

DIGITAL TRANSITION

Rising inequalities in the digital shift

New digital tools can deepen existing social disparities, sidelining older workers through ageist stereotypes, limited digital skills and insufficient training. This contributes to a loss of practical know-how, early departures, increased stress and greater job insecurity.



Potential of inclusive digitalisation

- ✓ Reduces age-related inequalities by facilitating access to employment and limiting early retirement
- ✓ Improves working conditions and well-being by easing physical tasks, creating safer environments, and offering more flexible work options
- ✓ Strengthens workforce skills by valuing and retaining the expertise of older workers

Key Recommendations

- **Combat ageism and bias in artificial intelligence** by promoting a human-centred design that involves older persons in its development, while ensuring algorithmic transparency, human oversight, and robust data protection.
- **Promote lifelong learning and digital upskilling** by developing training programmes targeting older workers and their specific needs.
- **Support inclusive digital environments** that counter ageism, ensure equal access to digital tools, and guarantee worker approval and involvement during the introduction of new technologies.
- **Improve working conditions and well-being through technologies** that assist older workers with tasks and offer more flexible work arrangements.
- **Encourage intergenerational collaboration and mentoring programmes** in digital workplaces to leverage the diverse strengths and skills of all workers.