Rapport de veille n° 90

Vieillissement au travail et prévention de la désinsertion professionnelle

16/11/2026

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

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Veille réglementaire

Cumul emploi-retraite : quels enjeux RH avant et après 2027 ?. *Bachelet, Alicia. Atout-âge (blog), 19 mars 2026. https://www.atout-age.fr/retraite-progressive-2026-dispositif-renforce-strategique-copy/*
Retraite progressive 2026 : un dispositif RH clé dès 60 ans pour sécuriser et aménager les fins de carrière dans le public et le privé.

Loi Seniors 2025 : Réalisez votre autodiagnostic, pour évaluer son intégration dans votre structure !. *Bachelet, Alicia. Atout-âge (blog), 3 novembre 2026. https://www.atout-age.fr/loi-seniors-2025-ralisez-votre-auto-diagnostique-pour-valuer-son-intgration-dans-votre-structure/*
Droit du travail : le contrat CVE permet aux RH d'attirer, recruter et fidéliser les seniors tout en sécurisant leur fin de carrière.

Retraite progressive en 2026 : un dispositif renforcé et stratégique. *Bachelet, Alicia. Atout-âge (blog), 19 mars 2026. https://www.atout-age.fr/retraite-progressive-2026-dispositif-renforce-strategique/*
Retraite progressive 2026 : un dispositif RH clé dès 60 ans pour sécuriser et aménager les fins de carrière dans le public et le privé.

Chapitre sur le compte professionnel de prévention dans le rapport de la Cour des comptes sur l'application des lois de financement de la sécurité sociale*, 27 mai 2026. https://www.ccomptes.fr/fr/publications/securite-sociale-2026*
Le compte professionnel de prévention (C2P) permet aux salariés exposés à certains facteurs de risques professionnels de bénéficier d'une formation ou d'une reconversion, de travailler à temps partiel tout en *maintenant leur rémunération ou de partir plus tôt à la retraite. Contrairement aux dispositifs de départ anticipé fondés sur l'inaptitude ou l'incapacité permanente, le C2P ne repose pas sur la constatation médicale d'une altération de l'état de santé, mais sur la prise en compte de la probabilité d'une dégradation après le départ à la retraite. Ce dispositif est alimenté par les déclarations annuelles réalisées par les employeurs, via la déclaration sociale nominative (DSN), qui identifient les salariés concernés par le dépassement de seuils d'exposition à six facteurs de risques professionnels : les activités exercées en milieu hyperbare, les températures extrêmes, le bruit, le travail de nuit, le travail en équipes successives alternantes et le travail répétitif. Dans son rapport, la Cour des comptes relève plusieurs limites de ce dispositif. Elle rappelle que le compte personnel de prévention de la pénibilité (C3P), créé en 2014, reposait initialement sur dix facteurs de risques professionnels définis par le Code du travail. Réformé en 2017 pour devenir le compte professionnel de prévention (C2P), le dispositif a exclu de son champ quatre facteurs : les manutentions manuelles de charges, les postures pénibles, les vibrations mécaniques et les agents chimiques dangereux. La Cour relève certaines défaillances de gestion et de pilotage du C2P, transféré en 2018 de la branche vieillesse à la branche accidents du travail et maladies professionnelles de l'assurance maladie. Elle souligne également l'insuffisance des contrôles, malgré des risques d'erreurs, de sous-déclaration et de sur-déclaration des expositions. Elle considère que les incitations visant à favoriser la prévention sont insuffisantes. Les bénéficiaires du C2P utilisent principalement leurs points pour financer un départ anticipé à la retraite ou un passage à temps partiel, plutôt que les dispositifs de formation et de reconversion. Ces derniers sont peu mobilisés, notamment en raison de leur complexité. Afin de rendre le dispositif plus efficace, la Cour des comptes recommande de le simplifier. En particulier, elle préconise : − d'identifier les salariés exposés par le biais de listes de métiers et de conditions de travail ; − de confier le pilotage aux partenaires sociaux qui seraient responsables de l'établissements de ces listes au sein des branches professionnelles ; − de mettre l'accent sur la prévention dans les dispositifs négociés par les branches professionnelles (formations ciblées, congés de reconversion pour gérer les secondes parties de carrière…) ; − de réduire la part des financements alloués à la réparation au bénéfice de celle consacrée à la prévention des risques ; − d'instituer au sein de la majoration de cotisation patronale finançant le C2P, une part modulée en fonction de l'exposition des salariés de l'entreprise aux risques d'usure professionnelle ; − d'automatiser les contrôles sur les déclarations d'exposition aux risques d'usure professionnelle.*

Les seniors dans l'entreprise. *LEFRANÇOIS, Florence, Sandra LIMOU, et Elisa HUTCHINSON. Liaisons sociales, Les thématiques, juillet 2026, 7-103 ; n° 140*
https://veille-travail.anact.fr/osiros/result/notice.php?queryosiros=senior&spec_expand=&sort_define=date_crea_notice&sort_order=1&osirosrows=10&osirosstart=1&idosiros=104333&fq=fulltext%3A%28senior%29
Si, en France, le taux d'emploi des seniors a nettement augmenté ces 25 dernières années, il reste encore bien inférieur à la moyenne de l'Union européenne, en particulier chez les 60-64 ans (42,4 % en France en 2024 contre 53,1 % au sein de l'Union européenne (1)). Dans ce contexte, le gouvernement a invité les partenaires sociaux à négocier afin d'identifier les mesures favorisant le maintien et le retour à l'emploi de ces salariés. Cette négociation a abouti à l'accord national interprofessionnel du 14 novembre 2024, transposé par la loi n° 2025-989 du 24 octobre 2025 (JO 25 oct.). Elle prévoit notamment une obligation de négociation sur les seniors dans les grandes entreprises, l'expérimentation du contrat de valorisation de l'expérience et de nouvelles modalités d'aménagement de fin de carrière. Embaucher un senior Si toute discrimination fondée sur l'âge est prohibée, les seniors peuvent être recrutés dans le cadre de certains contrats aidés. Ainsi, le contrat de valorisation de l'expérience est un dispositif expérimental s'adressant aux demandeurs d'emploi d'au moins 60 ans (ou 57 ans si un accord de branche le prévoit). Pouvant être conclu jusqu'au 24 octobre 2030, il permet un allègement des règles de mise à la retraite et une exonération temporaire de la contribution patronale spécifique due sur les indemnités de mise à la retraite. D'autres contrats aidés s'adressent à un public plus large et favorisent l'insertion ou la réinsertion professionnelle, tels que le contrat de professionnalisation. Gestion de carrière La loi du 24 octobre 2025 instaure une obligation de négocier sur les salariés expérimentés dans les entreprises d'au moins 300 salariés et au sein des branches. D'autres négociations collectives, concernant l'ensemble des salariés, peuvent être engagées en faveur des seniors (notamment négociation sur la gestion des emplois et des parcours professionnels). Par ailleurs, plusieurs outils de la formation professionnelle peuvent être utilisés tels que le bilan de compétences, la validation des acquis de l'expérience, le projet de transition professionnelle ou encore les périodes de reconversion. Ces dernières sont issues de la loi du 24 octobre 2025. Ce même texte est à l'origine de l'entretien de parcours professionnel (initialement appelé entretien professionnel). Des modalités spécifiques sont désormais prévues concernant son organisation et les thèmes abordés en milieu et en fin de carrière. Aménagement de fin de carrière Afin d'anticiper leur fin de carrière, les seniors peuvent choisir de passer à temps partiel. La loi du 24 octobre 2025 permet de mettre en place, par accord collectif, une conversion de l'indemnité de départ à la retraite en maintien total ou partiel de la rémunération du salarié s'il passe à temps partiel en fin de carrière. Les seniors peuvent également opter pour la retraite progressive. Ce dispositif a été réformé par la loi du 14 avril 2023 (L. n° 2023-270, JO 15 avr.), et récemment retouché par la loi du 24 octobre 2025 pour en faciliter l'accès. Ils peuvent également recourir au cumul emploi-retraite. Ce dernier a connu différentes évolutions législatives, en dernier lieu par la loi du 30 décembre 2025 (L. n° 2025-1403, JO 31 déc.). Zoom : Négocier sur les salariés expérimentés Sans attendre la nouvelle obligation légale, différentes entreprises ont déjà négocié un accord sur les seniors. Ce type d'accord permet notamment d'aménager les fins de carrière (temps partiel, postes adaptés, retraite progressive, etc.), de sécuriser les compétences clés et d'organiser la transmission des savoir-faire, notamment via le tutorat. Par ailleurs, il renforce l'attractivité de l'entreprise et la capacité à fidéliser les salariés expérimentés. Notre sélection d'une vingtaine d'accords met en évidence les différents thèmes pouvant être abordés dans ce cadre. Le point spécial est consacré au départ en retraite.

Rapport annuel 2025 | Cour de cassation, *13 juillet 2026.*
https://www.courdecassation.fr/publications/rapport-annuel/rapport-annuel-2025/telecharger-le-rapport-annuel-2025
Le rapport annuel 2025 de la Cour de cassation, publié le 13 juillet 2026, analyse les principaux arrêts et avis rendus, tout au long de l'année, dans les différentes branches du droit privé et propose des modifications législatives ou réglementaires. Ce document aborde plusieurs questions en lien notamment avec la santé au travail et la prévention des risques professionnels : maladie et congés payés, maintien dans l'emploi, situation des salariés expatriés et risques psychosociaux. Il présente également plusieurs propositions d'évolution du

droit en matière de protection sociale. Dans les propositions d'évolution du droit, voir celles portant sur l'inaptitude d'origine professionnelle et sur le temps partiel thérapeutique. Voir l'analyse d'EVAD/IJ en pièce jointe (p. 6 et 7) ou en suivant ce lien : https://www.inrs.fr/actualites/bulletin-juridique-juillet-aout-2026.html .

Généralités

***Career Mobilities, Wages and End of Career**. Alais, Claire, et Ndeye-Penda Sokhna, 8 septembre 2026. https://insee.hal.science/hal-05743292*
What are the specificities of senior workers regarding career transitions? Using the Base Tous Salariés, we decompose career transitions according to whether they involve a change of occupation and/or employer. In France excluding Mayotte, between 2021 and 2022, 13.1% of private-sector employees changed employer. Among them, 3.9% remained in the same occupational category (PCS), while 9.2% also changed occupational category. These transitions decline sharply with age: 85.4% of workers aged 55 to 59 remained in the same firm one year later, compared with 73.4% of those aged 30 to 35. Controlling for observable characteristics, workers aged 55 to 59 were 30% less likely than those aged 40 to 49 to change employer. The wage gains generally associated with mobility are also smaller for older workers. More than half of employees aged 55 or older who changed employer experienced a decline in hourly wages: on average, hourly wages fell by 0.6% for workers aged 55–59 and by 4.6% for those aged 60 or older. Wage losses are even larger when mobility is accompanied by a change in occupation. Our results show that the observed job transitions are less likely voluntary among senior workers up to age 59. Moreover, as workers age, occupational mobility becomes more limited: they tend either to remain in the same occupation when changing employers or to move to occupations requiring similar skills, rather than to higher-paying occupations. Finally workers over the age of 55 are more likely to start and stay working part-time: this concerns 28.4% of workers aged 55–59 and 45% of those aged 60 or older, compared with 19.1% of workers aged 30 to 54.

***Beyond Time: Rethinking Aging for a New Generation**. Barković Bojanić, Ivana, et Aleksandar Erceg. Consulté le 12 novembre 2026. https://www.croris.hr/crosbi/publikacija/knjiga/968606*
Population aging, raising healthy life expectancy, and the growing share of older individuals relative to the working-age population represent one of the most significant demographic transformations of the 21st century. While longer and healthier lives reflect an important civilizational achievement, these trends also pose substantial challenges for labor markets, pension systems, healthcare, and public finances worldwide. At the same time, aging should not be viewed solely as a challenge, but also as an opportunity. Older individuals are increasingly active participants in economic and social life, contributing to their experience, knowledge, and skills. In this context, the "silver economy" has emerged as an important driver of innovation, creating new demand for products and services tailored to aging populations, while opening space for entrepreneurship, technological development, and improved quality of life. Beyond Time: Rethinking Aging for a New Generation (2026) is part of a broader scholarly initiative that examines these dynamics through a multidisciplinary perspective. Since its launch in 2020, the series has evolved from a primary focus on the economics of aging to encompass a wide range of scientific disciplines. The present volume (2026) builds on previous editions—Aging Society: Rethinking and Redesigning Retirement (2020); Strategic Approach to Aging Population: Experience and Challenges (2021); Economics and Aging: Emerging Issues (2022); Aging Population: From Research to Public Policy (2023); Economics and Business of Aging (2024); The Promise of Aging: Multidisciplinary Perspectives (2025)—many of which have been recognized in leading academic databases, confirming the relevance and continuity of this research effort.

***Meaning of work for older workers: a bibliometric and integrative literature review**. Farias, Ícaro Romão Fiore de, et Anelise Rebelato Mozzato. Cadernos EBAPE.BR 24 (2026): e2025. https://doi.org/10.1590/1679-395120250139*
This study aimed to investigate and discuss the meaning of work for older workers through a bibliometric and integrative literature review. The research covered publications between 2008 and 2025 in the Scopus and Web

of Science databases, applying the three classic bibliometric laws: Bradford, Lotka, and Zipf. Out of 217 initially identified articles, 19 were selected for final analysis after applying the inclusion criteria. The results revealed irregular scientific production during the period, with publications concentrated in high-impact journals, limited international collaboration, and significant cultural variations in the meaning attributed to work by older professionals. Three central themes emerged: meaning of work and older workers, retirement and post-retirement, and gender issues. The final considerations evidence that work for older workers transcends monetary aspects, representing a source of identity, well-being, social interaction, and personal fulfillment.Keywords:meaning of work; older workers; ageism; generational diversity; age management

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Understanding Early Retirement: The Role of Occupation-Specific Job Strain and Work-Related Health. *Fetzer, Frederik. SSRN Scholarly Paper. Rochester, NY: Social Science Research Network, 22 juin 2026. https://doi.org/10.2139/ssrn.7615843*

Le relèvement de l'âge légal de la retraite a ravivé les inquiétudes quant à la capacité des travailleurs exerçant des professions exigeantes physiquement et psychologiquement à prolonger leur vie active en raison de la détérioration de leur santé. Cet article présente la première décomposition de l'effet de la tension professionnelle sur la retraite anticipée, en distinguant le canal lié à la santé – principale justification empirique des dispositifs de retraite anticipée spécifiques à certaines professions – des canaux financiers et institutionnels. En reliant les données des enquêtes SHARE et SOEP aux dossiers administratifs des pensions allemandes, je construis des indicateurs de tension professionnelle cumulée et estime un modèle de médiation qui tient compte des facteurs de confusion liés à l'exposition et influençant la relation entre le médiateur et le résultat. L'effet total est faible et non significatif : une augmentation d'un écart-type de la tension professionnelle cumulée n'accroît la probabilité de retraite anticipée que de 1,5 à 2,4 points de pourcentage. L'effet indirect lié à la santé est négligeable – je peux exclure avec un niveau de confiance de 95 % qu'il dépasse 0,75 point de pourcentage par écart-type, et il tend vers zéro une fois les bénéficiaires de pensions d'invalidité exclus, ce qui indique que l'assurance invalidité allemande absorbe déjà la plupart des départs liés à des problèmes de santé. Ce sont plutôt les canaux financiers et institutionnels qui prédominent : les travailleurs soumis à un stress important accumulent moins de points de pension et moins d'années de travail, ce qui réduit à la fois leur admissibilité et leur capacité financière à prendre une retraite anticipée.

Same, Same, but Different: Geographical Labor Mobility of Older Workers in Sweden. *Hanika, Sebastian, et Mikhail Martynovich. Growth and Change 57, nº 3 (2026): e70157. https://doi.org/10.1111/grow.70157*

Research on migration in later life has predominantly focussed on retirement, amenities, and family-related relocation, while determinants of work-related migration has received comparatively little attention. Yet, rising labor force participation among older individuals makes understanding their work-related mobility increasingly important. Using longitudinal Swedish register data covering 1993–2019, this study examines interregional work-related migration patterns among workers aged 60–74 and investigates which regional characteristics are associated with higher attraction and retention of older workers. The results show that both employment and work-related migration among older adults increased substantially during the study period, with the number of older workers changing region of employment doubling between 1993 and 2019. Moreover, the geography of older worker flows became increasingly similar to that of younger workers, as older workers generally relocated to and from the same regions as workers in younger age groups. At the same time, important differences remain. Older workers appear less responsive to aggregate labor market conditions and regional wage levels. Instead, regional age structure plays a stronger role, with regions characterized by older populations attracting more older workers. The findings highlight the need for labor mobility frameworks and regional labor market policies that explicitly account for late-career mobility and workforce aging.

Fin de carrière : le grand angle mort des politiques RH. *Huby, Morgane. People At Work (blog), 30 juin 2026. https://peopleatwork-mag.com/fin-de-carriere-le-grand-angle-mort-des-politiques-rh/*

Malgré l'allongement des carrières et les transformations profondes du marché du travail, la fin de carrière reste encore largement périphérique dans les politiques RH. Un paradoxe, alors même que les enjeux de maintien dans l'emploi, de transmission des compétences et de soutenabilité des systèmes sociaux deviennent

centraux. Pour Emmanuel Grimaud, ce décalage s'explique d'abord […]

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***Ill-health related job loss among cleaners in France: A 4-year follow-up study**. Journal of Occupational and Environmental Hygiene. Consulté le 12 octobre 2026.*
https://www.tandfonline.com/doi/abs/10.1080/15459624.2026.2707977
Chronic ill-health is a major driver of premature exit from employment. While the annual incidence of ill-health–related job loss in the French workforce is estimated at 7.8 per 1,000 workers, the ...

***La médiation au service de la prévention de la désinsertion professionnelle : résultats d'une expérimentation menée au sein de deux SPST - Article - INRS**. Consulté le 4 novembre 2026.*
https://www.inrs.fr/media.html?refINRS=TF%20336
La médiation est utile pour prévenir la désinsertion professionnelle, elle permet de renouer un dialogue rompu, d'accéder à une nouvelle compréhension de la situation et de trouver des solutions acceptables pour chaque partie.

***Le Plan Santé au travail 2026-2030 | Travail-emploi.gouv.fr | Ministère du Travail et des Solidarités**, 20 novembre 2015. https://travail-emploi.gouv.fr/le-plan-sante-au-travail-2026-2030*
Le Plan santé au travail (PST) est depuis 2004 le document stratégique de l'État, des partenaires sociaux et des acteurs institutionnels visant à l'amélioration de la santé des travailleurs et la prévention des risques professionnels.

***Les seniors sur le marché du travail en 2025 | DARES**. Consulté le 30 juillet 2026. https://dares.travail-emploi.gouv.fr/publication/les-seniors-sur-le-marche-du-travail-en-2025*
En 2025, 61,7 % des personnes âgées de 55 à 64 ans ont un emploi, contre 83,0 % des 25 à 54 ans. Le taux d'emploi des seniors continue d'augmenter et se situe à un niveau historique.

***Work, Ageing, and Retirement: What Do We Know and Where Do We Go from Here?**. Marcus, Justin, Hannes Zacher, et Kène Henkens. Work, Employment and Society, 4 août 2026, 09500170261462740.*
https://doi.org/10.1177/09500170261462740
This collection is focused on understanding what we know and what we need to know on the topic of work, ageing and retirement. Work, Employment and Society has published 44 articles on this topic over 35 years, from 1989 to 2024. We analyse this article corpus and identify four themes that shed insight into what sociologists of work and ageing know: the macrostructural perspective, the organisational perspective, individual life courses, and retirement as process. Overall, we find a historical pattern whereby studies have shifted from a top-down structural approach utilising mostly quantitative survey data to an individualised and agentic approach utilising mostly qualitative data. Recent scholarship has begun to blend both structure and agency, introducing theoretical and methodological sophistication to derive more holistic understanding of ageing at work. We select 11 articles using various perspectives, theories, and methods that illustrate these trends. We conclude with suggested key directions for future research.

***Bridge jobs and retirement identities: Gendered life course approach to workforce exits among Early Boomers**. Oh, Yun taek, et Phyllis Moen. The Journals of Gerontology: Series B, 9 septembre 2026, gbag187.*
https://doi.org/10.1093/geronb/gbag187
The prevalence of bridge jobs, post-career work that bridges between career jobs and workforce exit, has obfuscated the isomorphic link between older adults' role identities as retirees, named 'retirement identities', and their actual labor force status in ways that may well differ by gender. We examine how gender and Social Security eligibility/receipt are associated with retirement identities, and how these identities are associated with the timing of final workforce exit.We track bridge job take-ups and workforce exits of Early Boomers (ages 51-56 in 2004, N = 910) in the Health and Retirement Study 2004-2020. We use multinomial logistic regression to examine predictors of retirement identities by gender, and event history analysis to examine the timing of workforce exit at the intersection of gender, retirement identity, and timing of bridge job take-up.Findings

reveal that Social Security receipt is associated with men's retirement identity formation, but not women's. For both genders, ordered retirement identities, from 'not retired' to 'completely retired,' predict the timing of workforce exits. Women in bridge jobs do not always exit the workforce earlier than men when retirement identities are taken into account.This study underscores the changes in retirement as an institutionalized and gendered life course status passage, amplified by the increasing pivoting to bridge jobs, but with considerable variability in self-definitions of retirement status. Our evidence suggests that these identities serve as good signals of older workers' work attachments and retirement plans, offering helpful insights for policymakers and employers.

Reimagining SCCT: Understanding Post-Retirement Work Through a Career Theory Lens. *Academy of Management Proceedings. 17 juillet 2026.*
https://journals.aom.org/doi/abs/10.5465/AMPROC.2026.15160abstract
OECD countries with aging populations face growing concerns about older workers' employability and wellbeing as they work longer and comprise more of the workforce. However, the effect of post-retirement work on the wellbeing of retirees has not been sufficiently examined, despite the increasing proportion of older workers in the labor market. Only a few studies have used a qualitative approach to investigate the motivation for post-retirement work and the experiences of working during this period of life. This study employed a qualitative methodology to address this knowledge gap and expand Social Cognitive Career Theory (SCCT) into the field of retirement. This study aims to answer the question: How do white-collar workers experience the effect of post-retirement employment on their wellbeing, and what factors shape these experiences? Semi-structured interviews were conducted with 24 white-collar workers aged 62-74. Thematic analysis was conducted using a theory-driven approach based on six core elements of SCCT. The findings indicate that post-retirement workers experienced both high work and life satisfaction when organizational environments were supportive, although agism remained a significant barrier; self-efficacy perceptions were influenced by physical and cognitive abilities, and accumulated experience; work served dual purposes, both as a goal and a means, participants valuing meaningful contribution over career advancement; work and life satisfaction were interrelated, and employment was perceived as a choice rather than a constraint. This study makes a valuable theoretical contribution by extending SCCT into the post-retirement period, suggesting novel theoretical propositions for analyzing workers' experiences and wellbeing after retirement. The theoretical expansion answers scholarly calls for extending SCCT beyond traditional career boundaries into post-retirement occupational choices. The findings support policy development for integrating the aging workforce.

Retiring From, Through, and Into: Retirement–Work Orientations and Later-Life Careers in Platform Work - ProQuest. *June 2026.*
https://www.proquest.com/openview/c5fb568f31c77d1ad4caf2c415ffb27a/1?pq-origsite=gscholar&cbl=18750&diss=y&casa_token=UXm2G4t9racAAAAA:9qfjA8mAbvhCm_3Ix4l7QbIhKUlrsKjlmSkoj56jnFPg4Tt_XvqpFl6SFw0kukSxM18cRhpQOaLkGQ
This dissertation features chapters based on a qualitative case study of retired workers (aged 55+ years) who left formal organizational employment and continued working through Upwork, one of the largest online freelancing platforms. The chapters draw on data from 180 informants, including interviews, online observations, participant diaries, and archival materials from Upwork's platform. In the introductory chapter (Chapter 1), I develop a theoretical framework to define a new construct, 'retirement-work orientations,' which amends the notion that retirement and work are in opposition and conceptualizes the nature of work in later life on its own terms. The first empirical chapter (Chapter 3) examines how retired workers encounter a 'cold-start problem' of having to build their reputations anew through ratings on the platform. The second empirical chapter (Chapter 4) demonstrates how retired workers use platforms to navigate the liminality of retirement while continuing to engage in paid work. The third empirical chapter (Chapter 5) compares retired workers transitioning to platform work with those at earlier career stages. I find that under the same precarious conditions, workers experience precarity differently depending on their biographical foundations. For scholars studying careers and the future of work, this dissertation shows how online freelancing platforms, as an emerging organizational form, offer both generative possibilities and constraining dynamics for older workers.

Indeed, as work becomes increasingly mediated by platforms, algorithms, and other digital technologies, attending to the distinct vantage point from which older professionals approach their work, shaped by their accumulated experience and specific needs, preferences, motivations, and circumstances, is critical for organizing amid an aging workforce.

Retraite

How long retirement lasts matters: the effect of retirement duration on frailty in Europe. *Blavet, Thomas, Thomas Rapp, Jérôme Ronchetti, et Jonathan Sicsic. The European Journal of Health Economics, 25 août 2026. https://doi.org/10.1007/s10198-026-01986-5*
Many OECD countries have implemented retirement policies aimed at increasing the minimum retirement age, with the dual objectives of improving older workers' employment rates and ensuring the financial sustainability of pension systems. However, the long-term effects of retirement on health – and particularly on the onset of frailty – remain underexplored. In this paper, we examine the impact of retirement duration on the probability of being frail using an instrumental variable approach and assess heterogeneity by gender and occupation. Our analysis draws on longitudinal data from seven waves of the Survey of Health, Ageing and Retirement in Europe (SHARE), spanning 2004–2019, and restricted to individuals aged 50–75. We instrument retirement duration using both the number of years since the early retirement age and the number of years since the statutory retirement age. The results reveal a non-linear relationship between retirement duration and frailty: in the short and medium term, retirement reduces the likelihood of being frail, whereas in the long term, it increases this likelihood. The marginal effect of retirement duration becomes positive after approximately 4.4 years of retirement, indicating that beyond this point, each additional year of retirement is associated with a higher probability of being frail. These findings suggest that while retirement may initially benefit health, prolonged retirement can impact health negatively, highlighting the need for preventive programs targeting individuals exiting the labor market early.

Healthy pathways to retirement: a qualitative study exploring the views and needs of older workers. *Bosma, A. R., A. de Wind, M. de Maaker, M. Huisman, et C. R.L. Boot. BMC Public Health, 21 octobre 2026. https://doi.org/10.1186/s12889-026-29992-5*
Workers have to work longer than before due to an increasing statutory retirement age. Extending paid working lives can have substantial consequences for the health of workers. An increasing number of workers experience difficulties following healthy pathways to retirement (HPTR). To optimize the support of older workers with following HPTR, it is important to first understand workers' views and needs regarding HPTR. The aim of this study is to explore older workers' views towards HPTR and their needs for following HPTR.

The effect of removing early retirement on mortality. *CEPR, 1 décembre 2022. https://cepr.org/voxeu/columns/effect-removing-early-retirement-mortality*
Most developed countries have reformed their pension systems to cope with demographic change. This column uses a policy reform in Spain to investigate the mortality response when early retirement options are shut down. It finds that delaying retirement increases mortality, especially between the ages of 60 and 69 and for employees in low-skilled, physically and psychosocially demanding jobs. Allowing older workers to gradually retire can mitigate the adverse mortality effects of later retirement. Flexible retirement could be a helpful policy to raise the statutory retirement age with little negative mortality consequences
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Discrimination, précarité, chômage

A Temporal Social Comparison Perspective on Older Workers' Engagement and Withdrawal at Work. *Academy of Management Proceedings. 17 juillet 2026.*
https://journals.aom.org/doi/abs/10.5465/AMPROC.2026.13066abstract
Due to demographic changes and an ageing society, organizations have a vested interest in keeping older workers engaged for longer. Drawing on research on social comparison processes in organizations and lifespan psychology, we investigate temporal social comparisons (TSC), that is comparisons of employees' (performance) development relative to coworkers, as an antecedent to older workers' engagement and withdrawal behaviours toward a comparison other. In two studies with older working adults on Prolific, an online scenario experiment (N = 200) and a field study (N = 391), we test whether unfavourable TSC lower engagement and interpersonal organizational citizenship behaviour (IOCB) via reduced generativity motives and increase avoidance and withdrawal via the activation of meta-stereotype threat, and whether those effects vary depending on whether the comparison person is of younger or similar age. Whereas the experiment largely confirmed our theoretical model and showed undesirable effects of unfavourable TSC, the field study where participants compared to a coworker of their choice revealed that the same TSC can also increase generativity motives and subsequent positive behaviours. We discuss implications for research on ageing at work and social comparison processes in age-diverse settings.

Occupational AI Exposure and the Reconfiguration of Class Inequalities in Perceived Job Insecurity. *Bellani, Daniela, Honorata Bogusz, et Samuel Plach. SocArXiv, 27 août 2026.*
https://osf.io/preprints/socarxiv/n6ywu_v2/
Research on AI and inequality has focused primarily on employment, wages, productivity, and task displacement, while less is known about how occupational AI exposure is associated with workers' subjective insecurity and how these concerns are distributed across social classes. This study examines perceived job insecurity among employed workers in Europe, distinguishing quantitative insecurity - fear of job loss - from qualitative insecurity - fear of an undesirable change in the work situation. We use the 2024 European Working Conditions Survey, linked to an occupation-level measure of potential AI exposure, to examine whether the class pattern of AI-related insecurity mirrors the conventional class gradient in perceived job insecurity. Manual workers report the highest average fear of job loss, but the positive association between occupational AI exposure and job-loss fear is concentrated among higher- and lower-grade service workers and is weak or absent among manual workers. By contrast, occupational AI exposure shows a positive association with fear of undesirable job change, but this outcome displays no recurrent class pattern. Exploratory analyses show that the service-class association with job-loss fear is especially visible among tertiary-educated and older workers and among those who do not report using AI directly at work, while cross-national estimates indicate that the pattern appears across several institutional contexts. The findings suggest that occupational AI exposure may reconfigure rather than sim-ply reproduce existing inequalities in insecurity, as the workers reporting the highest baseline insecurity are not those among whom the association with AI exposure is most pronounced
.
The effect of job loss on labor supply, wealth, and spousal labor supply for older workers. *Borgbjerg, Anne Katrine. Journal of Population Economics 39, nº 4 (9 septembre 2026): 58. https://doi.org/10.1007/s00148-026-01205-8*
I study the effect of job loss due to mass layoffs on labor supply, wealth, and spousal labor supply among older workers using high-quality Danish administrative data. Job loss reduces labor earnings, disposable income, and employment across all ages, but short-run losses are largest for older workers. Displaced workers aged 60 to 64 earn 32% less one year after displacement compared to similar non-displaced workers and are more likely to retire and less likely to be homeowners. Job loss also affects partners. While younger partners increase labor supply, older partners are more likely to retire.

Empowered Age: How Status and Participative Leadership Shape the Link Between Age and Performance. *Academy of Management Proceedings. 17 juillet 2026.*

https://journals.aom.org/doi/abs/10.5465/AMPROC.2026.18768abstract
As workforces worldwide continue to age, understanding whether and how older employees can contribute proactively and perform effectively has become a pressing concern for organizations and scholars alike. Moving beyond the traditional "deficit" model that frames aging primarily as a process of decline, this study adopts a more positive perspective that highlights the enduring strengths and value-creation potential of older workers. Drawing on expectation states theory, we propose that workplace status functions as a central mechanism linking age with key performance outcomes as proactivity and job performance. Furthermore, we identify participative leadership as a critical contextual condition that activates the positive potential of age, thereby facilitating the translation of age into workplace status and subsequently proactivity and job performance. By highlighting the potential of aging workforce, this study contributes to a more balanced and comprehensive understanding of the current literature on older workers, reframing aging not as decline but as a source of sustained capability and organizational value.

Understanding Ageism in the Workplace. *Fundação Francisco Manuel dos Santos, 12 août 2024.* https://ffms.pt/en/research/studies/understanding-ageism-workplace
A new FFMS study reveals that one in three workers in Portugal say they have suffered some form of moderate or serious discrimination at work because of their age. This research provides an understanding of how ageism in the workplace is a serious problem for organisations and outlines recommendations for combating it.

Where Can Older Workers Go? Regional Restructuring and Occupational Opportunity. *Hanika, Sebastian, et Chiara N Focacci. SocArXiv, 2 septembre 2026.* https://osf.io/preprints/socarxiv/ws57n_v1/
This paper examines how occupational restructuring within local labour markets shapes the employment opportunities of older workers. Using longitudinal Swedish register data covering workers across 69 functional local labour markets between 2017 and 2023, we show that greater occupational restructuring is associated with greater occupational narrowing among older workers. This relationship is moderated by local labour market characteristics. Thicker and more dynamic labour markets, with greater occupational diversity and job churning, provide broader opportunities for occupational adjustment. The findings highlight the importance of regional opportunity structures for old-age employment in ageing economies.

Age-based stereotypes in hiring and training: how digitalization and labor shortages reshape employer decisions. *Heyer, Philipp, Wiebke Schmitz, et Kathrin Weis. European Journal of Ageing 23, nº 1 (30 juillet 2026): 33.* https://doi.org/10.1007/s10433-026-00936-7
Demographic aging contributes to labor shortages and strains welfare systems across Europe, including Germany. In response, extending older workers' labor market participation has become a growing policy concern. Yet, age-based stereotypes may hinder this goal by reducing their chances in personnel decisions like hiring and training. However, the introduction of digital technologies is reshaping work dynamics, while labor shortages—partly driven by demographic aging—are intensifying competition for skilled workers. This puts pressure on companies to upskill their workforce and secure qualified personnel, potentially limiting the scope for decisions based on stereotypes.

Have Managers' Age Stereotypes Changed as Older Workers' Employment Has Increased?: Evidence from a Longitudinal Study. *Larsen, Christian Albrekt, et Jeevitha Yogachandiran Qvist. Have Managers' Age Stereotypes Changed as Older Workers' Employment Has Increased?, 2026.* https://vbn.aau.dk/en/publications/have-managers-age-stereotypes-changed-as-older-workers-employment/
The article examines whether increased employment among older workers (+55 years) correlates with changes in managers' stereotypes about older workers. The article measures managers' perceptions of older workers' soft skills, hard skills, and the age threshold for being considered too old to work full-time. The case examined is Denmark, where employment among older workers has increased remarkably within the last decade. At the macro level, using four large representative cross-sectional surveys of managers covering the period from 2018 to 2025, the article finds no changes in managers' age stereotypes. Furthermore, at the micro level, using a three-wave panel of 520 managers, the study finds no relationship between changes in the percentage of older

workers at the managers' workplaces and changes in the managers' age stereotypes. Thus, the puzzling finding is that managers' age stereotypes are unaffected by the altered socio-economic reality at both the societal and workplace levels. This mismatch indicates that the transition to an ageing society is cumbersome, especially for older workers applying for new jobs.

Was That Meant to be Personal? The Effects of Age Metastereotypes on Workability and Job Search Self-Efficacy. *Nobles, Matthew, juillet 2026. http://hdl.handle.net/10342/14953*
As today's workplaces become increasingly age diverse (Page et al., 2024), interactions across different age groups have become more prevalent, leading to the emergence of age-related challenges such as ageism. Experiencing ageism may lead people to internalize age-related stereotypes, which can result in concerns about how others perceive their age group (Rothermund & de Paula Couto, 2024). This phenomenon is referred to as age metastereotypes (Vorauer et al., 1998; Finkelstein et al., 2015). Previous theorizing conducted by Finkelstein et al. (2015) indicates that people who possess age metastereotypes may experience a range of interpersonal outcomes, including feelings of threat or fear, and at other times, periods of increased confidence. Despite these findings, there is limited understanding of how holding certain age metastereotypes may influence intrapersonal outcomes. Accordingly, the present survey study examined the effects of age metastereotypes on intrapersonal outcomes, specifically a person's perceived ability to fulfill their current job demands (i.e., workability) and their perceived capability in searching for a new job (i.e., job search self-efficacy) on a sample of 445 workers across various industries. Results revealed that negative age metastereotypes decreased job search self-efficacy while positive age metastereotypes lead to increases in job search self-efficacy and perceived workability. Additionally, workers of all ages who felt negatively age metastereotyped experienced stereotype threat, but especially older workers. However, spontaneous self-affirmation coping did not impact any of the stereotype threat relationships.

Perceived Workplace Age Discrimination and Turnover Intention in the United States: The Moderating Roles of Gender and Organizational Tenure Among Employees Aged 50 and Older - ProQuest*. October 2026. https://www.proquest.com/openview/1a7d451e38a435d037e6a84c688fe076/1?cbl=18750&diss=y&pq-origsite=gscholar*
The purpose of this quantitative, non-experimental study was to examine whether perceived workplace age discrimination predicted turnover intention among employees aged 50 years and older and whether gender and organizational tenure moderated this relationship. The study was guided by selective optimization with compensation (SOC) theory (Baltes & Baltes, 1990). The final analytic sample consisted of 122 employees aged 50 years and older in the United States. Data were collected using the Workplace Age Discrimination Scale (WADS) and the Turnover Intention Scale±6 (TIS-6). Simple linear regression was used to examine the predictive relationship between perceived workplace age discrimination and turnover intention, and hierarchical multiple regression analyses were used to test the moderating effects of gender and organizational tenure. Results indicated that perceived workplace age discrimination was a statistically significant positive predictor of turnover intention. However, neither gender nor organizational tenure significantly moderated this relationship. The findings contribute to the literature on workplace age discrimination and can be interpreted within the SOC framework, although SOC strategies were not directly measured. The results also highlight the importance of fostering age-inclusive workplace environments that support employee retention.

Too old for the job? Two preregistered experiments on age bias in hiring*. Rogne, Adrian F, Edvard N Larsen, Anne S Grødem, et Ragni H Kitterød. SocArXiv, 19 octobre 2026. https://osf.io/preprints/socarxiv/tva49_v1/*
Faced with ongoing population ageing, many governments are aiming to prolong the careers of senior workers. In Norway this is done through diverse means, ranging from economic incentives and pension reforms to labour market policies and the support of campaigns promoting senior employment. Despite incentives and pressures to work longer, many seniors face barriers to prolonged employment and transitions in their late careers, which may undermine policy efforts. One such important obstacle is that managers may hold biased and stereotypical views concerning older workers, and discriminate against them. In this study, we assess age bias through vignette experiments conducted among 2,264 managers in 1,664 Norwegian firms and

organizations. We first successfully replicate an international landmark study in the field (Lössbroek et al., 2021), confirming their finding that the average manager has biases against older job applicants, and that providing stereotype-rejecting information does not reduce this bias. We further assess the role of applicants' gender, finding a slight advantage for younger women but substantively small gender differences in the impact of age. We also find limited heterogeneity among managers, except for more bias in industries associated with the private sector. Finally, we assess whether having more relevant work experience may compensate for seniority among job applicants. We find that older applicants with more relevant experience are preferred over older applicants with less relevant experience. However, employers on average still prefer younger applicants with less relevant experience over experienced seniors.

The Benevolence Bias: Does « Helping » Older Workers Mean Holding Them Back? *Rohr, Sarah Katherine. Bowling Green State University, 2026.*
https://etd.ohiolink.edu/acprod/odb_etd/etd/r/1501/10?clear=10&p10_accession_num=bgsu178319755916804 2
Ageism remains a pervasive issue in organizational contexts, yet its more subtle forms, such as benevolent ageism, are less well understood. Benevolent ageism reflects seemingly positive, paternalistic beliefs about older workers that may nevertheless contribute to workplace inequality. The present study examined how benevolent ageism shapes workplace perceptions and decision-making, as well as how it operates alongside hostile ageism. Using a between-subjects vignette design, participants (N = 400) evaluated an employee profile and reported perceptions of warmth and competence and their likelihood of allocating challenging work tasks. Results indicated that older workers were perceived as warmer than younger workers, and benevolent ageism was positively associated with warmth. Benevolent ageism was not related to competence or task allocation when considered independently. However, a significant interaction between benevolent and hostile ageism emerged, such that both were associated with reduced task allocation, with the effect of benevolent ageism varying as a function of hostile ageism. These findings suggest that benevolent ageism operates in a context-dependent manner and highlight the importance of examining multiple forms of ageism simultaneously to better understand their impact on workplace outcomes.

Gendered Profiles of Precarious Employment and Health Among Older Workers: A Latent Class Approach. *Şeyban, Elif, Konrad Turek, Mine Kühn, et Jeroen Vermunt. Research Square, 20 octobre 2026.*
https://doi.org/10.21203/rs.3.rs-11038171/v1
This study identifies multidimensional configurations of precarious employment among older workers in Europe and examines how these profiles differ with respect to gender and physical and mental health in the context of extended working lives. Using SHARE Wave 9 data from 27 countries, precarious employment is conceptualised as a multidimensional construct encompassing employment stability, working conditions, financial security, social protection, and employability among workers aged 50+. A higher-order latent class analysis identifies four employment profiles: Privileged, Standard, Strained, and Peripheral. The findings show that precariousness in later life reflects broader labour market inequalities rather than solely contractual instability. Strained workers are characterised by high-strain and low-reward employment conditions alongside limited career and pension prospects, whereas Peripheral workers are more often associated with reduced working hours, lower income, and fragmented social protection. Strained and Peripheral profiles report poorer physical and mental health, with depressive symptoms particularly pronounced among Strained workers. The analysis further reveals the gendered nature of precarious employment. Women are disproportionately concentrated in disadvantaged profiles and experience greater mental health disadvantages than men. While the cross-sectional design does not allow causal conclusions, the findings demonstrate that multidimensional configurations of precarious employment capture meaningful differences in health and gender inequalities among older workers.

AI job interview systems : five-year anticipations of German recruiters on age bias and essential competence-based employability skills of older employees. A German online real-time Delphi study. *Shah, Saiyed Bahadur, avril 2026. https://www.ros.hw.ac.uk/handle/10399/5446*

Developed countries are undergoing demographic shifts characterised by a rise in the population of employees aged over 50. Recruiters exhibit age bias and lack the ability to assess older employees impartially. AI job interview systems demonstrate a potential solution by assessing older employees without age bias. Despite several studies on AI and human resources, there is a paucity of research about AI job interviews. This research is very particular to older employees and the German market. There is less study on the competence-based employability skills that will be pertinent for German recruiters concerning older employees in the next five years. This research identifies the expectations of German recruiters for an AI job interview system over the next five years, concentrating on evaluating the employability skills of individuals aged over 50 without age bias, and determining the critical competence-based skills necessary for assessment. The present study used a real-time Delphi technique, including the contributions of 21 recruiting experts from various regions of Germany. All these experts have at least five years of expertise relevant to the topic area. The online real-time Delphi survey occurred from July 28, 2025, to August 20, 2025. A total of 10 dimensions and 74 attributes were analysed concerning the prerequisites for an AI job interview, along with 10 dimensions and 85 competence-based employability skills. The recruiting experts attained a significant level of agreement via a ranking, accompanied by a degree of confidence. This investigation yields two models: o50AI job interview and o50AI employability. The findings indicate that German recruiters possess specific requirements about an AI job interview system and the evaluation of competence-based employability skills. German recruiters anticipate that AI job interviews should be accurate, user-friendly, and efficient. Experts foresee that AI job interviews should evaluate mental health, communication skills, and motivation without age bias within the next five years, focussing on competence-based skills. Current theories and literature benefit from the results of this study. Moreover, it is exceptionally beneficial for recruiters, AI job interview developers, and organisations.

Too Old for This Job? Age Requirements in Job Postings and Their Impact on Applications and Hires. *Ziegler, Lennart. IZA Discussion Papers, IZA Discussion Papers, août 2026.*
https://ideas.repec.org//p/iza/izadps/dp18866.html
How strongly do employer age preferences restrict the hiring of older workers? I study Austrian job postings, in which employers could openly state age limits until the practice was banned in 2004. Age limits were both widespread and strict: more than 30 percent of vacancies stated an upper age limit, and most caps were set between age 40 and 55. To assess the impact of the ban, I link the vacancies to administrative data on applicants and hired workers, predict each job's age requirement from pre-ban postings of the same firm and occupation and compare jobs with stronger and weaker predicted restrictions over time. After the ban, previously restrictive jobs attracted older applicants and hired older workers, with larger effects at the application stage than at the hiring stage. Wages, job duration, sickness absence and vacancy filling duration remained unaffected. In the ad texts, employers replaced direct references to young workers with attributes commonly associated with youth. Taken together, these results suggest that employers hold overly pessimistic beliefs about older workers and partially revise them once a broader pool of applicants emerges.

Employabilité, maintien dans l'emploi des travailleurs vieillissants

Job resources as predictors for older workers' willingness to continue working: moderated mediation model of job category and job satisfaction. *Boer, Hiske den, Tinka van Vuuren, et Jeroen de Jong. Personnel Review, 30 septembre 2026, 1-22. https://doi.org/10.1108/PR-06-2025-0665*
This paper examines how job resources influence older workers' willingness to continue working (WCW) in their current roles, with the mediating role of job satisfaction (JS) and moderating role of job category (support, professional and manager).Data were collected from 432 employees aged 50 and older in a Dutch local government through an online questionnaire. Linear regressions with bootstrapping tested mediation, and the Hayes method assessed moderation.JS mediated the relationship between job resources and WCW, fully for job autonomy and social support and partially for learning opportunities. Job category moderated the relationship between JS and WCW, showing a strong association among older professionals, and employees in support roles and none in managerial positions.The cross-sectional design limits causal inferences.The results

reaffirm the important role of job resources in influencing JS and WCW. It suggests that managers and Human Resources (HR) professionals consider differences in job categories when redesigning roles for older employees to motivate them to continue working.This paper reveals that older employees with access to job resources are willing to continue working their current job, with JS mediating this relationship. The findings uniquely show that the relationship between JS and WCW is moderated by job category.

Working out of necessity: how job lock shapes health for older workers. *Chen, Laura, et Aresha Martinez-Cardoso. The Gerontologist 66, nº 9 (1 septembre 2026): gnag159. https://doi.org/10.1093/geront/gnag159*
The labor force participation rate among older American adults has steadily increased since the mid-1990s, reflecting delayed and potentially constrained retirement decisions that may have implications for the health and well-being of an aging workforce. This study investigates whether job lock–defined as continuing to work out of necessity, despite a desire to retire–predicts subsequent adverse health outcomes.Using longitudinal data from workers aged 50 and older in the Health and Retirement Study (n = 5,217), generalized estimating equation models examined the association between baseline job lock and mental and physical health outcomes more than 6 years.Job lock was highly prevalent, affecting 77% of respondents. Over follow-up, those reporting job lock at baseline had significantly higher odds of fair or poor self-rated health (OR 1.47, 95% CI [1.26, 1.71]), elevated depressive symptoms (OR 1.50, 95% CI [1.29, 1.75]), psychiatric problems (OR 1.34, 95% CI [1.10, 1.63]), and elevated weight status (obese: OR 1.22, 95% CI [1.06, 1.40], overweight: OR 1.29, 95% CI [1.12, 1.47]), even after adjustment for sociodemographic, financial, and behavioral confounders. These associations were even stronger among those who remained employed through the end of follow-up. Findings were similar among workers aged 62 and older at baseline, for whom job lock was additionally linked to increased likelihood of heart disease (OR 1.25, 95% CI [1.03, 1.53]).These findings highlight the need to reduce financial and insurance-related barriers to retirement and strengthen supports for workers to accumulate adequate resources for a sustainable transition out of the workforce.

Etat de la veille et prospective 2025. *Clerté, Jennifer, et Marc Malenfer. Hygiène & sécurité du travail, nº 283 (juin 2026), pp. 99-103. https://www.inrs.fr/media.html?refINRS=VP%2048*
Cette huitième édition de l'état de la veille propose une analyse d'une sélection de ressources publiées en 2025. Elle revient sur les enjeux démographiques, notamment la question du maintien en emploi des travailleurs vieillissants, les moteurs tendanciels de transformation du travail, à savoir la numérisation et l'intelligence artificielle en particulier et les efforts d'adaptation des politiques de prévention aux dérèglements climatiques. Concernant le maintien en emploi, cet article synthétise des études d'Eurofound et des notes du Haut-Commissariat à la stratégie et au plan publiées en 2025.

Expert consensus on sustainable employability of older workers: research, practice, and policy dimensions. *Contage, Luiza de Souza Coroa, et Lucia Helena de Freitas Pinho França. Frontiers in Psychology 17 (14 septembre 2026). https://doi.org/10.3389/fpsyg.2026.1903399*
IntroductionSustainable employability has been recognized as a central construct for understanding workers' continued participation in the labor market throughout the life course, particularly in the context of population aging, technological transformations, and changing work arrangements. Despite growing research in this field, conceptual fragmentation and a lack of consensus persist regarding the key factors, organizational practices, and public policies associated with the construct. Accordingly, this study aimed to identify factors, organizational practices, public policies, and research dimensions related to the sustainable employability of older workers from the perspective of international academic experts.MethodsA sequential exploratory mixed-method Delphi design was adopted. Fourteen experts from different countries participated in the first Delphi round, with 12 completing the second round and 9 completing the final round. The first qualitative stage was conducted as a structured elicitation exercise and organized participants' responses into five analytical domains: the definition of sustainable employability, organizational practices, public policies, individual factors, and research dimensions. In the subsequent rounds, the items derived from these domains were quantitatively evaluated for expert agreement.ResultsHigh levels of consensus were observed regarding physical and mental health, lifelong learning, healthy work environments, organizational practices to combat

ageism, workplace flexibility, and the integration of health, social security, and employment policies. Additional dimensions, including meaning of work, career adaptability, work–life balance, and support networks, also achieved the predefined consensus criteria in the final Delphi round. Divergence remained primarily for selected policy-related dimensions, particularly tax incentives for companies and funding for age-friendly workplace adaptations.DiscussionThe findings support the conceptualization of sustainable employability as a multilevel and contextual construct encompassing individual resources, organizational practices, and institutional policies. This study contributes to the conceptual advancement of the field by providing expert-based evidence that clarifies the construct and identifies dimensions that achieved expert consensus, thereby informing future research, organizational practice, and public policy.

A critical comparative policy analysis: Older worker retention in Canada and Sweden. *Davis, Abbey, Ellen MacEachen, et Christian Ståhl. The Economic and Labour Relations Review, 14 octobre 2026, 1-17. https://doi.org/10.1017/elr.2026.10086*
Le vieillissement de la population dans les pays de l'OCDE a suscité un intérêt pour les politiques visant à prolonger la vie active. Cependant, la possibilité de prolonger la vie active est inégale selon les secteurs d'activité, les travailleurs âgés occupant des emplois physiquement exigeants rencontrant déjà des difficultés à travailler jusqu'à l'âge de la retraite. Lorsque les pays mettent en œuvre des politiques de prolongation de la vie active sans garantir un soutien aux travailleurs défavorisés, les inégalités sociales s'accentuent. Afin de mieux comprendre comment ces inégalités se manifestent, nous avons mené une analyse comparative critique des lois et politiques encourageant le maintien en emploi des travailleurs âgés au Canada et en Suède. Nous avons inclus dans notre analyse 13 documents juridiques et politiques (6 canadiens et 7 suédois) portant sur les pensions, les prestations de maladie ou d'accident du travail, l'environnement de travail et/ou les droits des travailleurs. Les résultats ont été regroupés en cinq catégories : (1) réglementation relative à un environnement de travail sain, (2) soutien législatif en cas de blessure ou de maladie, (3) lois et politiques universelles versus individualisées, (4) modalités de travail flexibles et (5) représentations sous-jacentes des problèmes. Ces représentations des problèmes permettent de justifier les différences observées dans les politiques de soutien aux travailleurs âgés occupant des emplois physiquement exigeants : l'approche canadienne, visant à encourager le maintien en emploi, repose sur la réduction du nombre de travailleurs dépendants de la sécurité sociale, tandis que l'approche suédoise vise à accroître la productivité de la main-d'œuvre en améliorant la santé et le bien-être des travailleurs. Nous formulons en conclusion des recommandations pour améliorer le soutien aux travailleurs âgés occupant des emplois physiquement exigeants, notamment des politiques d'investissement social pour soutenir la santé et le bien-être des travailleurs tout au long de leur vie, un accroissement des possibilités d'aménagement du temps de travail, l'égalité des conditions de travail entre les différents secteurs d'activité, la suppression des retraites obligatoires et une réforme des régimes de retraite.

The intersection of workplace accommodations and aging: A scoping review. *Dong, Shengli, Jinlin Wu, Alexis Kuykendall, Macoma Suzanne Abbott, Daisy Perez, et Katherine Kratochvil. WORK, 21 juillet 2026, 10519815261469546. https://doi.org/10.1177/10519815261469546*
As global populations age, understanding how older adults access and receive workplace accommodations is essential for promoting equity, productivity, and well-being. Objective This scoping review explores the intersection of aging, disability, and workplace accommodations among older workers. Methods Guided by PRISMA-ScR standards, four databases—AgeLine, ScienceDirect, Scopus, and Social Science Premium Collection—were searched for empirical studies published from 1990 to 2023. Studies examining accommodations for employees aged 55 or older were included. Of 2293 records screened and 231 full texts reviewed, eight met the inclusion criteria. Results Older workers most frequently requested accommodations included flexible scheduling, ergonomic adaptations, and job modifications (5 out of 8 studies); however, these supports were also the most frequently provided (4 out of 8 studies). Key influences on accommodation access included awareness of rights, stigma around disclosure, employer attitudes, and workplace culture. Most research was qualitative and focused on North America, underscoring the need for broader demographic, geographic, and methodological diversity. Thus, caution should be taken when interpreting the results. Conclusions Significant gaps persist between accommodation needs and implementation, driven by limited

awareness, stigma, and uneven organizational support. To enhance outcomes, workplaces should foster inclusive cultures, train supervisors, and enforce accommodation policies. Future research should adopt mixed-methods and international perspectives to guide equitable employment practices for aging workforces under different cultures and legal frameworks.

Educational inequalities in early labour market exit among older workers : explanations from a life-course perspective - Karolinska Institutet - Figshare. *09 octobre 2026.*
https://openarchive.ki.se/articles/thesis/Educational_inequalities_in_early_labour_market_exit_among_older_workers_explanations_from_a_life-course_perspective/33228171/1?file=69843645
The population is ageing which increases the financial challenges for society. Countries are therefore raising the retirement ages to increase labour force participation rates in older working life. Yet, a substantial share of individuals aged 55-64 have already left the labour force, and the risk of leaving early is higher among those in lower socioeconomic positions. Still, the mechanisms behind these inequalities remain uncertain. Therefore, the aim of this thesis is to examine whether factors measured across an individual's life-course could contribute to explain educational differences in early exits from the labour market. To address this aim, Swedish longitudinal register data for individuals born in the beginning of the 1950's were used. The first paper of this thesis, Paper I, examined whether factors measured in childhood or late adolescence could explain parts of the educational differences in early labour market exit (...). Paper II aimed to examine if exposure to unfavourable working conditions could contribute to explain educational differences in early labour market exit. Unfavourable working conditions were measured by low job control and high physical workload in middle age. The study found that both job control and physical workload explained part of the educational differences in disability pension, long-term sickness absence, and long-term unemployment. Job control also explained part of the educational differences in early old-age retirement with income, although not in early old-age retirement without income. Physical workload, by contrast, did not explain the educational differences in either early old-age retirement with income or early old-age retirement without income (...).

The impact of working conditions on sickness absence among older workers: a systematic review. *Gero, Krisztina, Christoph Benken, et Nico Dragano. European Journal of Ageing 23, n° 1 (25 avril 2026): 21.*
https://doi.org/10.1007/s10433-026-00921-0
Population aging poses major challenges to the health and social systems of all countries. It also affects the labor force participation of older adults, shifting toward delayed retirement. However, older workers are more likely to face health issues, leading to productivity loss through sickness absence. To explore factors associated with illness-related absence while considering the significant amount of time spent at work, we conducted a systematic review assessing the effects of physical and psychosocial working conditions on sickness absence among older workers aged ≥ 50 years. A systematic search was conducted in the MEDLINE, CINAHL Ultimate, PsycInfo, Scopus, and Web of Science databases on December 3, 2025. Additionally, a forward and backward reference search was performed. Research that focused on older working adults was scarce. In total, 24 articles were included. Results showed that high physical job demands, physical job hazards, high psychosocial job demands, low job control, low rewards, effort–reward imbalance, low collegial and high managerial social support, low procedural justice, medium role clarity, high role conflicts, skill variety, certain work-time-related characteristics (e.g., shift work, long working hours, and non-flexible work hours), and—among women—sexual violence were all associated with a higher risk of sickness absence among older workers. However, some of the presented findings were based on single studies. We identified significant work-related factors for designing interventions and a supportive environment to reduce sick leave in elder workers. Nevertheless, further age-stratified research is necessary to strengthen the evidence and accommodate the needs of the aging, economically active population.

Socioeconomic Status and Working Life Expectancy: A Swedish Cohort Study. *Högnäs, Robin S., Holendro Singh Chungkham, Martin Hyde, Paola Zaninotto, Jenny Head, Kristina Alexanderson, Brian Beach, Kristin Farrants, Lawrence Sacco, et Hugo Westerlund. Journal of Population Ageing, 23 septembre 2026.*
https://doi.org/10.1007/s12062-026-09596-y

Longer life expectancy and fertility decline raise several potential challenges for national economies and the security of welfare systems. Raising retirement ages, or ages of eligibility for state pension, is one strategy to offset rising costs. Yet, considerable subgroup variation exists in full retirement timing, particularly by socioeconomic status (SES). While most studies rely on one or two measures of SES to understand these trends, we aim to extend the literature by examining education, occupation, and income in the Swedish context, something not previously studied. Data from the Swedish Longitudinal Occupational Survey of Health (SLOSH) from 2008 to 2020 (n = 16,497 people age 50 + and n = 64,917 person-observations) were used to examine how each SES measure impacts working life expectancy (WLE). This is a summary measure capturing the average duration that older workers remain in paid work. WLE was estimated using multistate models that assume a continuous-time first-order Markov process, based on transitions between working, not working, and death among older workers. Models were stratified by sex and cross-classified by each SES measure. Findings show that the SES measure used matters for estimating WLE. Specifically, WLE was 1.5 years longer in the highest compared to the lowest education group; 1 year longer in the highest than lowest occupation group, and 0.5 years longer in the highest than lowest income tertiles.

***Exposure to workplace bullying and workplace violence/threats of violence and subsequent working life expectancy among older workers: A Swedish prospective cohort study**. Holmgren, Rebecka, Holendro Singh Chungkham, Linda Magnusson Hanson, et al., Scandinavian Journal of Work, Environment & Health 52, nº 5 (09 october 2026): 560-69. https://doi.org/10.5271/sjweh.4320*
Objectives This study aimed to quantify possible associations between exposure to workplace bullying and violence, or threats thereof, and working life expectancy (WLE) among older workers in Sweden. Methods We conducted a prospective cohort study using data on 12 920 individuals in analyses of workplace bullying and 12 903 individuals in analyses of violence. Participants, aged ≥50 at baseline, were obtained from the Swedish Longitudinal Occupational Survey of Health, using data from 2008 to 2020. We applied continuous-time multistate Markov models to estimate the average number of years that individuals could be expected to work beyond the age of 50, comparing those exposed to workplace bullying or workplace violence/threats of violence to those unexposed. Results In the unadjusted analysis, exposure to workplace bullying and workplace violence/threats of violence was associated with shorter WLE among older workers [bullying: -0.42 years, 95% confidence interval (CI) -1.23–0.01; violence: -0.42 years, 95% CI -1.06–0.01]. After controlling for sex and occupational level, WLE at age 50 was -0.56 years among those exposed to workplace violence (95% CI -1.02–-0.10) compared with the unexposed. The estimate for workplace bullying was -0.63 years (95% CI -1.39–0.14). Conclusion Exposure to workplace violence or threats of violence was associated with fewer average expected years in work from age 50. This suggests that prevention of workplace violence could contribute to extended working lives. The association between workplace bullying and WLE was of similar magnitude but not statistically significant.

***IODA-2. Inaptitudes en Occitanie : diagnostics et analyses. Élargi aux aménagements de poste - CREAI-ORS OCCITANIE**, 17 septembre 2026. https://creaiors-occitanie.fr/projet-ioda-inaptitudes-en-occitanie-diagnostics-et-analyses/*
Le CREAI-ORS Occitanie publie les résultats de la deuxième édition du projet IODA, dispositif régional de surveillance épidémiologique des inaptitudes médicales au travail. Cette nouvelle édition élargit l'observation aux demandes d'aménagement de poste, afin de mieux documenter les situations où le maintien en emploi reste encore possible. Fondée sur les données recueillies en 2024 auprès de services de prévention et de santé au travail d'Occitanie, l'étude porte sur près de 1,5 million de salariés. Elle estime la fréquence des demandes d'aménagement de poste et des déclarations d'inaptitude et analyse leurs principaux déterminants selon les caractéristiques des salariés, les métiers et les pathologies en cause. Les résultats montrent notamment que les pathologies de l'appareil locomoteur constituent la première cause documentée de demande d'aménagement de poste, tandis que les troubles mentaux et du comportement sont désormais la première cause de déclaration d'inaptitude. Cette deuxième édition confirme ainsi l'intérêt de IODA pour mieux connaître les situations à risque et orienter les actions de prévention de la désinsertion professionnelle en Occitanie.

Healthy finances but poor health: a qualitative study of Australian older white-collar workers. *LaBond, Christine, Cathy Banwell, Tatum Street, Alison Morehead, et Lyndall Strazdins. Critical Public Health 36, nº 1 (11 août 2026): 2713903. https://doi.org/10.1080/09581596.2026.2713903*
As governments become more concerned about the costs of supporting an ageing population, some have adopted policy levers to incentivise mature labour force participation. Since 1 July 2023 Australia has increased the age at which government-provided pensions can be accessed from 65 to 67. Currently, some people work beyond 67 even though they can afford to retire, while others leave the workforce well before 67, often because of failing health, thus contributing to a loss of workplace expertise. Here, we examine what features encourage workers to remain in employment, despite two disincentives; sufficient retirement savings, and poor health. In the context of the Australian knowledge economy, we consider theories about a micro-policy lever; workplace culture and practices to retain older workers in the workforce. We propose that support for older workers' specific health and social needs are part of this micro-policy lever. We conducted in-depth interviews with 12 older white-collar workers with existing health problems to examine their complex deliberations about whether to remain working or not. We found that feeling valued and receiving managerial support to accommodate older workers' health requirements are key reasons for remaining at work. If workplaces aspire to retain their workforce well into their sixties, they need to demonstrate that they value older workers and flexibly accommodate their health conditions.

Le vieillissement au travail dans le secteur de l'agroalimentaire. Retours d'un atelier de recherche - Article - INRS. *Septembre 2026. https://www.inrs.fr/media.html?refINRS=TM%2091*
Cet atelier révèle les défis structuraux que le vieillissement au travail pose à l'employabilité sanitaire, notamment dans le secteur agroalimentaire où les contraintes physiques et le vieillissement amplifient les risques de désinsertion.

Who is Spared? How Employers Evaluate Older Workers' Productivity Signals during Downsizing. *Lee, Zeewan, Xin Wen, et Joelle H. Fong. SSRN Scholarly Paper. Rochester, NY: Social Science Research Network, 16 septembre 2026. https://doi.org/10.2139/ssrn.7469738*
Background and Objectives: Economic downturns force employers to make difficult downsizing decisions, potentially placing older workers at heightened likelihood of job loss. This study examines whether older workers' observable productivity signals-including recent training, attendance, performance trajectories, relational productivity, and risk-adjusted productivity-lower layoff risk. Research Design and
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Should I stay or should I go? The role of fluid and crystallized intelligence onretirement decisions. *Lucifora, Claudio, et Nicole Di Natale. SSRN Scholarly Paper. Rochester, NY: Social Science Research Network, 23 juillet 2026. https://doi.org/10.2139/ssrn.7169850*
We combine insights from cognitive psychology and economics to distinguish crystallized from fluid intelligence and assess their role in the decision to work longer. We use data from the Survey on Health, Ageing, and Retirement in Europe (SHARE), employing cognitive tests to construct indicators of fluid and crystallized intelligence. We investigate the probability of retirement and the distance between actual retirement age and ordinary retirement age. Our main findings reveal differential contributions of the two cognitive domains to retirement decisions, suggesting that crystallized intelligence plays a compensatory role in maintaining older workers' employability. This has implications for active aging policies, emphasizing the potential of knowledge-based tasks and on-the-job training to enhance the productivity andworkability of our aging workforce.

Employer-Led Approaches to Recruit, Retain and Support Workers Aged 50 and Over: A Scoping Review with Implications for Wales. *Machacha, George, Jayne Fortune, et Oliver William. SSRN Scholarly Paper. Rochester, NY: Social Science Research Network, 20 août 2026. https://doi.org/10.2139/ssrn.7465158*
Background: Population ageing and longer working lives increase the importance of workplaces that enable people to enter, remain in and progress through
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Paid work and sickness absence at older ages, with a focus on the health and social care sector - Karolinska Institutet - Figshare. *Martikainen, Aleksiina. 2026-10-21.*
https://openarchive.ki.se/articles/thesis/Paid_work_and_sickness_absence_at_older_ages_with_a_focus_on_the_health_and_social_care_sector/33477019/1?file=70438644
In many countries, including Sweden, it is increasingly common to work after the traditional retirement age (65 years in Sweden). However, labour market participation has rarely been studied at these ages, and most studies have instead focused on people who exit paid work before age 65. In addition, research remains limited on the role of sickness absence (SA) and disability pension (DP) for remaining in paid work after the traditional retirement age. Health and social care is a central sector in this context, since it employs many older workers, especially women, and is expected to become increasingly important as populations continue to age. Therefore, the aim of this thesis was to gain more knowledge on labour market participation and SA at older ages, in general and particularly among health and social care workers.

Functional profile and work demands-capacity matching as tools for assessing the risk of continued employment among workers 55 years and older. *Pawlak, Karol, Agnieszka Kiedik, et Dorota Kiedik. Medycyna Pracy. Workers' Health and Safety, 16 octobre 2026. https://doi.org/10.13075/mp.5893.01746*
Population ageing in the workforce is one of the key challenges for contemporary labour markets. This article aims to present and critically evaluate a conceptual model for assessing the risk of reduced or discontinued employment among individuals aged ≥55 years. The study is a review based on...

Economic burden of musculoskeletal pain in Danish senior workers: a working-life expectancy approach. *Pedersen, Jacob, Kristian Schultz Hansen, Melody Almroth, Emil Sundstrup, et Lars L. Andersen. Occupational and Environmental Medicine 83, nº 4 (1 juillet 2026): 223-32. https://doi.org/10.1136/oemed-2026-110952*
Background Musculoskeletal pain (MSP) is a major occupational health challenge and a leading cause of disability and economic burden worldwide. However, prospective evidence on how pain intensity across multiple body regions affects long-term labour market participation and production losses remains limited. This study quantifies working-life expectancy (WLE) and working years lost (WYL) associated with multisite MSP among senior workers and introduces a novel method to estimate its related economic burden. Methods The study includes 23 071 Danish employees aged 50–66 years from the SeniorWorkingLife study (2018 and 2022), linked to national labour-market registers through 2024. Self-reported pain intensity (low, moderate, high) in four body regions was examined. WLE and WYL were estimated using the expected labour market affiliation method, and economic costs were calculated from individual wage data. Results Moderate-to-high pain in two body regions was associated with reduced WLE and higher production losses. Employees with high back and leg pain had mean annual losses of €8167 per person (€58.8 million total), with 38% attributable to sickness absence. Total losses linked to back and leg pain were estimated at €2.0 billion (0.5% of Denmark's GDP). Conclusion MSP in senior workers, particularly when affecting multiple body regions, imposes a substantial economic burden through reduced WLE and increased sickness absence. Targeted interventions are needed to manage MSP and sustain employment among older workers.

Sustainable Aging at Work: A Process Framework for Capability, Choice and Work–Retirement Transitions in the Nordic–Baltic Region. *Reine, Ieva, Kolbeinn H. Kolbeinn H. Stefánsson, Raimonda Sadauskaite, Antanas Kairys, Olga Zamalijeva, Madara Miķelsone, Olga Rajevska, Luule Sakkeus, et Halldór S. Guðmundsson. Frontiers in Psychology 17 (30 septembre 2026). https://doi.org/10.3389/fpsyg.2026.1988720*
Population aging has intensified interest in extending working lives, yet employment at older ages is not in itself evidence of sustainable aging at work. This article develops a Sustainable Aging-at-Work Alignment Framework that conceptualizes later-life work and retirement as a dynamic process shaped by the interaction of individual capabilities and preferences, workplace demands and resources, and institutional opportunities and constraints. Alignment or misalignment among these conditions influences transition mechanisms through which people may be pushed or pulled toward retirement, choose to stay, remain because alternatives are constrained, or move toward valued non-work goals. These mechanisms give rise to different work–retirement

trajectories whose sustainability is evaluated over time in relation to health, psychological wellbeing, autonomy and meaningful choice. The framework draws on successful aging at work, person–environment fit, job demands–resources, work ability, sustainable employability, capability and retirement-transition perspectives, while linking them to the substantive availability of retirement alternatives. Ageism operates across individual, workplace and institutional levels and can shape both perceived capabilities and objective opportunities. The Nordic–Baltic region provides a theoretically informative setting because common demographic pressures coexist with substantial differences in pension adequacy, retirement flexibility, labour-market institutions and late-career opportunities. Five propositions address cross-level alignment, work ability and job demands, digital adaptation, unequal access to flexibility, and the translation of retirement intentions into voluntary or constrained transitions. The framework shifts attention from employment duration alone to the processes, degree of choice and longer-term consequences that characterize later-life work and retirement trajectories.

***Santé et travail en 2040 - Article - INRS**. Septembre 2026. https://www.inrs.fr/media.html?refINRS=VP%2049*
L'Institut pour le travail et la santé (Institute for Work & Health, IWH, Canada) a conduit en 2025 un exercice de veille prospective sur les transformations possibles du travail à l'horizon 2040 et leurs implications pour la santé, la sécurité

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***The impact of cumulative years of biomechanical and psychosocial exposures on competing exit routes from paid employment among older workers in Norway: A life course perspective**. Ulstein, Julie, Karina Undem, Emil Sundstrup, Morten Birkeland Nielsen, et Rachel Louise Hasting. Scandinavian Journal of Work, Environment & Health, 30 septembre 2026. https://doi.org/10.5271/sjweh.4330*
Objective(s): This study aimed to examine associations between cumulative years of biomechanical and psychosocial job exposures and premature labor market exit among older workers within a competing risks framework. Methods: Using linked registry data and gender-specific job-exposure matrices, we constructed measures of cumulative years of biomechanical and psychosocial job exposures over the 30 years preceding baseline. A cohort of Norwegian workers (N=339 227) was followed from age 50 for up to 17 years, until statutory retirement age of 67 years. Fine & Gray competing risk models estimated subdistribution hazard ratios (SHR) for health-related exit, early retirement, and unemployment, stratified by gender. Results: Several exposures were positively associated with the cumulative incidence of specific exit routes. Among men, the highest SHR per additional year of exposure were observed for standing/walking for health-related exit [SHR 1.013, 95% confidence interval (CI) 1.011–1.015], low decision authority for early retirement (SHR 1.008, 95% CI 1.006–1.008), and forward bending for unemployment (SHR 1.009, 95% CI 1.005–1.013). Among women, the highest SHR were observed for standing/walking for health-related exit (SHR 1.012, 95% CI 1.010–1.015), conflicting work methods for early retirement (SHR 1.017, 95% CI 1.014–1.019), and monotonous work for unemployment (SHR 1.034, 95% CI 1.027–1.041). Several biomechanical and psychosocial exposures showed inverse associations, which could be attributable to the higher cumulative incidence of competing exit routes in the Fine & Gray framework. Conclusion(s): Within a competing-risks framework, cumulative years of biomechanical and psychosocial exposures were associated with distinct labor market exit patterns among older workers, highlighting the importance of incorporating work histories and competing routes into intervention design. Despite increases in statutory retirement ages in many countries, many workers leave the labor market prematurely. In the context of declining birth rates and a declining proportion of the population within working age, early exits can contribute to labor shortages and challenge the long-term sustainability of welfare systems. Identifying the factors that contribute to premature labor market exit is therefore essential for designing policies that promote sustained participation in the workforce. Among these factors, the work environment plays a critical role, as exposure to adverse working conditions throughout working life may influence the timing and type of labor market exit later in life. Both biomechanical and psychosocial job exposures have previously been identified as risk factors for premature labor market exit among older workers. Biomechanical exposures like years of kneeling and lifting and hard physical work have been linked to an increased risk of disability pension (1–4). Psychosocial factors like low job control and low influence at work show similar associations (1, 5, 6). Sickness absence has been linked to

years of kneeling or lifting, repetitive movements, and working in awkward postures, with the risk of absence increasing progressively in line with the number of risk factors (3, 4, 7–9). For early retirement, risk factors include physically demanding work, bending or twisting of the neck and back, and working standing or squatting (4, 10–12), as well as low job control, low influence at work, and limited development opportunities (6, 11–14). Finally, for unemployment, pushing of heavy loads and bending of the back were identified as potential risk factors (15), while psychosocial risk factors include low job control and high work pace (6, 16, 17). While several psychosocial factors have been linked with an increased risk of premature labor-market exit, others appear to mitigate it (18). For example, high job demands have been identified as protective against health-related exit and early retirement (1, 5, 19). While previous research has yielded important insights into links between biomechanical and psychosocial exposures and premature labor market exit among older workers, most studies have operationalized exposure statically (eg, at baseline), rather than considering cumulative exposure over the working life course (20). This represents a notable research gap, as cumulative exposure may increase physical and psychological strain, elevating the risk of premature labor market exit relative to exposure of shorter duration (21). Understanding the impact of cumulative job exposures is crucial for explaining older workers' labor market participation, and for identifying which exposures to target with interventions to extend working lives. The present study aims to address this research gap by adopting a working life course perspective (22), posing the following research question: What is the association between cumulative years of biomechanical and psychosocial job exposure and premature labor market exit for older workers in the presence of competing risks ?

Workplace stress and healthy aging: assessment strategies, research hypotheses, and pilot insights from the Semmelweis study. *Varga, Péter, Virág Zábó, Andrea Lehoczki, Annamária Buda, Andrea Zsebe, Monika Fekete, Tamás Csípő, et al. GeroScience, 3 septembre 2026. https://doi.org/10.1007/s11357-026-02426-1*
Workplace stress is an increasingly recognized determinant of both workforce well-being and healthy aging. However, few longitudinal studies have systematically integrated stress assessment into large occupational cohorts with an explicit focus on aging processes. The Semmelweis Study, launched in 2024, addresses this gap by embedding validated stress assessment tools into a comprehensive, multidisciplinary framework designed to explore the biological, psychological, and social determinants of healthy and unhealthy aging in a university workforce. This paper presents the conceptual foundation, methodology, and early applications of workplace stress assessment within the Semmelweis Study. We outline research hypotheses linking stress to aging outcomes and describe a pilot investigation among a high-risk subgroup—conductors trained at the András Pető Faculty of Semmelweis University. Stress is assessed using validated psychometric tools, including the Perceived Stress Scale, Effort-Reward Imbalance Questionnaire, Maslach Burnout Inventory, resilience measures, and social support scales. These are integrated with biological aging markers, cognitive assessments, mental health indicators, lifestyle factors, and detailed occupational data. A pilot study applying this framework was conducted among conductors, a professional group known for high emotional demands and role strain. Preliminary findings indicate elevated stress levels and burnout symptoms among conductors, with workload, perfectionism, and emotional burden identified as key stressors. Participants expressed strong interest in workplace-based stress management resources, informing plans for targeted interventions within this group. The integration of workplace stress assessment into the Semmelweis Study offers a novel platform for advancing healthy aging research and informing real-world prevention strategies. By systematically linking stress measurement to aging outcomes, and by addressing occupational stress through targeted interventions, Semmelweis University exemplifies how academic institutions can act as both research leaders and models of healthy workplace practices. These efforts align with the Semmelweis-EUniWell Workplace Health Promotion Model Program and contribute to broader European efforts to promote resilience, well-being, and healthy longevity across the working life course.

Country- and individual-level factors associated with healthy working life expectancy: A multinational longitudinal study. *Zhu, Jingjie, Bo Ye, Zeyu Huang, Huazhen You, Junjia Jiang, Shitong Yang, et Junling Gao. PLOS Medicine 23, nº 9 (10 septembre 2026): e1004676. https://doi.org/10.1371/journal.pmed.1004676*
Background To address labor force shortages associated with population aging, many countries have proposed

raising the retirement age. As health is an important determinant of employment outcomes among older workers, it is important in this context to understand the individual- and country-level factors associated with healthy working life expectancy (HWLE), defined as the average number of years individuals can expect to remain healthy and employed from age 50. Methods and findings This is a multinational prospective cohort study, leveraging data from six health and retirement cohorts. The study included 79,833 men and 95,485 women aged ≥50 years from 28 countries. Individual-level factors included demographics, socioeconomic status, lifestyle factors, and chronic diseases. Country-level factors comprised economic (GDP per capita, health expenditure, tax revenue, Gini index, ease of doing business), employment (flexible working Arrangements, labor force participation, equal workforce opportunities, hiring and firing practices) and governance (effectiveness, corruption control, political stability) metrics sourced from the World Bank. HWLE was estimated using discrete-time Markov multi-state models. Among the total participants, at age 50, the total life expectancy (TLE) was 33.59 years (95% CI [33.49, 33.69]), of which 10.98 years (95% CI [10.87, 11.08]) were HWLE. HWLE among women(9.82 years, 95% CI [9.68, 9.97]) was shorter than HWLE among men(12.36 years, 95% CI [12.22, 12.50]). Marriage, higher education, and healthy lifestyles were associated with longer HWLE, while chronic diseases reduced HWLE, with stroke showing the greatest reduction of 5.49 years (95% CI [4.94,6.04]). At the country level, higher health expenditures, GDP per capita, and tax revenue were associated with longer HWLE. Greater governance effectiveness, corruption control, and ease of doing business were associated with longer HWLE, whereas higher Gini index and political instability were associated with shorter HWLE. Higher levels of flexible working arrangements, labor force participation, equal workforce opportunities, and more favorable hiring and firing practices were consistently associated with longer HWLE and nHWLE and shorter nHnWLE. The main limitations were differences in follow-up periods across cohorts, relatively small samples in some countries, and incomplete global coverage, which may limit cross-country comparability and generalizability. Conclusions In this multinational cohort, the findings revealed the associations of individual- and country-level factors with healthy working lives, underscoring the necessity for measures aimed at extending healthy working lives to align with country-specific social, economic and employment contexts. Besides, interventions targeting individual modifiable risk factors should be warranted through life-course.

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

The Silver Ceiling and Beyond: Intersectional Barriers of Gender and Age in Career Advancement. *Durmaz, Burçak Vatansever. In Analyzing Gender Conditions in Human Resources, 337-62. IGI Global Scientific Publishing, 2027. https://doi.org/10.4018/979-8-3373-7370-6.ch015*
Despite growing attention to workforce ageing and gender equality, women aged 50 and above remain under-examined in human resource management research. This chapter explores how organisational structures and HR practices shape the work experiences of women aged 50+, drawing on qualitative data analy...

Applying but not Receiving: Longer Working Lives and Institutionalized Health Investment. *Geyer, Johannes, Peter Haan, Mia Teschner-Hofmann, et Felix Weinhardt, 2026. https://doi.org/10.48462/opus4-6416*
Rising life expectancy and demographic change have increased the share of older workers, making their health and productivity central to aging societies. We study whether longer working lives translate into investments in work-related health before retirement. Exploiting a pension reform in Germany in a Regression Discontinuity Design, we show that women facing longer careers are more likely to apply for work-related rehabilitation, particularly those in poorer health or with weaker labor market attachment. Despite higher application and approval rates, this demand does not translate into higher rehabilitation completion. Together with intermediate outcomes, our findings are most consistent with capacity constraints in program delivery.

Intersectionality of age and gender discrimination: Its impact on job satisfaction among older female workers in comparison with other demographic groups. *Journal of Women & Aging. 22 juillet 2026. https://doi.org/10.1080/08952841.2026.2700786*

This study investigates the effects of age and gender discrimination on job satisfaction, with a specific focus on older female workers who encounter the intersection of these two biases. To elucid...

« O – 2 is the count »: Are Older Female Workers Doubly Disadvantaged? Evidence from the NLSY79 - ProQuest. *O'Halloran, Patrick L., et Susanne M. O'Halloran. 2025.*
https://www.proquest.com/openview/68d5658ccf6fc43f264792c77ad5778d/1?pq-origsite=gscholar&cbl=6532244
Explore millions of resources from scholarly journals, books, newspapers, videos and more, on the ProQuest Platform.

Working Longer, Poorer Health? Health Inequality and the Distributional Effects of Raising the Retirement Age. *Salvati, Francesca. EconPol Forum 27, nº 03 (2026): 16-21*
Key MessagesHealth heterogeneity at older ages drives unequal responses to pension reforms that raise the retirement ageWorking longer damages the health of low-educated women, especially those already in poor healthRaising the female state pension age widens health and welfare inequality, with the largest cost falling on unhealthy womenTargeted redistribution based on health risk or work capacity may mitigate these uneven welfare effectsInvesting in older workers' health is itself a powerful labor-market tool alongside pension reforms
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Gender differences in musculoskeletal pain across age and functional domains: a cross-sectional study of 18,516 desk- based workers. *Tik, Tsz Ling Nicola. Research Square, 29 septembre 2026.*
https://doi.org/10.21203/rs.3.rs-10534022/v1
Women report more musculoskeletal (MSK) pain than men, but this is often summarised as a single prevalence difference. Whether the gap varies across the adult age range, and whether women and men with equally rated pain experience the same consequences, is less clear, particularly in the growing desk-based workforce. We examined how the MSK pain gap between women and men varies across age and across functional domains. Cross-sectional analysis of 18,516 desk-based workers (10,521 women, 7,995 men) who completed a digital workplace MSK assessment during 2025. Pain intensity was self-reported on an 11-point numerical rating scale (NRS). Participants reporting any pain indicated whether it affected each of five functional domains (mental health, productivity, sleep, social participation, concentration) and whether they had sought healthcare or been absent from work. Gender was self-reported (woman or man). We compared prevalence (chi-square), intensity (t-test) and domain-specific impact using logistic regression (unadjusted and age-adjusted), and tested gender-by-age interactions on the odds of reporting pain and on pain intensity. Reporting follows the STROBE guidance for cross-sectional studies. Pain prevalence was higher in women than men (59.4% vs 46.8%; odds ratio [OR] 1.66, 95% confidence interval [CI] 1.56 to 1.76; p < 0.001). The gap was progressively larger across older age bands (10.6, 12.8 and 14.0 percentage points [pp] at 18 to 30, 31 to 50 and 50+), reflecting a steeper decline in men, although the gender-by-age interaction on prevalence did not reach significance (OR 1.005 per year, 95% CI 0.999 to 1.010; p = 0.10). Among those in pain, mean intensity was higher in women (4.47 vs 4.13; p < 0.001) and diverged with age as women's intensity rose and men's fell, a divergence confirmed by a significant gender-by-age interaction on intensity (0.009 NRS points per year, 95% CI 0.001 to 0.016; p = 0.024). Impact was domain-specific rather than uniform: at equivalent pain, women had higher odds of having sought healthcare (OR 1.40), of sleep disturbance (1.31), of mental-health impact (1.31), of concentration impact (1.14) and, more modestly, of absence (1.13), whereas productivity (0.96) and social participation (1.01) did not differ. In a large desk-based sample, the gender gap in MSK pain was larger in older workers and concentrated in specific domains, suggesting the burden differs in kind, not only in degree. The age-related divergence was clearest and statistically supported for pain intensity. Workplace MSK programmes that report a single pooled prevalence may understate the burden carried by older women and miss where that burden falls.

GRH et vieillissement

Training and Older Workers: An Empirical Analysis in the Community of Madrid in the Era of Artificial Intelligence. *Actis, Bárbara Rey, Sonia De Paz Cobo, et María Cortés Ruiz. In AI for Sustainable Digital Transformation: Governance and Innovation, 201-36. IGI Global Scientific Publishing, 2027. https://doi.org/10.4018/979-8-2600-3930-4.ch008*
This chapter analyses the digital readiness of older workers aged 45 and over in the Community of Madrid in the context of accelerating artificial intelligence and automation, with the purpose of assessing how these dynamics affect their employability. The chapter adopts a theoretical framework that...

Vers une Gestion des Ressources Humaines Durable (GRHD). *Igalens, Jacques, et Najoua Tahri. Management Prospective Editions, 2026. https://books.google.fr/books?hl=fr&lr=&id=ew8aEgAAQBAJ&oi=fnd&pg=PA5&dq=igalens+Vers+une+Gestion+des+Ressources+Humaines+Durable+(GRHD)&ots=48cMeZ_m2_&sig=QGKcdteAUvmAgCzy67Oy3h0dB44#v=onepage&q=igalens%20Vers%20une%20Gestion%20des%20Ressources%20Humaines%20Durable%20(GRHD)&f=false*
Peut-on encore gérer les ressources humaines comme si elles étaient indéfiniment disponibles, renouvelables et ajustables aux exigences de la performance ? La raréfaction de la main-d'œuvre, le vieillissement démographique, l'usure professionnelle, les transitions écologique et numérique et la montée des exigences de responsabilité bouleversent les fondements traditionnels de la gestion des ressources humaines. La question n'est désormais plus seulement de savoir comment mobiliser les femmes et les hommes au service de la performance, mais comment préserver et développer, dans la durée, les capacités humaines dont dépend cette performance. Cet ouvrage propose de franchir un pas : passer de la GRH à la Gestion des Ressources Humaines Durable (GRHD). S'appuyant sur une analyse approfondie de la littérature scientifique internationale, Jacques Igalens et Najoua Tahri en précisent les fondements, les controverses et les conditions de mise en œuvre. Du recrutement à la rémunération, de la formation aux carrières, de la santé au travail au dialogue social, ils revisitent l'ensemble des politiques de ressources humaines à l'aune d'une même exigence : leurs effets sont-ils réellement soutenables dans le temps ? Le fil rouge de l'ouvrage est une grille d'analyse originale : PD-FI – Prescrit, Dit, Fait, Impacts. Car une entreprise peut respecter les normes, afficher des engagements ambitieux et multiplier les dispositifs sans produire les effets attendus. La durabilité ne se proclame pas. Elle se démontre par les impacts. À la fois ouvrage de référence et instrument de réflexion pour l'action, Vers une Gestion des Ressources Humaines Durable invite chercheurs, étudiants, dirigeants et professionnels des ressources humaines à repenser la GRH autour d'une question devenue stratégique : comment assurer la performance présente sans détruire les ressources humaines et sociales dont dépend la performance future ?

Too old to train? Age gaps in employer-provided training: Experimental evidence from Italian SMEs. *Masi, Olivia, Francesco Maura, et Paola Profeta. The Journal of the Economics of Ageing 35 (1 décembre 2026): 100668. https://doi.org/10.1016/j.jeoa.2026.100668*
Older workers receive fewer employer-provided training opportunities in many settings, but the managerial choices underlying this pattern remain insufficiently understood. We study training allocation through two vignette surveys of Italian managers in small and medium enterprises. The first documents substantial differences in training allocation across six fixed visual profiles; because each intended age-by-gender category is represented by a single photograph, these differences describe choices among six specific images rather than causal effects of age or gender. The second survey randomizes exposure to an information message about workforce ageing, the statutory retirement age, and the remaining working life of 55-year-old workers. Assignment to this message does not produce a detectable change in allocations, a null specific to the population-level message implemented here rather than evidence that expected tenure is unimportant.

Adapting the Nuclear Industry to an Ageing Workforce. *Routledge, Grace. Nuclear Technology 0, n° 0 (22 juillet 2026): 1-13. https://doi.org/10.1080/00295450.2026.2700101*

Like many industries, the nuclear industry faces several challenges associated with an ageing workforce due to the extended working life of existing employees and the lack of entry into the workforce by younger generations. The statistics suggest that the number of older workers (aged 50 and above) remaining in work has increased by 15% in the last 40 years. Although there are recognised advantages associated with the retention of older employees (e.g. retained knowledge, experience, and risk aversion), these employees may leave work early due to the failure of the organisation to effectively manage recognised challenges, including adaptation to change, functional decline, and the need to accommodate changing personal circumstances. A lack of investment in recruitment, training, and knowledge transfer can exacerbate the loss of corporate knowledge and experience to the detriment of efficiency and safety. This study was undertaken to gather learning from experience across industries and other disciplines to identify good practice and any innovative methods of managing the impact of an ageing workforce. A number of techniques are identified along with the associated challenges and their benefits.

New SkiLMeeT report: Early vocational training shapes how workers cope as jobs change. *Salomons, Anna, Cäcilia vom Baur, et Ulrich Zierahn-Weilage, 14 octobre 2026. https://skilmeet.eu/new-skilmeet-report-early-vocational-training-shapes-how-workers-cope-as-jobs-change/*
The skills workers learn during vocational training can affect how well they cope with technological change later in their careers, a new SkiLMeeT report finds. Workers in routine-intensive occupations experienced larger wage losses when occupational requirements changed, while stronger digital training was associated with greater resilience, particularly among older workers. The report, Workers' Training and Resilience to Technology Shocks, by Anna Salomons, Cäcilia vom Baur and Ulrich Zierahn-Weilage, examines 419 updates to German vocational training programmes alongside workers' employment records. It focuses on people already established in an occupation when its training requirements changed. Occupations more exposed to digital technologies updated their programmes more often. These updates shifted training away from routine tasks and towards digital, social and other non-routine skills. The revised programmes equip new entrants for changing occupational demands, while workers who completed their training years earlier must adapt while already in employment. Five years after an update, daily wages for established workers aged 40–49 were about 1.9% lower than for comparable workers in occupations without an update. For those aged 50–59, the gap was about 3.3%. Younger workers showed little comparable wage gap, but were more likely to change occupation, industry or employer. The wage gap depended in part on what the earlier programmes had taught. Workers in occupations with more routine-intensive training experienced larger losses across age groups. Older workers in occupations whose previous programmes already included more digital skills showed little evidence of similar losses. The report could not establish a similarly robust protective effect for social and communication skills. The findings suggest that workers' resilience to technological change can be shaped before they enter the labour market. Vocational programmes that reduce reliance on routine tasks and embed digital capabilities more broadly may help workers retain the value of their skills as occupations evolve. They also underline the need to help experienced workers update their skills. Yet the report finds that employers provided relatively little additional retraining following curriculum updates, particularly in firms that did not train apprentices.

Work ability configurations and conditional HR decision premises: a programme-oriented framework for age management. *Šerá, Eva, David Schüller, Karel Doubravský, Martina Rašticová, et Aneta Krejčová. Management Decision, 22 septembre 2026, 1-30. https://doi.org/10.1108/MD-01-2026-0385*
Ageing workforces require organisations to decide what to prioritise when older workers' work abilities differ. This article develops the Cyclical Meaning Pattern of Abilities (CMPA) as a programme-oriented human resource (HR) decision heuristic. CMPA conceptualises how communicated observations of reconstructed work ability configurations may inform conditional HR decision premises.The study uses a cross-sectional survey of older workers aged 50–64 from the Czech Republic, Hungary, Poland and Slovakia. Fuzzy-similarity modelling is used to identify robust co-valuations among abilities and supports. CMPA is then developed through abductive theorising, integrating these co-valuations with the Work Ability House model, self-efficacy and Luhmannian decision-programme theory.The analysis identifies four shared co-valued work-ability

configurations: Expert Knowledge–Practical Skills, Technical Skills–Intuition, Workflow Discussion–Intuition and Health–Workplace Relationships. These configurations are interpreted as meaning-relevant patterns, not as direct evidence of a self-referential system. They are grouped into operational forms, which support task execution and problem solving, and supportive forms, which stabilise the conditions under which task-related abilities can be used.CMPA is positioned primarily as an organisational age-management heuristic. It supports age-management decisions by helping HR specialists and line managers connect observed work ability (WA) configurations with decision contexts such as digital learning/training allocation, task redesign/role redesign, health accommodation/workload adjustment and appraisal/development dialogue. By reframing WA as an organisational observation translated into decision premises, the approach supports more transparent and defensible age-management decisions, with potential benefits for sustainable employability.CMPA links work ability research to Luhmannian decision-programme theory. Its distinct contribution lies in developing a theoretically grounded framework through which communicated, co-valued WA configurations may inform conditional organisational decision premises. Fuzzy similarity provides exploratory empirical grounding, while CMPA remains an abductive heuristic rather than a validated predictive model.

***Better with age? Exploring age and interpersonal emotion regulation in the workplace**. Verma, Aishwarya, Karen Niven, et Nicola Lawrence-Thomas. European Journal of Work and Organizational Psychology 0, nº 0 (3 août 2026): 1-15. https://doi.org/10.1080/1359432X.2026.2692451*
Workplaces are inherently emotional spaces, where employees often attempt to influence others' feelings. While effective interpersonal emotion regulation benefits relationships and performance, older workers' capabilities in this domain remain poorly understood. Drawing on lifespan development theories, we hypothesize that employees' motivation to regulate others' emotions, their use of adaptive regulation strategies, and their effectiveness at implementing interpersonal emotion regulation are all positively related to age. We further explore the moderating role of two contextual factors: the intensity of workers' own negative emotions and their perceived closeness to the target of regulation. We tested hypotheses using a pre-registered, five-day experience-sampling study with 219 participants who completed surveys twice daily during their working day. Results show that age is positively associated with motivation to regulate others' emotions and perceived implementation effectiveness but is unrelated to strategy use. Exploratory analyses indicate an indirect effect of age on perceived effectiveness of interpersonal emotion regulation, via motivation. Neither relational closeness nor negative emotion intensity moderates the effects of age. These findings extend lifespan theories to the interpersonal domain, suggesting that ageing is more strongly related to why, rather than how, employees regulate others' emotions, positioning motivation as a critical yet overlooked strength of older workers.

***Working-from-home experiences and well-being of older workers in the public sector: an agency theory perspective**. Weeratunga, Vindhya, Fiona Buick, Deborah Blackman, Sue Williamson, Helen Dickinson, Miriam Glennie, et Massimiliano Tani. International Journal of Public Sector Management, 6 février 2026, 1-17. https://doi.org/10.1108/IJPSM-12-2024-0406*
Explore working-from-home experiences and well-being of older workers in the public sector using an agency theory lens.Qualitative research design involving semi-structured group interviews with 40 older workers (aged 50+) in the Australian public sector. Data was collected between December 2021 and June 2022, during the post-emergency phase of the COVID-19 pandemic.Older workers' working-from-home experiences differ in three salient domains: exercising discretion over time and place to achieve work-life balance and manage health conditions; enhanced choice to remain active in the workforce beyond conventional retirement age; and constrained agency regarding location, leading to loneliness and diminished relationship quality. Agency was the differentiating factor between positive and negative experiences, mediating impacts on both hedonic (daily happiness and satisfaction) and eudaimonic (sense of purpose and meaningful relationships) well-being. Multi-level contextual conditions at macro, meso and micro levels determine older workers' ability to exercise agency when working-from-home.Offering older workers work-from-home flexibility alone is insufficient for enhancing well-being; it requires the cultivation of a sense of agency, and the opportunity to leverage that agency to determine work arrangements that fit their individual circumstances.Among the first qualitative studies within a public sector context examining the intersection of working-from-home, older workers and well-being through

an agency theory lens. We offer a more nuanced understanding of multi-level (macro, meso, micro) conditions shaping older workers' agency and consequent well-being outcomes.

***Anticipatory obsolescence and the aging workforce: A selection, optimization, and compensation perspective in the AI era**. Zhai, Xiaoxuan, Timothy Bartram, Fang Huang, et Zhenyu Zhang. Acta Psychologica 271 (1 novembre 2026): 108051. https://doi.org/10.1016/j.actpsy.2026.108051*
As workforce aging and artificial intelligence (AI) applications increasingly unfold in parallel, understanding how technological change reshapes older workers' adaptive processes and work attitudes has become critical. Drawing on selection, optimization, and compensation theory, this study introduces anticipatory obsolescence, the specific forward-looking perception of human capital depreciation that is distinct from general job insecurity, as a key conceptual lens for understanding the moderating role of AI-job substitution risk on the relationships between workplace opportunities and successful aging at work. Using data from 1449 workers aged 50 and over in the 9th wave of the Survey of Health, Ageing and Retirement in Europe, we examine the relationships linking workplace opportunities for new skills acquisition, job advancement, and job support with job satisfaction as a critical indicator of successful aging at work in the context of AI-related changes. Overall, all three types of opportunities are positively associated with job satisfaction. However, under high AI-job substitution risks, the effect of new skill acquisition is weakened, and the effect of job advancement is strengthened, while no significant moderation effect is observed for the relationship between job support and job satisfaction. This study contributes to scholarships by bridging macro-level objective indicators of AI-induced employment risks to micro-level subjective perception about future human capital value. We offer a nuanced understanding of change-related implications for the aging workforce and practical insights for supporting successful aging of the graying workforce.

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

***Training and Older Workers: An Empirical Analysis in the Community of Madrid in the Era of Artificial Intelligence**. Actis, Bárbara Rey, Sonia De Paz Cobo, et María Cortés Ruiz. In AI for Sustainable Digital Transformation: Governance and Innovation, 201-36. IGI Global Scientific Publishing, 2027. https://doi.org/10.4018/979-8-2600-3930-4.ch008*
This chapter analyses the digital readiness of older workers aged 45 and over in the Community of Madrid in the context of accelerating artificial intelligence and automation, with the purpose of assessing how these dynamics affect their employability. The chapter adopts a theoretical framework that...

***Ageing on the job: How raising retirement age affects work accidents**. Ardito, Chiara, Elena Cottini, Gloria Moroni, et Manuel Serrano-Alarcón. Economics & Human Biology 62 (1 septembre 2026): 101633. https://doi.org/10.1016/j.ehb.2026.101633*
As populations age, many countries have increased the statutory retirement age to sustain pension systems and maintain labor supply. This article examines whether delayed retirement increases workplace accident risks, a potentially important but underexplored cost of pension reforms. We exploit the 2012 Italian pension reform — which sharply tightened eligibility requirements and abruptly raised the retirement age — to estimate its causal effects using administrative data on private-sector employees. Leveraging firm-level variation in exposure to the reform, we identify the impact of delayed retirement on both older workers compelled to remain employed and their coworkers. The reform led to a modest but statistically significant increase in sick leave due to occupational injuries equivalent to 2.6% of the pre-reform mean. This effect mainly reflects the direct impact on retained older workers, with no evidence of spillovers to coworkers. While the aggregate effect is limited, the adverse consequences are highly unevenly distributed, being concentrated in small firms (fewer than 15 employees) and in sectors with high physical or cognitive demands, such as manufacturing and professional or technical services. Overall, our findings highlight occupational safety as a potentially hidden and distributional cost of pension reforms aimed at extending working lives.

Work-related anxiety: age differences among European workers under job and technological demands. *Campos-García, Irene, Eva Pelechano-Barahona, et María del Carmen De la Calle-Durán. Employee Relations, 8 septembre 2026, 1-26. https://doi.org/10.1108/ER-09-2025-0749*
The transformation of workplaces is being reflected in the increasing number of health issues affecting organisations. This research seeks to identify those factors linked to the physical and psychological requirements of employment that impact upon the appearance of anxiety, capturing the disparities or divergences between young, middle-aged and older workers.The study follows the precepts of the job demands-control model, the job characteristics model and self-determination theory, with a sample of 35,727 observations from the European Working Conditions Survey 2021. A two-step process involving a t-test for independent samples and an ANOVA is used that attributes the appearance of anxiety to certain job profiles, the type of tasks and skills required, levels of autonomy, work-related outcomes and relationships with others.The findings indicate that both traditional job demands (e.g. workload, time pressure and restricted autonomy) and greater exposure to technology use – reflected in frequent interaction with digital devices and digitally mediated work practices – are positively associated with increased levels of anxiety. Significant age-related differences are observed: middle-aged workers are particularly vulnerable to anxiety due to their higher exposure to digital and organisational pressures, while younger and older workers display distinct patterns linked to skill adaptation, meaning of work and technological engagement.By adopting a holistic and age-sensitive approach, the study identifies key aggravating factors underlying anxiety disorders and contributes to the debate on job and technological demands in the digital era. At the same time, it provides actionable guidance for job design and age-responsive human resource management, which may also support progress towards sustainable development goals 3 (good health and well-being) and 8 (decent work and economic growth).

Subjective and objective sleep in relation to the work context, profession, age, and workload among helicopter emergency medical service (HEMS) workers. *Flaa, Tine Almenning, Erik Zakariassen, Bjørn Bjorvatn, Ståle Pallesen, Anette Harris, et Siri Waage. Chronobiology International 0, nº 0 (17 juin 2026): 1-14. https://doi.org/10.1080/07420528.2026.2689495*
Sleep is essential for cognitive function and performance. This is particularly evident in safety-critical professions such as Helicopter Emergency Medical Services (HEMS). The present study examined sleep among pilots and HEMS crew members (HCMs) during a 7-day duty period. Based on sleep diary and actigraphy, we assessed sleep in relation to work context, profession, age, and workload. Sleep diary data showed delayed sleep timing across the week, with reduced sleep duration (08:22 vs. 07:48, $b = –0.55$, $p < 0.05$) and increased sleep debt (−00:03 vs. 00:27, $b = 0.57$, $p < 0.05$) from first to last duty day. Furthermore, pilots went to bed later (00:38) than HCMs (00:19, $b = 0.38$, $p < 0.05$). Night missions were associated with reduced sleep duration (06:52 vs. 07:29, $b = –0.52$) and sleep efficiency (80% vs. 92%, $b = –14.8$), as well as increased wake time after sleep onset (01:26 vs. 00:11, $b = 86.3$) and sleep debt (00:29 vs. 00:01, $b = 0.44$), all $p < 0.05$. Older workers at busy bases accumulated more self-reported sleep debt ($b = 0.86$, $p < 0.05$). These findings highlight how operational demands and worker characteristics influence sleep among HEMS personnel, underscoring the need for strategies to optimize sleep.

Associations of weekly working hours with biological aging and all-cause and cardiovascular mortality: the role of lifestyle. *Föhr, Tiina, Anna Kankaanpää, Aino Heikkinen, Mikaela Hukkanen, Christer Hublin, Jaakko Kaprio, Miina Ollikainen, et Elina Sillanpää. Journal of Occupational Medicine and Toxicology, 30 juin 2026. https://doi.org/10.1186/s12995-026-00518-4*
This explorative study investigated the associations between working hours, biological aging, and all-cause and cardiovascular disease (CVD) mortality, and assessed the potential mediating role of lifestyle factors.

Job strain and cardiovascular mortality over long-term follow-up: a harmonized multicohort individual participant data meta-analysis. *Giusti, Emanuele Maria, Xiang Li, Giovanni Veronesi, Birgit Linkohr, Annette Peters, Melanie Waldenberger, Rossana Borchini, et al. Scandinavian Journal of Work, Environment & Health, 7 septembre 2026. https://doi.org/10.5271/sjweh.4325*

Objective We aimed to assess the long-term association between high job strain (JS) and cardiovascular disease (CVD) mortality in cohorts from Italy, Germany, and the United States. Methods We harmonized data from four cohort studies (MONICA Brianza, SEMM, MONICA/KORA, MIDUS), selecting employed participants aged 30–60 years and CVD-free at baseline. High JS was operationalized as high job demands and low job control. CVD mortality was ascertained over a median follow-up of >23 years. We estimated Cox models within each cohort; the main model was adjusted for sex, age, education, and occupational class. Additional analyses examined JS categories (low JS, active, passive, high JS), subgroups by sex and occupational classes, and person-time < and ≥65 years. Results were pooled using random-effects meta-analysis. Relevant published studies were identified for synthesis with our results. Results Over 444 767 person-years, 842 CVD deaths occurred. High JS was associated with CVD mortality [hazard ratio (HR) 1.14, 95% confidence interval (CI) 1.01–1.27], with no evidence of heterogeneity. Results were consistent across JS categories, by sex (men: HR 1.15, 95% CI 1.07–1.23; women: HR 1.11, 95% CI 0.88–1.39), and across person-time <65 years (HR 1.24, 95% CI 0.91–1.67) and ≥65 years (HR 1.10, 95% CI 0.80–1.50). The association was stronger among manual workers (HR 1.25, 95% CI 0.84–1.86). Job demands appeared to contribute more than job control. Four published studies with comparable follow-up but heterogeneous study designs reported estimates consistent with our findings. Conclusions High JS is a long-term predictor of CVD mortality, consistently across sexes and during both working age and after retirement. Workplace redesign to reduce job demands, particularly among manual workers, is warranted within a comprehensive prevention strategy.

The Impact of the Aging Workforce on Occupational Medicine: A Narrative Review. *Jogie, Joshua A, Rondon Ramlal, Mitra Maharaj, Kevin Maraj, Mahendra Singh, Kenisha Phillip, et Donna Rampersad. Cureus 18, n° 7 (2026 Jul 20): e113037. https://doi.org/10.7759/cureus.113037*
Population aging is changing the workforce and the practice of occupational medicine. Older workers bring experience, judgment, and knowledge. But they may also have wider differences in physical reserve, sensory function, sleep tolerance, chronic disease, and recovery after illness or injury. This review examines the effects of these changes on work ability, fitness-for-work assessment, injury prevention, health surveillance, sickness absence, return to work, and workplace accommodation., We conducted a narrative review of PubMed-indexed, English-language human studies from database inception to June 2026. The search covered aging workers, occupational medicine, work ability, physical and cognitive capacity, chronic disease, work injury, shift work, workplace accommodation, return to work, and age management. We included 46 publications after screening for relevance. We grouped the evidence by theme. We did not perform a meta-analysis or formal risk-of-bias assessment., The evidence supports assessment based on function, job demands, hazards, and available controls rather than age alone. The strongest evidence supports broad principles. These include reducing the mismatch between worker capacity and job demands, improving ergonomic and fatigue controls, supporting chronic disease management, and using individual, time-limited accommodations. Other important issues include multimorbidity, polypharmacy, frailty, sarcopenia, burnout, ageism, organizational justice, and digital adaptation. But the intervention evidence is varied and limited by observational study designs, inconsistent definitions, and the healthy worker effect., Occupational medicine is moving from one-time medical clearance to long-term management of work ability. Occupational physicians should combine clinical findings with job analysis, prevention, rehabilitation, and organizational advice. Sustainable work needs age-inclusive design, fair access to training and accommodation, and regular review of risk controls.

Health and Quality of Life of Older Workers: A Scoping Review Based on Integrative Nursing Principles. *Karabiyik, Irem Huri, et Aysegul Ilgaz. Workplace Health & Safety, 2 octobre 2026, 21650799261484646. https://doi.org/10.1177/21650799261484646*
Background:The increasing participation of older people in the global labor force has made their health and quality of life a significant public health concern. Integrative nursing theory, based on the philosophy of holistic healthcare, provides a multidimensional theoretical and practical framework to improve individuals' health and quality of life. This study aimed to map the existing literature addressing the health and quality of life of older people in the workforce based on integrative nursing principles.Methods:This scoping review followed the PRISMA-ScR and Arksey and O'Malley five-step methodological framework. PubMed, Web of

Science, and Scopus databases were searched covering 2016 through January 2026. Sixty-seven studies meeting the inclusion criteria were analyzed according to the six core principles of integrative nursing.Results:The findings reveal that the physical demands of work (pain/function loss, ability to stay at work), shift work, job quality, psychosocial context, socioeconomic status, and living environment (accessibility/neighborhood) all have an impact on older workers' health and quality of life. Integrative nursing supports health and quality of life through interventions such as early risk assessment, periodic health screenings, ergonomic improvements, age-appropriate training, and psychosocial support.Conclusion:This scoping review highlights that integrative nursing principles, which focus holistically on the physical, mental, social, and spiritual needs of older workers.Application to Practice:Occupational health nurses should prioritize integrative nursing principles based intervention strategies tailored to the multifaceted needs of older workers. These evidence-based therapeutic principles can strengthen workplace health and safety while promoting sustainable and age-friendly work environments.

***Ageing workers in the gig economy: how older appworkers experience platform-based employment**. Mousa, Mohamed, Faisal Shahzad, et Walid Chaouali. European Journal of Training and Development, 11 août 2026, 1-19. https://doi.org/10.1108/EJTD-09-2025-0190*
This study aims to examine how ageing app workers, including drivers and food delivery couriers, experience app-based gig work.This study uses a qualitative research design based on semi-structured interviews with 32 ageing individuals engaged in app-based gig work.The findings indicate that participants do not perceive their engagement in appwork as constituting successful ageing. While respondents report positive outcomes in terms of social relationship formation (expansion of social connections and beneficial interactions with clients) and personal goal attainment (autonomy and financial earnings), these are offset by significant challenges. These include limited adaptability accompanied by health-related problems (physical strain, back pain and perceived discourtesy from some clients), as well as restricted occupational growth (lack of participation in decision-making and absence of training opportunities) and personal security (lack of job stability, financial bonuses and retirement-related benefits).The study contributes to ageing and gig work literature by integrating successful ageing theory with socio-emotional selectivity theory in the context of platform-based labour. It provides novel empirical insights into how ageing individuals experience appwork, highlighting the tension between perceived autonomy and structural precarity in later-life digital employment.

***Psychosocial Risks and Well-being of Older Workers in Digitally Transforming Organisations: Literature review**. Nedeljko, Mihael, Nataša Vidnar, Željko Vlaisavljević, Gordana Lokajner, et Boris Miha Kaučič, 2026. https://skoge.folk.ntnu.no/prost/proceedings/ifac2026_IFACWC26_preprints/files/1901.pdf*
The rapid pace of digitalization and organizational transformation has introduced new psychosocial challenges for older workers. This paper explores the relationship between technological change, psychosocial risks, and the well-being of older employees, emphasizing how digital transformation and work organization influence their mental health and work ability. A structured literature review was conducted using the Scopus database, focusing on publications related to older workers, technological change, and psychosocial well-being. The review followed the PRISMA 2020 framework to ensure transparency in study selection and inclusion. Inclusion criteria were limited to peer-reviewed, full-text articles in English, resulting in a final sample of studies examining technostress, work design, and organizational support for older workers. The reviewed studies (11) consistently show that older workers are more prone to technostress, perceived skill obsolescence, and workrelated anxiety when organizational support and digital training are lacking. Poor work design, high demands, and limited autonomy increase psychosocial strain, while inclusive practices, ergonomic design, and continuous learning significantly enhance well-being and work ability. The findings highlight that technological and organizational changes create both risks and opportunities for older workers. Supportive leadership, lifelong learning, and human-centered digital practices are essential to mitigate psychosocial risks and support sustainable employment and well-being among older workers. The review emphasizes the need for age-inclusive strategies within digitally transforming organizations to ensure sustainable well-being and employability.

Older Workers and Digital Literacy: Perspectives from Europe. *Emerald Publishing Limited, 2026.* *https://doi.org/10.1108/978-1-83742-007-0*
As more and more countries realise that their population and often their workforce includes a large group of healthy and active people over 55 years of age, the interest in understanding this group has increased. Investigating examples from across Europe, this edited collection looks at how older workers tackle the new digital world.
While dated stereotypes of older workers as slower, more stubborn and firmly rooted in the past still exist, this collection takes an updated look at the situation in Europe relating to older workers who are using and developing new technologies. Identifying similarities and differences in competence development, cultures and policies, chapters provide a rich opportunity for learning and comparison. The chapters cover skills and lifelong learning, policy, attitudes, barriers and drivers.
With rich insight and breadth, Older Workers and Digital Literacy provides a much-needed update on our understanding of older workers and how they are adapting to digitalization in their workplaces.

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Quelles sont les raisons évoquées qui poussent les enseignants en fin de carrière à faire une demande de DPPR ? Etude qualitative auprès d'enseignants du maternel et du primaire en FW-B. *Peckel, Julie, 2026.* *https://hdl.handle.net/2078.2/51649*
Dans un contexte de vieillissement démographique, de pénurie enseignante et de réformes successives des systèmes éducatifs et de pension, la Disponibilité Précédant la Pension de Retraite (DPPR) connaît une hausse significative en Fédération Wallonie-Bruxelles (FW-B) depuis 2020. Si les départs anticipés dans l'enseignement constituent un phénomène documenté à l'international, les facteurs spécifiques conduisant les enseignants du fondamental en FW-B à y recourir demeurent insuffisamment explorés. Cette étude qualitative à visée compréhensive interroge les raisons personnelles, institutionnelles et professionnelles qui poussent les enseignants de l'enseignement maternel et primaire en FW-B à introduire une demande de DPPR partielle ou totale. Huit enseignantes en fin de carrière ont été rencontrées dans le cadre d'entretiens semi-directifs. Les données ont été analysées selon une approche thématique combinant démarches inductive et déductive. Les résultats mettent en évidence une pluralité de facteurs interdépendants. Sur le plan personnel, les enseignantes évoquent une fatigue physique et cognitive liée au vieillissement et à l'exercice prolongé du métier, ainsi qu'un désir de réinvestissement dans la sphère privée. Sur les plans institutionnel et professionnel, elles font état d'une lassitude face aux réformes éducatives répétées, à l'alourdissement des tâches administratives et aux exigences numériques croissantes, vécues comme un décalage entre attentes institutionnelles et valeurs pédagogiques. La simple existence du dispositif DPPR, perçu comme une opportunité légitime ou un droit acquis, constitue également un facteur incitatif. Les relations au sein de l'établissement apparaissent davantage comme des facteurs aggravants que déclencheurs. De manière implicite, les discours révèlent un profil commun d'enseignantes fortement investies, confrontées à une difficulté croissante à s'adapter aux transformations du métier. Ces résultats actualisent et enrichissent les conclusions de Hansez et al. (2005), tout en les articulant aux travaux de Brouhier et al. (2023, 2025), de Cau-Bareille (2014) et de Kelchtermans (2017). Ils invitent à interroger la pertinence de la DPPR comme levier de maintien en emploi et ouvrent des pistes pour de futures recherches longitudinales, comparatives et multi-niveaux, intégrant notamment les profils d'enseignants en fin de carrière tels que définis par Brouhier et al. (2023).

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The influence of age on emotion-regulatory strategies, emotional work demands, and health/work outcomes: a systematic PRISMA literature review with narrative synthesis. *Popucza, Tímea Zsuzsanna, Lars Eriksson, Bernice Skytt, Anna Bjärtå, et Mårten Eriksson. BMC Psychology 14, n° 1 (5 août 2026): 1136.* *https://doi.org/10.1186/s40359-026-05277-9*
An increasing age of the workforce necessitates a better understanding of age-related differences in emotions at work to inform age-inclusive workplace policies and practices. This review critically evaluates how age relates to emotion-regulatory strategies at work (emotional labour and emotion regulation), emotional work demands, and associated health and work outcomes.

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Digital Transformation and the Aging Workforce: Inequalities and Health Impacts Across Europe. *Przytuła, Sylwia, Cristina Maria Tofan, Jeroen Spijker, Jelle Lössbroek, et Nataliia Tkalenko. Taylor & Francis, 2026*
This book emerges at a moment when Europe is confronting two profound and interconnected transformations: the digitalisation of work and the ageing of its workforce. Drawing on comparative insights from 22 European countries including France and the collaborative work of COST Action CA21107: "Work Inequalities in Later Life Redefined by Digitalisation", the volume brings these developments into dialogue rather than treating them as separate policy or research concerns. It asks how digital change reshapes work inequalities, health, inclusion, and opportunity in later working life. Through an introductory chapter and 22 country chapters, the book offers a rich, context-sensitive account of how older workers experience digital transformation across diverse labour markets, institutions, and social settings. It synthesises existing knowledge on how work inequalities in later life are redefined by digitalisation, examines the impact of digitalised work environments on older workers' health, and identifies best practices for understanding and overcoming digital challenges among older people across Europe. In doing so, the volume highlights both the risks of exclusion, technostress, and widening inequality, and the possibilities opened by inclusive technologies, lifelong learning, age-sensitive workplace design, and supportive public policies. It invites scholars, policymakers, employers, and practitioners to rethink digitalisation not only as a technological transition, but also as a social challenge that must be shaped deliberately to support fair, healthy, and sustainable working lives for all generations.

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When work hurts: The health consequences of job stress and part-time work among a longitudinal sample of older European workers. *Siaba, Sabela, Berta Rivera, et Luis Currais. The Economic and Labour Relations Review, 3 septembre 2026, 1-20. https://doi.org/10.1017/elr.2026.10079*
In the context of population ageing and extended working lives, understanding how employment quality affects older workers' health is of growing policy relevance. Although previous research has linked working conditions to health, significant gaps remain in panel designs, unobserved heterogeneity, measurement validity, and sample representativeness. Using longitudinal microdata from the Survey of Health, Ageing, and Retirement in Europe (SHARE), we estimate individual fixed-effects models over a 12-year period, controlling for time-invariant personal characteristics and improving the basis for causal inference. The analyses also control for temporal precedence and explore reverse causality. Results show that job stress has a strong and statistically significant within-person association with depression (OR = 2.22, $p < 0.01$). These results indicate that, for the same individual, periods of higher job stress are associated with more than twice the odds of developing depression compared to periods of lower stress. Part-time work is associated, on average, with a higher number of chronic conditions ($\beta = 0.16$, $p < 0.01$). When temporal lags are introduced, prior job stress predicts worse mental health (OR = 1.42, $p < 0.01$). Likewise, part-time employment two waves earlier is associated with a higher number of chronic conditions ($\beta = 0.27$, $p < 0.05$), indicating a meaningful long-term health effect. Limited evidence of reverse associations suggests that the dominant direction runs from employment conditions to health, rather than the opposite direction. These findings highlight the importance of improving job quality as a key component of policies aimed at extending working lives and promoting healthy ageing.

Évaluation des déterminants de santé dans le secteur des transports urbains de voyageurs, résultats du diagnostic régional M-Bus-AURA. *Tezgel, Esra, Marie-Agnès Denis, Marie Lefevre, Floriane Bellus, Nathalie Biot, Maria-Magdalena Bizighescu, Jean-Michel Castelan, et al. Archives des Maladies Professionnelles et de l'Environnement, 38ème Congrès National de Médecine et Santé au Travail, 87, nº 3 (1 juin 2026): 103369. https://doi.org/10.1016/j.admp.2026.103369*
Introduction Les conducteurs de bus dans le secteur des transports urbains de voyageurs sont exposés à des contraintes professionnelles variées avec un risque accru de lombalgies, d'atteintes du rachis cervical et de troubles d'ordre psychologique. Cette étude vise à prévenir la désinsertion et l'usure professionnelles de ces conducteurs en Auvergne Rhône-Alpes (AURA), par la recherche de déterminants d'altération de santé. Méthodes Ce projet s'intègre dans le 4e plan régional Santé Travail AuRA et repose sur l'observatoire national EVREST (« ÉVolutions et Relations En Santé au Travail »). Le questionnaire EVREST a été complété par 10 questions spécifiques et rempli par 15 équipes de santé au travail permettant de recueillir des informations

sur les facteurs biomécaniques, organisationnels, psychosociaux et les conditions de travail des salariés. Il s'agit d'une étude rétrospective sur base de données consolidées. L'étude des facteurs d'altération de santé a été réalisée à partir d'analyses descriptives et de modèles logistiques à effets mixtes, avec le logiciel R4.4. Résultats Les résultats portent sur 674 questionnaires. La population interrogée est essentiellement masculine (86 %), et âgée de plus de 50 ans pour près de la moitié (47 %). Parmi les atteintes à la santé, prédominent les troubles neuropsychiques (21 % des répondants présentent de la fatigue ; 17 % des troubles du sommeil et 13 % souffrent d'anxiété) et les atteintes ostéoarticulaires (24 % déclarent avoir des dorsolombalgies, 20 % des douleurs d'épaule et 17 % des cervicalgies). Les hommes souffrent moins que les femmes de cervicalgies (OR=0,35 [0,20–0,61]) et de dorsolombalgies (OR=0,54 [0,32–0,91]). Les salariés de plus de 50 ans présentent un risque majoré de dorsalgies (OR=2,03 [1,02–4,02]) et de douleurs d'épaule (OR=3,87 [1,59–9,41]). Le cumul de contraintes biomécaniques augmente le risque de ces 2 pathologies (OR=2,68 [1,63–4,39] et 2,01 [1,17–3,44]) et de cervicalgies (OR=3,19 [1,75–5,81]). L'insatisfaction des relations interpersonnelles augmente le risque de cervicalgies (OR=1,98 [1,06–3,71]). Le manque de ressources psychosociales majore le risque de dorsalgies (OR=2,97 [1,74–5,06]) et douleurs d'épaule (OR=2,23 [1,24–4,02]). L'insatisfaction au sein de la cabine de conduite augmente les douleurs d'épaule (OR=2,58 [1,34–4,97]). L'association des signes, fatigue, anxiété, troubles du sommeil, est moins importante chez les hommes (OR=0,30 [0,13–0,70]) et plus grande en cas d'intensité du travail élevée (OR=7,77 [2,19–27,53]). Discussion et conclusion Les résultats ont été communiqués aux entreprises afin d'apporter des améliorations concrètes sur les conditions d'activité des conducteurs de bus et prévenir ainsi leur usure professionnelle.

Étude des déterminants de santé chez les conducteurs de bus urbains en Auvergne Rhône-Alpes. *Tezgel, Esra, Marie Lefevre, Marie-Agnès Denis, Nadine Vial, Martine Jacquand, Marie-Noelle Sombardier, Stéphane Onzon, et al. Archives des Maladies Professionnelles et de l'Environnement 87, nº 2 (1 avril 2026): 103080. https://doi.org/10.1016/j.admp.2026.103080*
Introduction Les conducteurs professionnels de bus dans le secteur des transports urbains de voyageurs sont exposés à des contraintes professionnelles variées avec un risque accru de lombalgies, d'atteintes du rachis cervical et de troubles d'ordre psychologique. Les troubles musculosquelettiques d'autres localisations sont controversés. Cette étude vise à prévenir la désinsertion et l'usure professionnelles de ces conducteurs en Auvergne Rhône-Alpes (AURA), par la recherche de déterminants d'altération de santé. Méthodes Ce projet s'intègre dans le 4e plan régional Santé Travail AuRA. Il repose sur l'observatoire national EVREST (« ÉVolutions et Relations En Santé au Travail »). Le questionnaire EVREST a été complété par 10 questions spécifiques et rempli par 15 équipes de santé au travail permettant de recueillir des informations sur les facteurs biomécaniques, organisationnels, psychosociaux et les conditions de travail des salariés. Il s'agit d'une étude rétrospective sur base de données consolidées. L'étude des facteurs d'altération de santé a été realisée à partir d'analyses descriptives et de modèles logistiques à effets mixtes, réalisées avec le logiciel R 4.4. Résultats Les résultats portent sur 674 questionnaires. La population interrogée est essentiellement masculine (86 %). Quarante sept pour cent des salariés interrogés ont plus de 50 ans et près de 50 % ont déclaré au moins une agression physique ou verbale au cours des 12 derniers mois. Parmi les atteintes à la santé, prédominent les troubles neuro-psychiques (21 % des salariés présentent de la fatigue ; 6 % se plaignent simultanément de fatigue, anxiété, troubles du sommeil) et les atteintes ostéo-articulaires (20 % ont des douleurs d'épaule, 17 % des cervicalgies et 24 % des dorso-lombalgies). Les hommes souffrent moins de cervicalgies (OR=0,35 [0,20–0,61]) et de dorso-lombalgies (OR=0,54 [0,32–0,91]). Les salariés de plus de 50 ans ont plus de dorsalgies (OR=2,03 [1,02-4,02]) et de douleurs d'épaule (OR=3,87 [1,59–9,41). Le cumul de contraintes biomécaniques augmente ces 2 pathologies (OR=2,68 [1,63–4,39] et 2,01[1,17-3,44]) et les cervicalgies (OR=3,19 [1,75–5,81]). L'insatisfaction des relations inter- personnelles augmente les cervicalgies (OR=1,98 [1,06–3,71]). Le manque de ressources psychosociales augmente dorsalgies (OR=2,97 [1,74–5,06]) et douleurs d'épaule (OR=2,23 [1,24–4,02]). L'insatisfaction au sein de la cabine de conduite augmente les douleurs d'épaule (OR=2,58 [1,34–4,97]). L'association des signes, fatigue, anxiété, troubles du sommeil, est moins importante chez les hommes (OR=0,30 [0,13–0,70]) et plus grande en cas d'intensité du travail élevée (OR = 7,77 [2,19–27,53]). Discussion et conclusion Ces résultats seront transmis aux entreprises afin d'apporter des améliorations concrètes sur les conditions d'activité des conducteurs de bus et prévenir

ainsi leur usure professionnelle.

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Exploring the anticipated impact of assistive exoskeletons on older workers' retirement intentions: a survey study. *Valentin, Yves, et HeeSun Choi. Cogent Gerontology 5, nº 1 (29 octobre 2026): 2752741. https://doi.org/10.1080/28324897.2026.2752741*

Worker assistive technologies such as exoskeletons may help older adults work longer by supporting their physical capabilities and and helping them meet job demands. This exploratory survey examined whether older manual labor workers' retirement intentions would change if exoskeletons were hypothetically available at work. Thirty-four workers aged 55 and older reported their expected and desired retirement ages before and after learning about exoskeletons and their benefits. Participants expected and desired to retire later if exoskeletons were available. Those anticipating delayed retirement reported lower occupational self-efficacy, work ability, and overall health, suggesting that workers less confident in their capabilities perceived greater benefit. Attitudes toward aging, retirement, and job involvement were unrelated to these changes. Notably, workers unfamiliar with exoskeletons tended to expect greater extensions of working life than those familiar with them, a non-significant trend consistent with a possible novelty effect. Although based on a hypothetical scenario and a small sample, the findings suggest that exoskeletons could support older workers' willingness to remain employed, especially those experiencing declined work ability. Findings also highlight the importance of workers' perceptions of their own abilities and of potential novelty effects when implementing assistive technologies.

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Digital Routine Rather Than Culture at a Click: A Nationwide Survey of Digital Technology Use among People Approaching Retirement Age. *Warwas, Izabela. Uniwersytet Ekonomiczny We Wrocławiu. Publishing House of Wrocław University of Economics and Business, 2026. https://doi.org/10.15611/2026.75.3.06*

Work in the digital world is taking on a new dimension. Technologies are transforming how tasks are performed, employee experiences, and the competencies required, while also challenging organizations to support wellbeing and strengthen professional resilience. Adaptation to these changes takes place at the individual, team, and organizational levels. The monograph Work, Technology, and Wellbeing: Human Adaptation in the Changing World of Organizations offers an integrated perspective on the relationships among work, technology, and wellbeing. The authors examine hybrid work, digital employee experience, competencies required in AI-driven environments, work engagement, psychological safety, professional resilience, and the risk of digital exclusion. They also address algorithmic management, psychosocial risks, the strategic management of organizational wellbeing, and the creation of neuroinclusive work environments. The publication combines conceptual discussion with empirical research findings. It demonstrates that responsible digital transformation requires employees capable of adapting to new conditions as well as mature, responsible, and human-centered organizations that deliberately shape work environments and support diversity. .

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Working from home among older adults in the UK: examining its link to labor market exit intentions and expected retirement age. *Zhang, Yanan, Sarah Harper, Senhu Wang, et Bing Gong. Social Forces, 4 septembre 2026, soag123. https://doi.org/10.1093/sf/soag123*

Prolonging work life has been widely discussed in countries facing population aging. We examine the association between working from home (WFH) and both the labor market exit intentions and expected retirement age among the older workforce in the UK, utilizing data from the harmonized British Household Panel Survey (BHPS) and the UK Household Longitudinal Survey (UKHLS), covering the period from September 1998 to May 2020. Findings indicate that WFH is linked to reduced labor market exit intentions and a later expected retirement age, through improved subjective well-being. The association between WFH and expected retirement age is significantly stronger among women than among men. The estimated associations for the labor market exit intentions are also larger among women, although the corresponding gender interaction terms are not statistically significant. Additionally, the specific domains of subjective well-being that mediate the link between WFH and the labor market exit intentions differ between men and women. These insights support enhancing WFH policies to keep older adults economically active, which improves their well-

being and advances gender equality by prolonging older women's careers.

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Working from home as we age: balancing health with personal choices - a qualitative interview study. *Zitkus-De-Andrade, Emilene, Katherine Baker, et Jenni Naisby, 27 octobre 2026.* *https://repository.lboro.ac.uk/articles/journal_contribution/Working_from_home_as_we_age_balancing_health_with_personal_choices_-_a_qualitative_interview_study/34754526/1*

Background: With the rise of ageing populations across the globe, many countries have reviewed retirement age and strongly supported active ageing. In the United Kingdom, a third of the workforce is aged over 50 with many extending their working lives and retiring at later life. In this context, it is pertinent to understand how « working from home » (WFH) can impact our health and wellbeing especially as we age.Objective: In this paper, we focus on how the prevalence of health conditions in people over 65 years old might affect their work practices and preferences.Methods: Fourteen interviews were conducted, nine with older people WFH with long-term health condition(s) predominantly engaged in voluntary work, and five healthcare professionals who advise older adults regarding WFH.Results: We thematically analysed the findings and found that often personal preferences overtake health considerations when setting up the home environment to work, disregarding the impact wrong posture and long work patterns might have on their health. Also, older adults often consider the available resources and the frequency of their work while there is a lack of awareness of guidelines for setting up a workspace at home, this could be particularly influenced by the voluntary nature of the work that most of our participants engaged in.Conclusion: We outline recommendations on WFH based on the review of ergonomic guidelines, past studies considering older adult needs and our qualitative findings. The recommendations balance health with personal choices, acknowledging the nature of work, the resources available for individual adaptations, the social aspects that individuals want to maintain at home and the impact on health conditions, being more practical and applicable to WFH as we age.

Usure professionnelle, usure précoce

Une journée avec - Travail et Sécurité. *Brasseur, Grégory. Travail et sécurité. 6 octobre 2026.* *https://www.travail-et-securite.fr/ts/885/UJA/une-conseillere-enquetrice-c2p.html*

Bérénice Bourriquen-Forest, conseillère enquêtrice Compte professionnel de prévention (C2P) à la Carsat Pays de la Loire, œuvre au quotidien pour faire connaître ce dispositif conçu pour réduire les effets de l'exposition à certains risques professionnels sur la santé des salariés. Lors de ses échanges avec les entreprises, elle les incite aussi à se questionner pour améliorer leurs actions en prévention.

TRAJECTOIRES MENANT À L'INAPTITUDE CHEZ LES AGENTS DE NETTOYAGE : ANALYSE RÉTROSPECTIVE DANS UN SERVICE DE SANTÉ AU TRAVAIL LUXEMBOURGEOIS. *Kemgne Noutcha, Linda, septembre 2026.* *https://hdl.handle.net/2078.2/50494*

Ce travail analyse les trajectoires menant à l'inaptitude définitive chez les agents de nettoyage au Luxembourg, à partir d'une cohorte rétrospective de 1057 dossiers d'inaptes (2019-2024) appariés à 1057 agents restés aptes. L'objectif est de comprendre les signaux faibles et les étapes clés précédant la désinsertion professionnelle, afin d'optimiser la prévention et le maintien en emploi dans ce secteur vulnérable. La méthodologie a consisté à extraire 2114 dossiers d'agents déclarés définitivement inaptes et d'agents ayant maintenu leur aptitude sur la période d'étude de référence ; les inaptes définitifs (1057) ayant été appariés aux aptes (1057), selon l'âge, le sexe et le nombre d'années de travail au sein de leurs entreprises. Une analyse descriptive et comparative des profils sociodémographiques, pathologies, types de visites médicales, aménagements de poste et séquences de décisions médicales, a été faite en premier lieu. Une modélisation des parcours de santé a été faite par la suite, à travers une analyse séquentielle et une matrice de transition. Les résultats attestent de la forte féminisation de la population des agents dont l'inaptitude définitive a été prononcée (87,7%) avec un âge médian de 49,8 ans et une ancienneté médiane de 13 ans au sein de leur entreprise ; les troubles musculosquelettiques (TMS) et troubles dépressifs sont surreprésentés chez ces derniers. Ils bénéficient plus souvent de visites de reprise (53,5%) et d'aménagements de poste (24,4%), mais

ces interventions sont tardives : dans 82,9% des cas, l'inaptitude survient moins de 6 mois après l'aménagement. Des trajectoires de santé reconstruites, deux se démarquent : celle de l'aptitude maintenue (44,2%) et celle de l'aptitude avec restriction (19%). Les états d'aptitude (avec ou sans restriction) sont relativement stables entre deux visites, mais la bascule vers l'inaptitude peut être brutale ou progressive. Les signaux faibles incluent l'intensification du suivi médical et la multiplication des restrictions. L'inaptitude n'est pas un événement isolé mais l'aboutissement d'une usure professionnelle cumulative, marquée par des expositions biomécaniques et psychosociales, et des interventions souvent trop tardives ; les dispositifs de prévention doivent être repensés pour agir plus précocement, notamment dès l'apparition des premières restrictions d'aptitude Une approche globale, impliquant employeurs, services de santé au travail et législateur, est nécessaire pour mieux prévenir la désinsertion professionnelle dans ce secteur.

Job Strain and Nonstandard Work Schedules as... : Journal of Occupational & Environmental Medicine. *Ovid. Pré-print 28 juillet 2026. https://doi.org/10.1097/JOM.0000000000003839*
Objective: To evaluate associations between occupational characteristics and accelerated phenotypic aging among working-age U.S. adults. Methods: This cross-sectional study used National Health and Nutrition Examination Survey (NHANES) 1999-2010 data from 12,090 working adults aged 20-65 years. Occupations were categorized as high, moderate, or low strain based on job strain and control. Work schedule was classified as day, evening/night, or other nonstandard shift. Phenotypic age acceleration was assessed using PhenoAge residuals. Results: High strain (β = 0.44 years, 95% Confidence Interval [CI] 0.14-0.74) and moderate strain occupations (β = 0.49 years, 95% CI 0.12-0.85) were associated with higher PhenoAge residuals compared with those in low strain occupations. Evening/night shifts work was also associated with accelerated aging (β = 0.66 years, 95% CI 0.13-1.19). Conclusions: Occupational strain and evening/night shift work may contribute to accelerated phenotypic aging.

Prévention de l'usure professionnelle, construire la santé au long cours. *ANACT, 2026.*
https://www.anact.fr/exemples-demarches-prevention-usure-professionnelle
Ce guide partage les enseignements de trois démarches de prévention de l'usure professionnelle : - Le Centre communal d'action sociale de Montpellier a mené un travail d'analyse participative des situations-problèmes et des indicateurs d'absentéisme pour redonner des perspectives de parcours professionnels aux agents, - Procanar, PME bretonne de l'agroalimentaire, a déployé une démarche globale qui intègre les dimensions santé, formation et organisation du travail, avec l'objectif d'accompagner ses salariés seniors tout en rendant l'organisation plus agile, - CDC Habitat Grand-Ouest, bailleur social, a utilisé la méthode du « Diagnostic-photo » pour donner la parole aux gardiens et employés d'immeuble, faire émerger les contraintes du travail réel et lancer des actions d'amélioration de l'ergonomie, la charge de travail et la reconnaissance. Ces trois démarches ont été construites avec l'appui de trois directions régionales de l'Anact : Occitanie, Bretagne et Normandie.

Association of night shift work and biological ageing: the mediating role of body mass index. *Shen, Wenqi, Lingli Cai, Jiang Li, Ying Sun, Bin Wang, Ningjian Wang, et Yingli Lu. Age and Ageing 53, nº 11 (1 novembre 2024): afae242. https://doi.org/10.1093/ageing/afae242*
We aimed to examine whether current and lifetime night shift work is associated with accelerated biological ageing and the potential role of body mass index (BMI) in mediating the association.Data were sourced from the UK Biobank cohort. This study included participants who reported detailed information on their current work schedule and had complete data to calculate PhenoAge. The outcome of interest was biological ageing, measured by PhenoAge acceleration. Multivariable linear regression models were conducted to test the relationship between night shift work and biological ageing. Mediation analyses were performed.Of the 182 064 participants included, the mean age was 52.6 years, and 51.1% were male. After adjustment for chronological age and sex, compared with day workers, shift workers without night shift, irregular night shift workers and permanent night shift workers were associated with 0.59-, 0.87- and 1.30-year increase in biological ageing, respectively (P for trend <.001). Considering the lifetime work schedule, participants who worked night shifts >10 years and participants who worked >8 night shifts each month showed increased

biological age acceleration [>10 years: β = 0.54, 95% confidence interval (CI) 0.29–0.79; >8 times/month: β = 0.29, 95% CI 0.07–0.50]. The mediation analysis showed that BMI mediated the associations between night shift work and biological age acceleration by 36%–53%.We showed that night shift work was associated with accelerated biological ageing. Our findings highlight the interventions on appropriate shift work schedules and weight management in night shift workers, which may slow the biological ageing process and ultimately reduce the burden of age-related diseases.

Shift work, accelerated biological aging and mortality risk in US adults: a national prospective cohort study. *Wang, Ruhan, Keyu Yuan, Tingting Li, Buyun Liu, Wei Bao, et Shuang Rong. International Archives of Occupational and Environmental Health 99, nº 7 (6 septembre 2026): 44. https://doi.org/10.1007/s00420-026-02233-3*
To examine the association between shift work and all-cause and cause-specific mortality in the U.S. population and assess whether biological age acceleration mediates this relationship.

Shift work and early vascular aging: a systematic review. *Xie, Huilong, Linjie Shu, Ran Cheng, Min Hu, et Jingwen Liao. BMC Public Health 26, nº 1 (15 juillet 2026): 2895. https://doi.org/10.1186/s12889-026-28426-6*
People worldwide are increasingly engaged in shift work across modern industries. This might have long-term health implications, including early vascular aging (EVA) characterized by modified vascular structures, impaired vascular function, and changed circulatory indicators. Evaluating the relationship between EVA indicators and shift work could provide valuable insights into changes in vascular health. However, this relationship remains a matter of debate.

Travailleurs jeunes / âgés, relations intergénérationnelles

Intergenerational knowledge sharing in the industrial workforce to prevent tangible costs: empirical insights from the Styrian region in Austria. *Bobek, Vito, Bianca Kokol, et Tatjana Horvat. International Journal of Innovation and Learning 40, nº 4 (janvier 2026): 386-409. https://doi.org/10.1504/IJIL.2026.157329*
Cette étude examine le partage intergénérationnel des connaissances au sein du secteur industriel styrien, en s'intéressant à la manière dont les pratiques de gestion des ressources humaines (GRH) favorisent ou entravent ce partage dans un contexte d'évolution démographique. En effet, la perte de connaissances due aux départs à la retraite ou aux roulements de personnel imprévus n'est pas une simple hypothèse : elle engendre des coûts concrets. S'appuyant sur 11 entretiens semi-directifs avec des professionnels des RH, des employés de tous niveaux et un représentant d'une agence locale pour l'emploi, la recherche identifie les principaux moteurs, freins et mécanismes privilégiés du partage des connaissances. Les résultats soulignent le rôle central du mentorat, des formations adaptées à l'âge et de pratiques de GRH personnalisées pour réduire les clivages générationnels. Tandis que les travailleurs plus âgés privilégient l'expérience et la confiance relationnelle, les plus jeunes recherchent une structure, des retours d'information et un accompagnement numérique. L'étude apporte des données empiriques issues d'une région européenne encore peu explorée et propose des pistes concrètes aux professionnels des RH souhaitant développer des écosystèmes de connaissances durables. Elle se conclut par des recommandations pratiques pour la conception des RH et appelle à des recherches complémentaires sur les systèmes de connaissances basés sur l'intelligence artificielle et les comparaisons intersectorielles.

Cooperation or Competition? The Motivational Pathways from Successful Aging to Knowledge Hiding. *Academy of Management Proceedings, 17 juillet 2026.*
https://journals.aom.org/doi/abs/10.5465/AMPROC.2026.15362abstract
As organisations increasingly expect older workers to leverage their successful aging at work to act as knowledge transmitters, there are mixed findings regarding the relationship between successful aging at work and older workers' knowledge hiding. To address this issue, we drew on the dominance–prestige theory of

social status and developed a model to explore how and why successful aging at work influences older workers' knowledge hiding toward younger colleagues through countervailing pathways. We tested our hypotheses using a three-wave survey of 364 older employees. The results indicated that successful aging at work reduced older workers' knowledge hiding toward younger colleagues through status cooperation orientation but increased their knowledge hiding toward younger colleagues through status competition orientation. Furthermore, older workers in organisations with high age-inclusive human resource practices were more likely to translate successful aging at work into a stronger status cooperation orientation and a weaker status competition orientation. We discuss the theoretical and practical implications of our findings and propose avenues for future research.

***Mentoring and Work Engagement: A Dyadic Study on the Role of Mentor and Protégé Age**. Doerwald, Friederike, Susanne Scheibe, et Nico W. Van Yperen. Zeitschrift für Arbeits- und Organisationspsychologie A&O, 5 novembre 2026. https://doi.org/10.1026/0932-4089/a000490:*
Assuming the role of a mentor is a frequently proposed human resources (HR) strategy to keep older workers engaged, whereas assuming the role of the protégé is a prominent HR tool to support younger workers' development. Building on lifespan development theory, we hypothesize that providing mentoring is more engaging for older than younger workers, whereas receiving mentoring is more engaging for younger than older workers. Accordingly, we tested whether age moderates associations between mentors' and protégés' perceptions of mentoring support and each party's work engagement. Data were collected from 154 supervisor–employee dyads. Actor–partner interdependence models provided limited support for our hypotheses. Except for the relationship between role modeling received and protégés' physical work engagement, no age moderation effects were found. Actor effects were found for role modeling provided and received on work engagement, suggesting that mentoring may carry motivational benefits for both mentors and protégés that are independent of age.

***Apprentissage intergénérationnel et espaces d'interaction : vecteurs de sens ?** Joly, Aurélie. Projectics / Proyéctica / Projectique, nº 2 (29 juillet 2026): 191-216. https://doi.org/10.3917/proj.hs06.0191*
Cet article s'inscrit dans un contexte où les établissements de santé font face à un vieillissement des effectifs, à des difficultés de recrutement et à un turnover important qui reconfigurent en permanence les collectifs de travail. La coexistence de plusieurs générations au sein des équipes soignantes représente à la fois une richesse et un défi, notamment en matière de transmission des savoirs et de cohésion. En mobilisant les concepts d'espaces d'interaction, d'apprentissage organisationnel et de Ba, la recherche questionne les conditions dans lesquelles l'apprentissage intergénérationnel devient un vecteur de sens pour les professionnels. Une démarche qualitative par entretiens semi-directifs a été menée auprès de vingt-deux infirmiers et cadres de santé issus de contextes variés (sanitaires et médico-sociaux). Les résultats mettent en évidence trois dynamiques majeures : la complémentarité des apports entre générations, le rôle structurant des espaces formels et informels, et la place centrale du cadre de santé dans l'animation de ces espaces. In fine, l'article propose enfin des préconisations managériales visant à organiser et reconnaître ces espaces d'interaction afin de soutenir la qualité des soins et la cohésion des équipes.

***INTERGENERATIONAL KNOWLEDGE TRANSFER IN THE WORKPLACE. Measurement, antecedents, and intervention in the Italian Public Administration.** Pepe, Marco, 1 septembre 2026. https://iris.unicampania.it/handle/11591/607064*
The increasing relevance of knowledge-based work and the demographic aging of the workforce have made intergenerational knowledge transfer a critical challenge for contemporary organizations, particularly within public administrations undergoing processes of generational renewal. Preserving organizational know-how while fostering collaboration between younger and older employees requires a deeper understanding of the psychological, relational, and organizational mechanisms that underpin knowledge transfer processes. This doctoral dissertation addresses this challenge through three empirical studies that jointly examine the measurement, antecedents, and promotion of intergenerational knowledge transfer in the Italian Public

Administration. Furthermore, Study 1 and Study 2 have also been initiated in Poland with a Polish sample; data collection is currently ongoing. Study 1 focuses on the measurement of knowledge transfer by validating the Italian version of the Knowledge Transfer Scale originally developed by Wilkesmann et al. (2009). Using a multi-sample design, the study provides evidence for the reliability, factorial validity, measurement invariance over time, and concurrent and predictive validity of the scale, thus offering a robust tool for assessing knowledge transfer behaviors in Italian organizational contexts. Study 2 empirically tests the Intergenerational Knowledge Transfer model proposed by Fasbender and Gerpott (2022) within an Italian public organization. Drawing on a cross-sectional sample of employees from the Italian National Social Security Institute (INPS), the study examines age-differentiated psychological mechanisms underlying knowledge sharing among younger and older workers. The findings partially support the proposed model, highlighting the role of motivational factors, social comparisons, and perceived similarity in shaping intergenerational knowledge transfer behaviors. Study 3 extends this line of research by testing an intervention protocol explicitly derived from the Intergenerational Knowledge Transfer model. Using a quasi-experimental design with intervention and control groups, the study evaluates the effects of a training-based program aimed at fostering knowledge sharing and reducing psychological barriers between age groups. Although the intervention did not yield statistically significant effects, the results reveal some meaningful trends consistent with the theoretical framework, offering valuable insights into the challenges of translating theory-driven models into organizational interventions. Overall, this dissertation contributes to the literature on knowledge management and work and organizational psychology by integrating measurement, theory testing, and intervention research. The findings provide theoretical implications for understanding intergenerational knowledge transfer as a psychologically grounded process and practical insights for designing evidence-based initiatives to support knowledge continuity and collaboration in public sector organizations.

Lu dans la presse

***Multi-generational and older workers**, 1 septembre 2026. https://insights.economistenterprise.com/health-society/workplace-mental-health/employee-profiles/multi-generational-and-older-workers*
With five generations working together for the first time in US history, this multi-generational melting pot poses a challenge for employers when it comes to mental health and an awareness of how different life experiences can shape employees' work lives

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***Prévention chez Infiniglass : l'autre côté du miroir !**, 27 octobre 2026. https://www.var-entreprises.com/prevention-chez-infiniglass-lautre-cote-du-miroir*
La miroiterie Infiniglass de Six-Fours était dernièrement le théâtre d'une immersion dédiée à la prévention organisée par Odalia, dans le cadre des rencontres santé-travail du réseau Présance Paca-Corse. Des aménagements de postes ont été faits pour réduire la pénibilité et « maintenir dans l'entreprise des salariés qui pourraient être en difficulté physique ». Des salariés ont une ancienneté de 20 ans (https://www.info83.fr/prevention-au-travail-infiniglass-et-odalia-presentent-des-actions-concretes-a-six-fours-les-plages/).

*[Extrait] **Formation continue : l'entretien pro a lieu maintenant tous les quatre ans, bonne ou mauvaise nouvelle ?** SudOuest.fr, 24 octobre 2026. https://www.sudouest.fr/politique/education/formation-continue-l-entretien-pro-a-lieu-maintenant-tous-les-quatre-ans-bonne-ou-mauvaise-nouvelle-31189889.php*
Depuis le 1er octobre, le rendez-vous avec son employeur pour parler de son évolution professionnelle n'est plus tous les deux ans, mais tous les quatre ans. Certains y voient des points positifs, d'autres une « catastrophe » pour la formation continue des salariés

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Webinaires et congrès

***38e Journées Nationales de la Santé au Travail dans le BTP**, 2 juin 2027. https://www.journees-sante-travail-btp.fr*
Le secteur du BTP est un monde qui construit, transforme et façonne durablement nos territoires. Mais pour continuer à construire demain, il nous faut aussi nous interroger sur notre capacité à permettre aux professionnels du secteur de préserver leur santé tout au long de leur vie professionnelle. L'allongement de la carrière est aujourd'hui un constat qui nous concerne tous. Dans le BTP, cette question prend une dimension particulière. Les métiers du secteur sont riches de savoir-faire, d'engagement et de solidarité, mais ils exposent également les femmes et les hommes qui les exercent à des contraintes physiques, organisationnelles et environnementales qui, au fil des années, laissent des traces. Comment concilier la possibilité de travailler plus longtemps avec la préservation durable de la santé au travail ? Comment préserver les compétences et l'expérience tout en faisant évoluer les façons de travailler ? Comment accompagner les parcours professionnels pour que l'âge ne devienne ni un facteur d'exclusion, ni une fatalité ? C'est tout l'enjeu de ces 38es Journées Nationales de la Santé au Travail dans le BTP, placées sous le thème « Le défi de l'allongement de la carrière dans le BTP : construire sans se déconstruire ». Parce qu'allonger les carrières ne peut pas simplement signifier travailler plus longtemps, nous devons collectivement réfléchir à la manière de travailler autrement, prévenir plus tôt, adapter les situations de travail et accompagner les parcours professionnels. Cette réflexion concerne naturellement la prévention des risques professionnels et le suivi de l'état de santé des travailleurs. Elle nous invite également à porter un regard plus large sur l'organisation du travail, les évolutions des métiers, la transmission des savoirs, le maintien en emploi, la prévention de la désinsertion professionnelle et la place de chacun dans l'entreprise, quel que soit son âge. Elle nous conduit surtout à dépasser une approche centrée sur la seule fin de carrière. La capacité à bien vieillir au travail se prépare bien en amont, tout au long du parcours professionnel. Les SPSTI du BTP, les entreprises, les salariés, les professionnels de santé au travail, les acteurs de la prévention et l'ensemble de nos partenaires ont chacun un rôle à jouer. C'est en croisant nos expertises, nos expériences de terrain et nos regards que nous pourrons faire émerger des réponses concrètes et adaptées aux réalités du secteur. Ces journées seront donc un temps pour prendre du recul, partager, débattre et construire ensemble. Construire des solutions pour préserver la santé. Construire des parcours professionnels plus durables. En somme, faire du BTP un secteur qui valorise l'expérience tout en accompagnant l'évolution des métiers et des pratiques. Car finalement, construire sans se déconstruire, c'est faire en sorte que la durée de la vie professionnelle ne se fasse pas au détriment de la santé, mais qu'elle puisse au contraire s'inscrire dans un parcours où chacun peut continuer à trouver sa place, à transmettre, à évoluer et à exercer son métier dans de bonnes conditions. Nous vous donnons rendez-vous les 2, 3 et 4 juin 2027 pour cette nouvelle édition des Journées Nationales de la Santé au Travail dans le BTP, afin de partager ensemble les enjeux et surtout les solutions pour faire de l'allongement de la carrière un défi collectif, pour un secteur du BTP où chacun puisse exercer son métier durablement et en bonne santé. Nous vous souhaitons à toutes et à tous de très belles 38e Journées de la santé au travail dans le BTP.

***Web échange "Valoriser les 50 ans et + pour renforcer la performance "**. Google Docs, 4 novembre 2026. https://docs.google.com/forms/d/e/1FAIpQLSc1K1sl5TAoxf9-QuEXZVKpAaEuCz8yQg-Sa2_BUtdD_Xd5hA/viewform?usp=send_form&usp=embed_facebook*
Le Web échange aura lieu le 4 novembre 2026 de 11h00 à 12h30 (Heure de Martinique) soit de 16h à 17h30 heure de la métropole. Lieu : En distanciel Objectifs : • Comprendre les enjeux du vieillissement de la population active en Martinique • Déconstruire les stéréotypes liés à l'âge et valoriser les compétences des salariés expérimentés • Identifier les facteurs d'usure professionnelle et leurs impacts sur les parcours professionnels • Comprendre les enjeux du maintien en emploi et de la prévention de la désinsertion professionnelle • Découvrir les leviers organisationnels permettant de favoriser des parcours professionnels durables • Identifier les ressources mobilisables au sein de l'entreprise et sur le territoire • Favoriser la mise en mouvement et l'engagement des participants ⚠ Web-échange non enregistré – aucun replay ne sera disponible. Pour plus d'informations, contactez-nous au 0596 66 67 60 ou à l'adresse contact-aract-

martinique@anact.fr

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Web échange « L'usure professionnelle et si on en parlait ! » *Google Docs, 8 décembre 2026.*
https://docs.google.com/forms/d/e/1FAIpQLSc8Z994es7mb05j1mjlX7pp7oGHN8L0ek7iUywgAijqN7zGYQ/viewform?pli=1&usp=send_form&pli=1&authuser=0&usp=embed_facebook
L'atelier aura lieu le 8 décembre 2026 de 11h00 à 12h30 (Heure de Martinique), soit de 16h à 17h30 heure de la métropole. Lieu : Aract-Itt Martinique Objectifs : - Partager une vision commune de ce qu'est l'usure professionnelle - Échanger avec d'autres acteurs d'entreprise - Préciser vos attentes - Découvrir un cycle de 4 ateliers pour bâtir pas à pas votre démarche de prévention. Pour plus d'informations, contactez-nous au 0596 66 67 60 ou à l'adresse contact-aract-martinique@anact.fr

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Bienvenue ! Vous êtes invité à participer à un webinaire: L'inaptitude. Après votre inscription, vous recevrez un courriel de confirmation de votre participation au webinaire. *Zoom, 3 décembre 2026.*
https://zoom.us/webinar/register/1017706274996/WN_33GjIzrSSb-uKc4XAFMSsA
L'inaptitude au travail constitue une étape sensible dans le parcours professionnel, tant pour le salarié que pour l'employeur. Ce webinaire clarifiera le cadre réglementaire de l'inaptitude, le rôle des différents acteurs et les solutions existantes pour anticiper les situations à risque et favoriser le maintien dans l'emploi lorsque cela est possible.