studies provide important directions for the successful integration and retention of older employees in the rapidly changing technological work environment, as well as for creating a supportive work environment for them.

Work Adversities, Job Lock, and Well-Being: A Study of Low-Skilled Older Workers in the Era of Delayed Retirement. Amilon, Anna, Mona Larsen, et Anu Siren. *Journal of Aging & Social Policy* 0, n° 0 (17 novembre 2025): 1-17. <https://doi.org/10.1080/08959420.2025.2587366>

Changes in policies that restrict early retirement have raised the retirement age for many low-skilled older workers in Denmark. This study examines the prevalence of adversities among these workers and their impact on mental well-being. Using latent class analysis on Danish survey data from 5,453 low-skilled workers aged 57–62 years, five distinct adversity profiles were identified: “poor health” (17%), “adverse working conditions” (11%), “dire financial situation” (11%), “poor health and adverse working conditions” (8%), and “no adversities” (52%). Workers facing adversities report significantly lower mental well-being, with a higher risk of depression and increased stress levels, compared to those without adversities. The risk of poor mental well-being is highest among those experiencing both health and work-related adversities. Additionally, “job lock” – when workers wish to retire but cannot afford to – emerges as a key factor associated with reduced mental well-being across all adversity profiles. The findings suggest that efforts to extend working lives by limiting early retirement opportunities could have unintended implications for the mental well-being of low-skilled older workers. Notably, the findings indicate that firms actively engaging in supportive practices can mitigate some adverse effects, underscoring the critical role employers play in safeguarding the mental well-being of older employees.

Digital Fluency in an Aging Workforce. Bua, Ilenia, Sonia Pastori, Eliana Minelli, et Giovanna Afeltra. Italian Chapter of AIS (Association for Information Systems, 2025). <https://www.iris.uniroma5.it/handle/20.500.12078/30566>

While younger generations were introduced to computers, smartphones, and the internet from a young age, older workers may not have had the same exposure to these tools. As a result, they might not be as comfortable or confident in using newer technologies. The speed at which technology evolves can be overwhelming. Older workers who might have learned a specific software or tool in the past may struggle to keep up with newer versions or entirely different tools that have become industry standards. This article presents a systematic literature review (SLR) of 154 peer-reviewed studies to map the academic discourse on digital skills

development and digital fluency among older workers. The study seeks to identify key research themes, theoretical frameworks, and existing gaps in literature, thereby providing a comprehensive overview of how senior employees are navigating the demands of digital transformation in the workplace. The results that have emerged from the literature suggest four important strands, both for academics and practitioners: “Digital skills as a success factor in aging”, “Psychosocial Barriers and Stereotypes”, “Training, Development and Transfer of Skills”, “Adaptation Strategies and Digital Fluency”. By synthesizing current knowledge, this study contributes to the understanding of how older workers can be supported in developing digital competencies and highlights directions for future research and practical interventions.

Organizational activities to promote health for older employees using smart technology. Colnar, Doc Dr Simon, 2025 <https://is.ijis.si/?p=25255>

This paper explores how organizations can promote active and healthy ageing among older employees by leveraging smart technologies and artificial intelligence (AI). As the workforce ages, ensuring the physical and mental well-being of older workers becomes crucial for maintaining productivity, intergenerational collaboration, and organizational resilience. The study examines the application of AI-powered tools, mobile apps, wearables, and digital reminders in health promotion programs, showing how these technologies support personalized wellness, behavior change, and continuous engagement. Evidence suggests that digital interventions significantly improve physical activity, nutrition habits, and self-monitoring among older workers. However, successful implementation depends on supportive leadership, adequate resources, and addressing potential barriers such as digital stress, data privacy concerns, and skepticism about AI-driven solutions. Moreover, smart technologies must not replace social interactions but rather complement them, fostering inclusive environments where digital tools empower employees across generations. These innovations contribute to workplace environments that support healthy ageing, reduce absenteeism, and enhance employee satisfaction. By adopting age-inclusive digital health promotion strategies, organizations can retain experienced workers, promote intergenerational trust, and ensure equitable access to health resources in a digital age.

8096805 Changes in employment since the COVID-19 pandemic and poor health outcomes among older workers. D’Angelo, Stefania, Georgia Ntani, et Karen Walker-Bone. *Occupational and Environmental Medicine* 82, n° Suppl 2 (1 octobre 2025): A106-A106. <https://doi.org/10.1136/oemed-2025-EPICOHabstracts.259>

Objective The COVID-19 pandemic triggered widespread employment disruption, however studies on older workers are scarce. Undesired work changes at older ages may compromise long-term employment and health trajectories. To explore the impact of employment changes since the onset of the COVID-19 pandemic on self-reported health of older workers. **Material and Methods** Data were drawn from the Health and Employment After Fifty (HEAF) study, a cohort of middle-aged individuals in England inceptioned in 2013-14. In February 2021 they reported on employment changes since March 2020 and perceived changes in mental and general health. Associations were analysed with Poisson regression, with robust standard errors, adjusting for age, sex, pre-pandemic self-rated health (SRH), pre-pandemic comorbidities, pre-pandemic financial position, and job type. **Results** 2,469 participants responded to the online survey (53% response rate). After exclusion of participants already retired before the pandemic, 1,104 (48% men, mean age 63 years) were included. Only 33% retained the same employment, while 34% transitioned to home working, 15% were furloughed, 6% retired and 12% experienced another change. Compared with participants with unchanged employment, those who switched to home working (RR 1.59, 95%CI 1.09, 2.32) and those who retired (RR 2.07, 95%CI 1.14, 3.78) were more likely to perceive a SRH worsening. Recent retirees were also more likely to perceive a mental health worsening (RR 1.71, 95%CI 0.99, 2.97). **Conclusions** Certain employment changes were associated with worsening of general and mental health. Some of the negative consequences of working from home during the peak of the pandemic may be explained by the shift to home working being sudden and forced. Health of the population should be monitored in the long term and support provided if needed.

FACTORS ASSOCIATED WITH WORK ABILITY IN OLDER WORKERS AS PREDICTORS OF WORK PARTICIPATION: A SYSTEMATIC REVIEW. Dantas, Renata Goncalves, Luiz Henrique Machado dos Santos, Izadira Cristina Barcelos Oliveira, Uerley Magalhães Santos, et Rosimeire Simprini Padula. *Brazilian Journal of Physical Therapy*, II ABRAPG-FT Student Conference, 29 (1 novembre 2025): 101419. <https://doi.org/10.1016/j.bjpt.2025.101419>

Background The sustainability of the labor market for older workers has become a central issue. The prolonged participation of these workers raises concerns for organizations, which face an increase in age-related chronic conditions and disabilities, leading to higher absenteeism rates and reduced work ability. Understanding the work ability of older workers is essential for society's sustainable development. **Objectives** To identify the factors associated with work ability in older workers and whether they predict whether they will continue to participate in the workforce. **Methods** This is a systematic review of prospective cohort studies. The search was conducted between May and July 2024 in the following databases: PubMed, CINAHL, EMBASE, and Scopus. Only prospective cohort studies were included, with workers over 45 years of age and that had as an outcome an indicator of work ability and associated factors that should be able to predict whether to be involved in work (this includes retirement, total or partial disability pension). Studies with unemployed workers, which did not discriminate between age groups in the results and did not predict the ability to work and participate in work and continue working, were excluded. The methodological quality of the studies was assessed using the Newcastle-Ottawa Scale tool, a version for cohort studies. **Results** 1,063 studies published between 1969 and 2024 remained for the review of titles and abstracts. After reading the remaining 39 articles in full, 33 were excluded based on eligibility criteria, leaving six studies that passed the quality assessment process, of which five were classified as good quality and only one as poor quality. Work ability is a key predictor of prolonged absences and early retirement, influenced by older age, obesity, smoking, strenuous physical conditions, and compromised mental health. Depression and intense physical and emotional demands were associated with low mental and physical work ability over time. Factors such as temporary employment, low job satisfaction, and lack of investment in training increased the risk of dismissal. In addition, support and control in the workplace decreased the risks of early retirement and dissatisfaction. **Conclusion** Low work ability, other indicators of illness, heavy workload, dissatisfaction with life and work, employability, and inadequate training may influence whether workers continue to participate in the workforce. **Implications** This systematic review expands understanding of the interaction between individual health and the work environment across the career path, suggesting that modifiable factors such as control and support at work, in addition to reducing risk behaviors, can prevent absences and prolong healthy employment. The results indicate the importance of tailored workplace health promotion programs, including interventions focused on reducing smoking and weight control and measures that increase psychological support. The results obtained in this systematic review support managers, companies, and governments in improving working conditions, indicating the need for work planning, adequate training, and strategies to remain in work.

The impact of aging workforce demographics on ergonomic risks in New York. David, Oluremi, septembre 2025. https://www.researchgate.net/profile/Stephanie-Popoola/publication/395332688_The_impact_of_aging_workforce_demographics_on_ergonomic_risks_in_New_York/links/68bcb1f06fe8e57ec8e2f715/The-impact-of-aging-workforce-demographics-on-ergonomic-risks-in-New-York.pdf

The aging workforce presents unique challenges for occupational health, particularly concerning ergonomic risks. In New York, demographic shifts have led to a growing proportion of older employees across various industries, amplifying susceptibility to musculoskeletal disorders, repetitive strain injuries, and work-related fatigue. This study examines the correlation between workforce age and ergonomic risk factors, highlighting how age-related physical changes—such as decreased strength, flexibility, and balance—interact with workplace demands. Data were drawn from state labor reports, industry surveys, and peer-reviewed ergonomics research. Findings indicate that older workers experience higher rates of injury in both office and industrial settings, with prolonged recovery periods and increased absenteeism contributing to organizational costs. The study underscores the necessity for age-sensitive ergonomic interventions, including workstation redesign, adaptive tools, targeted training programs, and proactive health monitoring. Addressing these risks is

critical for maintaining worker well-being, productivity, and compliance with occupational safety regulations. The research provides actionable insights for employers, policymakers, and occupational health professionals seeking to support an aging workforce in New York.

Impact of night shift work on telomere length and epigenetic age in older workers. Ferrari, Luca, Anna Comotti, Alice Fattori, Teresa Barnini, Marco Laurino, Pasquale Bufano, Benedetta Albetti, et al. *Journal of Occupational Medicine and Toxicology* 20, n° 1 (1 octobre 2025): 31. <https://doi.org/10.1186/s12995-025-00477-2>

Night shift work disrupts circadian rhythms and has been associated with various health disorders, particularly in older adults. Biological age indicators, such as telomere length (TL) and DNA methylation (DNAm) age, offer effective tools to assess early ageing-related changes linked to occupational exposures. This study aims to investigate the association between night shift work and biological ageing markers among workers aged over 50 years.

Longitudinal Associations of Job Demand-Control Characteristics With Objective and Subjective Cognitive Outcomes in Older Workers: The Health and Retirement Study. Guardiano, Megan, Ross Anzel, Xavier Trudel, et Jian Li. *American Journal of Industrial Medicine* 68, n° 12 (2025): 1115-30. <https://doi.org/10.1002/ajim.70031>

Background The job demand-control (JDC) psychosocial work model has demonstrated effects on objective cognitive performance, but its association with subjective memory is still poorly understood. We examined longitudinal associations of JDC characteristics with objective (general cognitive function/episodic memory) and subjective (perceived memory) cognition. **Methods** Using the Health and Retirement Study (HRS) data, 3497 workers aged 50+ were followed from 2006–2008 to 2018. Self-reported job demand and job control were dichotomized and later combined into quadrants reflecting high/low job strain and active/passive jobs. Analyses used covariate-adjusted generalized estimating equations. **Results** High job control was significantly positively associated with general cognitive function (regression coefficient: 0.409, $p < 0.001$), episodic memory (0.373, $p < 0.001$), and subjective memory (0.057, $p = 0.034$). “Low demand and high control” (low strain work) exhibited significant, positive associations with all cognitive outcomes. “High demand and high control” (active work) was significantly positively associated with objective cognitive outcomes. **Conclusions** Opportunities for enhancing job control may promote objective cognition and subjective memory health in the US aging workforce.

The impact of telework on older adults’ work-life balance in post-pandemic times. Evidence from teleworkers over 55 in Milan. Russo, Concetta, Valentina Pacetti, Anne-Iris Romens, et Annalisa Dordoni. *Journal of Organizational Change Management* 38, n° 8 (16 septembre 2025): 204-19. <https://doi.org/10.1108/JOCM-03-2025-0209>

This study employs a qualitative approach to explore the impact of telework on the work-life balance of older workers (aged 55–65) in Italy’s quaternary sector. Based on 24 in-depth interviews conducted in Milan in 2024, the research focuses on workers in information technology, media, research and development, and other knowledge-based services. Given the high telework feasibility in these desk-based professions, the study examines how remote work affects time management and caregiving responsibilities. We conducted a qualitative study based on 24 in-depth interviews carried out between November 2023 and May 2024 in Milan, Italy’s hub for the quaternary sector. Eighteen narrative interviews were conducted with remote workers aged 55–62, and six semi-structured interviews were held with HR managers and union representatives. Data were analyzed using thematic analysis in NVivo-14, with member checking and peer debriefing to enhance credibility. The findings indicate that telework affects older workers’ work-life balance in three key ways. First, similar to other age groups, older employees experience overwork and increased caregiving demands, though telework helps reduce commuting time. Second, they highly value remote work for managing “sandwich generation” responsibilities, balancing childcare and eldercare. Third, older workers uniquely use telework as a “quiet quitting” strategy to separate work from personal life, delaying early retirement. These insights highlight both commonalities and differences in telework experiences across age groups, emphasizing the need

for tailored policies to support older employees in flexible work arrangements. This study contributes to telework research by centering older workers, an often-overlooked demographic, in work-life balance discussions. It provides novel insights into how remote work facilitates caregiving, affects workload, and serves as a tool for delaying retirement. By focusing on Italy's quaternary sector, where remote work is increasingly prevalent, the study underscores the importance of age-sensitive policies that address older workers' specific needs. The findings challenge one-size-fits-all telework policies and highlight the necessity of flexible work arrangements that consider generational differences, ultimately informing labor policies that better support aging employees in digitalized work environments.

The Impact of Digital Technology on the Physical Health of Older Workers: Scoping Review. Spijker, Jeroen JA, Hande Barlin, Melina Dritsaki, Yang Gu, Aija Klavina, Nilufer Korkmaz Yaylagul, Gunilla Kulla, et al. *JMIR Aging* 8, n° 1 (18 novembre 2025): e78406. <https://doi.org/10.2196/78406>

Background: Digital technologies are increasingly present in workplaces; however, their impact on the physical health of older workers remains unclear. **Objective:** This scoping review aims to examine and summarize the scientific evidence on how digital technology affects the physical health of older workers. **Methods:** Following PRISMA-ScR (Preferred Reporting Items for Systematic Reviews and Meta-Analysis extension for Scoping Reviews) guidelines, we conducted a scoping review of English-language peer-reviewed studies extracted from MEDLINE, Cochrane, ProQuest, Web of Science, Scopus, APA PsycInfo, and ERIH PLUS. The review followed the population, concept, and context (PCC) framework, including studies on workers aged 50 years or older, any form of digital technology (eg, teleworking and the use of digital tools at work), and its impact on physical health (eg, vision loss and musculoskeletal disorders). Studies that focused only on mental health were excluded. A 13-member research team screened studies in 3 stages, namely title and abstract screening, full-text review, and data extraction. Each study was independently reviewed by at least 2 researchers, and disagreements were resolved through discussion. Data extraction and synthesis were conducted using the web-based systematic review platform Covidence (Veritas Health Innovation Ltd). **Results:** In total, 18 studies were selected, published between 2012 and 2024, with most conducted in Europe (n=8) and Asia (n=6), followed by North America (n=2), Oceania (n=1), and Africa (n=1). We identified 6 key physical health areas impacted by digital technology in older workers, including eye health, musculoskeletal health, metabolic and cardiovascular health, workplace sound levels, and user experiences of new technologies. Findings showed mixed effects, with notable negative impacts on eye strain, musculoskeletal disorders, and hearing health issues, but positive effects on weight management, cardiovascular health, physical activity, and perceived physical well-being. **Conclusions:** Digital technology presents both risks and benefits for the physical health of older workers. While prolonged screen use and digital work environments contribute to eye strain, musculoskeletal issues, and hearing concerns, other technologies support better weight management, cardiovascular health, and increased physical activity. These findings also underscore the need for workplace intervention to reduce health risks.

Rethinking Work in Industry 5.0: Leveraging Technology for an Ageing Workforce. Vitrano, Gaia, et Guido J. L. Micheli. *Public Health Challenges* 4, n° 3 (2025): e70130. <https://doi.org/10.1002/puh2.70130>

The workforce in many industries is ageing. With longer life expectancy and extended retirement ages, the proportion of older workers is growing, leading to challenges such as reduced physical and cognitive abilities. However, older workers bring valuable experience, knowledge, and skills that can benefit organizations. Technologies have a crucial role in this challenge, that is, in reducing physical and cognitive loads and improving workplace safety. Within the Industry 5.0 paradigm, the focus is moving away from solely automation and productivity toward improving human abilities and promoting worker well-being. Industry 5.0 aims to create more personalized, efficient, and flexible work environments that can adapt to diverse worker needs, including those of older workers. This study aims to investigate the challenges and opportunities associated with an ageing workforce and how a human-machine collaboration can enhance their productivity and well-being, promoting a human-centric approach that leverages their strengths while addressing their evolving needs.

Parcours professionnel + capacités fonctionnelles, santé perçue

La mauvaise santé des agriculteurs en fin de carrière. Démasquer les effets différés d'un travail pénible | CEET / Cnam. Cnam. CEET. Cnam. Consulté le 10 décembre 2025.

<https://ceet.cnam.fr/publications/connaissance-de-l-emploi/la-mauvaise-sante-des-agriculteurs-en-fin-de-carriere-demasquer-les-effets-differes-d-un-travail-penible-1586504.kjsp?RH=1507626697168>

Au sein de la population en emploi, les agriculteurs et les agricultrices déclarent une meilleure santé que les salariés (hors cadres). Ce constat peut surprendre compte tenu de leur surexposition aux pénibilités du travail. Ce numéro de Connaissance de l'emploi propose une analyse attentive aux effets différés du travail sur la santé et révèle, au contraire, la prévalence des troubles physiques et psychiques qui affectent la profession en fin de carrière. Il mesure l'ampleur de ces pathologies à partir des données de l'enquête Conditions de travail (Dares) et en dévoile les causes à partir d'entretiens rétrospectifs auprès d'agriculteurs âgés de 50 ou plus.

Older health and social care workers' labour market patterns: a 16-year longitudinal study from ages 61–65 to 76–80. Martikainen, Aleksina, Kristina Alexanderson, Pia Svedberg, et Kristin Farrants. *BMC Health Services Research* 25, n° 1 (2025): 1537.

<https://link.springer.com/article/10.1186/s12913-025-13707-4>

Despite the large number of older workers in the health and social care sector, longitudinal, large-scale studies of their labour market situation are lacking. The aim of this study was to examine labour market patterns among older women and men working in the health and social care sector.

Methods

A longitudinal cohort study of the 15,145 women and 6,059 men who, in 2010, were aged 66–70, in paid work at organisations classified as delivering health and social care services and had lived in Sweden throughout 2005–2010. Individually linked register data were used to analyse labour market states across 2005–2020 with sequence- and cluster analyses.

Results (...).

Conclusions

The findings highlight the sex segregation of occupations and the income gap in the Swedish labour market and show that extended working lives were less common in certain occupations and care settings. Stakeholders should consider these differences when designing policies aimed at encouraging extended working lives and ensure that women and men have equal opportunities to remain in paid work.

'Finding the way' – a qualitative study of work participation among older construction workers. Petersen, Kirsten Schultz, Claus D Hansen, Kirsten Fonager, et Henrik Boggild. *WORK*, 22 octobre 2025, 10519815251388423. <https://doi.org/10.1177/10519815251388423>

BackgroundConstruction workers in Europe are, like other employees in the future, expected to work until they are in their late sixties. Physically demanding work in the construction sector may challenge older workers. Still, little is known about their perspective on work participation, which could contribute to a deeper understanding of how to keep construction workers in the labour force.**Objective**To explore how older construction workers experience their work participation to gain a deeper understanding of their perspectives on work life and factors influencing their decision to remain or leave the labour market.**Methods**Twenty semi-structured individual interviews with male construction workers between 56 and 66 of age were conducted, and thematic narrative analysis was performed to identify their perspectives on work participation.**Results**Three core narratives were identified, illustrating how former work life shaped construction workers' perspectives on current work participation and future work life. One narrative gave insight about a demanding work life, another narrative how they found ways to manage and lastly a narrative emphasised work ethics and economy. Years of hard labour and health risks had influenced their current work life and how they view future work, yet they had adapted and managed construction work while ageing.**Conclusions**Findings emphasize how construction workers' continuing work participation depends on their physical capability, a supportive work environment and their financial situation. Future interventions targeting construction worker's work

participation while ageing need to consider how employers and labour market policies can help retain construction workers in the workforce.

Usure professionnelle, usure précoce

Night shift work, accelerated biological aging and reduced life expectancy: a prospective cohort study. Cai, Yangwei, Jingwei Gao, Yixiu Xie, Maoxiong Wu, Guanghong Liao, Chuanrui Zeng, Jiewen Cai, et al. *QJM: An International Journal of Medicine* 118, n° 8 (1 août 2025): 575-83. <https://doi.org/10.1093/qjmed/hcaf091>

Aging is a lifelong process that initiates at birth and is associated with age-related diseases and death. Night shift work has drawn increasing attention due to its negative health effects. To explore the association between night shift work, biological aging and life expectancy using data from the UK Biobank. A total of 192 764 participants (age: 52.69 ± 7.08 years, 51.39% male) from the UK Biobank cohort were included in the analysis. Biological aging was measured by Kleméra–Doubal method biological age (KDM-BA) and PhenoAge, derived from anthropometric and blood biomarkers. Polygenic risk scores (PRS) for biological aging were calculated for participants of European descent. Multiple linear regression models were applied, and mediation analysis was used to identify potential mediators. Compared to day workers, usual night shift workers showed accelerated biological aging, with β coefficients (95% CI) of 0.09 (0.05–0.13) for KDM-BA acceleration and 0.48 (0.36–0.60) for PhenoAge acceleration. At age 45, life expectancy was reduced by 0.94 years among usual night shift workers. Participants working night shifts exhibited gradually accelerated biological aging as the frequency and duration increased (P for trend < 0.05). This association remained robust in a series of sensitivity analyses and across different subgroups. Further mediation analysis showed that BMI mediated 28.88–42.76% of this association. Night shift work is associated with accelerated biological aging and reduced life expectancy. Minimizing night shifts and maintaining a healthy weight may help mitigate these effects.

Impact of night shift work on telomere length and epigenetic age in older workers. Ferrari, Luca, Anna Comotti, Alice Fattori, Teresa Barnini, Marco Laurino, Pasquale Bufano, Benedetta Albetti, et al. *Journal of Occupational Medicine and Toxicology* 20, n° 1 (1 octobre 2025): 31. <https://doi.org/10.1186/s12995-025-00477-2>

Night shift work disrupts circadian rhythms and has been associated with various health disorders, particularly in older adults. Biological age indicators, such as telomere length (TL) and DNA methylation (DNAm) age, offer effective tools to assess early ageing-related changes linked to occupational exposures. This study aims to investigate the association between night shift work and biological ageing markers among workers aged over 50 years.

Older workers spend less time than young workers in extreme trunk posture during order-picking tasks: lack of capacity or cautious strategy? Porta, M., G. Casu, M. A. Nussbaum, et M. Pau. *Gait & Posture*, Abstract of the 25th National Congress of the Italian Society of Clinical Movement Analysis (SIAMOC), 122 (1 octobre 2025): 109944.2. <https://doi.org/10.1016/j.gaitpost.2025.08.004>.

Order-picking is a physically demanding job which involves frequent and extensive trunk flexion that, if excessive in amplitude and in frequency, can increase the risk of developing trunk-musculoskeletal disorders (MSD). Such risk is further increased by the ageing of the workforce (those over 45 represent 31.7% of the workforce BLS, 2024), a phenomenon with relevant socioeconomic implications since older workers (i.e., those aged 50 years and over, [1]) experiencing reductions in muscular strength and mobility, are more exposed to MSD. Although previous studies reported a significant effect of age on postural strategies associated with the performance of manual material handling tasks, it remains unclear whether such differences are associated with a physical constraint (i.e., reduction of the trunk mobility) or if they are rather consciously adopted by older workers. In the present study, we investigated the effect of age and trunk mobility collecting data during actual work shifts using IMU.

Methods

Forty-one workers (see Table 1) assigned to the same series of tasks were recruited at the “Conad del Tirreno”

warehouse (Cagliari, Italy). Based on age and trunk range of motion (ROM) workers were divided into “Young” and “Old” (cut-off 50 years) and into “Flexible” and “non-Flexible” (using the entire group ROM mean value as cut-off). Trunk movements were continuously recorded during two hours of a regular work-shift using a wearable IMU placed approximately at L1 vertebrae location. The collected data were then classified according to the ISO 11228-2 standard. Potential differences between the two groups were investigated using a 2-way MANOVA with age (i.e., Young, Old) and flexibility (i.e., Flexible, non-Flexible as independent variables).

Results (...)

Discussion

Our results showed that a reduction in trunk mobility influences the percentage of time spent in the most severe postures regardless of age. However, even old workers characterized by good trunk mobility show a reduced percentage of time in flexion over 60°, thus suggesting the adoption of a cautious approach probably influenced by superior knowledge and experience, which help them to optimize their posture during the task execution [2]. Nevertheless, since physically demanding postures pose greater health risks to older workers compared to younger ones, it appears essential to monitor workers’ postures to effectively plan job duties optimally aligned with individual physical capabilities.

Troubles musculosquelettiques : analyse de 8 métiers à risque. Prévention BTP. Consulté le 4 décembre 2025.
https://www.preventionbtp.fr/ressources/documentation/ouvrage/troubles-musculosquelettiques-analyse-de-8-metiers-a-risque_TkxkSNqmisrddykXMrnUjZj

Ce guide présente huit études métiers à risque de troubles musculosquelettiques dans le secteur du BTP. Ces études présentent, pour chacune des situations étudiées, les principaux constats ergonomiques et les préconisations d’amélioration qui en découlent.

Une pénibilité à trois facettes : quelles approches pour comprendre les effets du travail sur la santé à moyen et long termes en construction navale ?. SOULET A., DELGOULET C., BUCHMANN W., et JEZEQUEL G., 2025, 438-45, ill.bibliogr.

<https://cnam.hal.science/CRTD-CNAM/hal-05153524v1>

Cette communication questionne les différentes interactions entre santé et travail, en mobilisant les trois facettes de la pénibilité (objectivable, vécue ou ressentie) dans le champ de la construction navale. Cette démarche compréhensive associe une approche quantitative et qualitative pour explorer les relations entre facteurs de risque et santé au travail chez les techniciens et ouvriers qui assemblent les navires. Les premiers résultats participent à élargir les dimensions physiques de la pénibilité, ouvrant un champ de réflexion d’origine psychosociale autour d’une prévention des risques professionnels à long terme.

Lu dans la presse

[HTML] [Alors que la France envisage de suspendre sa réforme, 50% des pays de l’OCDE vont reculer l’âge de départ en retraite](#)

A Vuetaz, Public Sénat, 27 novembre 2025

C’est une tendance qui touche les 38 pays de l’OCDE à l’exception d’Israël : le vieillissement démographique. Dans ces pays, sur 100 personnes, le nombre de personnes âgées de 65 ans et plus devrait en moyenne passer de 33 en 2025 à 52 en 2050. Dans ce contexte, plusieurs Etats ont déjà commencé à réformer leur système de pensions, 19 vont reculer l’âge de départ en retraite.