

# Rapport de veille n° 88

## **Vieillesse au travail et prévention de la désinsertion professionnelle**

12/05/2026

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

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## Veille réglementaire

**CIR-3/2026 | Directives extranet.** Consulté le 6 mai 2026. <https://circulaires.ameli.fr/circulaire/cir-32026>  
Présentation du Fonds d'investissement dans la prévention de l'usure professionnelle prévu par l'article 17 de la loi de financement rectificative de la sécurité sociale pour 2023 et ses deux décrets d'application du 10 août 2023. Au sommaire - Les finalités et enjeux du FIPU ; - La définition d'orientations, l'élaboration d'une cartographie de référence, répartition de l'allocation des crédits ; - Les dispositions retenues pour la mise en œuvre des aides financières aux entreprises ; - Les dispositions retenues pour le financement des projets de transition professionnelle (PTP) par France compétences.

## Généralités

**Gender and age diversity. Does it matter for firms' productivity?.** Challe, Laetitia, Fabrice Gilles, Yannick L'Horty, et Ferhat Mihoubi. *Erudite Working Paper*, Erudite Working Paper, 2021.

<https://ideas.repec.org/p/eru/erudwp/wp21-10.html>

We explore the link between the firm's workforce composition in terms of female, young and senior workers and its performance. Despite extensive research, the impact of age and gender workforce diversity on firms' growth and performance remains theoretically and empirically inconclusive. We consider two types of approaches. We question the complementarity of considered working populations (female / male workers ; young and older workers; senior and younger workers) estimating elasticity of substitutions in the framework of CES production functions. Then, we evaluate the effects of diversity in terms of those three working populations on firm labor productivity using a non-linear approach, using an original instrumental variable identification strategy to cope with endogeneity of diversity. Our econometric estimates, based on administrative data from French companies (2009-2015), highlight several results. First, female and male workers are at least partly complements; the same holds for young workers and other workers, and to a lesser extent between senior workers and other workers. Second, increasing diversity in terms of female, young or old workers is associated to greater productivity and generates often productivity gains; in particular, productivity gains decrease as the share of female or young workers is close to the diversity situation, confirming inverse U-shaped relation between productivity and the share of the given employed population. Third, this positive relation between female and young workers diversity and productivity is mainly attributable only to some industries, where the share of given working population is below or above the diversity situation. Consequently, this article seems to indicate robust findings to inspire public policy actions in favor of diversity in terms of female, young or old workers.

**Older Workers in a Digital Era.** Krekula, Clary, Daniela Șoitu, et Martin Lakomý, éd. Vol. 51. *International Perspectives on Aging*. Cham: Springer Nature Switzerland, 2026. <https://doi.org/10.1007/978-3-032-19034-5>  
How is digitalisation reshaping work for older workers across Europe? This open access volume offers a comprehensive examination of the challenges and opportunities that arise as technology transforms the labour market. Bringing together leading scholars from across Europe, the book provides fresh, evidence-based insights into working experiences of older workers in a digitalised labour market. Across 15 chapters, the contributors draw on diverse methodologies and data from multiple countries to explore critical themes sorted into the following thematic sections: Theoretical foundations and inequalities: Understanding how digitalisation intersects with age, gender, and sustainable career trajectories. Policy and media representations: Examining how regulations and public narratives depict the situation of older workers. Digital practices and health implications: Investigating the impact of technology on communication, well-being, and workplace dynamics. Sector-specific perspectives: Illustrating experiences of older workers in education, social care, and healthcare. This anthology serves as an essential resource for researchers, policymakers, and practitioners dealing with the complexities of ageing and work in the digital era. It not only maps current trends but also shows possible ways to support more inclusive and sustainable workplaces for all generations.

**L'activité des services de prévention et de santé au travail en 2024 | Travail-emploi.gouv.fr | Ministère du Travail et des Solidarités**, 13 février 2025. <https://travail-emploi.gouv.fr/lactivite-des-services-de-prevention-et-de-sante-au-travail-en-2024>

Ce rapport porte sur l'ensemble des services de prévention et de santé au travail (SPST) et des services de santé au travail en agriculture (SSTA) en France. Le chapitre 3 page 62 présente les actions des SPST en matière de PDP.

**The sociology of late working life.** Léime, Áine Ní, et Debra Street. In *Research Handbook on the Sociology of Ageing*, 510-30. Edward Elgar Publishing, 2026.

<https://www.elgaronline.com/edcollchap/book/9781802206630/chapter29.xml>

This chapter briefly describes the context shaping late working lives in the late twentieth and early twenty-first centuries and identifies theoretical frameworks that sociologists have used to understand late working life. These include early theoretical approaches to understand ageing, from disengagement, activity, and more recently, successful/positive ageing theories to more recent critical approaches that include political economy, feminist, and life course frameworks. We then discuss recent empirical studies that explore topics related to later working, including extending working lives, the increasing precarity of late life work, blurred exits, the impact of gender, ageism and inequalities, the significance of health, the balance between paid and unpaid work and work–life balance and, finally, training, automation and digitalisation. We document some of the major findings in sociological research on later working lives. Finally, we consider future directions for sociological research in the rapidly changing landscape of late working life.

**Effects of Job Lock and Work Arrangements on the Incidence of Occupational Injuries to Older Workers in the Health and Retirement Study, 2010–2022.** McFalls, Matthew, Andrew Ryan, Beth A. Virnig, Hyun Kim, Bruce H. Alexander, et Marizen R. Ramirez. *American Journal of Preventive Medicine* 70, n° 6 (1 juin 2026): 108290. <https://doi.org/10.1016/j.amepre.2026.108290>

Introduction Job lock—when older workers cannot retire owing to financial or health insurance needs—is potentially an occupational safety issue. This study explored the longitudinal effect of job lock on work-related injuries to older workers, hypothesizing that job lock increases their injury rates. It then examined how this relationship varies across work arrangements. Methods Analysis using 2010–2022 Health and Retirement Study data for workers aged 55–64 years and ≥65 years compared work exposures in each wave with injuries reported in the next wave. Repeated-measures negative binomial regression estimated longitudinal effects of job lock (financial, health insurance, or both) on work-related injuries, exploring effect modification by work arrangements (full time, part time, partly retired, self-employed). Analysis was conducted in 2025. Results Workers aged 55–64 years overall had 51.8 work-related injuries per 1,000 person-years, compared with 44.3 work-related injuries per 1,000 person-years for workers aged ≥65 years. Among those aged 55–64 years, these rates were 48% higher with job lock for financial reasons (incidence rate ratio=1.48 [95% CI=1.04, 2.13]) and similarly for health insurance reasons. Potentially stronger effects were observed for workers in full time (incidence rate ratio=1.57 [95% CI=1.15, 2.16]) and possibly part-time roles (incidence rate ratio=1.72 [95% CI=0.86, 3.46]). After age 65 years, these data suggest that workers had a 29% higher injury rate from financial job lock (incidence rate ratio=1.29 [95% CI=0.66, 2.51]). Conclusions Job lock was associated with higher work-related injury rates, particularly for those in full- or part-time roles before age 65 years. For self-employed, partly retired, or workers aged >65 years, job lock presented less clear injury risk, possibly from differences in job tasks or selection into safer roles. Further research should address mechanisms of job lock to elevate injury risks. Improving access to retirement resources earlier in workers' careers may help to address work-related injuries and economic challenges of aging.

**Ageing, Technology, and the Future of Work: Skills, Inclusion, and Innovation.** Meçik, Oytun.

<https://services.igi-global.com/resolvedoi/resolve.aspx?doi=10.4018/979-8-2600-1428-8>. IGI Global Scientific Publishing, 1 apr. J.-C. <https://www.igi-global.com/book/aging-technology-future-work/www.igi-global.com/book/aging-technology-future-work/407458>

As populations age and technological change increases, the future of work is reshaped, demanding new

*approaches to skills, inclusion, and innovation. Older workers are remaining in or reentering the workforce, bringing valuable experience while facing the need to adapt to new digital tools and (...).*

***Vieillessement de la main-d'oeuvre et politiques d'activation : inégalités de parcours et comparaison des régimes d'État-providence.*** Prioux, Louise, 2026. <https://doi.org/10.71781/34586>

*Ce travail vise à analyser les logiques d'activation des fins de carrière à partir d'une comparaison internationale. L'objectif est d'examiner leurs effets sur les parcours professionnels, sur la reconnaissance des transitions critiques et sur la production d'inégalités sociales en fin de carrière. Pour analyser cette problématique, ce travail s'appuie sur une double grille d'analyse. D'une part, il mobilise la typologie des régimes d'État-providence proposée par Esping-Andersen (1990), enrichie par le modèle méditerranéen et le cas hybride du Québec, afin de mieux comprendre les grandes logiques institutionnelles des systèmes de protection sociale. D'autre part, il intègre l'approche des parcours de vie, qui met l'accent sur la dimension longitudinale des trajectoires professionnelles, les transitions et les mécanismes cumulatifs d'inégalités (Elder, 1994 ; Dannefer, 2003). L'articulation de ces deux perspectives permet de mieux saisir les effets concrets des politiques d'activation sur les trajectoires individuelles. Dans cette perspective, ce travail poursuit trois objectifs principaux. Le premier est d'identifier les convergences et les divergences des politiques d'activation dans différents contextes institutionnels. Le second consiste à évaluer la capacité des régimes à tenir compte de la diversité des parcours professionnels, en portant une attention particulière aux trajectoires discontinues et aux transitions critiques comme la maternité, la maladie, le chômage, la pénibilité ou la proche aide. Enfin, le troisième objectif vise à analyser les effets sociaux de ces politiques, notamment en ce qui concerne la reproduction ou la transformation des inégalités en fin de carrière. L'analyse comparative porte sur cinq cas : le Royaume-Uni, la France, le Danemark, l'Espagne et le Québec. Ces pays ont été choisis pour la diversité de leurs traditions institutionnelles et de leurs systèmes de protection sociale, ce qui permet d'explorer différentes configurations et d'examiner la capacité des régimes à sécuriser les fins de carrière.*

***Age thresholds and the definition of the 'older worker' in EU and Italian employment law: Intergenerational justice from a legal perspective.*** Sonnati, Silvio. *European Labour Law Journal*, 21 avril 2026, 20319525261441188. <https://doi.org/10.1177/20319525261441188>

*This article examines intergenerational justice from a legal perspective by focusing on employment regulation and by addressing a preliminary question: how the legally relevant category of the 'older worker' is constructed in legal systems in which age operates both as a protected ground and as a recurrent regulatory criterion. Within the EU multilevel framework, the analysis draws on Directive 2000/78/EC - particularly Article 6 - and the case law of the Court of Justice of the European Union to show that EU equality law does not establish a single, fixed age marker for identifying who qualifies as an older worker, but instead bases age-based differentiation around justification requirements and structured proportionality review. Building on this premise, the article turns to Italy as a case study, reconstructing the statutory age criteria and eligibility conditions through which labour and social security rules allocate opportunities, duties and protection, and shape pathways of retention and exit across the working life cycle. Intergenerational justice is understood here as fairness between age groups coexisting in the workforce. The core question is whether the resulting regulatory architecture produces a balanced allocation of opportunities, burdens and protections across age positions, not only in distributive terms, but also in terms of relational equality and the legal conditions for quality work across the life course. In this sense, the article argues that intergenerational balance cannot be inferred from resource distribution alone, since working conditions and legal entitlements may enable or constrain longer working lives and shape older workers' willingness and capacity to remain in employment. On this basis, the article seeks to clarify the legal notion of the 'older worker', with two main objectives: first, to use it as an analytical lens through which to assess age-based regulation in labour law; and second, to frame it as a category that may be necessary for shaping a more balanced regulation of the labour market and the employment relationship in light of the changing age composition of the workforce.*

***Travail : un changement de paradigme - Article - INRS.*** Consulté le 6 mai 2026. <https://www.inrs.fr/media.html?refINRS=TM%2089>

La crise du logement, le vieillissement démographique, la révolution technologique, notamment l'intelligence artificielle, et le réchauffement climatique poussent le modèle du travail à évoluer, en plaçant la soutenabilité au centre des préoccupations.

## Retraite

***Does Employment Slow Cognitive Decline? Evidence from Labor Market Shocks.*** Kouchekinia, Noah Arman, David Neumark, et Tim A. Bruckner. Working Paper. Working Paper Series. National Bureau of Economic Research, avril 2026. <https://doi.org/10.3386/w35117>

*With large gains in life expectancy, the population share of disability due to cognitive decline and dementia has substantially increased. Many older adults in the United States leave the workforce well before age 65. Correlational evidence suggests that leaving the workforce before retirement age could accelerate the pace of cognitive decline. We offer causal evidence, using HRS data for the United States, exploiting plausibly exogenous shifts in labor demand in local labor markets as a Bartik instrument for employment variation across these markets. We find substantial declines over time in cognitive scores stemming from negative labor demand shocks. These findings are concentrated among men aged 51 to 64, whose employment decisions and outcomes may be more sensitive to local labor market conditions than are these decisions or outcomes for women or for older men. Our evidence extends past work focusing narrowly on the retirement age window and provides further support to the notion that working to older ages may delay age-related cognitive decline.*

## Discrimination, précarité, chômage

***Precaritization, financial security and social class among older workers after job loss.*** Barnes, Tom, et Sally Weller. In *Handbook on Precarious Work*, 299-313. Edward Elgar Publishing, 2026.  
<https://www.elgaronline.com/edcollchap/book/9781035308347/chapter19.xml>

*Older workers expelled from relatively secure long-term jobs have been depicted as one of the groups most likely to join the ranks of a new social class called 'the precariat'. In this portrayal, entry into the precariat class is the inevitable outcome of workers' pathway into poor quality, insecure and low-paid employment. This chapter counter-frames precarity as a process – one of precaritization – rather than a static category in which individuals are either 'members' or 'non-members'. A process-oriented view reveals the forces of precaritization as contingent on the evolving interaction of work and life histories in the context of regulatory frameworks. We show that entry into precarious work does not necessarily lead to a precarious life. Rather, divergent trajectories after job loss reproduce and intensify socio-economic differences, especially differences in asset-based wealth inequality. Our conclusions add further doubt on the existence of the precariat as a separate and distinctive social class.*

***Silent struggle: How older employees' relational age and voice behavior shape co-worker trust and performance in professional teams - Chia-Yen (Chad) Chiu, Sanjeewa Perera, Valerie Caines, 2026.*** Caines, Chia-Yen (Chad) Chiu, Sanjeewa Perera, Valerie. *Human Relations*, 9 avril 2026.

<https://journals.sagepub.com/doi/full/10.1177/00187267261435537>

*How do older employees maintain trust and demonstrate value in age-diverse teams where seniority does not confer authority? In flat-structured teams where members...*

***Les seniors sont-ils vraiment discriminés lors du recrutement ? | DARES.*** Consulté le 6 mai 2026.

<https://dares.travail-emploi.gouv.fr/publication/les-seniors-sont-ils-vraiment-discrimines-lors-du-recrutement>

*Dans un contexte de vieillissement de la population et de recul de l'âge de départ à la retraite, la question de la place des seniors sur le marché du travail et de leur accès à l'emploi est centrale.*

***Représentations et discriminations liées à l'âge : jeunes et seniors sur le marché du travail | DARES.***

Consulté le 7 mai 2026. <https://dares.travail-emploi.gouv.fr/evenement/representations-et-discriminations->

### [liées-lage-jeunes-et-seniors-sur-le-marche-du-travail](#)

Cette journée d'étude s'est tenue le 17 mars 2025 à l'auditorium de la tour Olivier de Serres (Paris 15e) et portait sur les « représentations et discriminations liées à l'âge : jeunes et seniors sur le marché du travail ». Retrouvez ci-dessous le replay et les supports des intervenant(e)s.

**One threat, two paths: A social identity model of age discrimination's asymmetric impact on older workers' knowledge seeking and sharing.** Zhang, Fangfang, Lucinda Iles, Daniela Andrei, Leah Zoszak, et Sharon K. Parker. *Journal of Occupational and Organizational Psychology* 99, n° 2 (1 juin 2026): e70114.

<https://doi.org/10.1111/joop.70114>

Organizations risk losing invaluable expertise as the workforce ages, a problem exacerbated when age discrimination discourages older workers from sharing and seeking knowledge. Drawing on the workplace inclusion framework and work design theory, this study investigates a moderated mediation model where perceived age discrimination hinders knowledge transfer by diminishing older workers' sense of belongingness and uniqueness.

## **Employabilité, maintien dans l'emploi des travailleurs vieillissants**

**Rewarding Work and Memory Perceptions: Evidence Among Older Workers in the Health and Retirement Study.** Guardiano, Megan, Johannes Siegrist, et Jian Li. *Safety and Health at Work* 17, n° 1 (1 mars 2026): 106-11. <https://doi.org/10.1016/j.shaw.2025.12.004>

**Background** The projected expansion of an aging United States (US) workforce prompts further evaluation of the potential impact of work on cognitive health. This study aimed to investigate longitudinal associations of reward and effort at work with subjective memory among US older workers. **Methods** Data were obtained from the population-based Health and Retirement Study. At the 2006–2008 baseline, effort and reward were measured using hypotheses based on the effort-reward imbalance (ERI) model. A subjective memory summary score that was composed of two items, in which higher scores indicated better subjective memory, was assessed biennially between the baseline and 2018. Generalized estimating equations analyzed longitudinal associations of effort and reward categories with changes in subjective memory between the baseline and follow-ups. Demographic, socioeconomic, lifestyle, health, and work covariates were adjusted for in linear regression models. Supplementary analyses explored the associations of ERI components with each of the two items that formed the subjective memory summary score. **Results** Among 3,497 workers aged 50 years and older, after covariate adjustments, high reward was significantly associated with better subjective memory (regression coefficient: 0.15 [95% confidence interval: 0.07, 0.23],  $p < 0.001$ ). Compared to the combination of “low effort and low reward,” other effort-reward combinations were also associated with increased subjective memory ( $p < 0.05$ ). Supplementary analyses demonstrated significant positive associations with independent high reward and ERI combinations. High effort was positively related to subjective memory, although the association was not significant after adjustments. **Conclusion** Work-related reward, independently and in combination with effort, may contribute to improved subjective memory among US older workers.

**Work-related psychosocial factors and working life expectancy among Finnish public sector employees aged 50 years or older.** Haukka, Eija, Katriina Heikkilä, Jaana Pentti, Jussi Vahtera, Holendro Singh Chungkham, Paola Zaninotto, Mika Kivimäki, Jenni Ervasti, et Sari Stenholm. *Scandinavian Journal of Work, Environment & Health* 52, n° 3 (2026): 272-81. <https://doi.org/10.5271/sjweh.4298>.

**Objective** This study aimed to examine the associations between work-related psychosocial factors and working life expectancy (WLE) across occupational groups among Finnish public sector employees aged  $\geq 50$  years. **Methods** In this cohort study, 70 662 Finnish public sector employees completed surveys on work-related psychosocial factors in 2000–2002, 2004, 2008, 2011–2012, 2013–2014, and 2015–2016, with each participant responding at least once at age  $\geq 50$  years (response rates 66–71%; 80% female). Survey data were linked to pensionable earnings records to verify work participation until 31 December 2018. WLE between ages 50 and 68 was estimated using a multi-state life tables approach. Analyses were conducted among three

*occupational groups: managers and specialized professionals, non-manual professionals, and service and manual workers.*

**Results** *The overall WLE at age 50 was 13.1 years [95% confidence interval (CI) 13.1–13.2]. Work-related psychosocial factors were associated with shorter WLE across all occupational groups, with WLE shortening from the highest to the lowest occupational group. High effort–reward imbalance (ERI) was associated with the shortest WLE, approximately five months shorter than among employees with low ERI. Compared with managers and specialized professionals with low psychosocial risks, high ERI, high job strain, high relational or procedural injustice were each associated with an approximately 1-year shorter WLE among service and manual workers. Occupational group showed a stronger association with WLE than the accumulation of psychosocial risk factors. No sex differences in WLE were observed.*

**Conclusion** *These findings suggest that promoting favorable psychosocial working conditions may extend working careers and reduce inequalities in working life participation, particularly among service and manual workers.*

**DIGITAL EXCLUSION ACROSS GENERATIONS: AI SKILLS, BONDING AND BRIDGING SOCIAL CAPITAL, AND UNEQUAL PATHWAYS TO EMPLOYABILITY.** Lissitsa, S., et C. Sabag Ben-Porat. *INTED2026 Proceedings*, 2026, 1975. <https://doi.org/10.21125/inted.2026.1975>

*Rapid technological and organizational changes have intensified concerns regarding new forms of digital exclusion, particularly inequalities in individuals' ability to convert human and social capital into perceived employability. This study examines how three forms of human capital (education, English proficiency, and AI skills) and two forms of social capital (bonding and bridging) shape employability across Generations Z, Y, and X. Although employability has traditionally been understood as a function of formal education and labor-market experience, constant technological evolution and shifting opportunity structures suggest that different resources may matter for different age groups. Based on a national online survey of 723 Israeli adults aged 18–60, separate linear regression models were estimated for each generational cohort. Across all groups, AI skills emerged as a significant predictor of perceived employability, although the strength of the association varied by age. The largest effect was observed among Generation X, indicating that technological competence plays a compensatory role for individuals whose careers began before the rise of AI-centered work practices. For Generations Y and Z, AI skills remained important but were more moderately associated with employability, reflecting their earlier and more routine exposure to technologically mediated environments. Bonding social capital was a strong and consistent predictor of employability across all generations, underscoring the centrality of trust-rich, supportive relationships for navigating uncertain labor-market conditions. In contrast, bridging social capital did not contribute positively to employability in any cohort and was significantly negative for Generation Y. This pattern contradicts classical theories that emphasize the universal advantages of weak ties and suggests that loose, heterogeneous networks may not translate into concrete opportunities within contemporary, AI-intensive labor markets. Traditional forms of human capital, namely education and English proficiency, did not significantly predict employability for any generation, indicating a structural shift in how labor-market resources are valued. Together, the findings highlight that generationally specific patterns of human and social capital produce distinct forms of digital exclusion, reflected in unequal capacities to maintain or enhance perceived employability in rapidly changing technological environments.*

**Evolution des conclusions médicales entre visite de pré-reprise et visite de reprise : une étude observationnelle rétrospective.** Mayet, A., et S. Fantoni. *Archives des Maladies Professionnelles et de l'Environnement* 87, n° 2 (1 avril 2026): 103032. <https://doi.org/10.1016/j.admp.2026.103032>

**Résumé** *Introduction L'augmentation des maladies chroniques et le vieillissement de la population active font du maintien en emploi un enjeu prioritaire en santé au travail. Les recommandations 2019 de la Haute Autorité de santé, inspirées des pratiques nord européennes, renforcent le rôle de la visite de pré-reprise (VPR) comme levier de réintégration, questionnant l'intérêt d'une visite de reprise (VR) médicale systématique. L'objectif principal était de décrire l'évolution des conclusions médicales entre VPR et VR consécutives, et l'objectif secondaire d'analyser les situations où un retour au poste antérieur est envisagé dès la VPR. Méthodes Cette*

étude observationnelle rétrospective a porté sur 880 VPR dont 643 ont été suivies d'une VR, réalisées entre janvier 2023 et octobre 2024 dans un service de prévention et santé au travail interentreprise des Hauts-de-France. Les conclusions des visites ont été typées, puis analysées à l'aide d'une table de transitions. Pour les 331 paires VPR-VR avec reprise prévue en VPR, une régression logistique a recherché les facteurs associés à un changement de la conclusion. Résultats L'issue globale (reprise ou non-reprise) est confirmée en VR dans plus de 80 % des cas, avec moins de 2,6 % de renversements. Parmi les reprises sans aménagement pressenties, 27,8 % en ont finalement nécessité un. Les conclusions sont identiques pour 61 % des paires VPR-VR avec reprise pressentie dès la VPR. L'allongement du délai VPR-VR augmente significativement la probabilité de changement de conclusion (OR=1,011 [1,006-1,016] ;  $p < 0,001$ ), atteignant 36 % à un mois. Conclusion Les résultats soulignent la valeur prédictive de la VPR et la stabilité des conclusions lorsque l'intervalle VPR-VR est court. Ils plaident pour une rationalisation des VR via une délégation encadrée aux infirmiers, avant une éventuelle révision légale de leur caractère obligatoire. Une étude prospective permettrait de conforter ces observations.

**Psychosocial and work-related predictors of self-perceived employability and intention to continue working among older offshore workers.** Souza Coroa Contage, Luiza de, Lucia Helena de Freitas Pinho França, et Luciana Mourão. *International Journal of Occupational Safety and Ergonomics* 0, n° 0 (28 avril 2026): 1-11. <https://doi.org/10.1080/10803548.2026.2652686>

Population aging poses challenges for the global economy, particularly regarding retirement and the continued participation of older workers in the labor market. These challenges are intensified for offshore workers due to adverse working conditions. This study investigated predictors of self-perceived employability and retirement intention among Brazilian offshore workers aged  $\geq 45$  years, and the mediating role of employability in this process. A total of 367 workers participated by answering a questionnaire with sociodemographic questions and validated scales. Data were analyzed using descriptive statistics, confirmatory factor analysis (JASP version 0.18) and structural equation modeling. Results showed that age influences the intention to continue working. Health, education, professional development, psychological flexibility and organizational entrenchment were key predictors of self-perceived employability. Working conditions and work-life balance were also significant, highlighting the importance of organizational strategies to retain older offshore workers. The study contributes to organizational psychology and provides practical implications for workforce management.

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

**« I'm not a quiet woman »: an intersectional analysis of gender, class, and ageism in the Canadian workplace.** Bull, Amanda, et Nicole Dalmer. *International Journal of Ageing and Later Life*, 17 mars 2026. <https://doi.org/10.3384/ijal.1652-8670.5595>

This paper examines how ageism intersects with other forms of social inequality – particularly gender and class – in shaping the lived experiences of older workers (55+) in Canada. Based on semi-structured interviews with 10 older adults, the findings reveal that ageism rarely occurs in isolation. Participants described how their age was entangled with gendered expectations, workplace hierarchies, and economic vulnerabilities. Several women detailed the dual burden of being both older and female in a youth- and male-dominated workforce, while others noted the emotional toll of staying in physically demanding jobs due to financial necessity. Although a small number of participants identified as racialised, the data did not support an in-depth analysis of racialised ageism. However, some white participants explicitly acknowledged how their racial privilege insulated them from additional layers of discrimination. This insight reinforces the importance of intersectionality in policy design, even when a study's racial data are limited. By situating these narratives within the broader literature on workplace inequality, the study offers an intersectionality informed analysis and calls for targeted policy interventions that address ageism in tandem with gender and class-based exclusion.

## GRH et vieillissement

**Older Workers, Training and Innovation: A Comparative Study of Germany and Great Britain.** Baktash, Mehrzad B., Uwe Jirjahn, et Wen Wang. *Journal of the Knowledge Economy*, 24 mars 2026.

<https://doi.org/10.1007/s13132-026-03222-0>

*The demographic development in many industrialized countries gives rise to the question as to how an aging workforce affects firm performance and how firms can adjust to demographic change. We address this question by examining the relationship between the share of older workers and the innovativeness of firms in Germany and Britain – Germany as the prototype of a coordinated and Britain as the prototype of a liberal market economy. Considering product, process and marketing innovations, our empirical analysis shows that a negative influence of older workers on innovativeness is more pronounced in Germany than in Britain. For both countries, we find that employer provided training mitigates this negative influence. In Britain, training partially even tends to turn an older workforce into an opportunity for innovativeness. However, the type of training that helps firms adjust to an older workforce differs sharply between the two countries. In Britain, off-the-job training plays a crucial role while on-the-job training is the crucial adjustment mechanism in Germany. Our findings conform to theoretical considerations suggesting that the degree to which firms can adjust to an ageing workforce and the way in which they can adjust depend on the institutional framework of the respective country.*

**How do older workers experience hybrid work? A thematic analysis.** *Journal of Corporate Real Estate* 28, n° 2 (17 novembre 2025): 169-87. <https://doi.org/10.1108/JCRE-03-2025-0024>

*Purpose* This study aims to explore experiences, preferences and challenges of workers aged 50 and older in hybrid work settings, with a focus on their adaptation to workplace dynamics, mentorship roles and responses to technology resistance stereotypes.

**Job-related training and planned retirement age in Germany: Evidence from the German Ageing Survey (DEAS) 2021-2023 (Extended summary).** Schmelzle, Rebecca, et Georg Henning, 2026.

<https://www.ssoar.info/ssoar/handle/document/109719>

*The present study investigates the association between job-related training and planned retirement age in Germany, addressing both cross-sectional differences and within-individual changes over time and assuming the following hypotheses: H1: Employed individuals who participate in job-related training report a higher planned retirement age. H2: Participation in job-related training is associated with an increase in planned retirement age over time. It is important to note that possible associations of training participation and retirement intentions can have different explanations. Apart from a causal effect of training participation, it may also be that retirement intentions influence whether individuals participate in training, or that third variables, for example performance at work or specific health issues that we do not assess in our dataset, influence who is offered training or is able to participate. Data and Methods: Analyses are based on data from the German Ageing Survey (DEAS), a nationally representative longitudinal study of individuals aged 40 and older (Klaus et al., 2017; Vogel et al., 2022). The authors used two recent waves (2020/21 and 2023) and restricted the sample to employed individuals (both employees and self-employed) aged 43-65. The cross-sectional analyses included 1,133 respondents, while the longitudinal analyses were based on 703 respondents observed in both waves. The key dependent variable was planned retirement age, measured as the self-reported age at which individuals plan to stop working. The main independent variable was participation in job-related training, captured as a binary indicator of whether individuals attended any occupational training activities within the past three years. For the cross-sectional analyses, we estimated survey-weighted linear regression models with stepwise inclusion of control variables covering demographic characteristics, socioeconomic status, job-related factors, health, and work-related stressors. To examine changes over time, we estimated fixed-effects panel models that exploit within-individual variation between 2021 and 2023, incorporating time-varying controls analogous to those used in the cross-sectional analyses, as well as an indicator of external health shocks experienced within the past three years. Interaction terms between training participation and age*

group were included in both the cross-sectional and longitudinal analyses to test for life-course heterogeneity. Overall, the findings provide limited support for the association between job-related training and planned retirement age. While cross-sectional analyses suggest a small positive association, this effect is not robust across model specification, samples, or time points. The longitudinal analyses highlight that training may matter primarily for individuals in their late 50s. This is consistent with theoretical perspectives emphasizing the importance of life-course timing in retirement decision-making (Feldman & Beehr, 2011). Training may reinforce perceptions of employability and work ability at a stage when retirement plans are still adjustable but already salient. At the same time, the observed associations may reflect selection processes rather than causal effects. Individuals who intend to work longer may be more likely to invest in training, and employers may selectively offer training to individuals with higher productivity or better health. In conclusion, job-related training does not appear to be a universal driver of later retirement planning. Its effects are modest, context-dependent, and concentrated in specific stages of the late career. Future research should more explicitly address selection processes, explore causal mechanisms and the pathways through which job-related training shapes retirement planning.

**Enabling Self-Directed Digital Learning Among Older Workers – Organizational Conditions and Individual Learning Strategies.** SCHMIDT, SARAH, 21 avril 2026. <https://thesis.unipd.it/handle/20.500.12608/107569>  
reserved

The rapid digital transformation and demographic change are reshaping the world of work. Older workers (aged 50+) are particularly affected, facing challenges in acquiring digital competences and engaging in digital learning. As a result, companies must pay special attention to the design and facilitation of adequate learning environments and processes, tailored to older workers and workplace learning in order to maintain employability. A new approach to learning is required and one way for companies to address this issue is through encouraging self-directed digital learning, especially among older workers. Therefore, this thesis investigates the challenges and opportunities in fostering self-directed digital learning among older workers in companies. In particular, which organizational and individual factors support or hinder self-directed digital learning among older workers and how companies can better facilitate these learning processes. Building on theories and perspectives of adult education, geragogy, and human resources development, the study focuses on informal and non-formal learning, recognizing the limitations of traditional, formal training programs. Emphasis is placed on self-directed learning as a means to facilitate individualized, autonomous, and sustainable learning processes that align with the everyday work realities of older workers. Through a literature-based analysis, the thesis explores both organizational (meso level) and individual (micro level) factors that support or hinder self-directed digital learning. The Digital Competence Framework for Citizens (DigComp 2.2) provides the framework for digital competence requirements in a lifelong learning context. The aim is to conceptualize self-directed digital learning among older workers, analyze favourable conditions, and derive recommendations for human resources development strategies in companies.

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

**Towards sustainable age-inclusive workplaces: A systematic review on how technological tools support or hinder work participation for older workers (2014-2024) - Wei Zhou, Hao Fan, 2026.** Fan, Wei Zhou, Hao. WORK, 2 avril 2026. <https://journals.sagepub.com/doi/full/10.1177/10519815261435566>

Background The rapid development of technological tools has significantly impacted the work participation of older workers. Technology opens new doors for older workers, though not everyone finds it easy to walk through them.

This review sought to investigate how technological tools influenced the participation of older workers in the workforce.

We searched four major databases (PubMed, Scopus, Web of Science, and Cochrane) using PRISMA guidelines to identify studies from the past decade (2014–2024).

Thirty-seven studies were included. Research on technology and older worker employment has grown substantially since 2020, with the COVID-19 pandemic likely driving this increased interest. Technological

tools advance economic engagement and social inclusion for older workers, but they also generate participation barriers across personal and institutional dimensions.

The impact of technology on the employment of older workers depends largely on implementation strategies. Three strategies can help older workers prosper in digital workplaces: providing comprehensive training, designing user-friendly tools with older workers involved, and creating organizational support systems.

**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  $\geq 50$  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.

**Trunk and upper arm postures and movements among older workers in physically demanding occupations.**

Lewis, Charlotte, Farhad Abtahi, Mikael Forsman, Jens Wahlström, Andreas Tornevi, Pontus Öhrner, et Viktoria Wahlström. Consulté le 30 avril 2026. <https://dx.doi.org/10.1093/annweh/wxag027>

**Abstract Introduction.** Associations between work-related musculoskeletal disorders (WMSDs) and awkward postures and repetitive movements have been establish. Action levels for elevated arms, trunk flexion, and fast movements have been suggested. With today's prolonged working life, older workers in manual jobs may be at increased risk for WMSDs. The aim of this study was therefore to assess postural workload in older workers in four physically demanding occupational groups using technical measurements and compare the exposure of the groups with each other's and with the action level.

**Methods**

Postures and movements were measured for the right upper arm and the trunk using inertial measurement units (IMUs) during 3 workdays in construction workers ( $n = 35$ ), kitchen workers ( $n = 37$ ), cleaners ( $n = 27$ ), and assistant nurses ( $n = 25$ ), all over 50 years. Angle and angular velocity were computed, and time exceeding suggested angular cut-offs was assessed. Group mean and variance components within and between subjects were estimated in one-way random effect models. One-way ANOVA tests were conducted to compare exposure variables between the occupational groups.

**Results**

Construction workers spent more time with arms  $>60^\circ$  than other occupational groups (7.9% vs. 4.4–5.6%) and  $>90^\circ$  (2.8% vs. 1.0–1.3%). Across groups, a substantial share of days exceeded suggested action level for arm elevation  $>30^\circ$  (8.0–24.6%) and  $>60^\circ$  (6.3–22.7%). Cleaners had the highest 50th percentile trunk flexion ( $15.3^\circ$ ), while construction workers spent the most time with trunk flexion  $>45^\circ$  (12.6%) and  $>60^\circ$  (7.4%); exceedances of recommended levels occurred in up to 39% of days. Kitchen workers and cleaners exhibited more time with fast arm movements (31.8–35.6% vs. 23.9–24.0%). Considerable variability was observed both

within and between individuals.

#### Conclusion

In the included occupational groups, in workers over 50 years, arm elevation and trunk flexion may often exceed recommended levels. Since the physical capacity is decreasing with age, this indicates elevated musculoskeletal risks, and there is a clear need for targeted ergonomic measures to support sustainable working lives.

**Revolutionizing work or eroding well-being? The impact of technical demand on older employees' health in digital work transformation.** Li, Jiannan, et Bocong Yuan. *International Journal of Manpower*, 24 avril 2026, 1-17. <https://doi.org/10.1108/IJM-03-2025-0225>

This study investigates how telework, propelled by workplace information technology advancements, exacerbates mental health challenges among older employees (aged 50 years and above). It examines whether workplace technical demands mediate this relationship and how access to workplace information facilities may influence these dynamics. This study analyzes micro-level data from the Survey of Health, Ageing, and Retirement in Europe (SHARE, Wave 8) using linear regression models to assess the proposed associations. The results indicate that telework is positively associated with higher workplace technical demands. These demands, in turn, are associated with increased mental health risks for older employees. Access to workplace information facilities appears to strengthen the positive relationship between telework and technical demands. This research provides an early empirical focus on older employees' mental health in the context of telework. It is among the first to identify workplace technical demand as a mediating factor and to explore the moderation role of workplace information facility accessibility. The findings offer new insights into how telework may pose distinct challenges for the aging workforce.

**Occupational Safety for Older Adult Workers: Global Trends, Risks, and Safety Interventions - Kurnia Ardiansyah Akbar, Kraiwuth Kallawicha, Pokkate Wongsasuluk, Ekarat Sombatsawat, Titaporn Luangwilai, Wattasit Siriwong, Narumol Bhummaphan, Thanawan Ritthichai, Paritthipong Samsang, 2026.** Samsang, Kurnia Ardiansyah Akbar, Kraiwuth Kallawicha, Pokkate Wongsasuluk, Ekarat Sombatsawat, Titaporn Luangwilai, Wattasit Siriwong, Narumol Bhummaphan, Thanawan Ritthichai, Paritthipong. *Workplace Health & Safety*, 27 avril 2026. <https://journals.sagepub.com/doi/full/10.1177/21650799261436085>

**Background:** Older employees experience distinct occupational risks owing to age-related changes, making them more vulnerable to occupational injuries and disease. This study aimed to determine global factors influencing older adult safety to develop effective preventive interventions.

#### Methods:

A systematic review was conducted following PRISMA guidelines. Four scientific databases were searched for articles related to the safety of older adult workers published from January 2010 to November 2025. The Critical Appraisal Skills Program checklist was used to ensure methodological rigor and minimize bias.

#### Results:

Thirty-one studies across diverse occupational settings were included, representing more than 27 million workers, with specific analyses focusing on adults aged  $\geq 60$  years. Occupational safety risks varied by sector. Agricultural workers were primarily exposed to heat stress, heavy physical workloads, and chronic diseases. Factory workers commonly faced metabolic disorders, falls, and physically demanding tasks, while office workers were mainly affected by psychosocial stress, ergonomic strain, and high workload demands. Common determinants of occupational safety across sectors included age, sex, job insecurity, ergonomic challenges, chronic conditions, smoking, and environmental exposures such as heat and chemicals.

#### Conclusion:

Older workers face heterogeneous and sector-specific occupational safety risks, highlighting the need for age-sensitive workplace interventions. Targeted training, ergonomic modifications, and sector-specific safety regulations are essential to improving occupational safety and promoting healthy aging at work.

#### Application to Practice:

These findings support the development of tailored, age-sensitive occupational safety strategies, including

*ergonomic redesign, heat stress prevention, and flexible work arrangements, to enhance safety and well-being among aging workers.*

***Navigating Population Aging: Enhancing Work-Life Integration for Older Employees Through Flexibility.***

Zhang, He, 952-59. Atlantis Press, 2026. [https://doi.org/10.2991/978-2-38476-551-5\\_102](https://doi.org/10.2991/978-2-38476-551-5_102)

*This research investigates the effect of flexible work arrangements on the work-life balance of ageing employees in light of global population ageing. It posits that as employees age, they frequently encounter multiple challenges, including chronic health conditions, eldercare responsibilities, and a desire for an improved quality of life. The study demonstrates that flexible work arrangements, including remote work, flexible hours, and part-time schedules, are an effective human resource strategy that can substantially reduce work-family conflict, especially for employees with eldercare responsibilities. Furthermore, such arrangements enable older workers with chronic health issues to better manage their health, thereby reducing work limitations and potentially extending their professional careers.*

## **Usure professionnelle, usure précoce**

***Attractivité des métiers de l'autonomie : pour une nouvelle stratégie de réduction des risques professionnels |***

***Igas.*** Baille, Nadiège, Sarah Bartoli, et Lucile Olier, 6 février 2026. <https://igas.gouv.fr/attractivite-des-metiers-de-lautonomie-pour-une-nouvelle-strategie-de-reduction-des-risques-professionnels>

*Dernier volet des trois missions sur l'attractivité des métiers du médico-social, le rapport de l'Igas examine la qualité de vie et les conditions de travail (QVTC) dans le champ de l'autonomie, qui regroupe le grand âge et le handicap. Il s'agit de l'un des secteurs les plus exposés aux accidents du travail en France. Les professionnels du secteur y sont exposés à des risques quotidiens, principalement les manutentions manuelles et les agressions. On constate ainsi un nombre d'accidents du travail 2,5 fois supérieur à la moyenne nationale et 1,7 fois supérieur au secteur du BTP. Les accidents les plus graves se concentrent notamment dans les services à domicile, de soins et d'aide, les Ehpad et accueils de jour, les maisons d'accueil spécialisées, les foyers et les établissements d'accueil médicalisés. Cette sinistralité représente un coût estimé à 20 000 équivalents temps plein en 2023, soit près de 0,9 Md€. Elle se traduit également par des départs prématurés pour inaptitude, contribuant à un turn-over du personnel. Au sommaire : des initiatives existantes mais des effets limités ; une stratégie claire : éliminer les ports de charge pour protéger la santé.*

***La Revue des conditions de travail ; voir le n° 17 | Anact.*** Consulté le 6 mai 2026. <https://www.anact.fr/revue-conditions-travail>

*Le n° 17 de la revue a pour titre : « Défaut d'attractivité et difficultés de recrutement dans l'entreprise : pourquoi, que faire ? ». Plusieurs articles traitent de la prévention de la désinsertion professionnelle et de la réduction de la pénibilité de certains postes, notamment dans les métiers de l'aide à domicile.*

## **Lu dans la presse**

***En Europe et aux Etats-Unis, le marché du travail pénalise les seniors.*** Brillet, Frédéric. Le Monde, 30 avril

2026, sect. Emploi, Carrières. [https://www.lemonde.fr/emploi/article/2026/04/30/en-europe-et-aux-etats-unis-le-marche-du-travail-penalise-les-seniors\\_6684579\\_1698637.html](https://www.lemonde.fr/emploi/article/2026/04/30/en-europe-et-aux-etats-unis-le-marche-du-travail-penalise-les-seniors_6684579_1698637.html)

*Les difficultés d'emploi des seniors tiennent à la fois aux discriminations et au calcul économique des recruteurs, apprend-on dans une note de la direction de l'animation de la recherche, des études et des statistiques du ministère du travail.*

***Vieillesse et retraites : le piège français de la gouvernance par l'âge.*** mesinfos, 7 avril 2026.

<https://mesinfos.fr/ile-de-france/vieillesse-et-retraites-le-piege-francais-de-la-gouvernance-par-l-age-243966.html>

*Dans “La gouvernance par l’âge”, Anne-Marie Guillemard critique un modèle français fondé sur l’âge et appelle à repenser travail, retraites et vieillissement.*

***L’entreprise a un rôle à jouer pour limiter les stéréotypes sur les « jeunes » et les « seniors ».*** Thomas, Jules.  
Le Monde, 25 mars 2026, sect. Emploi, Management. [https://www.lemonde.fr/emploi/article/2026/03/25/l-entreprise-a-un-role-a-jouer-pour-limiter-les-stereotypes-sur-les-jeunes-et-les-seniors\\_6674164\\_1698637.html](https://www.lemonde.fr/emploi/article/2026/03/25/l-entreprise-a-un-role-a-jouer-pour-limiter-les-stereotypes-sur-les-jeunes-et-les-seniors_6674164_1698637.html)  
*Le manque de compréhension entre générations a un impact sur l’efficacité de l’organisation, rapporte Jules Thomas, journaliste au « Monde », dans sa chronique.*

***Ces discriminations à l’embauche qui touchent les seniors***

Léo Guittet, Tripalio, 6 mai 2026

*Ces discriminations constituent un défi majeur à l’heure du recul de l’âge de départ à la retraite. Une récente étude publiée par la Dares ...*

***France : l’accord seniors de Veolia introduit un droit au temps partiel opposable dès 55 ans***

Mind RH, 5 mai 2026

*Le groupe de services collectifs Veolia (44 000 salariés en France) et l’ensemble des organisations syndicales ont signé, le 27 mars, un accord cadre sur les salariés expérimentés ...*