

WORK AND ACCESS TO THE LABOR MARKET

According to the EU Fundamental Rights Agency for Older People, disadvantages in relation to employment begin at 55 years. Most of the long-term unemployed are in this age bracket. The Equinet survey (2011) carried out among European equality organizations indicates that the highest percentage of complaints of discrimination based on age occurs in the field of employment.

There is also an important gender gap that penalizes women. For example, in Spain women receive on average 23% less salary than men, which translates into a significant gender gap in pensions. During the first half of 2019, the average retirement pension for men was € 1,200, while for most women did not reach € 800. Furthermore, informal and precarious employment is more widespread among women.

In addition, the economic system underestimates, when it does not make invisible, a large amount of care work, which is usually carried out, in an unpaid manner, by women. In some regions this invisible work is done in 80% of households.

In Spain, in relation to employment, the Framework for Action for the Elderly (2014) proposed actions related to permanent education and training, healthy working conditions, employment services for older workers, avoiding discrimination based on age, favourable taxation for hiring the elderly, transfers of experience, work and family care, etc.

Similar proposals are found in the Draft National Strategy for Older People for Active Aging and Good Treatment.

However, most of them remain on the ground of good intentions.