## Background

- Aging workforce is an important challenge for organizations across the EU; it is expected that the number of older workers will increase in the future.
- It is necessary to recognize specific psychosocial issues that affect older workers’ health, motivation, productivity and wellbeing at work.

## Material & Methods

- Literature review approach is used to discuss main age-related factors and psychosocial issues specific for older workers.

## Results

### AGE-RELATED STEREOTYPES

- Older workers are often perceived as less productive and less motivated to work, making more expenses than benefits for companies.

### AGE-RELATED CHANGES

- Decline of physical or sensory capacities and cognitive abilities.
- Age-related functionality losses can be compensated with work experience and accumulated knowledge.

### PSYCHOSOCIAL ISSUES

- Age stereotypes and discrimination.
- Less education and career opportunities.
- Low job autonomy.
- Fast technological changes.
- Job insecurity and low employability.

### WORK RELATED STRESS

- Developed stress coping strategies.
- Higher work related well-being.
- More positive attitudes towards work.
- Greater job satisfaction.

## Conclusion

Older workers are a valuable source of knowledge, expertise and experience.

- Aging workforce challenges organizations to develop and implement policies and practices that would keep workers healthy, motivated and productive, rather than focusing on certain disabilities.
- Engaging and encouraging older workers to remain active and contribute to the world of work should be of interest to all, employers, organizations and society as a whole.