

# OLDER WORKERS IN THE WORLD OF WORK – PSYCHOSOCIAL ASPECT



**Helena Koren, Marija Bubaš**

Croatian Institute of Public Health

## 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 STEROTYPES

- 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



hrmagazine.co.uk

## Conclusion

**Older workers are 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.