

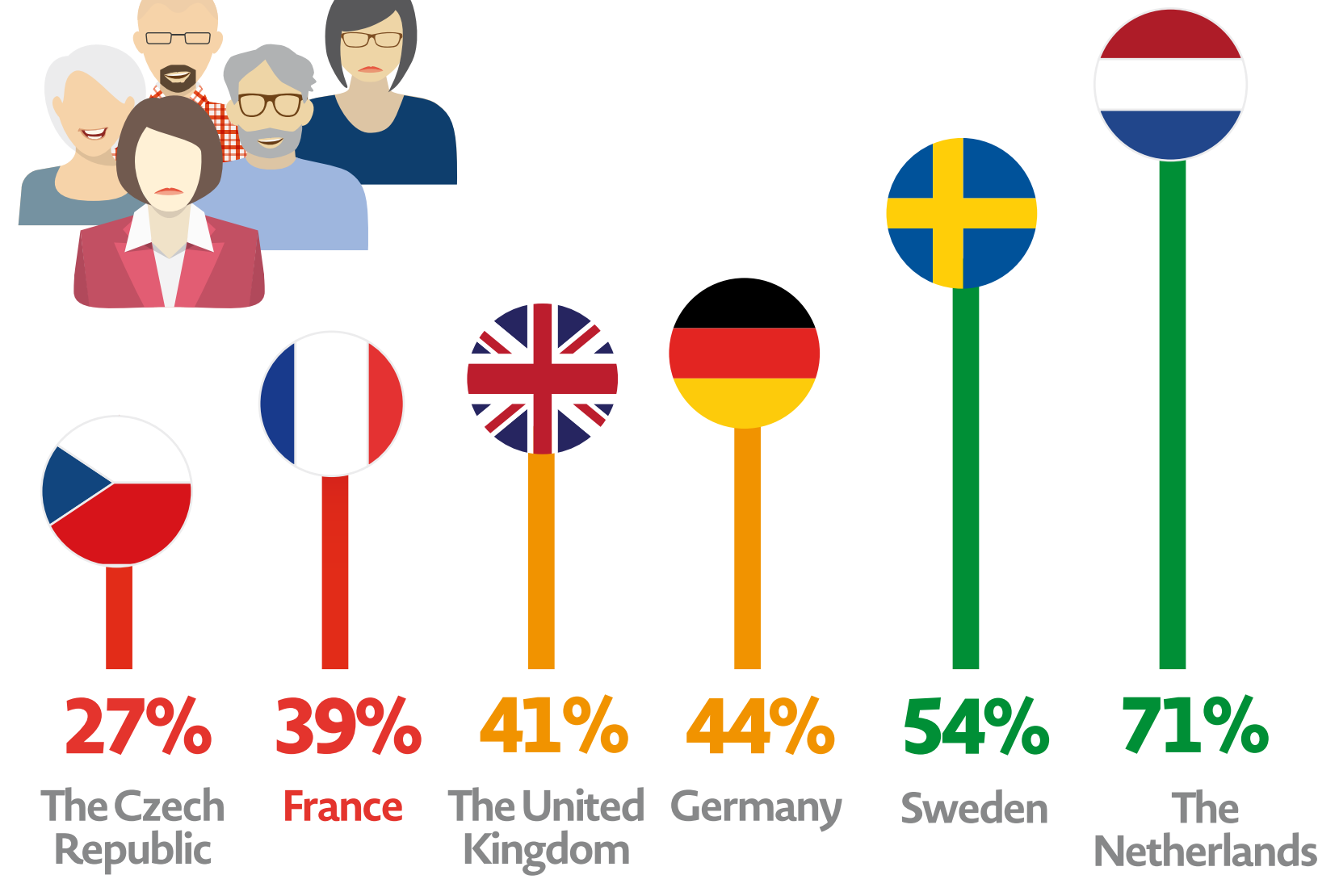
## WELL-BEING OF OLDER EMPLOYEES IN FRANCE AND EUROPE



14 countries

Austria - Belgium - The Czech Republic - Finland - France - Germany - Italy - The Netherlands - Poland - Romania - Spain - Sweden - Turkey - The United Kingdom

### Older French employees among the least happy at work



% of employees aged 55 and over who are often happy at work

### Older employees' three key expectations of their employers

#### SKILLS DEVELOPMENT & TRANSFER



of older employees feel that measures taken in this area are **insufficient** vs.



The Netherlands (no. 1)

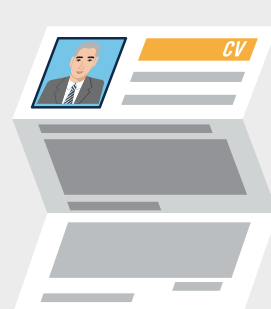


Average

#### EMPLOYABILITY OF OLDER EMPLOYEES



of older employees think that measures taken in this area are **insufficient** vs.

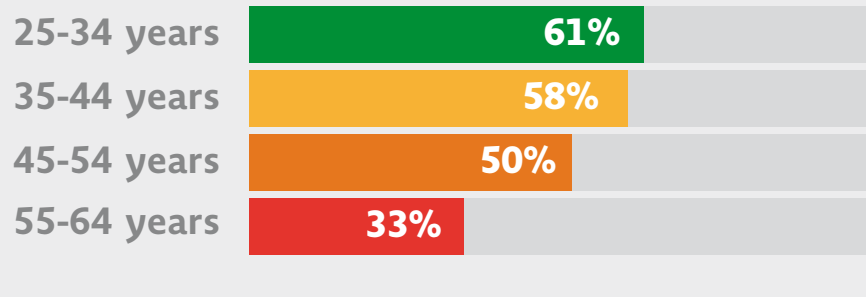


Germany (no. 1)



Average

#### Rate of access to training (INSEE)



#### WELL-BEING AT WORK



of older employees feel that their managers **do not genuinely care** about their well-being vs.



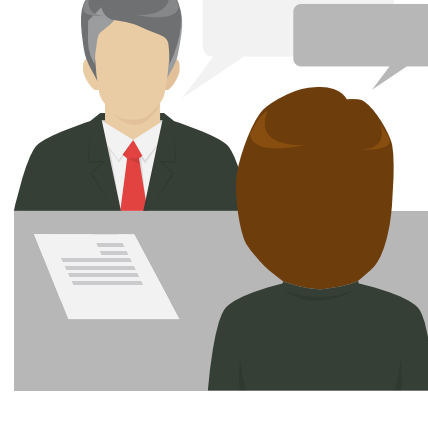
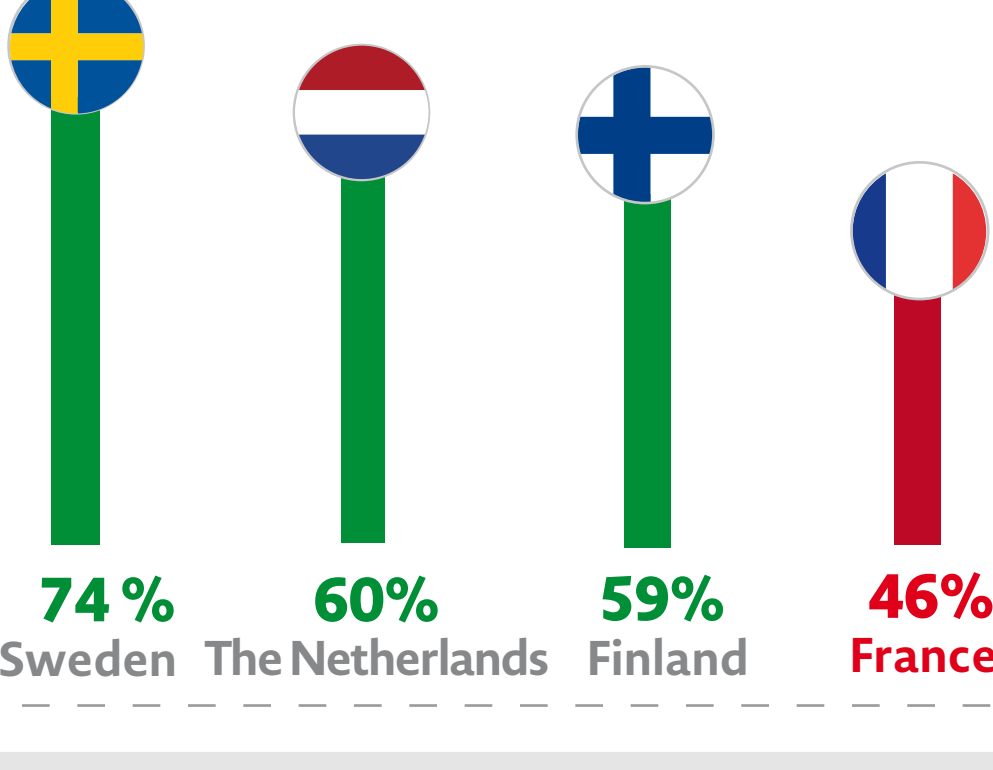
The United Kingdom (no. 1)



Average

### Northern countries may offer solution

#### Employment rate for the 55 and over age category (INSEE)



#### PROACTIVE SOCIAL POLICIES:

- Improved working conditions
- Tax incentives for hiring
- Access to training



#### THE NETHERLANDS

**71%**

of older employees say they are often happy at work  
vs. 39% in France



#### FINLAND

**66%**

of older employees rate their quality of life at work positively  
vs. 29% in France

#### SWEDEN

**61%**

of older employees feel that their managers genuinely care about their well-being  
vs. 39% in France