



ONLINE

EMPLOYMENT POLICY

EMPLOYMENT IN AGEING SOCIETIES

TURNING THE CHALLENGE OF AGEING
INTO SOCIETAL OPPORTUNITIES

27 OCTOBER – 14 NOVEMBER 2025

🕒 3 WEEKS, 15 TRAINING HOURS

Information Note



International
Labour
Organization



International Training Centre



Turn the challenge of ageing into societal opportunities



BACKGROUND

A person born today in Europe has a 50 per cent chance to become 100 years old, and in some countries such as Japan the probability is even higher. However, this is not an issue that only involves advanced economies. For instance, life expectancy in Africa has grown very fast and now stands at almost 65 years. As a consequence, workforces are ageing and, in many countries, also shrinking, a new challenge that labour markets have never seen so far.

With labour force participation rates for older people being the lowest of all age groups all over the world, it becomes clear that we miss out on the opportunity to use the potential of older workers and therefore the chance to turn ageing into an opportunity for societies. Low participation rates are a particular issue for women, adding in many cases to growing old age poverty amongst this group.

In order to effectively respond to this demographic transition, it is first of all important to understand how this affects economic growth, labour markets, specific sectors (such as agriculture and the care sector, among others) and social security systems. Secondly, it is key to highlight and understand what is needed to turn ageing into opportunities for societies.

This course, organized by the Employment Policy and Analysis Programme of the ITCILO in collaboration with the Employment Policy Department of the ILO, will analyse both the macro and micro aspects of ageing trends and will provide participants with insights on how to analyse the trend and its implications for societies and what type of policies are needed to support inclusive societies that take into account the need for intergenerational justice linked to labour markets, workplaces and societies as a whole. In doing so, the course will draw on the latest ILO research and countries' experiences, with a view to raising awareness among policy makers, social partners and the general public on the issues related to ageing workforces within ageing societies.

COURSE OBJECTIVES

This course has a two-fold objective: on the one hand, thanks to the contribution of senior ILO and other experts, this course aims at interpreting current trends of and suggestions solutions for ageing workforces and societies in order to raise awareness and better equip participants and their respective institutions to effectively respond to this challenge and turn it into opportunities. On the other hand, the outcomes of the interactions and the experience shared by participants during the course will feed into the research that the ILO is carrying out on the topic and will enable participants to learn from each other.

Participants will therefore play a key role in this two-way learning and knowledge-sharing process. Moreover, by exposing them to an appropriate combination of theoretical insights and knowledge sharing, the course will allow participants to:

- Become familiar with relevant indicators and current trends of ageing workforces and societies at global, country and sectoral levels;
- Acknowledge the challenges and opportunities arising from ageing societies;
- Analyse how employment and labour market policies can respond to the challenges brought by an ageing workforce;
- Become aware of the biases and perceptions linked to ageism in societies and workplaces;
- Become familiar with the concept of intergenerational solidarity and its importance in supporting future societies and labour markets.

CONTENT

The course will consist of the following six Modules:

Module 1: Ageing societies: trends and diagnostics

This module will identify ageing trends in societies and analyse the impact this has on labour markets in advanced and emerging countries, by dealing with the following issues:

- What are the most recent trends linked to ageing?
- What are the key indicators that help us to analyse ageing societies and their impact on labour markets and why is it important to measure them?

Module 2: Overcoming perceptions: fighting against ageism in societies and workplaces

Existing perceptions regarding older workers are one of the biggest challenges that hinder the integration of older people into workforces. Overcoming them is a pre-condition for successful integration. In light of that, this module will discuss the following issues:

- What is ageism?
- Why does ageism hinder the integration of older worker?
- What forms of ageism exist at the workplace?
- What are the responsibilities in societies to overcome ageism?

Module 3: Responding to ageing societies through employment and labour market policies

This module will focus on the role of policies to cater for and support an ageing workforce, by answering to the following questions:

- How can macroeconomic policies ensure age-sensitive job creation?
- How can sectoral policies respond to the needs of an ageing workforce?
- How can active labour market policies contribute to the activation of older workers? And what role do employment services need to play in the implementation of active labour market policies?

Module 4: Skills development and life-long learning in ageing societies

As populations age, continuous upskilling and reskilling become crucial to ensure that workers of all ages can adapt to changing labour market demands. This module will look at how skills policies and systems can support longer working lives, solidarity between generation and facilitate smoother career transitions, by addressing the following issues:

- What is life-long learning and why is it essential in ageing societies?
- How do education and training systems have to adapt?
- What role can governments, enterprises, social partners, and labour market institutions (including public employment services) play in promoting re- and upskilling across the life course?
- Which policies and good practices exist?

Module 5: Social protection and income security in ageing societies

Adequate social protection is key to cushioning risks linked to ageing—such as income insecurity, health challenges, and long-term care needs—while supporting inclusive and resilient labour markets. This module will explore how social protection systems can be adapted to ageing demographics, by considering the following issues:

- How do ageing societies impact pension, health, and long-term care systems?
- What are the key design features of sustainable and equitable social protection systems in the context of demographic change?
- How can social protection contribute to longer and healthier working lives, while preventing old-age poverty?
- What innovative approaches and best practices exist for financing and delivering social protection in ageing societies?

Module 6: Intergenerational solidarity in societies and at the workplace

This module will summarize the training course and put what we learned into the framework of intergenerational solidarity. In addition, it will investigate how intergenerational solidarity can help to overcome the divide between young and old people in societies and at the workplace, by answering to the following key questions:

- What does intergenerational solidarity mean and how is it connected to what we discussed
- Why does it not exist and why is it so important for societies, workers and enterprises?
- What policies can help to ensure intergenerational solidarity?
- What are best practices at the enterprise level to ensure intergenerational solidarity?

WHO ATTENDS THIS COURSE?

The course is designed for professionals working in the field of employment and labour market policies, including : Government officials; Representatives of workers' and employers' organizations; International organizations and development agencies; Private sector entities; Research and higher education institutions; Civil society organizations; Individual practitioners and consultants working on the issue.

FORMAT AND METHODOLOGY

This course is offered fully online by current policy experts and practitioners of the ILO and other partners through the ITCILO eCampus platform. Each module combines: online materials, one webinar for live debate and discussions with experts and peers, as well as learning activities to help participants learn more effectively. While participants are recommended to complete the activities of one module before starting the next one, access to modules is not conditional on that.

Modules are open on a weekly basis, with two modules per week, for a total of six modules over the three weeks' course duration. **Webinars will be delivered every Tuesday and Thursday from 13:00 to 15:00 CET.** *Kindly note that the date and time of the webinars might change in order to accommodate participants connecting from different time zones. Any updated information on this will be provided to you in due time ahead of the course start.*

The course has been designed according to a learner-centred approach in order to better involve participants and keep them motivated. Different methods will be used to make it highly interactive and engaging.

A certificate of participation will be issued for participants who complete the required criteria set through participation frequency and activity completion.

HOW TO APPLY

You can find the application form here: <https://oarf2.itcilo.org/DST/A9718156/en>

Deadline for application is: **12 October 2025**

TUITION FEES

€990

ITCILO will offer a limited number of fellowships which may cover part of the fee. If eligible, early applicants will be given priority. Please inquire quickly!

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

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