

# IntegrAGE

## POLICY RECOMMENDATIONS

on participation of 55+ generation in the current labour market of the Danube region

### The Process

The IntegrAGE project, co-funded by the European Union under the Interreg Danube Region Programme, has conducted extensive research, stakeholder consultations, and expert workshops to address the participation of the 55+ workforce into the labour market. Across 10 countries in the Danube Region, we have identified key challenges, opportunities, and policy recommendations to support sustainable employment strategies for older workers.

### Policy Recommendations

To translate these insights into actionable policies, it is essential that policymakers, public authorities, employers, and civil society representatives participate in the debate, as networking and cross-sectoral collaboration are instrumental in refining and advocating for targeted policy measures. The IntegrAGE consortium has gathered some recommendations in different categories:

- ✓ **Employment & Labour Market Integration**  
Our research confirms that financial incentives for employers, personalized job placement services can significantly increase employment opportunities for workers aged 55+. Measures such as wage subsidies, awareness campaigns against age discrimination, and entrepreneurship support for older professionals are some examples of good practices.
- ✓ **Training & Lifelong learning**  
Skills development is critical to avoiding generational skill gaps. Policy recommendations include employer training on age management, financial support for continuous professional development, and mentoring programs fostering intergenerational knowledge exchange.

- ✓ **Health & Well-being**  
Findings highlight the importance of age-friendly workplaces, understood as workplaces that value all generations, inclusivity and put in place a holistic strategy for employee well-being and satisfaction. Some examples are free health screenings, well-being programs, and ergonomic adaptations. Countries leading in age-inclusive employment have successfully introduced tax incentives for businesses that implement such policies and provide supplementary health insurance packages tailored to older employees.
- ✓ **Flexible Work Arrangements & Job Positions**  
Flexibility in employment conditions has emerged as a key factor in extending working lives. Effective policies include legal provisions for part-time work, hybrid models, job-sharing, and adapted roles that ensure all workers can contribute effectively while maintaining well-being and work-life balance.

The IntegrAGE project will be organizing **national roundtables** to foster dialogue around these issues and to discuss national and regional needs.

**Join the IntegrAGE discussion** and help us raise awareness on inclusive labour markets and the strengths and needs of the 55+ workforce.

<https://interreg-danube.eu/projects/integrage>