

The challenges and needs that face the elderly and need to be addressed are many. **Socially:** although most of the elderly depend on their families to help meet their daily needs, quite a few others suffer from the absence of those they depend on to secure their daily needs, either because of the loss of their children, their travel, or their preoccupation with life concerns, which makes the elderly face the difficult challenges of life, necessitating the need to think of mechanisms that help deliver services to this segment of the population with the least burdens and at the lowest costs by encouraging charities to have recreational and intellectual activities in which the elderly participate and interact, and giving a greater role for the elderly in restoring the social fabric.

With regard to participation in productive work: The majority of the elderly who have reached retirement age still have scientific and professional capabilities that can help them perform productive work and improve their living conditions. There are a large number of teachers, accountants and engineers who can practice productive work that benefits them in the first place, their families, and their societies in general. This can be done by providing them with administrative and guidance work, and sometimes workshops for the specialists and experienced among them to benefit from their energies and experiences. This is because if the elderly remain without work or activity, it can lead to isolation and deterioration of their psychological and physical condition. Therefore, it is important to have initiatives from civil society aimed at reintegrating the elderly into society and reducing the burden of retirement on them and their distance from the social life associated with it. Providing the elderly with job opportunities, opening up voluntary work for them, in addition to their participation in some community activities can have positive effects, whether economic or psychological. Also of importance is highlighting the role of international organizations working in this field to promote such initiatives.

This can be achieved by providing a database for the elderly, so that the they- or the entity responsible for their well-fare (senior homes) can provide data including those who are willing and able to work and the type of work they do well. On the other hand, it is necessary to work to push institutions and companies to help employ the elderly as a kind of contribution or social activity that they do or must undertake.

Among the jobs that an elderly person can do are handicrafts and professions (embroidery, wool knitting, woodcarving), in addition to some very important administrative functions that can reflect their long experience in various professional fields.

National initiatives aiming at employing the elderly must take into account gender equality, especially that older women deserve special attention in the labor

market, since women in paid work incur heavy burdens (lack of career development due to frequent interruptions from work, family care duties, etc...)

Women with low-income during their working years may often suffer from poverty in old age. Therefore, achieving diversity in age groups and gender balance in the workplace must be among the main objectives of these initiatives targeting the employment of the elderly.

When addressing the goal of providing work for the elderly, it should be recognized that their continued employment does not reduce opportunities in the labor market for young people, given that the work of the elderly has a different nature, and that it can make a continuous and valuable contribution to improving economic performance and output at the national level in the interest of all members of society. The economy in general can also benefit from the development of other plans to use the experience and skills of the elderly to train younger people, especially that the elderly population is increasing steadily in most Arab societies.

Countries where there are potential labor shortages can also make changes to laws and policies in employment with the aim of encouraging a larger number of workers to postpone full retirement and to continue working, whether partially or other. HR management policies should take into account specific needs of elderly workers, and appropriate adjustments may be required to the workplace environment and working conditions in order for elderly workers to have the skills, health, and ability needed to continue working in later years. This also means that employers, work organizations, and HR should pay greater attention to emerging practices in local, and international workplaces that can facilitate the retention of older workers and enable them to work productively.