DIGI-net Final Conference 2026

Proceedings

9–10 June 2026

Brno, Czechia

Dear colleagues, distinguished guests, and members of the DIGI-net community,

On behalf of the leaders of the COST Action DIGI-net, it is our great pleasure to welcome you to the final DIGI-net Conference. This gathering marks an important moment in our shared four-year journey: the culmination of collaboration, exchange, research, and dialogue on one of the most pressing transformations shaping European societies today. Digitalisation is profoundly reshaping the world of work through artificial intelligence, automation, robotics, cloud technologies, digital platforms, and increasingly complex data-driven systems. These developments bring opportunities for more efficient, creative, flexible, and healthier forms of work, but they also raise important questions about insecurity, stress, exclusion, and unequal access to digital transformation.

At the same time, Europe is experiencing a major demographic shift. The share of workers aged 50 and above is higher than ever before, and many people will remain active in the labour market for longer due to rising pension ages and changing career trajectories. The intersection of these two transformations — digitalisation and ageing — lies at the heart of DIGI-net. While digital technologies are often presented as tools of progress, their effects on older workers remain complex and uneven. Do they support inclusion, learning, autonomy, and extended working lives? Or do they deepen existing inequalities, create new vulnerabilities, and make working life more difficult for some groups? These questions have guided the work of our Action and have brought together researchers, practitioners, and stakeholders from across Europe.

This final conference is therefore not only a presentation of results, but also a celebration of the community that DIGI-net has created over the past four years. We are pleased to welcome experts from different disciplines, countries, and professional backgrounds to Brno on June 9–10, 2026, to reflect on our

findings, share insights, and discuss the future of work in ageing European societies. We hope that the knowledge generated through this Action will continue to inspire research, policy, and practice beyond the lifetime of the project. Thank you for being part of this important conversation, and we wish you a stimulating and productive conference.

doc. PhDr. Martina Rašticová, Ph.D
Action Chair

Prof. Dr. Petia Genkova
Action Vice-chair

Table of Contents

Keynote Speakers 1

Conference Program 3

Parallel Sessions 5

Extended Abstracts 17

Too Old for Digital Work? The costs in terms of wages, age discrimination and work-related stress in European Countries *Addabbo, Tindara; Elena Sarti* 17

Performing Emotional Labor in Digital Academia: Connected, Monitored, and Drained *Akdemir-Son, Ayşegül; Rahime Süleymanoğlu-Kürüm; Ayşenur Emer; Ayşe Sıla Nur Dal* 19

Organizational Age Culture and Digital Transformation: Inclusive Competency Development and the Role of Self-Regulation among Older Workers *Aykut, Özgün* 20

Older Employees in the Digital Transformation Process: A Qualitative Study on Digital Skills and Experiences of Discrimination in Working Life *Ayşil, Kabakçi; Yusuf Erdem Tunç* 22

Ageing WhatsAppers: rescuing pluriversal participation in Brazil *Barbosa, Sérgio* 24

Digitalization of Workplace and Inequality among Older Workers: Qualitative Evidence from Türkiye *Barlin, Hande; Eker, Mehmet Serhan* 26

United Nations' SDGs and Older Workers in the Context of Digitalisation: Digital Skills, Employment, Equality *Bejan, Lavinia Andreea; Aysegul Ilgaz; Umar Bin Qushem* 28

Age discrimination against older workers in the EU labour markets: A particular focus on their access to professional education *Bejan, Lavinia Andreea; Ondřej Pavelek; Martin Lakomý* 30

Working Conditions and Meaningfulness of Work among Mature Taxi Drivers on Digital Platforms: Comparative Analysis Between Three European Countries *Crivoi, Silvana; Lavinia Tanculescu-Popa; Aleksandar Kovacevic; Jitka Matějková; Echo Feng* 32

Digitalisation, Working Conditions, and Employment Trajectories of Older Workers: A Türkiye, Kosovo Comparison *Dalaylı, Feyza; Vlora Berisha Dranqolli; Theranda Beqiri* 33

Is the algorithm neutral? *de la Iglesia Aza, Lidia* 35

Algorithm under supervision: building age-fair recruitment systems *de la Iglesia Aza, Lidia* 37

How job embeddedness and job status shape generative AI Adoption among adults aged 50+: The role of AI framing and generativity motives *Deller, Jürgen; Aranka Hackmann; Mattea Wehage* 38

Digital Inequality Among Older Adults: A Comparison Between the OECD And Türkiye *Demir Şimşek, Tülay* 41

Digitalization and Ageism: Barriers Faced by Older Employees in Technology-Oriented Organizational Cultures *Doğanalp Çoban, Selma; Ayşe İspirli Turan* 42

Digital Literacy among Health Sector Professionals Aged 50+ in Europe: the influence of sociodemographic determinants, according to the SHARE study and Implications for Digital Policy *Duarte Gomes, Marta Maurício; Teresa Magalhães* 44

Digital Literacy and its Impact on the Working Lives of Older Employees in Turkey: An Empirical Analysis *Elmacı, Tuğba* 46

Digital and Green Transitions in Turkey's Textile Industry: Implications for Older Workers *Erdoğan, Asena* 48

Digitalisation and Older Workers: A Comparative Policy Analysis of the European Union and Türkiye *Ergüney, Merve* 50

Findings of the Best Workplace for Women Survey and Award Established by the Association for Women's Career Development in Hungary (AWCDH), Highlighting Results Related to Women Aged 50+ *Ferenczi, Andrea; Ildikó Modláné Görgényi; Katalin Hajós* 54

Generational differences in adapting to digitalization in Higher Education workplace *Hamzallari, Blerina; Sonila Papathimiu; Dhurata Premti* 56

Work Inequalities in Later Life under Digitalization: Media Representations of Older Workers in Albania *Hazizi, Teuta; Ortenca Kotherja; Mirësi Çela* 58

Digital competence and the experience of older workers *Hilsen, Anne Inga; Dorothy Sutherland Olsen* 59

Digitalisation, Cybersecurity Literacy, and the Future of Work for Older Adults: A Comparative Study of Albania and Italy *Hyka, Dolantina; Sediola Ruko; Festim Kodra; Nora Pireci Sejdiu; Unim Brigid* 61

"In the Shadow of the Screen": A Metaphorical Examination of Older Workers' Mental Health in a Digital Workplace *Ilgaz Aysegul; Ercan Asi* 63

Digitalisation and human capital inequalities in later life: evidence from the Visegrad countries *Jagódka, Maciej* 65

Digital Grey Zones: Ageing and Undeclared Work in the Digital Age across Europe and Turkey *Kabaklarlı, Esra* 67

Age Inequalities in the Age of Digitalization: Openness to Artificial Intelligence Among Academics, Innovative Organizational Culture and the Effect of Academic Stressors *Kasnak, Ebru; Maeve O'Sullivan* 70

Digitalisation and Older Workers in Olive Farming: Economic and Policy Implications for Rural Sustainability *Kodra, Festim; Sejdi Sejdiu* ..71

Bridging the Digital Divide: Strategies to Mitigate Work Inequalities Among Older Employees *Kotherja, Ortenca; David Bogataj* 72

Digitalization and the Future of Work: Rethinking Labour Market Policies in Serbia *Kovačević, Aleksandar* 74

Digital inclusion and health among older workers in Norway *Kulla, Gunilla* 75

Framing Digital Inclusion or Reinforcing Ageism? A Discourse Analysis of Media Narratives on Older Workers and Digitalization *Kursun, Arzu* .77

Hybrid working, digitalisation and job satisfaction: What's age (and gender) got to do with it? *Lain, David; Julie Rochut; Jeroen Spijker; Yang Gu; Diana Grad; Lavinia Tanculescu* 79

Bourdieu's Forms of Capital: Which Resources Enable Longer Working Lives *Lakomý, Martin; Filip Majetić; Muradiye Ates* 81

Digitalisation, Media, and Work Inequalities in Later Life: Insights from the United Kingdom *Meletiadou, Eleni* 82

Digitalisation, Life Trajectories and Ageing in Informal Work: Women Artisans' Experiences in Bolivia *Mesquita, Anabela; Isabel Vieira; Maria João Castro; Sandrina Teixeira* 84

Active Ageing in the Digital Age: A Global Analysis of the Relationship between Technology Attitudes, Digital Information Sources and Life Satisfaction *Mirza, Emel* 86

When Speed Becomes Inequality: Digitalisation, Older Workers and Policy in Crisis Contexts *Mykhailovska, Olena* 87

When Efficiency Becomes Burden: Uneven Professional Impacts of Digital Transformation in Healthcare *Naamati-Schneider, Lior* 89

Bibliometric Scoping Review on Digitalization of Education and Its Impact on Older Teachers *Orhun, Eda* 91

Gendered Digital Inequalities and the Invisible Digital Labour of Older Women Healthcare Professionals: A One Health Education Perspective *Özer, Zeynep* 93

The undervalued role of community anchor institutions in addressing the rural digital divide *Pastak, Ingmar* 96

Digitalization as new social risk for old and young workers: a comparative analysis for Portugal, Romania, Spain, and Turkey *Peréz del Prado, Daniel; Muradiye Ates; Esra Kabaklarli; Anabela Mesquita; Gabriela Neagu* 96

The "Double Barrier": Quantifying the Intersectional Crisis of Gender and Age in ICT Leadership across Inclusiveness Target Countries (ITCs) *Perri, Rezarta; Merita Xhumari; Juna Dafa* 98

Technostress in the Ivory Tower among Older Academics: The State of the Art Based on a Scoping Review *Pivoriene, Jolanta; Cristina Maria Tofan; Sylwia Przytuła; Silvana Crivoi; Funda Ergulec; Umar Bin Qushem* 100

Older Workers' Visibility and Invisibility in Romanian Media Discussions on Digitalisation *Poleac, Gabriela; Alexandra Niculina Gherguț-Babii* 102

Older workers, digitalisation, and skill mismatch: new evidence from Europe *Poma, Erica; Barbara Pistoresi* 104

Bridging the Digital Divide: Factors Influencing AI Adoption Among Mature-Aged Teachers in the Era of Digitalization *Rabin, Eyal; Evelyn Levy; Dorit Olenik - Shemesh* 106

Too Old, Too Rigid, Too Military?: An Experimental Study on Employer Preferences in Central and Eastern Europe *Rašticová, Martina; Ondřej Klíma* 108

Digitalisation, Health Governance, and Inequality in Later Working Life: Evidence from a European Delphi on Prescription Digital Therapeutics *Rocha-Gomes, João* 110

Digitization, Platformization, and Age Inequalities in Later-Life Work *Sejdiu, Sejdi; Matthew Flynn; Maeve O'Sullivan; Anabela Mesquita; Maria Varlamova; Nora Pireci Sejdiu; Ebru Kasnak* 112

Prioritizing Age-Friendly Digitalization in Healthcare Organizations: A Best–Worst Method Study *Sevim, Ferit* 114

Digital Tools for Work–Life Balance Among Informal Caregivers of Older Adults: A Review of Reviews *Sigurlaugardóttir, Sirrý Sif; Daniela Tatiana Soitu; Jolanta Pivorienė; Nilufer Korkmaz-Yaylagul; Mustafa Berk Armagan; Christina Maria Tofan* 116

Digitization as a solution for assuring of human safety of old workers and for democratization of decision-making in the labor market *Sprincean, Serghei* 118

Digitalization, Best Practices, and Their Impact on Social Inequalities and Health Among Older Workers in Poland *Stępczak, Edyta; Sylwia Przytuła; Joanna Ejdys; Łukasz Sułkowski* 120

From Stereotypes to Strategy: A New Institutional Theory Perspective Digital Ageism in a Multigenerational Workforce in the Western Balkans Countries *Sula, Oliana* 122

Age, Digitalisation, and Leadership in Higher Education Institutions: Rethinking Work Inequalities in Later Life *Surmanidze, Natia; Sopiko Tevdoradze* 124

A snapshot of research on older workers and digitalisation (OWRG) *Sutherland Olsen, Dorothy; Anne Inga Hilsen* 126

Work Ability as a Self-Referential System in Ageing Workers: A Fuzzy Logic Model of Self-Organising Meaning Configurations through the Mechanism of Self-Efficacy *Šerá, Eva; Martina Rašticová; David Schüller; Karel Doubravský; Aneta Krejčová* 128

Still Working Beyond Retirement Eligibility: Characteristics of Economically Active Older Adults *Ševčíková, Anna* 130

Working Longer in a Digital Age? Health, Financial Strain and the Primacy of Working Conditions in Late-Career Retirement Intentions *Țânculescu-Popa, Lavinia; Anna Ševčíková; David Lain; Silvana Crivoi; Maria Piedade Brandão; Cristina Maria Tofan; Nilufer Korkmaz Yaylagul* 132

The effect of the post-pandemic on social rights: A comparative analysis in two candidate countries, Türkiye and Albania *Tase, Mirela* 134

Digitalisation and Healthy Ageing at Work: A Biopsychosocial Framework, and a Digital Micro-Intervention for Older Workers *Tofan, Cristina Maria* 135

Applying Systems Thinking to Digitalization, Older Workers, and Social Inequalities in Agriculture *Wang, Yi; Kesheng Wang* 136

Digitalisation, Technostress, and Systems Thinking in Late-Career Work: Organisational Implications for Ageing Employees *Wang, Yi; Kesheng Wang* 138

Digital Transformation of the Labour Market in Albania: Addressing the Digital Divide and Older Workers Post-COVID-19 *Xhumari, Merita; Lisian Roseni* 140

A Cross-National Comparative Policy Analysis of In-Service Teacher Training for Digital Skills in OECD Countries *Yenel, Kübra* 142

Ageing Academic Workforces and Digitalization in OECD Countries: A Comparative Document-Based Review of Policy Discourses *Yüce, Bahar; Servet Atik* 144

Understanding Older Workers' Interaction with Technology and Training Needs *Yurtseven-Avcı, Zeynep* 146

Digitalisation, Ageing Workforces, and Policy Coherence: A European Governance Perspective *Zacharis, Theo* 148

About Mendel University 151

Acknowlegements 152

Scientific Board 153

Keynote Speakers

Prof. Galit Nimrod, Ph.D.

Aging under Pressure: Technostress, Surveillance, and Inequality in Later Life

Galit Nimrod, Ph.D., is Professor of Communication Studies at Ben-Gurion University of the Negev. For more than two decades, her research has examined aging, digital technologies, and well-being, with particular attention to later-life transitions such as retirement, health decline, and spousal loss. She has published extensively in international peer-reviewed journals and is the author of two sole-authored monographs published by Cambridge University Press, including Seniorland: Aging in a Retirement Metropolis (2025). She was elected to the Academia Europaea and is involved in international research collaborations and academic and policy discussions on aging, digitalisation, and quality of life.

Prof. Dr. Jürgen Deller

Later Life Workplace Index – Managing an age-inclusive workforce

Prof. Dr. Jürgen Deller is a Professor of Business Psychology at Leuphana University Lüneburg, with a focus on differential psychology, aptitude diagnostics, and organizational psychology. His applied research addresses questions of demographic change, aging workforces, later-life work, and international human resource management. He is closely associated with the development and application of the Later Life Workplace Index, which examines how organizations can better support older employees and extended working lives. His work bridges academic research and organizational practice, particularly in the areas of personnel management, work in later life, and sustainable HRM.

doc. Jakub Hlávka, Ph.D., M.A.

Ageing, Healthcare Inequalities, and the Future Sustainability of Health Systems

doc. Jakub Hlávka, Ph.D., M.A., is Director of the Health Economics, Policy and Innovation Institute at Masaryk University and a Clinical Associate Professor (Adjunct) of Population and Public Health Sciences at the University of Southern California (USC). His research focuses on health economics and public policy, with particular emphasis on the economics of aging and Alzheimer's disease, innovative payment models for emerging therapies, health system reform, inequality in healthcare access, and resilience in health and national security contexts. He has held research positions at the RAND Corporation, served as a health policy advisor to the Czech President, and teaches in master's programs at USC.

Conference Program

Time	Location	Event
9th of June		
8:30 – 9:30	In front of Aula (A)	Registration
9:30 – 10:00	Aula (A)	Welcome speech by Martina Rašticová, Petia Genkova, and Svatopluk Kapounek
10:00 – 10:45	Aula (A)	*Later Life Workplace Index – Managing an age-inclusive workforce*; *Jürgen Deller*
10:45 – 11:15	In front of Aula (A)	Coffee
11:15 – 12:00	Aula (A)	*Aging under Pressure: Technostress, Surveillance, and Inequality in Later Life*; Galit Nimrod
12:00 – 12:45	Aula (A)	*Ageing, Healthcare Inequalities, and the Future Sustainability of Health Systems*; Jakub Hlávka
12:45 – 13:00	Aula (A)	Group photo
13:00 – 13:45	Cafeteria (X)	Lunch
13:45 – 15:15	Q	Parallel sessions 1*
15:15 – 15:30	Buffet (Q)	Coffee
15:30 – 17:00	Q	Parallel sessions 2*
17:00 – 21:30	Cafeteria (X)	Dinner and music

Time	Location	Event
10th of June		
8:30 – 9:00	Q	Registration
9:00 – 9:30	Q02	Opening speech by Martin Klimánek
9:30 – 10:30	Q02	Panel 1: *Click, Adapt, Repeat: The Role of the older Talent in resilient Labor Market*; Šárka Homfray, Lucie Vidovićová, Jim Ogg
10:30 – 11:00	Buffet (Q)	Coffee
11:00 – 12:00	Q02	Panel 2: *Future Horizons of Labour Markets and Older Workers in Relation to AI and Digitalisation*; David Lain, Jeroen Spijker, Daniela Soitu, Maeve O'Sullivan
12:00 – 13:30	Cafeteria (X)	Lunch
13:30 – 15:00	Q	Working Group meetings; WG1: Q02 WG2: Q21 WG3: Q23 WG4: Q25 WG5: Q28 OWRG: Q31 YRIF: Q38
15:00 – 15:30	Buffet (Q)	Coffee
15:30 – 16:30	Q02	MC
16:30 – late	Terrace (D)	DIGI-net party

*Please see the detailed parallel sessions program on the following pages

Parallel Sessions

13:45 - 15:15	Parallel Sessions 1 (9th June)	Authors
WG1 A	Digital and Green Transitions in Turkey's Textile Industry: Implications for Older Workers	Asena Erdoğan
Q02	Older Employees in the Digital Transformation Process: A Qualitative Study on Digital Skills and Experiences of Discrimination in Working Life	Ayşıl Kabakçı; Yusuf Erdem Tunç
Zuzana Křečková	Generational differences in adapting to digitalization in Higher Education workplace	Blerina Hamzallari; Sonila Papathimiu; Dhurata Premti
	Digitalization as new social risk for old and young workers: a comparative analysis for Portugal, Romania, Spain, and Turkey	Daniel Perez del Prado; Muradiye Ates, Esra Kabaklarli, Anabela Mesquita, Gabriela Neagu
	Technostress in the Ivory Tower among Older Academics: The State of the Art Based on a Scoping Review	Jolanta Pivoriene; Cristina Maria Tofan; Sylwia Przytuła; Silvana Crivoi; Funda Ergulec; Umar Bin Qushem

WG1 B	Digital Tools for Work–Life Balance Among Informal Caregivers of Older Adults: A Review of Reviews	Sirrý Sif Sigurlaugardóttir; Daniela Tatiana Soitu; Jolanta Pivorienė; Nilufer Korkmaz-Yaylagul; Mustafa Berk Armagan; Christina Maria Tofan
Q21	Digitalization, Best Practices, and Their Impact on Social Inequalities and Health Among Older Workers in Poland	Edyta Stępczak; Sylwia Przytuła; Joanna Ejdys; Łukasz Sułkowski
Ondřej Klíma	Digital Grey Zones: Ageing and Undeclared Work in the Digital Age across Europe and Turkey	Esra Kabaklarlı
	Digitalisation, Working Conditions, and Employment Trajectories of Older Workers: A Türkiye, Kosovo Comparison	Feyza Dalaylı; Vlora Berisha Dranqolli; Theranda Beqiri
	Digitalization of Workplace and Inequality among Older Workers: Qualitative Evidence from Türkiye	Hande Barlin; Mehmet Serhan Eker
WG2 A	Organizational Age Culture and Digital Transformation: Inclusive Competency Development and the Role of Self-Regulation among Older Workers	Özgün Aykut
Q23	Digitization, Platformization, and Age Inequalities in Later-Life Work	Sejdi Sejdiu; Matthew Flynn; Maeve O'Sullivan;

		Anabela Mesquita; Maria Varlamova; Nora Pireci Sejdiu; Ebru Kasnak
Sejdi Sejdiu	Digitalization and Ageism: Barriers Faced by Older Employees in Technology-Oriented Organizational Cultures	Selma Doğanalp Çoban; Ayşe İspirli Turan
	Digitalisation, Life Trajectories and Ageing in Informal Work: Women Artisans' Experiences in Bolivia	Anabela Mesquita; Isabel Vieira; Maria João Castro; Sandrina Teixeira
WG2 B	Digitalisation, Technostress, and Systems Thinking in Late-Career Work: Organisational Implications for Ageing Employees	Yi Wang; Kesheng Wang
Q31	Findings of the Best Workplace for Women Survey and Award Established by the Association for Women's Career Development in Hungary (AWCDH), Highlighting Results Related to Women Aged 50+	Andrea Ferenczi; Ildikó Modláné Görgényi, Katalin Hajós
Teuta Hazizi	Digital competence and the experience of older workers	Anne Inga Hilsen; Dorothy Sutherland Olsen
	A snapshot of research on older workers and digitalisation (OWRG)	Dorothy Sutherland Olsen; Anne Inga Hilsen

WG3	Still Working Beyond Retirement Eligibility: Characteristics of Economically Active Older Adults	Anna Ševčíková
Q25	"In the Shadow of the Screen": A Metaphorical Examination of Older Workers' Mental Health in a Digital Workplace	Ercan Asi; Aysegul Ilgaz
Cristina Maria Tofan (Bostan)	Digitalisation and Healthy Ageing at Work: A Biopsychosocial Framework, and a Digital Micro-Intervention for Older Workers	Cristina Maria Tofan
	Hybrid working, digitalisation and job satisfaction: What's age (and gender) got to do with it?	David Lain; Julie Rochut, Jeroen Spijker, Yang Gu, Diana Grad and Lavinia Tanculescu
	Active Ageing in the Digital Age: A Global Analysis of the Relationship between Technology Attitudes, Digital Information Sources and Life Satisfaction	Emel Mirza
WG4 A	When Speed Becomes Inequality: Digitalisation, Older Workers and Policy in Crisis Contexts	Olena Mykhailovska
Q28	The "Double Barrier": Quantifying the Intersectional Crisis of Gender and Age in ICT Leadership across Inclusiveness Target Countries (ITCs)	Rezarta Perri; Merita Xhumari, Juna Dafa

Nataliia Versal	Digitalisation, Ageing Workforces, and Policy Coherence: A European Governance Perspective	Theo Zacharis
	Applying Systems Thinking to Digitalization, Older Workers, and Social Inequalities in Agriculture	Yi Wang; Kesheng Wang
WG4 B	Digitalization and the Future of Work: Rethinking Labour Market Policies in Serbia	Aleksandar Kovačević
Q38	Ageing Academic Workforces and Digitalization in OECD Countries: A Comparative Document-Based Review of Policy Discourses	Bahar Yüce; Servet Atik
Nataliia Tkalenko	Digitalisation, Cybersecurity Literacy, and the Future of Work for Older Adults: A Comparative Study of Albania and Italy	Dolantina Hyka; Sediola Ruko, Festim Kodra, Nora Pireci Sejdiu, Unim Brigid
	Older workers, digitalisation, and skill mismatch: new evidence from Europe	Erica Poma; Barbara Pistoresi
	Digitalization, Access to Public Services, and Later-Life Inequalities	Evrim Erol
WG5	Framing Digital Inclusion or Reinforcing Ageism? A Discourse Analysis of Media Narratives on Older Workers and Digitalization	Arzu Kursun
Q5.16	Digitalisation, Media, and Work Inequalities in Later Life: Insights from the United Kingdom	Eleni Meletiadou

Maeve O'Sullivan	Older Workers' Visibility and Invisibility in Romanian Media Discussions on Digitalisation	Gabriela Poleac; Alexandra Niculina Gherguț-Babii
	Too Old, Too Rigid, Too Military?: An Experimental Study on Employer Preferences in Central and Eastern Europe	Martina Rašticová; Ondřej Klíma

15:30 - 17:00	Parallel sessions 2 (9th June)	Authors
WG1 A	Bibliometric Scoping Review on Digitalization of Education and Its Impact on Older Teachers	Eda Orhun
Q02	Is the algorithm neutral?	Lidia de la Iglesia Aza
Martin Lakomý	Algorithm under supervision: building age-fair recruitment systems	Lidia de la Iglesia Aza
	Digitalisation and human capital inequalities in later life: evidence from the Visegrad countries	Maciej Jagódka
	Bourdieu's Forms of Capital: Which Resources Enable Longer Working Lives?	Martin Lakomý; Filip Majetić; Muradiye Ates
WG1 B	Age, Digitalisation, and Leadership in Higher Education Institutions: Rethinking Work Inequalities in Later Life	Natia Surmanidze; Sopiko Tevdoradze
Q31	Working Conditions and Meaningfulness of Work among Mature Taxi Drivers on Digital Platforms: Comparative Analysis Between Three European Countries	Silvana Crivoi; Lavinia Tanculescu-Popa; Aleksandar Kovacevic; Jitka Matějková; Echo Feng
Silvana Crivoi	Too Old for Digital Work? The costs in terms of wages, age discrimination and work-related stress in European Countries	Tindara Addabbo; Elena Sarti

	Understanding Older Workers' Interaction with Technology and Training Needs	Zeynep Yurtseven-Avcı;
WG2	Age Inequalities in the Age of Digitalization: Openness to Artificial Intelligence Among Academics, Innovative Organizational Culture and the Effect of Academic Stressors	Ebru Kasnak; Maeve O'Sullivan
Q21	Work Ability as a Self-Referential System in Ageing Workers: A Fuzzy Logic Model of Self-Organising Meaning Configurations through the Mechanism of Self-Efficacy	Eva Šerá, Martina Rašticová; David Schüller; Karel Doubravský; Aneta Krejčová
Ebru Kasnak	Bridging the Digital Divide: Factors Influencing AI Adoption Among Mature-Aged Teachers in the Era of Digitalization	Eyal Rabin; Evelyn Levy; Dorit Olenik-Shemesh
	From Stereotypes to Strategy: A New Institutional Theory Perspective Digital Ageism in a Multigenerational Workforce in the Western Balkans Countries	Oliana Sula
WG3 A	Prioritizing Age-Friendly Digitalization in Healthcare Organizations: A Best–Worst Method Study	Ferit Sevim
Q23	Digital inclusion and health among older workers in Norway	Gunilla Kulla

Gunilla Kulla, Anna Ševčíková	Digitalisation, Health Governance, and Inequality in Later Working Life: Evidence from a European Delphi on Prescription Digital Therapeutics	João Rocha-Gomes
	How job embeddedness and job status shape generative AI Adoption among adults aged 50+: The role of AI framing and generativity motives	Jürgen Deller; Aranka Hackmann, Mattea Wehage
WG3 B	Working Longer in a Digital Age? Health, Financial Strain and the Primacy of Working Conditions in Late-Career Retirement Intentions	Lavinia Țânculescu-Popa; Anna Ševčíková; David Lain; Silvana Crivoi; Maria Piedade Brandão; Cristina Maria Tofan; Nilufer Korkmaz Yaylagul
Q38	When Efficiency Becomes Burden: Uneven Professional Impacts of Digital Transformation in Healthcare	Lior Naamati-Schneider
Lavinia Țânculescu-Popa	Digital Literacy among Health Sector Professionals Aged 50+ in Europe: the influence of sociodemographic determinants, according to the SHARE study and Implications for Digital Policy	Marta Maurício Duarte Gomes; Teresa Magalhães

WG4 A	Digitalisation and Older Workers in Olive Farming: Economic and Policy Implications for Rural Sustainability	Festim Kodra; Sejdi Sejdiu
Q25	The undervalued role of community anchor institutions in addressing the rural digital divide	Ingmar Pastak
Lavinia Andreea Bejan	Age discrimination against older workers in the EU labour markets: A particular focus on their access to professional education	Lavinia Andreea Bejan; Ondřej Pavelek; Martin Lakomý
	United Nations' SDGs and Older Workers in the Context of Digitalisation: Digital Skills, Employment, Equality	Lavinia Andreea Bejan; Aysegul Ilgaz; Umar Bin Qushem
WG4 B	A Cross-National Comparative Policy Analysis of In-Service Teacher Training for Digital Skills in OECD Countries	Kübra Yenel
Q28	Digital Transformation of the Labour Market in Albania: Addressing the Digital Divide and Older Workers Post-COVID-19	Merita Xhumari; Lisian Roseni
Merita Xhumari	Digitalisation and Older Workers: A Comparative Policy Analysis of the European Union and Türkiye	Merve Ergüney
	The effect of the post-pandemic on social rights: A comparative analysis in two candidate countries, Türkiye and Albania	Mirela Tase

WG5	Ageing WhatsAppers: rescuing pluriversal participation in Brazil	Sérgio Barbosa
Q5.16	Work Inequalities in Later Life under Digitalization: Media Representations of Older Workers in Albania	Teuta Hazizi; Ortenca Kotherja; Mirësi Çela
Aija Bukova Zideluna, Eleni Meletiadou	Digital Literacy and its Impact on the Working Lives of Older Employees in Turkey: An Empirical Analysis	Tuğba Elmacı

Extended Abstracts

Too Old for Digital Work? The costs in terms of wages, age discrimination and work-related stress in European Countries

Addabbo, Tindara; Elena Sarti

Workplaces are being transformed by automation and digital technologies, thus leading to a fundamental change in terms of reskilling and upskilling to successfully adapt to these. Extant literature on age segregation in jobs recognises computer usage as one of the major factors driving it. Vasilescu et al. look at different aspects associated with the so called "digital vulnerable" group, which includes those people with low levels of digital skills, limited use of digital technologies, and strong fears about being replaced at work by robots and artificial intelligence (AI). These people are found being usually manual workers or unemployed, older and female, with low education levels and suffering from financial stress.

This paper explores inequalities faced by older workers in a digitalised labour market in European Countries, in a theoretical framework that highlights different sources of discrimination in segmented labour markets with different institutional settings. A first cost is the access to digital work faced by older workers. The lower access to digital work as a source of inequalities on different dimensions of the quality of work is analysed including wages, self-reported perception of age discrimination and work-related stress in European Countries. We try to reply to the following research questions: How the exposure to digital work is limited for older workers and what are the costs in terms of wage differential and on the perception of age discrimination? Does age discrimination increase in more digitalised work for older

workers leading to higher stress with negative impact on health?

Data and empirical models: The analysis is based on data from the European Working Conditions Survey (EWCS) conducted in 2015, European Working Conditions Telephone Survey (EWCTS) in 2021 and will be replicated on EWCS 2024 microdata. A probit model is used to assess which factors significantly affect the perception of being discriminated by age and of being employed in a highly digitalised work; MIMIC models are employed to define work-related stress; and wage regression and Oaxaca decomposition are estimated to further corroborate the analysis.

A lower access for workers aged over 55 to highly digitalised work, with a higher negative impact for workers aged over 65 are detected. Estimated wage equations and Oaxaca decomposition show a higher wage gap at the disadvantage of not digitalised work. A higher perception of age discrimination for workers older than 55 in highly digitalised work emerges from the estimation, with the outcome of estimated increase in work-related stress.

The analysis calls for the implementation of policies to contrast the lower access to digital work for older employees to reduce the observed inequalities in the labour market. Moreover, attention to digitalised work environment to reduce the observed risk of age discrimination perception is required also to avoid the costs of higher work-related stress and the observed negative impact on older workers' health.

Performing Emotional Labor in Digital Academia: Connected, Monitored, and Drained

Akdemir-Son, Ayşegül; Rahime Süleymanoğlu-Kürüm; Ayşenur Emer; Ayşe Sıla Nur Dal

This study elaborates how the rapid digital transformation of academia in Turkey is reshaping the emotional dynamics of academic labour and the values attached to professional identity, care, and trust by focusing on age-related differences in the experience of digitalisation. In a period marked by uncertainty and accelerated technological change, we unpack the emotional toll of working in digitally mediated academic environments for academics from different generations.

Drawing on the theoretical framework of emotional labour, our research highlights how digital technologies reshape trust dynamics in academic settings, reinforcing surveillance cultures and intensifying the pressures of constant availability in relation to professional expectations. This study is part of a research project titled "Emotional Labour and Gender in Academia" and is based on semi-structured, in-depth interviews with 112 academics from universities across 4 major cities of Turkey.

The findings demonstrate that all aspects of academic labour—including teaching, research, and administration—are increasingly shaped by digital infrastructures such as online teaching systems, AI tools, and text-based communication platforms. These tools not only restructure workflows but also generate new emotional demands and exacerbate feelings of disconnection, exhaustion, and performativity. Our analysis shows that having different levels of digital familiarity results in diverse emotional responses and affects senior academics more negatively.

By situating academic emotional labour within the broader context of digitalization and institutional transformation, this study contributes to ongoing debates about trust in technology, shifting professional norms, and the emotional dimensions of change in contemporary work. Our findings offer valuable insights for policymakers and institutions aiming to navigate these transformations while fostering sustainable and equitable academic environments.

Organizational Age Culture and Digital Transformation: Inclusive Competency Development and the Role of Self-Regulation among Older Workers

Aykut, Özgün

The rapid digital transformation of workplaces has redefined organizational norms, performance expectations, and competency requirements. These changes disproportionately affect older workers, not primarily because of chronological age, but due to institutionalized age cultures that shape perceptions of adaptability, productivity, and learning capability. This study investigates how organizational age culture mediates the digital adaptation experiences of older workers and how support for self-regulation can mitigate age-related disadvantages in increasingly technology-driven environments.

Drawing on organizational sociology and socio-cultural gerontology, the study conceptualizes age culture as a system of implicit discourses, expectations, and shared norms embedded in everyday workplace practices. These norms influence how older workers approach and interpret new technologies, how they regulate motivation during digital learning processes, and how intergenerational interactions are negotiated. The study addresses three research questions: (1) How do older employees interpret and negotiate digital workplace expectations? (2) Which organizational age

norms facilitate or hinder engagement in digital skill development? (3) How do self-regulation practices contribute to more successful and confident digital adaptation within age-inclusive learning environments?

Methodologically, the study applies a mixed-methods approach, combining semi-structured interviews with employees aged 45 and above, organizational document analysis, and managerial perspectives. Preliminary findings show that digital adaptation is not limited by adults' cognitive or learning capacity. Rather, it is shaped by organizational assumptions that frame older workers as less capable, resistant, or unsuitable for digital transformation. These informal norms can discourage older employees from participating confidently in digital upskilling initiatives, even when the opportunities are formally available.

The findings indicate that when organizations adopt structures that explicitly support self-regulation—such as setting learning goals, encouraging feedback-seeking, creating safe peer learning spaces, and monitoring progress—older workers exhibit significantly higher levels of engagement, motivation, and sustained digital competency growth. In this context, self-regulation emerges not only as an individual skill set but as a socially facilitated capability that is heavily influenced by organizational culture.

The study argues that digital inequalities should be understood as organizational-cultural issues rather than individual or age-related deficits. Policy-relevant implications include developing mentoring models, fostering intergenerational collaboration, enhancing digital confidence-building strategies, and implementing reflective practices that challenge implicit age norms. These findings contribute to broader debates on equitable digital transformation in aging labor markets by highlighting that

age-inclusive practices are essential for sustainable organizational innovation.

By integrating the cultural dimensions of age with self-regulation theory, this study offers an interdisciplinary lens that bridges digital labor studies, organizational sociology, and adult education. It expands theoretical understanding by repositioning older workers not as barriers to digital progress but as valuable contributors whose inclusion enriches organizational learning environments. The approach provides a framework that can be applied in various sectors and national contexts, informing digital change strategies that value the strengths and accumulated expertise of aging workforces.

Older Employees in the Digital Transformation Process: A Qualitative Study on Digital Skills and Experiences of Discrimination in Working Life

Ayşil, Kabakçi; Yusuf Erdem Tunç

Digital transformation is profoundly changing the structure of working life, reshaping many aspects ranging from work processes to employee profiles. This transformation does not impact all age groups in the same way; for older employees, it presents both new opportunities and various risks. This study aims to address the digital skills of older employees and the discrimination they encounter in working life from a multidimensional perspective. In this context, the study seeks to answer the following question: How is the process of digital transformation perceived by employees over the age of 60, and how does this process shape digital competencies and experiences of discrimination in working life?

This study employed a qualitative research methodology, utilizing in-depth interviews. Based on data saturation, the total number of participants was determined as 12. The

participants were individuals over the age of 60 who use digital technologies in their work. The study's findings centred on two main themes: "Perception of Digitalization and Digital Competencies" and "Discrimination."

Within the theme of the perception of digitalization and digital competencies, the following aspects of participants were examined: perceived digital competence, learning practices towards digitalization, attitudes toward learning, the impact of digital skills on opportunities, and the meanings attributed to digitalization. One key finding was that participants generally felt inadequate in general digital skills but adequate in professional digital skills. Although proficiency in professional digital skills satisfied the participants and they recognized the importance of digital skills, they showed little interest in further learning. Additionally, the vast majority of participants believed that acquiring more digital skills would not positively impact opportunities in their current jobs; however, they considered developing digital skills inevitable for those seeking new employment.

Within the theme of discrimination, the study examined the forms of discrimination experienced by participants in the workplace, the reasons for discrimination, and the impact of experience. For employees over the age of 60, the reasons for discrimination were identified as age-related physical and mental disadvantages, digital inadequacy, reduced performance, increased health problems, and expectations regarding vacant positions. Participants stated that these factors contributed to age discrimination, with employees over 60 often assigned undesirable jobs and subjected to wage discrimination. Finally, the study found that although the majority of participants had witnessed such discrimination, they had not experienced it themselves. The primary reasons for not experiencing discrimination were attributed to the

advantages of experience, as well as professional confidence and prestige.

Based on these findings, two fundamental issues emerge. First, although participants in certain professions show limited interest in acquiring additional digital competencies, digitalization remains critically important, especially for unemployed older individuals. Second, workplace discrimination cannot be attributed solely to deficiencies in digital skills; it is also rooted in structural and institutional macro-level dynamics. In this regard, efforts to combat discrimination must be approached through holistic and comprehensive policy frameworks that encompass, yet are not confined to, digital transformation, creating concrete gains for older workers while being supported by public authorities.

Ageing WhatsAppers: rescuing pluriversal participation in Brazil

Barbosa, Sérgio

Chat apps such as WhatsApp are more than a digital space for "hanging out" with like-minded people: they have gradually become a key platform for social and political mobilization, particularly in the Global South countries. They create new possibilities of everyday communication with impact on digital activism and elections. Specifically, WhatsApp activism has become popular way on how everyday citizens create emerging forms of mobilizations. WhatsApp activists combine the small-scale decision processes on the backstage of chat groups with street actions which I name WhatsAppers. Although the literature in digital activism has concentrated their focus on large-scale mobilizations and platform-based movements in Western Europe and the US, little research has been looking how local

activism emerges at the margins of society and beyond the Global North.

Against this background, this article focusses on ageing WhatsAppers from Brazil. It is based on the local group named "Campeche Popular struggle committee" composed by local neighbours of Campeche, Florianopolis (South of Brazil). The group was created by a grassroots activist in the run-up to the 2022 general elections, uniting existing local groups of the south of the island to confront the political movement of former far-right president Jair Bolsonaro and aimed to drive votes for Lula da Silva. The group is still active with 168 participants to collect votes in the 2026 general elections: local residents including retired people, grassroots activists, and local councillors, mostly based in Campeche.

The article poses the following research question: how people of advanced age-appropriate WhatsApp to foster political change at the local level? Drawing on digital activism, ageing studies and practices of pluriversality, the article is based on a combination of digital ethnography and 11 face to face, semi-structured interviews of WhatsApp group participants older than 60 years old. The analysis is structured via four research levels: communication repertoires (whether WhatsApp is a levelling communication practices that elevates the profile of ageing activists in the political system); ageing (WhatsApp offer political opportunities for people of advanced age at the margins of society); context (Brazilian context matters from and with the Global South); and practices of pluriversality (the challenges for envisioning autonomous worlds where many worlds fit beyond institutional channels).

The preliminary findings reveal how people of advanced age enhance new dynamics and communicative repertoires on

and with WhatsApp. Overall, they have experienced local based activism beyond the institutional channels of everyday politics.

Digitalization of Workplace and Inequality among Older Workers: Qualitative Evidence from Türkiye

Barlin, Hande; Eker, Mehmet Serhan

Digitalisation is transforming institutional and organisational processes as well as expectations in the work environment, presenting new challenges for older workers, who have already established professional identities and routines, and often producing inequalities. This paper examines organisational factors that shape age-related inequalities for older workers amid digitalisation of the workplace, focusing on their experiences and the roles of institutional and sectoral differences. The analysis is guided by three questions: (1) How is digitalisation embedded in the work processes of older workers? (2) How do organisational and sectoral contexts shape the acquisition of digital skills? (3) Through which everyday practices are age-related inequalities reproduced, negotiated, or partially mitigated?

Digital inequality and labour process theories inform the conceptual framework. Digital inequality is understood beyond access to technology. It also includes opportunities to acquire and use digital competencies as workplace resources. Labour process theory offers a perspective to understand how digital systems restructure work, standardize procedures, intensify monitoring, and reconceptualise autonomy and evaluation. This approach situates age-related inequality within the implementation and management of digitisation, rather than attributing it to individual deficits.

The study draws on in-depth, semi-structured interviews with 20 participants aged 55–69 employed in education, banking, healthcare, technical services, and public administration in Türkiye. All participants work in the formal sector and have completed at least secondary education, with many holding tertiary or postgraduate qualifications. The interviews examine work trajectories, experiences of technological change, access to training, coping practices, and perceptions of age-related expectations. Data analysis uses thematic coding and cross-sectoral comparison.

Preliminary results indicate that digitalisation is an uneven institutional process rather than a uniform technological development. Workplace arrangements determine access to digital skills. In some organizations, structured training and collegial guidance facilitate adaptation. In others, learning is informal and self-directed, producing diverse adaptation pathways. Sectoral contexts play a central role. In education and some public-sector environments, institutional arrangements act as partial buffers, moderating performance pressure and enabling gradual adjustment. In highly digitalised sectors such as banking, standardised software and tightly regulated procedures reduce room for discretion and increase the visibility of individual performance. Participants often reported fragmented and pragmatic learning experiences. Many described fear of making mistakes, reluctance to seek assistance, and a perception of being slower in digital environments. At the same time, they developed practical coping strategies, often relying on younger colleagues or family members for technical support. Although these informal support networks help continued participation, they also create dependencies that may contribute to the structural origins of inequality.

The policy implications are evident. Addressing age-related digital inequality necessitates more than generic upskilling. Effective interventions may include sector-specific training, continuous technical support, and organisational cultures that recognise experience-based knowledge. Structured peer support and protected time for adaptation during working hours can help prevent digital transformation from serving as a persistent mechanism of stratification for older workers.

United Nations' SDGs and Older Workers in the Context of Digitalisation: Digital Skills, Employment, Equality

Bejan, Lavinia Andreea; Aysegul Ilgaz; Umar Bin Qushem

The United Nations' 2030 Agenda for Sustainable Development is a soft law document of global relevance that establishes certain goals to be achieved by the entire planet by 2030. It is conceived as a global plan of action, agreed upon by all states and applicable to all. Among others, it aims to eradicate poverty, ensure prosperity and fulfilling lives for all individuals, and reduce global inequalities, with a commitment to leave no one behind. While the discourse of the Agenda deeply reflects universalistic values, it also recognizes vulnerable categories that need to be reached with priority, and older persons are recognized as such. Encouraging older workers to enter the workforce is in line with the 2030 Agenda's "leaving no one behind" principle, both in terms of promoting objectives such as reducing inequalities and decent work and economic growth, as well as enhancing social inclusion. Although digitalisation can improve older workers' access to and retention in the workforce by changing work procedures and skill requirements, it also risks widening disparities because of age-based biases and the digital divide. The theoretical framework thus analyzes the relationship between older

workers and digital skills, lifelong learning, working conditions, and discrimination within an analytical framework that intersects with the SDGs.

In this context, this study aims to explore how the needs of older workers are addressed in the 2030 Agenda, as reflected in its general discourse, content of the Sustainable Development Goals (SDGs) and targets, as well as the indicators and methodology. It also seeks to identify the limitations of the SDG discourse and implementation in terms of the relationship between older workers and digitalisation, as well as tailored solutions for addressing the digital divide through mechanisms related to the SDGs.

By analyzing the 2030 Agenda, the frameworks for its implementation, and reports by relevant organizations, we found that the SDG framework aims to reduce global inequalities, including the digital divide; ensure inclusive and equitable education; promote lifelong learning opportunities; promote inclusive employment and decent work; and reach the most vulnerable first. The overall principles of prioritizing the most disadvantaged and leaving no one behind make it possible to link inequality to the risks that older workers face as a result of digitalisation. However, while older persons are recognized as needing empowerment, important targets and indicators seem to focus heavily on the younger population, and the same is noticeable in data collection. In this context, we identify the need for a more particularized approach to the needs of older workers, to be reflected in global and domestic policies and efforts to meet SDGs. As the inequality regarding older workers brought about by digitalization is caused by several factors, including digital access, opportunities for lifelong learning, the calibre of work, and a lack of digital skills, all addressed by the 2030 Agenda,

the SDG framework should serve as a guide for an extensive and comprehensive assessment of this inequality.

Age discrimination against older workers in the EU labour markets: A particular focus on their access to professional education

Bejan, Lavinia Andreea; Ondřej Pavelek; Martin Lakomý

The study addresses age discrimination against older workers in labour markets within the European Union, with a particular focus on their access to job training and other forms of professional education. It is based on the European Union (EU)'s legal and policy framework and the socio-scientific context of active ageing, lifelong learning, and equal treatment in employment relations.

The article seeks to explore theoretical and applied issues concerning discrimination based on age that older individuals, either in the workforce or already facing exclusion from the labour market, experience in the European space, also due to the increase in digitalisation. It also aims to discuss the relationship between such discrimination or exclusion and lifelong learning, as a possible anticipatory approach or remedy. Moreover, this study aims to identify the ways in which the European Union addresses the issue of age-related discrimination in the workforce and how it tackles access to job training and professional education for older individuals prone to discrimination and exclusion from the labour markets. In this regard, both the achievements and areas in need of better regulation will be identified.

The EU addresses the issue of non-discrimination, the right to engage in work, the existence of fair and just working conditions, the right to education and to have access to vocational and continuing training, as well as the rights of older people to lead a life of dignity and independence.

Such matters are specifically addressed in its Charter of Fundamental Rights, as well as in various other pieces of legislation and policies that specifically relate to age-based discrimination in the labour markets, education, lifelong learning, digitalisation and digital skills.

The article thus analyses the scientific literature on active ageing, lifelong learning, and equal treatment in employment relations, as well as relevant EU legislation and policies. The research also includes reports and assessments by EU bodies and mechanisms such as the European Commission or the European Centre for the Development of Vocational Training (Cedefop), as well as examples of commitment to the issue of age discrimination through other relevant EU platforms (e.g. 'Ageing Well'). These sources will be complemented by statistics from the Labour Force Survey, Eurobarometer and European Social Survey on the prevalence of age discrimination and differing access to professional education.

The EU does dedicate significant efforts towards addressing age discrimination and exclusion, and it recognises the challenges that older people face in the labour market. It provides for various contexts of support for lifelong learning and equal access of all learners, and a Strategy on Intergenerational Fairness is currently being developed, aiming to ensure that European policy and lawmaking respect the interests of both present and future generations. Understanding the particularities of age-related discrimination in the workforce that older individuals are facing, as well as their reflection in the EU regulatory framework, allows for the identification of areas of further concern to be addressed in legislation, policies and practice.

Working Conditions and Meaningfulness of Work among Mature Taxi Drivers on Digital Platforms: Comparative Analysis Between Three European Countries

Crivoi, Silvana; Lavinia Tanculescu-Popa; Aleksandar Kovacevic; Jitka Matějková; Echo Feng

The digital labour platform is one of the most important changes in work in the last decade. Online platforms could be an opportunity for fulfilment due to their flexibility and innovative character, but they also impose challenges, especially to mature drivers because of opaque logistical management, ambiguous working status and physical constraints. Using a sociological theory on the meaningfulness of work, our research aims to find how mature workers perceive the meaning of their work in their specific working conditions and what strategies they use to develop a sense of meaning. We employ a qualitative research methodology consisting of visual methods combined with semi-structured interviews with taxi drivers from three European countries. Between August and September 2025, we collected 32 interviews with taxi drivers in the three countries. We analysed the data using thematic analysis.

The results reveal trends regarding how working conditions on online platforms (e.g. algorithmic management, wages and the prolonged working hours, employment status) influence the specific dimensions of the meaningfulness of work and how taxi drivers as social agents enhance the autonomy, dignity and recognition in their working lives. Results also indicate differences and similarities between countries. Some of the challenges faced by mature taxi drivers on platforms in the three countries (e.g. digital algorithms transparency, collective actions and negotiation power) are addressed by the EU Directive on platform workers, which is due to be

implemented in national-level legislation by the end of 2026. However, other challenges, such as the fair distribution of costs and risks are overlooked.

Although in recent years much attention has been dedicated to gig workers, few studies have focused on mature workers and the perceived meaning of the work. Our contribution consists of addressing a specific age group of taxi drivers (40+ years old), who, to the best of our knowledge, had not been studied before. We employ a novel theory and a less explored methodology (visual methods) to make comparisons between multiple countries in Europe. At the theoretical level, our research contributes to the understanding of the meaningfulness of work among gig workers and the improved distinction between two dimensions of this concept, namely dignity and recognition. At a practical level, our research can constitute a basis for organisational and public policies in the domain of platform work for the improvement of working life. It also discusses how provocations that are unaddressed by the EU and national legislation may contribute to the increase in inequalities. In this regard, directions for policy recommendations are also suggested.

Digitalisation, Working Conditions, and Employment Trajectories of Older Workers: A Türkiye, Kosovo Comparison

Dalaylı, Feyza; Vlora Berisha Dranqolli; Theranda Beqiri

Digital transformation and the spread of artificial intelligence are changing labour markets, work organisation, and skill needs worldwide. Workers aged 50 and older often face unique challenges when adapting to the fast-changing digital tools and platforms. This study compares Türkiye and Kosovo to explore how older workers engage with digitalisation in three critical areas: access to training and

upskilling opportunities, changes in working conditions and well-being, and the restructuring of employment paths.

Using secondary data from national statistical agencies, labour market reports, central banks, OECD, UNDP, and Eurostat, this study highlights shared trends as well as specific patterns in each country. In Türkiye, widespread e-government and mature digital infrastructures exist alongside ongoing concerns about the usability of digital systems. There is also limited involvement of older employees in ongoing training and barriers related to trust that affect workplace adjustments. In Kosovo, while there are rapid improvements in connectivity and the growth of digital services, significant challenges persist. These include low levels of digital and financial literacy, a preference for cash transactions, and limited chances for mid-career reskilling. In both countries, intergenerational support within workplaces and informal learning methods are key resources for managing digital demands

The findings show that simply having access to digital tools does not guarantee that older workers will adapt successfully. Instead, workplace culture, personal backgrounds, and perceived vulnerabilities greatly affect learning practices, job retention, and the long-term sustainability of work. Without policies sensitive to age—especially those that increase training participation, reduce psychosocial risks linked to digitalisation, and tackle hidden age biases—digital transformation could worsen existing inequalities in the workforce.

This study contributes to global discussions about ageing at work by highlighting the experiences of older workers in two different socio-economic settings. It shows how digital changes interact with the structural conditions of labour markets. The study advocates for targeted training models,

inclusive workplace practices, and trust-building strategies to help older workers maintain their employment in a more digital work environment.

Is the algorithm neutral?

de la Iglesia Aza, Lidia

As algorithms increasingly replace traditional data control and classification systems in personnel management, a critical tension arises between the promise of technological objectivity and the reality of opaque "digital managerial power". This research asks: To what extent can current regulatory frameworks mitigate the risks of discrimination and power asymmetry inherent in algorithmic management? What specific legal mechanisms are required to transform "illusory neutrality" into effective accountability?

This study utilizes a critical legal-technological framework, viewing algorithmic management not as a neutral administrative upgrade, but as a modern manifestation of corporate power. By drawing on theories of Algorithmic Governance and power asymmetry, the research posits that the "black box" nature of these systems, often protected by trade secrets, fundamentally undermines the traditional labour law principle of equality of arms.

The framework integrates intersectional theory to analyse how automated metrics (e.g., facial recognition or digital activity tracking) can entrench structural barriers for vulnerable groups under the guise of technical efficiency.

The research employs a qualitative socio-legal analysis combined with a comparative regulatory review. It examines the evolution of EU AI regulation against the practical realities of domestic labour enforcement. The study performs a "gap analysis" of current tools against existing anti-discrimination laws to determine where technical capacity fails the judiciary.

This is supplemented by a policy-oriented synthesis of the necessary conditions for algorithmic transparency, including audit mechanisms and accountability frameworks.

The specific examination of the case law emanating from the CJEU, in judgments such as C-203/22, is another of the issues addressed.

Preliminary analysis indicates that the promise of "unbiased" algorithmic decision-making is often a fallacy; instead, these systems frequently reinforce existing inequalities by quantifying labour through invasive digital metrics.

There is a technical oversight deficit: neither workers, unions, nor courts currently possess the specialized capacity to decode trade-secret-protected algorithms, leading to a breakdown in legal redress. Furthermore, the research highlights that while the EU moves toward a common framework, the rapid advancement of workplace AI creates a "regulatory lag" that necessitates immediate domestic legislative intervention.

To bridge these gaps, the study proposes several high-impact policy shifts: Establishment of independent authorities: Creation of specialized supervisory bodies, akin to the Labour Inspectorate, with full data-access rights to audit opaque algorithms. Empowerment of legal practitioners: Shifting the burden of proof by mandating transparency obligations that allow legal professionals and unions to challenge algorithmic design in court. Specific algorithmic instruments: Moving beyond general AI regulation to develop labour-specific instruments that address the unique vulnerability of the worker-employer relationship.

Algorithm under supervision: building age-fair recruitment systems

de la Iglesia Aza, Lidia

Algorithms have been gradually replacing purely human systems of data control, classification and recruitment, but algorithms require for their operation a code aimed at formalizing a problem in mathematical terms; the problem posed by the designer and the data or inputs introduced. Therefore, the algorithm is fed by the decisions of the people who program it, since it must be able to select the solution to the problem posed among all the possible or existing correlations, but the predictive model on which it rests is based on the prior indication of the programmer, who has "teached" the algorithm what he considers the best option.

Based on this scheme of operation, algorithms can be designed to offer different services, many of them in the field of labour relations, which has led to the emergence of new forms of candidate selection in recruitment. These managerial powers that some companies have delegated to algorithmic systems are intended to rely on the objectivity, reliability, impartiality or neutrality of decisions. Thus, in principle, algorithms are devoid of people's biases, impressions, or prejudice. But when an algorithm is designed to find the best worker or the best candidate for a task, the result determined by the algorithm will be in accordance with what has been previously defined as the 'best worker' or 'best candidate', i.e. the target variable. To define the target variable, the programmers and designers of the algorithm introduce a set of neutral selection or ranking criteria. But are these criteria neutral? How does the use of algorithms affect the aging workers? Could recruitment algorithms be being used to discriminate against older workers? Are the Member States of the European Union, or the European Union itself,

considering this issue in their policies? These are the questions which this contribution to the conference debate aims to answer.

This study adopts a qualitative research approach centred on bibliographic review to analyse how biases against elderly workers may emerge in algorithms due to human intervention and to explore the legal risks associated with these biases. The literature review is conducted in three primary languages, English, French and Spanish, allowing for a broader scope of relevant scholarship, legislative documents, and case law available across different jurisdictions.

This research does not adhere to a strict theoretical model. Instead, it uses a flexible framework to explore how human biases can influence the design and functioning of algorithms. Key sources included scholarly articles, legal reports, and limited case law on algorithmic bias, selected based on their relevance to both theoretical and practical dimensions of bias in automated systems. Ethical aspects of the study information, literature and case law were managed, and knowledge was developed with integrity. Any manipulation of data that could affect the stated objectives was avoided.

How job embeddedness and job status shape generative AI Adoption among adults aged 50+: The role of AI framing and generativity motives

Deller, Jürgen; Aranka Hackmann; Mattea Wehage

Generative artificial intelligence (GenAI) is transforming work and digital practices across generations. While existing research emphasizes trust and explainability as drivers of AI adoption, the role of contextual factors and lifespan-specific motivational processes remains underexplored. Technology acceptance frameworks applied to older adults predominantly focus on individual-level variables, neglecting

how contextual employment factors and motivational processes shape adoption pathways in later life. Addressing this gap, we aim to develop a conceptual model combining job embeddedness theory, framing theory, generativity theory, and technology acceptance research to explain the role of contextual employment factors for the GenAI adoption among adults aged 50+. We would like to use the DIGI-net final conference to discuss and refine this model before starting data collection.

We propose that job embeddedness, the degree to which individuals are socially and professionally connected in organizational contexts, determines exposure to different GenAI communication channels. Drawing on framing theory, we distinguish between organizational channels (leadership, peer networks) that predominantly employ gain-framed GenAI communication emphasizing productivity and opportunity, and personal channels (media, personal networks) that present mixed or loss-framed narratives emphasizing obsolescence and threat. These exposure patterns may shape the type of GenAI framing individuals encounter: Highly organizationally embedded older adults should be more exposed to gain-framed GenAI communication channels, whilst those reporting low organizational embeddedness may be more confronted with mixed or loss-framed narratives through personal channels. Finally, we propose that the relationship between these contextual factors and older adults' GenAI adoption depends on their generativity motives. We hypothesize that generative motives moderate the relationship between AI framing type and GenAI adoption, such that gain-framed communication more strongly influences adoption among individuals with great generative motives. Drawing on Self-Determination Theory, this moderation is expected because

gain framing aligns with intrinsic generative goals to contribute meaningfully and leave a lasting legacy.

The proposed theoretical framework could be tested through a moderated sequential mediation model hypothesizing that (H1) job embeddedness positively influences AI framing exposure through organizational versus personal channels, (H2) exposure channels determine the dominant framing type encountered (gain versus loss), (H3) framing type influences GenAI adoption, (H4) generative motives moderate the framing-adoption relationship, and (H5) the sequential indirect effect of job embeddedness on adoption (via exposure and framing type) is conditional on generative motive levels.

This model advances technology adoption theory by integrating contextual embeddedness with communication framing and generativity-based motivation, shedding light beyond individual acceptance models toward multi-level explanations of later-life technology engagement and identifying context-specific adoption pathways. By proposing that the pathway from job embeddedness to adoption, via framing mechanisms, may vary by generative motives, we introduce motivation-communication fit as a potential boundary condition in technology adoption research and outline new pathways for investigating how intrinsic life goals may shape responsiveness to organizational and non-organizational change communication across the career lifespan.

Digital Inequality Among Older Adults: A Comparison Between the OECD And Türkiye

Demir Şimşek, Tülay

In the current era, digital technologies constitute a significant part of our daily lives. While digital technologies eliminate temporal and spatial boundaries, offering certain opportunities, they also deepen existing inequalities in society and, moreover, give rise to new forms of inequality. Although access issues have been largely overcome in developed countries, the risks posed by digital technologies go beyond access. These risks affect the strength or weakness of countries' adaptation to the digitalization process.

In this context, with the proliferation of information technologies, issues related to the use, access, and utilization of these technologies have also begun to be discussed in academic circles. The rapid advancement of technology has necessitated addressing inequality not only through the ownership of technology resources but also at different levels and in a multidimensional manner. Ragnedda emphasizes the importance of researching how previous social inequalities affect the increase and persistence of digital inequalities, beyond a simple yes/no access criterion. In this context, Ragnedda stated that digital inequality should be examined at three levels: inequalities in access (first level of the digital divide), uses (second level of the digital divide), and outcomes produced in the online environment that are valuable in the social sphere (third level of the digital divide).

At the current stage of digitalization, public administrations have also sought to adapt their infrastructure, and digital technologies are now widely used in the delivery of public services. However, this level of digitalization can have an

impact that reinforces disadvantage in various ways. There are differences in the access, use, and skills related to digital technologies for vulnerable groups such as the elderly, women, people with disabilities, immigrants, the poor, and people with disabilities. The age factor creates disadvantages in terms of adapting to, accessing, and using digital technologies. In all countries, young people have access to computers, mobile phones, and the internet earlier than older people.

This study will analyze the levels of digital inequality among older adults in Türkiye and OECD countries in a comparative manner. Since 2008, Türkiye has taken various steps to adapt public administration to the digitalization process. However, the adaptation of older adults to digital technologies remains a policy issue today. Therefore, in order to make a meaningful comparison between the OECD and Türkiye in relation to older individuals, OECD and TURKSTAT data between 2010 and 2025 will be used to reveal the levels of digital inequality among older individuals from a multidimensional perspective, including access, usage, and skills. This comparative perspective will also provide an opportunity to policy recommendations for developing digital inclusion for older individuals in Türkiye.

Digitalization and Ageism: Barriers Faced by Older Employees in Technology-Oriented Organizational Cultures

Doğanalp Çoban, Selma; Ayşe İspirli Turan

Digital transformation is reshaping working life and generating new forms of inequality, particularly for workers in later career stages. Technology-oriented organizational cultures are increasingly structured around speed, flexibility, and continuous digital adaptation. Within this context, the competencies of older employees are often implicitly

questioned, creating conditions in which subtle forms of ageism may emerge. This study aims to explore the structural, cultural, and perceptual barriers faced by older employees in the process of digitalization. The main research question examines how technology-centered organizational cultures redefine the experiences, professional identities, and workplace positioning of workers in later life.

The study adopts a qualitative research design. Semi-structured, in-depth interviews will be conducted with employees aged 45 and above working in both public and private sector organizations. Participants will be selected through purposive sampling, with the primary criterion being direct exposure to digital transformation processes within their institutions. The data will be analyzed using thematic analysis. Particular attention will be given to themes such as perceptions of digital competence, access to digital training opportunities, performance evaluation practices, experiences of exclusion, job insecurity concerns, and transformations in professional identity. The analysis will be informed by the concepts of age culture and digital inequality, providing a framework to interpret how organizational norms and expectations may reinforce age-based disparities.

This study contributes to the objectives of the COST Action CA21107 (DIGI-net) by examining how digitalization redefines work inequalities in later life through the lived experiences of employees. By focusing on micro-level narratives, it seeks to reveal how implicit ageism can become normalized within organizational discourse and digital management practices. The findings are expected to contribute to discussions on age-inclusive digital transformation strategies and to inform the development of inclusive human resource policies. Ultimately, the study emphasizes that digitalization is not

merely a technological shift but also a socio-cultural transformation that significantly shapes the working conditions and opportunities of older employees.

Digital Literacy among Health Sector Professionals Aged 50+ in Europe: the influence of sociodemographic determinants, according to the SHARE study and Implications for Digital Policy

Duarte Gomes, Marta Maurício; Teresa Magalhães

Digital Transformation is reshaping healthcare delivery, management and governance. Although digital health technologies improve efficiency, quality and patient safety, their successful adoption depends on the digital literacy of healthcare professionals. This challenge is heightened in a context where the sector's workforce is ageing, raising concerns about generational inequalities in digital skills. Digital Literacy is influenced by sociodemographic and contextual factors, such as gender, education, income, country of residence, professional profile and self-perceived health status, creating a heterogeneous environment. Although age alone is not an absolute determinant of digital literacy, it interacts with these factors to influence digital readiness. Evidence focusing on health professionals aged 50+ remains limited, making it essential to investigate digital literacy in this group to support inclusive digital empowerment policies, promote digital equity and reinforce the sustainability of European healthcare systems.

This study addresses the following research questions: (1) What is the level of digital literacy among healthcare professionals aged 50+? (2) Are there differences in digital literacy across different professional groups in the healthcare sector? (3) Which sociodemographic factors are associated with digital literacy in this population?

This study is grounded in the concept of Digital Determinants of Health, which extends traditional Social Determinants of Health by incorporating access to digital technologies, usability, and user competencies. These determinants shape how individuals engage with digital tools and can promote or hinder digital inclusion, often reinforcing existing inequalities. Within this framework, Digital Literacy is conceptualised as key determinant of effective digital engagement. Considering the ageing healthcare workforce, this perspective highlights how sociodemographic characteristics may contribute to unequal digital readiness across professional groups, providing the conceptual basis for examining disparities in digital literacy within this population.

A quantitative cross-sectional study was conducted using secondary data from Wave 9 of the Survey of Health, Ageing and Retirement in Europe (SHARE), collected between 2021 and 2022 in 28 European countries and Israel. The sample includes health sector professionals aged 50–65 who were actively employed, identified through ISCO-08 classifications. Digital literacy was measured using a composite Digital Literacy Index, developed from three SHARE variables: self-assessed computer skills, computer use in the current job, and internet use in the previous seven days. The index was categorised into low, intermediate, and high digital literacy. Independent variables included age group, gender, education level, income, professional group, professional context, country of residence and self-perceived health. Descriptive and multivariate analyses were performed to identify patterns and determinants of digital literacy.

Preliminary results reveal heterogeneity in digital literacy levels among older health professionals. Lower literacy levels were more common among women and individuals with lower educational attainment. Marked differences emerged

across professional categories and European regions, with personal care workers and professionals in Eastern and Southern Europe showing the highest vulnerability. Digital literacy was positively associated with self-perceived health and higher income. Although age influenced digital literacy levels, its effects were not uniform, suggesting that digital readiness results from the interaction of sociodemographic, professional and contextual factors, rather than age alone

Digital Literacy and its Impact on the Working Lives of Older Employees in Turkey: An Empirical Analysis

Elmacı, Tuğba

The rapid development of information and communication technologies has profoundly affected the structural transformation of labour markets and made digitalisation a strategic necessity for all sectors. The integration of digital technologies into business processes affects the workforce made up of different age groups in a heterogeneous way. While digital natives, or young workers, adapt to technology more quickly, the process is more complex for older workers (digital immigrants), who are more experienced in the working world. This study aims to examine the effects of digital literacy on the work performance, job satisfaction and adaptation processes of 100 active workers aged 50 and over in Çanakkale, one of the Turkish provinces with a high number of elderly workers, using an empirical approach.

The literature on the utilisation of technology by older workers frequently employs the concepts of technophobia, resistance based on habit, and limited technological self-efficacy. Recent studies have demonstrated that, under optimal conditions of accessible educational resources, technological support, and motivation, older workers can effectively enhance their digital competencies. Çanakkale's heterogeneous economic structure, where the agricultural,

industrial, and service sectors are intertwined, diversifies the ways in which older workers interact with digital tools. Çanakkale's heterogeneous economic structure, where the agricultural, industrial, and service sectors are intertwined, diversifies the ways in which older workers interact with digital tools. In this context, digital literacy encompasses a broad range of competencies, including proficiency in e-government applications, enterprise resource planning (ERP) software, online communication platforms, and data processing applications. The process of adjustment to these instruments is predominantly influenced by technological self-sufficiency perceptions and learning motivation.

The sample group for the research consists of 100 employees aged 50 and over employed in the public and private sectors in Çanakkale city center and its districts. In the present study, a qualitative research design was employed, with a survey technique being utilised as the method of data collection. The questionnaire has been meticulously designed to assess respondents' perceptions regarding their alignment with the workplace, their digital literacy levels, and their performance in the digital age. The questionnaire encompasses a range of demographic information, including age, gender, and employment status. The topographical data will be analysed using SPSS software to produce descriptive statistics, Pearson's correlation coefficient, and multiple regression models. The objective of the analysis is to statistically test the impact of digital literacy levels on variables such as job satisfaction, productivity and organisational commitment.

The enhancement of digital literacy facilitates the integration of experience and technology, thereby enabling older workers to participate more effectively in their professional activities. It is anticipated that the consequences of this situation will include a decline in error rates, an enhancement

in the management of time, an augmentation in the speed and accuracy of business processes, and an improvement in intergenerational communication. The fundamental hypothesis of this study is that the greater the digital literacy skills of older workers, the faster they will adapt to their professional environment and the higher their organisational commitment. It is hypothesised that the findings will contribute to the enhancement of local policies, strategies for lifelong learning and training programmes for employees in Çanakkale, with the objective of increasing workforce productivity.

Digital transformation processes must be effectively integrated into the professional development of older workers if we are to ensure not only their personal professional development but also the sustainability of the workforce. The study will provide empirical evidence on the following: the increase of age-related disadvantages in the context of digitalisation; the visible reduction of age discrimination; and the integration of experienced workers into the digital economy. The study will also contribute to the development of specific policy recommendations on these issues.

Digital and Green Transitions in Turkey's Textile Industry: Implications for Older Workers

Erdoğan, Asena

Digitalization and green transformation are profoundly reshaping labour markets across the globe. Although these twin transitions are commonly presented as engines of productivity, sustainability, and competitiveness, their social outcomes remain deeply uneven. A growing body of research shows that older workers are particularly vulnerable in this process, facing heightened risks of exclusion due to limited access to digital skills, restricted opportunities for

reskilling, and labour market policies that insufficiently address age-related disadvantages.

This paper examines how these dynamics unfold in Turkey's textile industry—a sector that is both highly labour-intensive and under increasing pressure to decarbonize and digitalize. As global value chains adopt stricter environmental standards and digital production systems, Turkish textile firms invest in automation, energy-efficient technologies, and data-driven management practices. These changes reconfigure skill requirements, privileging digitally fluent and adaptable workers. Older employees—often possessing extensive sectoral experience but limited formal training in digital technologies—face elevated risks of deskilling, marginalization, and displacement.

Drawing on the just transition framework, this study conceptualizes digitalization and green transformation not merely as technological or environmental processes, but as fundamentally social transformations that must be governed through principles of fairness, inclusion, and social protection. The central research question guiding this paper is: How do digital and green transitions in Turkey's textile industry generate new forms of inequality for older workers, and how can these inequalities be addressed in socially just ways?

Methodologically, the paper adopts a conceptual and policy-oriented approach. It synthesizes international scholarship on ageing workforces, digital exclusion, and green transitions with Turkey-specific labour market data and sectoral policy documents. In doing so, it also establishes the theoretical foundation for an ongoing doctoral research project that will empirically investigate textile workers' perceptions of transformation, competence, and fairness.

The analysis identifies three interrelated mechanisms of inequality. First, digital skill gaps intersect with age, educational background, and occupational segmentation, placing older workers at a structural disadvantage. Second, reskilling and lifelong learning programmes tend to prioritise younger employees, implicitly framing older workers as less "investable". Third, environmental restructuring—particularly automation introduced for energy efficiency—often results in job redesign or displacement without age-sensitive transition pathways.

By embedding these processes within a just transition framework, the paper offers two key contributions. Theoretically, it extends the just transition debate beyond climate policy to encompass age-based inequalities in digitally transforming workplaces. Empirically, it positions Turkey's textile industry as a critical case where environmental imperatives intersect with demographic and skill-based vulnerabilities in an emerging economy context.

The paper concludes with policy implications, emphasising the need for inclusive lifelong learning systems, age-sensitive reskilling strategies, and robust social dialogue mechanisms throughout transformation processes. Without such measures, digital and green transitions risk reproducing structural exclusion under the guise of sustainability. In this sense, a just transition is not only ecological, but fundamentally social.

Digitalisation and Older Workers: A Comparative Policy Analysis of the European Union and Türkiye

Ergüney, Merve

Rapid digitalisation is transforming labour markets worldwide, generating both opportunities and new forms of inequality for older workers. Increasing demands for digital skills, the expansion of automation, and the widespread use of digital

platforms directly shape the conditions under which older adults remain in employment. While the European Union (EU) has introduced comprehensive policy frameworks to support older workers' digital inclusion, Türkiye's policy landscape remains comparatively fragmented, with limited strategic focus on the intersection of ageing and digital transformation. This study conducts a comparative policy analysis of the EU and Türkiye, examining how each context addresses the digital needs of older workers and offering actionable recommendations to strengthen digital inclusion in Türkiye.

The study draws on three main conceptual pillars: digital inequality, active ageing, and intersectionality. Digital inequality highlights structural differences in older workers' access to digital tools, digital skill levels, and their ability to participate meaningfully in digital environments. The active ageing framework emphasises the importance of supporting continued labour market engagement, lifelong learning, and productivity among older adults. Intersectionality illustrates how age intersects with gender, socioeconomic background, education, and sectoral characteristics to create compounded disadvantages in digitalising workplaces.

Methodologically, the study employs comparative qualitative policy analysis. The EU policy corpus includes the European Skills Agenda, Digital Education Action Plan, European Pillar of Social Rights, Green Paper on Ageing, Age Equality Directives, and the Digital Decade Policy Programme 2030. These documents collectively outline a systematic approach to preparing older workers for digital transitions—emphasising reskilling and upskilling pathways, preventing age discrimination, improving workplace accessibility, and strengthening adult digital competencies across member states.

The Turkish policy set includes the Digital Türkiye Strategy, National Employment Strategy, İŞKUR active labour market programmes, adult digital literacy courses offered by Public Education Centres, and the anti-discrimination provisions of the Labour Law No. 4857. Although Türkiye positions digital transformation as a national priority, explicit strategies addressing older workers' digital skill development, age-sensitive workplace adaptation, or anti-ageism mechanisms are largely absent. As a result, older workers often rely on general adult education programmes or broad employment incentives not specifically designed for their demographic.

The comparative analysis reveals a significant divergence between the two contexts. The EU adopts a holistic policy approach that integrates older workers into broader digital transformation and social rights agendas. Türkiye, by contrast, treats ageing and digitalisation as largely separate policy domains, leading to gaps in digital skills provision, workplace accessibility, and anti-discrimination safeguards. Consequently, older workers in Türkiye face a heightened risk of exclusion from digital labour markets, particularly in sectors undergoing rapid automation.

Based on these findings, the study proposes a series of policy recommendations for Türkiye: (1) developing a national digital skill curriculum tailored to workers aged 55+; (2) integrating anti-ageism measures into digital transformation strategies; (3) creating workplace digital accessibility guidelines aligned with EU standards; (4) expanding sector-specific reskilling programmes through İŞKUR; and (5) establishing community-based digital support centres to strengthen older workers' digital confidence and participation.

Overall, this research highlights how digitalisation reshapes inequalities in later working life and outlines concrete

pathways for enhancing the digital inclusion of older workers in Türkiye as part of a more equitable and future-oriented labour market policy framework.

Erol, Evrim

Digitalization, Access to Public Services, and Later-Life Inequalities

---

Health, social security, and municipal services are increasingly being reorganized around a "digital-by-default" approach. While this shift assumes that users have adequate digital competencies, it can translate into tangible disadvantages for older adults aged 55+/60+ who continue working after retirement when accessing digital systems. Accordingly, beyond generating empirical findings, there is a need to translate these findings into usable outputs for policy and practice. The research–policy–practice gap has become a salient challenge in tackling later-life inequalities in the context of digitalization.

This research is a participatory qualitative field study. Fieldwork conducted with adults aged 55+/60+ who attend the "Yamantürk Day Centre" positions participants as experts by experience and makes visible how access to public services relates to work capacity and independent living. The study focuses on older adults' everyday encounters with digital public service systems and on how the difficulties experienced in these processes relate to later-life inequalities. In this context, the MHRS and health appointment systems, as well as municipalities' online application and information platforms, are examined; e-Devlet applications are considered part of these digital access practices.

Following research questions were used: (1) How do older adults aged 55+/60+ who continue working after retirement experience digital public service systems in their everyday

lives? (2) Through which mechanisms do digital barriers deepen later-life inequalities in access to health and local public services? (3) How can low-cost, practical policy interventions that can be implemented at local and institutional levels be used to reduce these inequalities?

This study is being conducted using a participatory qualitative design based on in-depth interviews and focus group discussions. Data are analysed thematically, focusing on experiences of interacting with public institutions, difficulties encountered in accessing digital services, and the coping strategies participants develop in response to these difficulties. Preliminary findings are reviewed iteratively with participants, and practice-oriented recommendations are co-produced. The study is at the stage of translating findings into "usable" outputs for policy and practice.

Findings of the Best Workplace for Women Survey and Award Established by the Association for Women's Career Development in Hungary (AWCDH), Highlighting Results Related to Women Aged 50+

Ferenczi, Andrea; Ildikó Modláné Görgényi; Katalin Hajós

The accelerating pace of digitalisation is fundamentally transforming the world of work by generating new competencies, flexible forms of employment, and network-based modes of collaboration. However, these changes do not affect all age groups equally. Organisational age culture, age-related norms, and intergenerational dynamics play a decisive role in determining how successfully older employees are able to engage with and integrate into digital work environments.

The Best Workplace for Women Award was established to point beyond the need for equal employment opportunities to the economic advisability and advantages of making

more and more women part of the work force. The AWCDH has issued an annual call for participation in the Best Workplace for Women survey every year since 2007, announced on 8 March, International Women's Day, as a continuation of the successful initiative launched during the European Year of Equal Opportunities for All.

Based on surveys conducted among employers and female employees within the framework of the award, AWCDH has developed a special database regarding women's employment and women's well-being as a representative sample reflecting the opinion of more than 25 thousand female employees and several hundred managers.

This paper presents an analysis of the application materials submitted by organisations received Best Workplace for Women award, focusing on practices that support the inclusion and upskilling of 50+ female employees, strengthen intergenerational cooperation, and promote the introduction of digitally supported atypical forms of work. In addition, the analysis highlights inequalities and gaps observed among organisations not participating in the survey.

The documentation of award-winning organisations reveals an age culture that treats age not as a deficit but as a valuable organisational resource. Identified practices include bidirectional digital mentoring models, in which younger employees transfer technological knowledge while older workers contribute experiential knowledge. These organisations consciously challenge age-related stereotypes, such as assumptions that older employees are unable to learn or that digital work is exclusively the domain of younger generations. The applications emphasise the importance of personalised digital learning pathways, flexible and atypical employment arrangements and supportive organisational

infrastructures in facilitating the successful integration of older female employees.

The networked logic of digital work environments, such as collaborative platforms, virtual teams, and knowledge-sharing systems, creates new opportunities for intergenerational cooperation. Practices observed among award-winning organisations demonstrate that effective knowledge transfer between generations depends on the deliberate cultivation of trust, mutual respect, and a learning-oriented organisational culture. While digital tools alone cannot resolve age-related inequalities, appropriate organisational frameworks can significantly reduce generational divides.

The findings of the survey underscore that digitalisation represents not only a technological shift but also a cultural and organisational transformation. The key to success lies in the conscious shaping of age culture, the promotion of intergenerational cooperation, and the implementation of inclusive and flexible work arrangements. The practices of Best Workplace for Women award-winning organisations offer transferable models for the broader labour market, particularly in supporting the digital integration of women aged 50 and over.

Generational differences in adapting to digitalization in Higher Education workplace

Hamzallari, Blerina; Sonila Papathimiu; Dhurata Premti

Higher Education Institutions play a key role in mediating the promotion, understanding and use of social innovations. Even in the case of rapid digitalization processes, universities play a fundamental role in the development of technological processes but also in their integration and adaptation in everyday life. In contemporary debates, there is a growing

"fear" of the overlap of objective culture over subjective culture. In the course of this discussion, the university environment also often reflects uncertainty and the inability to reflect on its adaptation to the speed of digital developments. All interacting agents in the university environment create a complex ecology of interaction influenced by gender, age, level and profile of education.

This article is a case study and the focus will be on the (in)ability of academic staff to use digitalized processes in their work environments. The aim of this study is to investigate how age creates intergenerational differences in the ability to recognize and use technology in work processes in higher education institutions, focusing on the University of Tirana.

The research questions of this study are: 1. Does age influence professors' experiences of inequality in workplace digitalization processes? 2. What are the main intergenerational differences in professors' adaptation processes to digitalization? This is an ongoing study, for the realization of which secondary sources were used referring to the literature in the field of sociological studies and other social sciences, as well as primary sources based on qualitative data collected through the instrument of semi-structured interviews with Professors from University of Tirana.

The data will be collected from different categories of academic personnel based on age such as: Early-career (under 40); Mid-career (40–55); Senior professors (55+). The target sample will be selected from different scientific disciplines of the University of Tirana. Thematic analysis of the data will focus on 3 main areas of digital inequalities: access, skills and use, outcomes and benefits. This article is descriptive in nature and was undertaken with the aim of promoting evidence-based university development strategies. This article can serve as a basis for institutional initiatives by

universities to undertake future representative quantitative studies on demographic factors that influence the potential of generations to adapt to digitalization in the workplace.

Work Inequalities in Later Life under Digitalization: Media Representations of Older Workers in Albania

Hazizi, Teuta; Ortenca Kotherja; Mirësi Çela

Digitalization is reshaping labour markets and everyday working practices, yet its implications for older workers remain uneven and often contested. While digital technologies are often presented as tools for efficiency and inclusion, they can also reinforce existing work inequalities in later life, particularly where access to digital skills and training is limited. The paper examines how these dynamics are reflected and reproduced through media representations in Albania.

The paper addresses three related research questions: how older workers are represented in Albanian digital media in the context of workplace digitalisation; in what ways these representations reproduce or challenge work inequalities in later life; and how media narratives align with, or diverge from, older workers' lived experiences of digitalisation at work.

The analysis draws on a mixed-methods design that combines media analysis with qualitative interview material. First, national demographic, labour market and digitalisation data are used to situate older workers within Albania's broader socio-economic context. Second, a qualitative review of 13 articles published since 2022 in leading Albanian online media outlets examines dominant themes, framings and silences surrounding older workers and digital change. Third, three in-depth interviews with workers aged 55 and over from different sectors (event management, public administration and customer service) provide insight into everyday experiences of digitalisation at work.

The findings suggest that media coverage tends to frame population ageing and digitalisation as structural or economic challenges, with an emphasis on labour shortages, pension pressures and technological change. Older workers are frequently portrayed as digitally vulnerable or resistant to change, while their voices and everyday experiences are largely absent from media narratives. In contrast, the interview material points to a more differentiated reality. While some older workers experience stress, job downgrading or exclusion linked to limited digital skills, others show considerable adaptability through self-directed learning, professional experience and selective engagement with digital tools.

Despite the presence of national strategies on digital transformation and skills development, media discussions rarely consider whether these initiatives meaningfully support older workers in practice. As a result, the role of media in shaping understandings of work inequalities in later life remains largely unexamined.

Media representations matter not only because they reflect social attitudes, but also because they help define which forms of work, learning and participation in later life are seen as possible or legitimate. By bringing together media analysis and lived experience, the study speaks directly to ongoing discussions within the DIGI-net COST Action on how digitalisation is redefining work inequalities in later life.

Digital competence and the experience of older workers

Hilsen, Anne Inga; Dorothy Sutherland Olsen

In this paper we will discuss how digital competence might pose a challenge for older workers and how experience-based competence may compensate for potential problems.

According to OECD two of the major megatrends affecting labour markets in most OECD countries are digitalization and demographic change. With an ageing population and lower birth rates, efforts to keep people in the labour market longer becomes necessary. Pension reforms and efforts to prolong labour market inclusion are aimed at keeping employees working longer. At the same time digitalisation poses new challenges to workers of all ages, not at least older workers. In an increasingly digital work life, the challenge of digital competence becomes even more acute. The European Digital Competence Framework for Citizens (DigComp) defines digital competence as the ""confident, critical and responsible use of, and engagement with, digital technologies for learning, at work, and for participation in society. It is defined as a combination of knowledge, skills and attitudes."

The second cycle of the Survey of Adult Skills (a product of the Programme for the International Assessment of Adult Competencies – PIAAC) took place in 2022/2023. Studying literacy, numeracy and adaptive problem solving (digital competence), they found that "on average, 55–65-year-olds display lower proficiency than younger adults in all the assessed domains. The best results were achieved by 25–34-year-olds, followed by 16–24-year-olds. Higher levels of educational attainment are associated with greater proficiency in literacy, numeracy and adaptive problem solving. On average, adults with tertiary education scored 33 points higher in literacy than those with upper secondary education, who in turn scored 43 points higher than those without upper secondary education.

According to this, one would expect older workers to have more problems in a digital workplace. At the same time, studies argue that experience-based competence can

make older workers skilled in ways that younger colleagues have not yet mastered. Experience-based competence is a valuable both to the individual, their colleagues and the organisation for which they work.

This paper builds on case-studies and interviews conducted in both public and private organisations in Norway over several years, and aim at demonstrating ways and situations where older workers used their experience-based competence to master new digital technology.

Digitalisation, Cybersecurity Literacy, and the Future of Work for Older Adults: A Comparative Study of Albania and Italy

Hyka, Dolantina; Sediola Ruko; Festim Kodra; Nora Pireci Sejdiu; Unim Brigid

---

As more people aged 50 and over stay in the workforce, they are expected to adapt to increasingly digital workplaces, even though much of their experience was gained before digital technologies became widespread. Informal help from younger colleagues or family members often fills skill gaps, but the lack of structured training can reduce confidence, raise cybersecurity risks, and reinforce digital inequalities. Cybersecurity literacy is therefore more than a technical skill; it is shaped by workplace support, organizational culture, community resources, and national policies.

This study examines how older workers in Albania and Italy understand and manage cybersecurity. The two countries provide a useful comparison due to their different levels of experience with lifelong learning and digital inclusion. The research explores how cybersecurity awareness for workers aged 50+ is addressed in workplaces, communities, and policy frameworks, and how gaps between policy goals and everyday practice can increase vulnerability to cyber threats.

The study adopts a qualitative comparative approach based on desk research and document analysis. It draws on adult learning theory, which highlights the importance of relevance, experience, and confidence-building, as well as digital divide theory, which goes beyond access to examine inequalities in skills and outcomes. In addition, a socio-technical perspective is used to understand cybersecurity as part of everyday organizational systems rather than solely an individual responsibility.

National policies, institutional reports, academic literature, and documents on digitalization, cybersecurity, older workers, and adult education were reviewed. For both countries, the analysis focused on policy and governance, access to cybersecurity learning for workers aged 50+, workplace age culture and support, and implications for well-being, confidence, and digital tool use. Findings were further informed through knowledge exchange within the DIGI-NET network.

Initial results show that Italy has more established links between digital inclusion policies and adult education. This has helped create more stable and practical cybersecurity training, especially in public institutions. Albania, on the other hand, has a patchier system, often relying on short-term projects that tend to focus on urban areas. This leaves many older workers depending on informal help from others, which may be useful in the short term but doesn't build long-lasting cybersecurity skills.

This research supports the work of COST Action CA21107 (DIGI-NET) by showing how cybersecurity literacy is shaped not just by individual skills, but also by broader factors like workplace culture, social inequality, and well-being. It lays the groundwork for policy and workplace recommendations to make cybersecurity learning more age-inclusive and

better integrated into everyday work life, helping older workers thrive in digital workplaces.

"In the Shadow of the Screen": A Metaphorical Examination of Older Workers' Mental Health in a Digital Workplace

Ilgaz Aysegul; Ercan Asi

The aging workforce has made the impact of loneliness on older workers during this transition a crucial area of study as digitized work arrangements spread quickly. This is crucial because behaviors like working remotely or in a hybrid environment, maintaining a constant online presence, and tracking digital performance can both increase the likelihood of stress, loneliness, and burnout while also having protective effects through control and flexibility. There are few quantitative and qualitative studies in the literature that look at older workers' loneliness as a result of digitalization, and none of them use metaphor analysis. This study sought to ascertain how older workers operating under digital work arrangements (e.g. online communication, remote and hybrid work).

This study sought to ascertain how older workers in digital work arrangements (e.g. The g. task tracking systems, online communication, remote or hybrid work, etc. view their loneliness experiences in relation to digital technologies, how they interpret these experiences, and the metaphors they use to convey the connection between loneliness and digital work. A qualitative research design was used to plan the study, and the metaphor analysis method was used to carry it out. A structured questionnaire was used to conduct in-person interviews with older working people in the researchers' immediate social circles in order to gather data.

The average age of the older participants was 56.8±4.6 (50-64 years), 83.3% were male, 75% were married, 50% had a high school education, and 83.3% worked in the public sector. Participants used devices such as computers, telephones, fax machines, and printers in their workplaces. Formal/internal correspondence, official document registration and tracking through the Electronic Document Management System (EDMS), document processing with e-signatures, payroll and accounting computations, email/communication, reporting and planning, and regulatory compliance are the main uses of these technologies in the workplace. Lack of experience and a fear of making mistakes initially hindered the adaptation process (especially with frequent system changes). The participants shared that feelings of abandonment or exclusion, being left alone with technology, not getting help when a problem arises, and having less face-to-face interaction are common manifestations of workplace loneliness. In the absence of support, technology was described as a paradoxical, alienating, and stressful phenomenon (presence-non-presence, seasons, Istanbul traffic, "leaf-shedding tree") that expressed feelings of inadequacy and the experience of loneliness/exclusion. In contrast, metaphors depicted technology as a "helper/savior" (guardian, crutch, wheelbarrow), a source of knowledge and enlightenment (encyclopaedia, light/flashlight), and a tool/storage for organizing and recording work (notebook, filing cabinet, control book, calculator), emphasizing the relationship between technology and time savings, control, and productivity.

The results show that although technology empowers workers by boosting output, saving time, and giving them control, it can also lead to feelings of stress, loneliness, and exclusion because there is less face-to-face interaction and a lack of support. In order to boost technology adoption, organizations

should set up ongoing training, easily accessible technical and peer support systems, and team-sharing and face-to-face communication practices (mentoring, brief consultation sessions, collaborative work hours).

Digitalisation and human capital inequalities in later life: evidence from the Visegrad countries

Jagódka, Maciej

As digitalisation reshapes labour markets across Europe, older workers face a growing risk of exclusion from emerging forms of work and skill development. While digital transformation creates new opportunities for productivity and flexibility, it simultaneously amplifies existing socio-economic inequalities—particularly those rooted in human capital disparities accumulated over the life course. This paper examines how digitalisation interacts with age, education, and skill endowments to produce unequal labour market outcomes for older workers (50+) in the Visegrad region (Czechia, Hungary, Poland, and Slovakia). These countries share similar post-socialist legacies, relatively low investment in adult learning, and persistent structural barriers to upskilling, making them a compelling comparative case for studying digital inequalities in later life.

The study builds on the concept of digital skill penalty, understood as the wage, employment, and participation disadvantages experienced by individuals lacking digital competencies. Prior research suggests that this penalty is disproportionately borne by older workers, who often face cumulative disadvantages: lower participation in lifelong learning, limited access to employer-provided training, and organisational cultures that implicitly favour younger, digitally fluent employees. We argue that in the Visegrad countries, these mechanisms are intensified by institutional weaknesses in adult education systems and by labour market structures

that provide fewer opportunities for mid-career and late-career skill renewal.

Using comparative data from Eurostat, OECD PIAAC, and DESI indicators, the paper highlights three key findings. First, older workers in the Visegrad region exhibit significantly lower levels of digital skills than both younger cohorts and older workers in Western and Northern Europe. The gap is particularly pronounced among individuals with lower educational attainment, suggesting that digitalisation reinforces pre-existing human capital inequalities. Second, participation in lifelong learning remains systematically low across all four countries, with older workers being the least likely to engage in training. Despite policy commitments to digital inclusion, employer-provided training remains limited, and public programmes often fail to reach those most in need. Third, the labour market consequences of these disparities are substantial: older workers with low digital skills face higher risks of job displacement, lower wages, and reduced access to hybrid or remote work arrangements, which increasingly define modern employment.

Beyond structural barriers, the paper also explores organisational and cultural dimensions of digitalisation. Evidence suggests that age norms and implicit biases contribute to a form of "digital ageism," where older workers are perceived as less adaptable or less capable of learning new technologies. Such perceptions can limit access to training, reduce promotion opportunities, and discourage older employees from engaging in digital tasks. These dynamics create a self-reinforcing cycle in which lack of training leads to lower confidence, which in turn reduces willingness to participate in digital work environments.

The paper concludes by discussing policy implications for reducing digital inequalities in later life. We argue that the

Visegrad countries require more ambitious strategies for adult learning, including targeted digital upskilling programmes for older workers, incentives for employers to invest in age-inclusive training, and stronger integration of digital competencies into active labour market policies. Without such interventions, digitalisation risks deepening socio-economic inequalities and accelerating labour market exit among older workers.

Overall, the study contributes to the literature by providing a comparative, human-capital-oriented perspective on digital inequalities in later life, highlighting how structural, institutional, and cultural factors jointly shape the capacity of older workers to adapt to digital transformation.

Digital Grey Zones: Ageing and Undeclared Work in the Digital Age across Europe and Turkey

Kabaklarlı, Esra

The rapid intersection of population ageing and digitalisation is reshaping labour markets in ways that remain insufficiently understood, particularly with regard to undeclared work in later life. While digital platforms are often promoted as tools for flexibility and inclusion, they may simultaneously obscure informal labour practices and intensify labour market inequalities for older workers. Addressing the DIGInet Conference theme on work inequalities in later life under digital transformation, this paper examines how digitalisation facilitates and reshapes undeclared work among individuals aged 50 and over.

The central research questions are: (i) How does digitalisation influence the prevalence and forms of undeclared work in later life? (ii) What motivates older workers to engage in digitally mediated informal work despite awareness of social protection risks? and (iii) How do these dynamics differ across

institutional contexts in Europe and Turkey? The study introduces the concept of "digital grey zones", defined as socio-technical spaces where digital tools and platforms enable or conceal undeclared work that falls outside taxation, social insurance, and regulatory frameworks.

The theoretical framework challenges the dominant assumption that digitalisation necessarily formalises labour markets. Instead, it argues that digital technologies can deepen informality, particularly for older workers who use online platforms and informal digital arrangements not primarily for gig work, but as survival or income-supplement strategies in later life. This perspective shifts the focus from individual non-compliance to structural vulnerabilities created at the intersection of ageing, digitalisation, and weak regulatory enforcement.

Methodologically, the study adopts a comparative mixed-methods design across four countries with differing institutional settings and prevalence of undeclared work: Turkey, Romania, Portugal, and Spain. The research is structured around two pillars: (i) secondary analysis of four large-scale datasets to identify cross-national patterns of informal labour in later life, and (ii) the co-creation of a harmonised survey instrument specifically designed to capture digitally mediated undeclared work among older populations. This work is conducted within the framework of COST Action CA21107 (DIGI-net), drawing on interdisciplinary expertise from labour law, social policy, digital inclusion, and quantitative research.

Preliminary findings are based on a cross-national online survey titled "Undeclared Work in Later Life and the Role of Digitalisation (VMG)", developed collaboratively with DIGI-net Working Groups 1, 2, 4, and 5. The survey collected 90 responses from several countries, including Türkiye, Portugal,

Spain, Romania, Poland, and others. Descriptive analysis indicates that 47.8% of respondents reported receiving some form of undeclared income in the previous year. While nearly half reported undeclared income below 10%, 26.7% stated that between 26–50% of their income was unregistered. The dominant motivation was employer-driven cost reduction (54.4%). Notably, 65.6% of respondents were aware that undeclared income does not contribute to pensions or health coverage, suggesting a conscious trade-off driven by financial necessity.

Digitalisation plays a significant enabling role: 86.7% of respondents used online platforms or digital tools to access work opportunities, and 76.7% agreed that digital technologies make it easier to obtain undeclared income. Despite relatively high self-reported digital confidence (78.9%), concerns about vulnerability were widespread. 73.3% believed older workers are at risk of exploitation in informal digital arrangements, and 54.4% perceived digitalisation as increasing undeclared work risks for senior workers.

The paper concludes that, without targeted policy intervention, digitalisation is likely to reinforce existing labour market inequalities in later life rather than alleviate them. The findings provide policy-relevant insights for redesigning social protection systems and labour regulations to better address digitally mediated informal work, ensuring that the digital transition offers genuine opportunities instead of perpetuating precarious "grey" employment for ageing populations.

Age Inequalities in the Age of Digitalization: Openness to Artificial Intelligence Among Academics, Innovative Organizational Culture and the Effect of Academic Stressors

Kasnak, Ebru; Maeve O'Sullivan

With the acceleration of digitalization, artificial intelligence (AI) tools are transforming academic production processes; however, this transformation may also create new areas of inequality in terms of access to opportunities and capacity for adaptation across age groups. This study aims to examine how academics' openness to the use of artificial intelligence (openness to AI) is shaped within the context of an innovative organizational culture, how openness to AI affects innovative behaviour, and the mediating role of academic stressors in this relationship. In addition, based on the assumption that digitalization may lead to age-related differences in experience, age will be treated as a moderating variable to observe relational differences between younger and older academics.

Within the scope of the study, survey data will be collected from academics in countries with different economic conjunctures, and direct, indirect (mediation), and moderating effects will be tested using structural equation modelling (SEM). By employing a sample that represents multiple countries, the study also aims to control for differences in cultural and institutional contexts.

By making the effects of digitalization in academia visible through the lens of age-based inequality, this research will contribute to a comparative assessment of older academics—relative to younger academics—in terms of accessing AI tools, adopting them, and transforming their use into innovative productivity. The findings are expected to offer recommendations for age-inclusive digital

transformation policies, organizational support mechanisms (training, mentoring, workload arrangements), and institutional practices that reduce stress.

Digitalisation and Older Workers in Olive Farming: Economic and Policy Implications for Rural Sustainability

Kodra, Festim; Sejdi Sejdiu

This study looks at how digitalization is changing olive farming and what those changes mean economically and socially for older rural workers (aged 50+). At its core, it asks whether the olive sector's digital transition can boost productivity and sustainability while also supporting, or instead constraining the participation of older workers.

The study's framework brings together digitalization theory, active ageing perspectives, and rural economic sustainability models. Drawing on socio-technical systems thinking and inclusive innovation, it explores how technology adoption in agri-food settings intersects with an ageing workforce and existing workplace practices.

Methodologically, the research uses a qualitative comparative design based on desk research, policy analysis, and sector-focused case evidence from Mediterranean olive-producing regions, with a particular focus on Albania. It examines the use of digital tools for farm management, traceability solutions, and platforms that improve market access, assessing both their economic effects and their organizational implications.

Early results indicate that digitalization can improve efficiency and strengthen market integration. However, without dedicated training and inclusive implementation strategies, it may widen gaps and leave older workers behind. The study therefore underlines the need for adaptive policies and business models that support active ageing, encourage

intergenerational knowledge exchange, and keep rural economies socially as well as economically resilient.

Bridging the Digital Divide: Strategies to Mitigate Work Inequalities Among Older Employees

Kotherja, Ortenca; David Bogataj

Rapid digital transformation in workplaces has amplified persistent inequalities among older employees, highlighting a continuous digital divide. While digital technologies can enhance productivity and workplace efficiency, older workers often face barriers to digital inclusion, which exacerbate social, economic, and regional disparities. Understanding these dynamics is essential to promoting equitable participation in the labor market and ensuring sustainable employment across age groups.

This study examines how digitalization affects older employees' labor market participation and explores strategies to reduce associated work inequalities. The theoretical framework adopts the concept of the "third-level digital divide," which emphasizes disparities in technology use and outcomes rather than mere access, accounting for socio-demographic factors such as age, education, gender, health, and regional context.

A systematic review was conducted following PRISMA guidelines. Relevant studies were selected for in-depth analysis based on their focus on older employees and digital inclusion. The findings from these studies were synthesized across seven dimensions: age, education, employment, gender, health, regional disparities, and interventions aimed at promoting digital participation.

The findings reveal that older employees encounter multiple barriers to digital participation. Age-related inequalities manifest in limited technological skills and decreased post-

retirement engagement, further compounded by socio-economic and regional disparities. Organizational factors, including technology deployment, lack of information, and workplace policies, frequently hinder inclusion. Gender inequalities are particularly pronounced: older women face compounded obstacles due to social roles, caregiving responsibilities, and limited digital competencies, especially within immigrant communities. Health disparities are exacerbated by restricted knowledge of digital health services, affecting both occupational and mental well-being. Regional disparities are most significant in developing countries and rural areas, where insufficient infrastructure intersects with low digital literacy.

Interventions Effective strategies are multi-level and context sensitive. Individual-level interventions include tailored digital skills training and community-based learning programs. Organizational approaches should address both technical and psychosocial barriers, incorporating supportive management practices and inclusive workplace policies. Policy interventions should prioritize equitable access, resources, and targeted programs for vulnerable populations. Integrating education, organizational adaptation, and policy support can reduce inequalities and foster inclusive digital participation for older employees.

Bridging the digital divide among older workers is a critical societal challenge. Implementing coordinated, multi-level strategies can enable older employees to remain active in the workforce, reduce inequality, and promote sustainable, equitable employment in the digital era. Future research should evaluate the effectiveness, scalability, and long-term impacts of digital skills interventions on marginalized populations.

Digitalization and the Future of Work: Rethinking Labour Market Policies in Serbia

Kovačević, Aleksandar

Digitalisation of labour has led to significant changes in the labour market. It has attracted the interest of theorists from various scientific fields who are attempting to determine an adequate response to this phenomenon. This topic also explains the interest of political scientists, who try to describe this phenomenon in two ways: from a political-sociological perspective and from the perspective of public policy. This paper analyses this phenomenon from the perspective of public policy.

Therefore, we pose the research question: Can quality public policy address all the issues faced by digital platform workers? The paper will present a theoretical approach to labour digitalisation and social dialogue within the framework of sectoral policy reforms in the labour sector, with particular emphasis on policies affecting older workers as a specific category within the digital ecosystem. The subject of analysis will also include a proposal for defining the status of platform workers, the socio-demographic characteristics of these workers, the position of trade unions, and other significant social actors and stakeholders in this process.

Furthermore, the research includes an analysis of labour policies at the EU level, as well as at the national, local, and regional levels in European countries. This paper emphasises the necessity of developing a quality public policy that will offer a solution to the accumulated problems of platform workers in the Republic of Serbia. The research will highlight the necessity of creating a comprehensive sectoral labour policy that addresses new forms of work that are emerging as a direct result of digitalisation. The concluding remarks emphasise the necessity of social dialogue, which will lead to

the creation of a sectoral labour policy that will serve as the basis for amendments to the existing legal framework in the Republic of Serbia.

Digital inclusion and health among older workers in Norway

Kulla, Gunilla

Norway has legislated senior policy recommendations for supporting older workers. Recently, due to policy changes, workers in certain sectors are allowed to work until 72 years old. These incentives are expected to enhance the health of older workers who prefer to continue working and optimize their technical skills. However, older workers' health, ageing and possibilities for further education need to be considered by employers.

The specific research questions are: How does current literature describe older workers' digital inclusion and health in Norwegian working life? What are the employers' incentives specifically?

A systematic search was conducted with the assistance of a university librarian in November 2025. The following search terms/keywords were included: Older workers, Digitalization, Digital transformation, Inequalities and health impact, Occupational stress, Norway and Europe (exp Europe). Older workers were defined as 50+. The searches included the following databases: Web of Science, Medline, Embase, PsycINFO, SocINDEX, Epistemonikos, and Scopus. In addition, a manual search in the Norwegian language consisted of: Oria, Scup (Idunn), Google Scholar, Keenious, and snowball searches. The results, 84 hits, were imported into Zotero. Thereafter, a reference search was done in the most relevant publications.

Preliminary findings show that inequalities and stereotypes exist to some extent regarding older workers. There were discrepancies between what younger workers believed and what older workers themselves believed about their technological skills. This was also apparent among leaders and HR personnel in some sectors, whereas technology, oil and gas seemed to rely on older workers as resources when new technologies were introduced. This was mainly due to the competencies of older workers, the increased costs of educating new workers, or challenges in recruiting young workers. This may impact older workers' health in the long run, for better or worse.

Almost all literature dealing with health issues is qualitative studies, where older workers may lose motivation for daily work due to technological changes, for instance, in the health care and education sectors. The changes caused tiredness, passivity, and signs of being in an old body, restricted to chronological age, feeling technostress or being outdated. There was no specific study that showed this was related particularly to ageing and declining physical health. The results from a 16-year follow-up cohort study with individuals up to 52 years old showed that an earlier exit from work increased the risk for disability and mortality. Studies recommended that employers enhance older workers' technological skills support to avoid early exit and improve digital security skills. None of the results specifically focused on older workers' health support, which is why this topic is highly recommended for further research. Furthermore, policy-relevant suggestions and political enhancements need further discussion and implementation.

Framing Digital Inclusion or Reinforcing Ageism? A Discourse Analysis of Media Narratives on Older Workers and Digitalization

Kursun, Arzu

Digitalization is widely presented as an inevitable and transformative force reshaping modern working life. These narratives often position older workers as a group particularly affected by technological change. While contemporary research and policy discussions often focus on digital skills shortages and labor market adaptations, far less attention has been paid to the role of media and communication practices in shaping collective understandings of aging, work, and digitalization. Media narratives and digital literacy campaigns not only reflect social realities; they actively contribute to the formation of meanings, responsibilities, and expectations associated with older workers in workplaces transformed by digital technologies.

This study uses an exploratory qualitative approach to examine how older workers are discursively constructed in media narratives and digital literacy campaigns focused on digitalization. Drawing on insights from ageing studies, digital inequality studies, and media studies, this paper examines digital inclusion not simply as a technical or skills-based problem, but as a socially and culturally mediated process. This analysis focuses on how language, structure, and implicit assumptions shape dominant understandings of the digital capabilities and roles of older workers.

The study is guided by the following research questions: (1) How are older workers discursively represented in media narratives about digitalization and digital literacy campaigns? (2) What subject positions, responsibilities, and capabilities are attributed to older workers in these discourses? (3) How

might these representations reproduce or challenge age-based digital inequality and age-discriminatory assumptions?

Methodologically, the study utilizes qualitative discourse analysis, drawing on the perspectives of critical discourse analysis. The empirical corpus will consist of a purposive selection of European media texts and digital literacy campaign materials, including policy-oriented communication, public awareness content, and media coverage of digital skills and digital transformation. The selection prioritizes discourse diversity over representativeness, allowing for an in-depth exploration of dominant narrative models. The analysis will focus on discursive elements such as recurring metaphors, narrative structures, and patterns of attribution of agency, with particular attention to how responsibility for digital adaptation is articulated.

Building on existing literature, the analysis will explore whether older workers are primarily positioned as "learners," lagging behind technological change and in need of guidance or correction, or whether alternative narratives are emerging. Particular attention will be paid to the extent to which digital inequality is individualized through language emphasizing personal adaptation, while organizational responsibilities, structural barriers, and the development of age-appropriate technologies are sidelined. The study will also examine how age discrimination can operate in subtle and normalized ways embedded in supportive or pedagogical discourses, and whether narratives emphasizing experience, adaptability, or intergenerational learning gain discursive visibility.

By emphasizing the role of media and communication, this study contributes to the DIGI-net conference discussions on digitalization and late-life work by highlighting the cultural and symbolic aspects of work-related inequality. The study

emphasizes how ideas about aging and technology are shaped and disseminated, rather than focusing solely on skills and access. The study aims to provide policy-relevant insights for more inclusive communication strategies and digital inclusion initiatives that recognize older workers as a diverse and active group of participants in digital transformation.

Hybrid working, digitalisation and job satisfaction: What's age (and gender) got to do with it?

Lain, David; Julie Rochut; Jeroen Spijker; Yang Gu; Diana Grad; Lavinia Tanculescu

---

Hybrid working, whereby people split their time between a central workplace and home, has risen significantly in recent years. Facilitated by the spread of digital technology, working from home (WFH), also known as teleworking, has been growing since at least 2008 in OECD countries. WFH became commonplace during the COVID-19 pandemic, and hybrid working expanded afterwards as many employees returned to the office for only part of their working week. It has been suggested that hybrid working might be associated with higher levels of job satisfaction, because it brings potential advantages of WFH (such as reducing the need for commuting), while offsetting some of the drawbacks (including social isolation).

Thus far, there has been very little empirical examination of how age influences the impact of working from home, or hybrid working, on job satisfaction. Some researchers argue that older workers may be particularly satisfied by 'blended work', a form of hybrid work that assumes the employee has control over where, when and how they work. A set of age-related factors are suggested which are said to make older people favourable to this form of work: their lesser need for structure or belongingness from work; weaker preferences for work/time segmentation; earned trust from management;

less concern about career advancement; and increased need for autonomy.

Other factors are suggested that are not necessarily about the ageing process per se, but might disproportionately affect older people: increased likelihood of health issues and care responsibilities. Where caring roles are involved, gender also becomes relevant: telework and hybrid arrangements can interact with the unequal distribution of unpaid care, with evidence showing that telework is associated with gender differences in how paid and unpaid work are allocated within households.

In this paper, we present analysis of the 2022 UK Understanding Society Survey. We are interested in differences in the rates of 'complete' job satisfaction between hybrid workers and those who 'always' or 'never' work from home. We also compare those who have 'a lot' of autonomy over where they work, compared with those who do not. We use propensity score matching, to account for the fact that people who work from home might differ from those not doing so in ways that might influence job satisfaction.

Overall, the findings suggest that people over 50 prefer continued social interaction in the workplace - hybrid workers were more satisfied than those always working from home, and there was no significant difference between hybrid workers and those never working from home. These findings obscure significant gender differences, however, with older women more satisfied with hybrid working than older men, a pattern we also see for the youngest age group 15-29.

Bourdieu's Forms of Capital: Which Resources Enable Longer Working Lives

Lakomý, Martin; Filip Majetić; Muradiye Ates

Bourdieu's theory presents economic, cultural, and social capital as tools to build and reproduce social position. The forms of capital vary both across and within age groups, potentially influencing retirement trajectories and socioeconomic positions. Moreover, economic, cultural, and social capital can be expanded to include additional forms of resources that influence the situation of older workers: human capital, health capital, and a less well-established concept of digital capital or skills. All the forms of capital can play an important role in retirement decisions, but this topic has not been fully explored in the previous research. Hence, this study demonstrates how considering health and digital resources within a multidimensional system shapes older workers' scope for action during retirement transitions under conditions of increasing precarity in the digital age. Using Waves 6-9 of panel data from Survey of Health, Ageing and Retirement in Europe, the study employs Exploratory Factor Analysis to identify forms of capital and multilevel, time-lagged logistic regression (observations nested within individuals) to explore how various forms of capital help older workers (N = 12,816) to remain in employment across three successive periods.

The results show that human and health capital (dimensions of broader cultural capital) indeed help older adults to extend their working lives. The impact of other forms of capital (economic capital and dimensions of social capital) diminishes once relevant control variables are included, and the findings are robust across different time spans. Moreover, separate models by welfare regime capture substantial cross-European variation, with some capitals predicting

retirement only in certain welfare regimes. Overall, Bourdieu's framework proves relevant in the current situation of population ageing and the digitalisation of economies. This study suggests that policymakers should reflect on resource inequalities when developing measures to support longer working lives for those able to continue, while ensuring alternatives for those facing significant barriers.

Digitalisation, Media, and Work Inequalities in Later Life: Insights from the United Kingdom

Meletiadou, Eleni

The United Kingdom is experiencing a profound demographic shift, with older adults comprising an increasing proportion of the workforce. Individuals aged 50 and over now represent a significant share of working-age adults, reflecting rising life expectancy, later retirement, and economic pressures to extend working lives. In parallel, rapid digitalisation is transforming labour markets, reshaping skill demands, workplace practices, and recruitment norms. While digital technologies offer opportunities for extended participation and flexible employment, they also risk exacerbating work inequalities for older workers, particularly when mediated through ageist narratives and uneven access to digital skills.

Drawing on the UK Digitalisation and Media Country Report, this extended abstract examines how digitalisation and media representations intersect to shape employment experiences of older workers. Despite high employment rates among those aged 50+, evidence indicates persistent digital exclusion: millions of adults aged 65+ lack essential digital skills, and older workers are significantly less likely than younger cohorts to receive employer-supported digital training. These disparities contribute to reduced employability, limited

progression, and heightened vulnerability to labour market exit in an increasingly digital economy.

Media play a critical role in reinforcing—or challenging—these inequalities. Across print, audiovisual, and digital media, older workers in the UK are frequently underrepresented or framed through deficit-based narratives that portray ageing as decline, technological incompetence, or economic burden. Such portrayals sustain ageist assumptions among employers and policymakers, legitimising exclusionary recruitment practices and youth-centric organisational cultures. Gendered ageism further compounds these effects, rendering older women particularly invisible or marginalised in media representations of work and technology.

At the same time, the UK media landscape also demonstrates the potential to disrupt ageist narratives. Public broadcasters, charities, and some private sector organisations have increasingly showcased older workers as skilled, adaptable, and digitally engaged. Initiatives by Age UK, BBC programming featuring older professionals, and employer campaigns such as Aviva's "Mid-Life MOT" illustrate how media can reframe later-life work as productive, innovative, and socially valuable. Digital platforms further enable older workers to challenge stereotypes directly through digital storytelling, professional networking, and intergenerational knowledge sharing.

The analysis highlights that work inequalities in later life are not solely the result of individual skill deficits, but are structurally produced through the interaction of digitalisation, media discourse, and unequal access to training. Addressing these inequalities requires coordinated action across policy, media, and employment sectors. This includes age-inclusive digital upskilling strategies, stronger regulatory frameworks to counter ageist representation, and deliberate media

practices that foreground older workers' cumulative knowledge and contributions.

The UK case demonstrates that redefining work inequalities in later life demands not only technological inclusion, but also a transformation in how ageing, work, and digital competence are represented and valued in the public sphere.

Digitalisation, Life Trajectories and Ageing in Informal Work: Women Artisans' Experiences in Bolivia

Mesquita, Anabela; Isabel Vieira; Maria João Castro; Sandrina Teixeira

---

Across the Global South, digitalisation is increasingly reshaping informal work, intersecting with long life trajectories, gendered labour practices, and processes of ageing outside formal organisational settings. This paper examines how digitalisation is reshaping work practices, life trajectories, and ageing experiences among women artisans, particularly those operating in Bolivia's informal economy. While existing research on digitalisation and labour often focuses on formal organisations or platform work, far less attention has been paid to older workers' informal, culturally embedded occupations. Addressing this gap, the study examines how women artisans integrate digital technologies into their everyday work, how these practices intersect with age, gender, and informal employment, and what these reveals about age cultures in non-organisational work settings.

The research is guided by the main questions: (1) How are digital practices embedded in their life trajectories, learning processes, and identities as older workers? (2) What opportunities and vulnerabilities does digitalisation create for ageing women in informal artisanal work? The study draws on an integrated theoretical framework combining literature on informal economies, digitalisation and "partial formalisation",

gendered life-course perspectives, and age cultures beyond formal organisations. Digitalisation is conceptualised not as a linear path towards formalisation or technological mastery, but as a situated, selective, and relational process shaped by biographies, care responsibilities, and intergenerational dynamics.

Empirically, the paper is based on qualitative fieldwork conducted in La Paz, Bolivia, focusing on women artisans working in urban informal markets, including culturally dense spaces associated with tourism and traditional crafts. The data consist of in-depth, semi-structured interviews with women artisans, analysed thematically using Bardin's approach. The analysis focuses on narratives related to the use of technology, including social media, messaging applications, and digital payment systems. A biographical perspective is adopted to situate digital practices within broader life trajectories, work histories, and ageing experiences.

Preliminary findings highlight three interrelated dynamics. First, digital technologies are primarily adopted as pragmatic tools to sustain livelihoods rather than as symbols of innovation or growth. WhatsApp and Instagram serve as basic infrastructures for maintaining customer relationships, coordinating sales, and responding to tourists, whereas more advanced platforms are often perceived as desirable but difficult to master. Second, age and life trajectory strongly shape digital engagement. Many women describe learning technologies later in life, frequently through informal intergenerational support from children or younger relatives, reinforcing both dependency and collaboration across age groups. Third, digitalisation produces ambivalent outcomes for older women artisans. While it can extend working lives, increase visibility, and support income continuity, it also

introduces new risks related to fraud, errors in digital payments, language barriers, and heightened exposure without corresponding social protection.

The paper contributes to debates on digitalisation and ageing by shifting the focus beyond formal organisations to informal, gendered, and culturally embedded work. It offers a comparative perspective relevant to Global South contexts and provides policy-relevant insights on digital inclusion, lifelong learning, and age-sensitive support for informal workers. The findings suggest that policies promoting digitalisation among older workers must move beyond access and training to address trust, risk, and the biographical realities of ageing in informal economies.

Active Ageing in the Digital Age: A Global Analysis of the Relationship between Technology Attitudes, Digital Information Sources and Life Satisfaction

Mirza, Emel

The rapid ageing of the world's population and the extension of working life are changing the nature of employment in later life. As digitalization becomes an integral part of work processes, older workers' interaction with technology plays a critical role in both work productivity and psychological well-being. Although the current literature shows a positive relationship between the use of digital technology and happiness/life satisfaction (through reduced social isolation), most of these studies focus on retired individuals. Studies based on Technology Acceptance Model treat attitude towards technology as a key determinant of one's behavioral intention to use such technology. There is a lack of comprehensive studies in literature examining the impact of attitudes towards technology and sources of information (internet, social media, etc.) on the life satisfaction of older (over 50) individuals who continue to work.

This study primarily seeks to answer the following research questions: Does general attitude towards technology and science affect the subjective well-being of older working individuals? Does the use of digital resources (internet, social media, email) for information acquisition have a significant impact on the life satisfaction of older working individuals? Are the impact of digital information sources different for older and younger workers. This study aims to fill this gap and provide a socio-economic perspective to the active ageing literature using World Values Survey (WVS) data and ordered logistic regression.

As Life satisfaction being dependent variable, we examine the impact of attitude towards technology and use of different digital information sources, while gender, marital status, age, income, education, social trust, freedom of choice and control and country are control variables. Since the dependent variable is an ordinal variable (measured on a 10-point scale ranging from 1 to 10), an ordered logit regression is applied with robust standard errors. Preliminary findings show that negative attitude towards technology decreases life satisfaction while internet is source of information that increases the life satisfaction of older workers.

When Speed Becomes Inequality: Digitalisation, Older Workers and Policy in Crisis Contexts

Mykhailovska, Olena

Digitalisation has become a central element of labour market and employment policies across Europe. Although digital tools are often framed as neutral and efficiency-enhancing solutions, their implementation—particularly when accelerated—has revealed and reinforced existing inequalities within the workforce. Older workers are frequently more exposed to these effects, as digital transitions do not

always sufficiently account for age-related needs, working conditions, or institutional support structures.

This contribution examines how digitalisation policies implemented under crisis conditions reshape work inequalities among older workers, and why resistance to digital change emerges as a rational response to the way such policies are implemented rather than as an individual or generational deficit.

The discussion is informed by a human-centred and policy design perspective, which understands resistance to digital change as a structural outcome of accelerated and weakly mediated transformations. From this perspective, resistance is interpreted as a policy-relevant signal that points to gaps in institutional design, implementation processes, and support mechanisms, rather than as a behavioural or age-related problem.

The contribution adopts a conceptual and policy-oriented approach, engaging with European policy frameworks, existing research, and illustrative crisis-related examples. It reflects on how labour market policies, digital inclusion strategies, and organisational practices interact under crisis conditions to shape older workers' experiences of digitalisation.

The discussion highlights that crisis contexts tend to intensify work inequalities in later working life by prioritising speed, continuity, and standardisation over inclusion, dialogue, and gradual learning. Resistance to digital change becomes more pronounced where policies provide limited opportunities for adaptation, insufficient support, and reduced worker participation. These conditions are often associated with increased stress, disengagement, and a higher risk of premature labour market exit. At the same time,

crisis experiences also demonstrate that older workers show significant adaptive capacity and resilience when digital changes are accompanied by adequate training, organisational mediation, and supportive environments. The contribution advances the debate by reframing the speed of digitalisation as a policy variable that actively shapes work inequalities, rather than as a neutral or purely technical aspect of digital reform.

The contribution suggests treating the speed of digitalisation as a policy variable rather than a neutral technical parameter. When the pace of implementation exceeds institutional capacity for support and learning, digital reforms risk reproducing work inequalities and triggering resistance. Reframing resistance as a policy-relevant phenomenon enables more inclusive approaches to digitalisation in times of accelerated change.

When Efficiency Becomes Burden: Uneven Professional Impacts of Digital Transformation in Healthcare

Naamati-Schneider, Lior

Digital transformation in healthcare has brought substantial and widely acknowledged benefits. Advanced technologies have improved diagnostic precision, expanded access to information, enhanced coordination of care, and enabled new forms of service delivery. These developments have reshaped healthcare systems and professional work, supporting more data-informed decision making and opening opportunities for innovation in clinical and administrative domains. At the same time, the integration of digital systems occurs within resource-constrained and high-pressure organizational environments, where its implications are not experienced uniformly by healthcare professionals.

This study examines how the adoption of advanced technologies in healthcare settings, while transformative and beneficial at the system level, is also associated with challenges that translate into uneven professional burdens. Rather than viewing inequality in later working life solely as a demographic issue, the analysis conceptualizes digitalization as an organizational process that redistributes time, responsibility, emotional load, and professional recognition in differentiated ways. Access to training, prior digital experience, role expectations, and alignment between system logics and professional identity appear to shape how professionals engage with and are affected by these technologies. Age and career stage are also relevant, as they are often associated with differences in technological exposure, professional socialization, and confidence in adopting new systems, influencing how digital change is experienced in everyday work. Age and career stage are also relevant in this context, as they are often associated with differences in prior technological exposure, professional socialization, and confidence in adopting new systems, which may influence how digital change is experienced in everyday work.

The findings draw on a qualitative study based on 35 semi-structured interviews with healthcare professionals from public hospitals, medical centers, HMOs, and private clinics conducted between 2022 and 2024. Participants described how advanced digital tools reshape daily work, roles, and expectations across organizational contexts. A central pattern that emerged is an efficiency paradox. Although digital tools are introduced to streamline care, professionals report expanded documentation demands and growing administrative responsibilities, with time shifting from patient interaction to digital record management. Those more confident in digital environments appear better able to

manage these demands, while others experience overload and frustration.

Professionals also describe an expansion of ethical responsibility linked to data privacy, consent, and information-sharing decisions, adding cognitive and emotional work to clinical tasks. Security concerns and the need to safeguard digital records further contribute to a background sense of risk. In addition, participants emphasize the time required to learn new systems, cope with updates, and resolve technical issues. In settings where staffing and resources are already limited, these demands may extend rather than reduce workload. A lack of structured, ongoing training leaves some professionals underprepared, contributing to informal hierarchies of digital competence within teams.

Overall, the findings suggest that digital transformation in healthcare operates as a process that may unevenly redistribute work demands, ethical responsibility, and professional strain. While widely recognized as beneficial at a systemic level, its everyday consequences vary across professionals, indicating that inequalities in later career stages may be shaped not only by age but also by differential access to training, digital competence, and the fit between professional identity and evolving technological work environments.

Bibliometric Scoping Review on Digitalization of Education and Its Impact on Older Teachers

Orhun, Eda

The accelerated rate of education digitalization that is aggravated by the Covid-19 pandemic has radically reshaped the teaching and learning processes globally. Online teaching, distance learning, mobile learning, and

blended learning are some of the modalities that have been the major focus of modern educational systems. Although a significant amount of literature has been devoted to the digital teaching and learning processes through the lens of student and institution perspectives, the perspectives of the older teachers and lecturers have received relatively less consideration. The specified gap is especially acute in consideration of older teachers who frequently encounter unique problems and opportunities in terms of digital literacy, technological adjustment, professional identity, and pedagogical change. To fill this gap, the current research will offer a systematic study reviewing the academic environment of digitalization of teaching and learning and its effects on older tutors by using a bibliometric review.

A thorough search was performed in the Web of Science (WoS) database to retrieve the relevant scientific work. Only peer-reviewed journal articles written in English were included in the analysis. The search strategy was a combination of terms that relate to the age group (e.g., older educators, older teachers, middle-aged educators) with the keywords that relate to digitalization and educational technologies (e.g., digital, ICT, online teaching, e-learning, distance learning, mobile learning, and blended learning). This search strategy induced 59 publications. The sample size was narrowed down to 41 original research articles after exclusion criteria were applied to take out review articles, conference proceedings, and book chapters. The current publications are within the timeframe 2005-2024 and will be the central data of the research. Bibliometric analysis was performed in the Biblioshiny interface of the Bibliometrix package in the R programming environment. In particular, the analysis looked at the scientific production of the annual, leading journals, prominent authors, institutionalization, scientific output

country-wide, impact of citations, the frequency of key terms, and topical clustering.

Overall, the study finds that younger teachers tend to become more digital literate, self-efficacious, and open to new pedagogical frameworks, whereas older teachers are more resilient, act as leaders and are more productive in the non-digital areas related to pedagogy. The COVID-19 pandemic demonstrated us the reality that age is not a predictor of flexibility: despite the fact that older teachers were more technostressed and possessed less self-efficacy, with their professional maturity they coped well in this ambiguous environment by utilizing the institutional resources. Accordingly, studies such as Tomczyk (2019) challenges the age specific stereotypes by showing that digital literacy is not necessarily a matter of age, while other studies such as Berk and Weil (2017) uncover the socioeconomic consequences of addressing the digital divide. Taken together, these studies point to the fact that having an age-diverse teaching staff can be a valuable asset in cases where educational institutions explicitly encourage intergenerational collaboration, offer thematic digital training, and see the young and the old teachers as having mutually complementary knowledge when dealing with the new age of digital education.

Gendered Digital Inequalities and the Invisible Digital Labour of Older Women Healthcare Professionals: A One Health Education Perspective

Özer, Zeynep

The accelerated digitalisation of healthcare systems has reshaped clinical workflows, documentation practices, and professional roles, particularly within nursing and allied health professions. While digital technologies are widely associated with efficiency, quality improvement, and innovation, a

growing body of literature highlights their unequal consequences for different segments of the workforce. This literature review examines gendered digital inequalities and the emergence of invisible digital labour among older women healthcare professionals, adopting a One Health Education perspective to frame digitalisation as a systemic, educational, and organisational process.

The review aims to synthesise existing literature addressing three interrelated questions: (1) how digitalisation affects older women healthcare professionals differently compared to other workforce groups; (2) how invisible digital labour is conceptualised and manifested in healthcare settings; and (3) how education, organisational practices, and policy responses shape these inequalities in later working life. Rather than offering a systematic synthesis, this review critically integrates interdisciplinary research from nursing, health services research, sociology of work, digital labour studies, and gender studies.

The literature consistently shows that older women constitute a critical yet under-recognised group within digitally transforming healthcare systems. Studies highlight persistent gendered and age-based inequalities in access to digital training, participation in technology-related decision-making, and recognition of digital competencies. Digitalisation frequently introduces additional, unpaid tasks such as self-directed learning, system troubleshooting, data correction, and emotional regulation when digital tools disrupt patient care. This work—conceptualised as invisible digital labour—often occurs outside formal working hours and remains absent from workload calculations and performance metrics.

Research further demonstrates that digital systems are commonly designed around assumptions of technological neutrality and user homogeneity. Such assumptions overlook

age-related ergonomic, cognitive, and sensory differences, disproportionately affecting older healthcare workers. For women, these challenges are compounded by gendered expectations of flexibility, care work, and emotional availability, both within healthcare organisations and in the domestic sphere. Life-course-oriented studies emphasise how cumulative inequalities, including unpaid care responsibilities and interrupted career trajectories, limit opportunities for continuous digital upskilling in later working life.

The One Health Education framework provides a valuable lens for integrating these insights. By linking workforce well-being, learning environments, organisational cultures, and health system sustainability, One Health Education reframes digital inequalities as structural issues rather than individual deficits. The literature points to the importance of adult-oriented digital education, participatory technology design, and supportive organisational climates in mitigating digital exclusion and reducing invisible labour burdens.

Policy-oriented contributions stress that gender- and age-neutral digitalisation strategies risk reinforcing existing inequalities. Instead, evidence supports the development of age- and gender-responsive digital transformation policies, including recognition of invisible digital labour, ergonomic and cognitive considerations in system design, and transparent governance of AI-supported tools.

In conclusion, this literature review demonstrates that gendered digital inequalities and invisible digital labour are central yet insufficiently addressed dimensions of healthcare digitalisation. Addressing these issues is essential for equity, workforce sustainability, and patient safety. By synthesising existing evidence through a One Health Education perspective, the review offers conceptually grounded and

policy-relevant insights aligned with DIGI-net's focus on work inequalities in later life.

The undervalued role of community anchor institutions in addressing the rural digital divide

Pastak, Ingmar

Anchor institutions (libraries, post offices, schools, daycare centres) are crucial but their role tends to be undervalued in digital inclusion research. By leveraging existing assets like buildings and staff, their role extends beyond simple access and providing free internet and devices to digital help and digital literacy training. By acting as trusted community hubs that bridge the digital divide for underserved populations, their potential could be used more efficiently to build local capacity for digital equity. Based on the case study from Estonia, from an advanced e-country's context, the current paper focuses on the under-researched issue of institutions as indispensable source for digital support. It first shows how rural community anchor institutions play a pivotal role in bridging the digital divide. Then it proposes for a conceptual change to start to think about anchor institutions by prioritising and resourcing the engagement with helping to digitalisation 'micro assets' in rural context.

Digitalization as new social risk for old and young workers: a comparative analysis for Portugal, Romania, Spain, and Turkey

Peréz del Prado, Daniel; Muradiye Ates; Esra Kabaklarli; Anabela Mesquita; Gabriela Neagu

---

Rapid technological development is reshaping labour markets and redefining working conditions across generations. Digitalisation has created expanded opportunities for communication, knowledge exchange and access to services, but it has also introduced new

vulnerabilities associated with uneven digital skills and unequal capacity to adapt. Digital competencies now constitute a core dimension of employability and, increasingly, a determinant of labour-market inequalities in later life.

Focusing on later working life, existing evidence shows that digital transformations may exacerbate age-related inequalities by increasing the pressure to learn new technologies, adapt work routines and remain employable. Older workers frequently face challenges related to digital skill gaps, occupational transitions and changing workplace expectations. At the same time, digitalisation also has consequences for younger workers, who encounter precarious employment, skill mismatches, and heightened psychosocial risks. This comparative dimension reveals that digitalisation generates differentiated vulnerabilities depending on age, skill profile and labour-market position.

Our study explores these dynamics using secondary data from Eurostat, the International Labour Organization and the OECD. Alongside conventional descriptive and correlational indicators, we apply alternative approaches to secondary-data analysis that allow us to identify emerging social risks linked to digitalisation, with a focus on later stages of working life. The analysis examines digital skill indicators, employment patterns, labour-market transitions and exposure to different forms of digital vulnerability among older workers, while situating these patterns in a broader intergenerational framework.

Preliminary results, a first version of which was presented at the ILERA Conference 2025, indicate that digitalisation tends to reinforce pre-existing labour-market inequalities among older groups. In particular, workers with lower qualifications, interrupted career trajectories or limited access to training

are more exposed to digital exclusion, employment discontinuity and deteriorating working conditions. Findings also highlight differences within older cohorts by gender and occupational history, pointing to intersectional dimensions of inequality that require specific policy attention.

These results contribute to ongoing debates on labour-market policy and social protection by identifying measures capable of addressing the new social risks emerging from digitalisation. Proposed directions include reforms in lifelong learning, age-sensitive digital inclusion policies, workplace transitions, and tailored labour-market supports. The study suggests combining adaptations of existing instruments with new interventions aimed at reinforcing digital capabilities throughout the life course.

Overall, the paper offers a comparative, evidence-based contribution to current discussions on digitalisation and ageing, illustrating how digital transformations shape work inequalities in later life while also revealing broader implications for intergenerational labour-market dynamics.

The “Double Barrier”: Quantifying the Intersectional Crisis of Gender and Age in ICT Leadership across Inclusiveness Target Countries (ITCs)

Perri, Rezarta; Merita Xhumari; Juna Dafa

As the European Union moves toward its "Digital Decade" goal of 20 million ICT specialists by 2030, current policy frameworks—such as the Women in Digital Index and the Gender Equality Strategy 2020–2025—remain largely ""age-blind."" While efforts to increase the share of women in STEM have seen success among younger cohorts, women aged 50 and above in Information and Communication Technology (ICT) sectors face a compounded disadvantage: the "Double Barrier." This intersection of systemic ageism and

glass-ceiling effects is particularly pronounced in Inclusiveness Target Countries (ITCs), where rapid digital transformation often outpaces the development of inclusive social policy.

This research aims to map the leadership pipeline and identify policy gaps within highly digitalized tech sector companies. By benchmarking large and very large companies in the ICT sector against established tech leaders in countries such as Sweden and Estonia, this study measures how leadership attrition rates relate to the intersection of age and gender. The goal is to provide empirical evidence to support policies that go beyond entry-level diversity and address the more pronounced decrease of older women in senior leadership roles in the tech industry.

Based on preliminary literature, we expect our results to highlight the phenomenon known as the "Pipeline Paradox." While ICT countries may show a healthy influx of young women into junior ICT roles—often outperforming Western counterparts in early-career ratios—the "drop-off" at age 50 and above could be much steeper than in Sweden or Estonia. In ITCs, women over 50 are almost invisible on the boards of "Very Large" companies, suggesting that current "Women in Tech" initiatives effectively support entry-level participation but fail to retain and promote older female talent. Conversely, Estonia, which bridges the gap between ICT and Tech Leadership, shows that high digital maturity (DESI) combined with proactive gender-age policies is associated with higher retention at senior levels.

With our findings, we may offer useful policy recommendations. We may suggest that current digitalization policies are failing a critical segment of the workforce, adding to the ageism negative effects. If our results are as predicted, we may propose several actions to

rectify this, through the three intersectional reforms below. Mandatory Age-Gender Disaggregated Reporting, by shifting from general "gender" quotas to intersectional "age-gender" metrics in corporate ESG reporting. Targeted Reskilling for Senior Leadership and moving beyond "basic digital skills" to include "Digital Governance" training specifically for older women. Life-Course Sensitive HR Policies through incentivizing firms to implement "Late-Career Transition" programs that recognize the unique barriers faced by women in ITCs.

To achieve a truly inclusive digital economy, EU and national policies must address the specific ""leaky pipeline"" of older women in tech. This study provides the necessary data to transition from raw industrial statistics to a structured, conference-ready analysis of policy failure and potential reform.

Technostress in the Ivory Tower among Older Academics: The State of the Art Based on a Scoping Review

Pivoriene, Jolanta; Cristina Maria Tofan; Sylwia Przytuła; Silvana Crivoi; Funda Ergulec; Umar Bin Qushem

---

Technostress is a multidimensional phenomenon encompassing anxiety, overload, complexity, insecurity, uncertainty, and difficulties in adapting to continuous technological change. Initially described as a maladaptive response to computer use, the concept has since evolved to capture a broader range of negative psychological, cognitive, and physical effects associated with digital work environments. While technostress has been widely studied among different professional groups, including knowledge workers, health professionals, and IT specialists, its impact on academics—especially older academics—remains insufficiently explored, despite the increasing proportion of older workers in the academic workforce. In the context of

ongoing digitalization of higher education and the normalization of technology-mediated teaching and research, this gap in knowledge is particularly significant, as older academics play a crucial role in ensuring the quality of higher education and in educating digitally native students.

The aim of this presentation is to report the results of a scoping review on technostress among older academics, focusing on three key questions: which types of technological tools contribute most to technostress, what health- and education-related challenges are associated with this phenomenon, and which coping strategies are employed by older academics. The scoping review followed the PRISMA protocol and was registered in the Open Science Framework. Five major databases—Web of Science, Scopus, PubMed, ProQuest, and IEEE—were systematically searched. After screening and eligibility assessment, 27 papers were included for template analysis and thematic coding. An inductive analytical approach was applied, allowing for iterative refinement of themes and the emergence of new conceptual insights.

The findings identify four main categories of technologies contributing to technostress among older academics: communication technologies, administrative and teaching technologies, research-related technologies, and mobile technologies. While these tools are indispensable for contemporary academic work, they are also associated with a wide range of challenges, including difficulties in maintaining meaningful connections with students, strained relationships with colleagues, exposure to digital threats, role ambiguity, increasing time pressure, insufficient institutional support and resources, work–family conflict, and various health-related problems. At the same time, the review shows that older academics actively develop and use coping

strategies to mitigate the negative effects of technostress. These strategies include leveraging technology to enhance teaching and streamline administrative tasks, fostering supportive and collaborative work environments, adopting flexible work arrangements to balance professional and personal responsibilities, and making purposeful use of advanced communication tools.

The scoping review highlights several practical and organizational implications, emphasizing the need to address digital anxiety, strengthen supportive institutional practices, promote mental health and well-being, and improve digital literacy through continuous professional development. Finally, the findings point to important directions for future research, including longitudinal analyses of how technostress evolves over time, evaluations of structured support systems such as mentoring or dedicated IT assistance, and comparative studies between older and younger academics to better understand age-specific challenges and coping mechanisms and to inform more targeted and inclusive interventions.

This presentation is based on the work of a subgroup of Working Group 1 of COST Action CA21107, Work Inequalities in Later Life Redefined by Digitalization (DIGI-net), supported by COST (European Cooperation in Science and Technology).

Older Workers' Visibility and Invisibility in Romanian Media Discussions on Digitalisation

Poleac, Gabriela; Alexandra Niculina Gherguț-Babii

Media portrayals are shaping the perceptions of who is seen as a respectable participant in digitally mediated work as technological advancement transforms labor markets throughout Europe. In Romania, older workers hold a conflicted position in public discourse due to the country's

aging population, ongoing labor shortages, and rapidly evolving technology. This theoretical study investigates the ways in which Romanian media narratives influence older workers' symbolic inclusion or exclusion in the digital economy.

Romanian newspapers often portray population aging as an oncoming economic disaster, highlighting the state's limited ability to support an aging population, declining birth rates, and financial strain on pension systems. Instead of being active contributors or flexible workers, older people are primarily depicted in this discourse as financial liabilities. These depictions are consistent with more general ageism tendencies found in media studies, which portray aging as dependency and decline rather than ability.

These stories are further supported by audiovisual media. Seniors' potential participation in technologically enabled work environments is marginalized in Romanian television advertising and documentary forms, which frequently portray them as inactive, health-conscious, or socially reclusive. Even when positive depictions do appear, they frequently rely on divisive clichés: either the frail older with physical and cognitive deterioration, or the "hero of aging," who defies age norms with extraordinary energy. These disparate representations portray older workers as anomalies in need of explanation rather than normalizing them as regular participants in the digital transformation.

This research conceptualizes media visibility as a mechanism that perpetuates job disparities in later life, drawing on organizational discourse theory and critical diversity studies. In Romania, corporate marketing and public narratives surrounding digitalization mostly highlight youth, creativity, and technological agility, implicitly linking younger generations with digital competence. A deficit-based logic of aging is reinforced when older workers are either

positioned as subjects of reskilling efforts or rendered invisible in imaginaries of digital labor.

The abstract makes the case that these symbolic exclusions lead to a type of "digital ageism," in which representational regimes that determine who belongs in the future of work, as well as structural impediments undermine the employability of older workers.

Older workers, digitalisation, and skill mismatch: new evidence from Europe

Poma, Erica; Barbara Pistoresi

Population ageing and delayed retirement are reshaping European labour markets, while workplaces are simultaneously undergoing rapid digital transformation. These trends raise concerns about skill mismatch among older workers, potentially reinforcing existing labour market inequalities, especially in contexts where technological change alters task content and skill requirements faster than workers' opportunities to update competencies.

This paper explores the connection between workplace digitalization and vertical skill mismatch, defined as the misalignment between workers' skills and job requirements, resulting in underskilling or overskilling. It examines how these mismatches affect older workers and considers whether national policies help reduce or worsen these issues. As digitalization speeds up within European labor markets, older workers' ability to adapt depends not only on personal skills or company strategies, but also on national policies that influence lifelong learning and sustainable employment.

To this aim, this paper examines workers' mismatches through a multilevel analysis, utilizing data from the European Working Conditions Survey, combined with country-level indicators from Eurostat (lifelong learning), the European Commission

Labour Market Policy database (ALMP expenditure), and the European Commission Digital Decade/DESI datasets (digitalisation). Two key individual-level factors are the digitalisation (in work arrangements and in the use of artificial intelligence) and employees' age. Also, individual elements such as gender, company training, work intensification, job demands, and resources are included in the analysis.

The main aims of this research are twofold. Firstly, it examines the relationship between workplace digitalisation and underskilling and overskilling, particularly among older workers. Secondly, it investigates how public policies that promote labour market participation among older workers, particularly active labour market policies and public investment in lifelong learning, shape these dynamics while accounting for cross-national differences in digital intensity. Due to the limited incentives that firms have to invest in training for workers nearing retirement, public institutions play a vital role in addressing skill mismatches and mitigating the effects of technological change.

This research makes three key contributions. First, it provides new cross-country evidence on how workforce ageing and digitalisation jointly shape vertical skill mismatch, drawing on two waves of the EWCS (2015 and 2024), which capture markedly different stages of digital transformation, and integrating individual- and country-level indicators. Second, it advances existing research by capturing both perceived underskilling and overskilling. Finally, it highlights the role of working conditions and public policies in mitigating, or exacerbating, skill mismatch in the context of rapid technological change.

Bridging the Digital Divide: Factors Influencing AI Adoption Among Mature-Aged Teachers in the Era of Digitalization

Rabin, Eyal; Evelyn Levy; Dorit Olenik - Shemesh

The rapid digitalization of education, accelerated by Artificial Intelligence (AI) presents both opportunities and risks for the aging workforce. Mature-aged teachers (over 50) often face unique challenges in navigating these technological shifts. This research examines the readiness of mature-aged teachers to integrate innovative AI tools. Drawing on the Technology Acceptance Model, the study examines how perceived usefulness and techno-stress shape older teachers' willingness to adopt AI tools. Specifically, the study examined: (1) What factors promote or inhibit the willingness of mature-aged teachers to adopt AI-based technologies? (2) How do these factors differ between mature-aged and younger teachers?

A mixed-methods sequential exploratory design was employed. First, qualitative semi-structured interviews were conducted with 17 mature-aged teachers to identify specific psychological and institutional barriers. Second, a quantitative survey was administered to 301 teachers (150 mature-aged, 151 younger).

The qualitative phase consisted of semi-structured in-depth interviews aimed to uncover the nuanced lived experiences of matured-age teachers as they encounter AI-driven shifts in their pedagogy. Using a thematic analysis approach the study identified 19 distinct factors influencing technology adoption. These factors were categorized into three primary clusters: technological perceptions (e.g., accuracy and reliability), personal-professional factors (e.g., pedagogical responsibility and self-efficacy), and institutional-

organizational conditions (e.g., systematic support and community belonging).

A key insight from these narratives was the significant role of the ""human-AI dialogue"" and the emotional engagement it triggers; while some teachers described the discovery of AI as a ""wondrous revelation"" that rejuvenates their creativity, others voiced deep-seated frustrations regarding technological complexity and the ""vanishing of time"" required to master new tools. These qualitative findings provided the theoretical and empirical grounding for the subsequent quantitative phase.

The qualitative results indicate that mature-aged teachers are significantly influenced by Perceived Enjoyment and Voluntariness, which emerged as unique predictors for this age group. Job Relevance and Enjoyment were the strongest promoters of adoption. Conversely, techno-stress was a major inhibitor, showing a stronger negative correlation. Surprisingly, mature-aged teachers demonstrated higher levels of intrinsic motivation and openness to change than their younger counterparts. However, they reported a significantly lower sense of belonging to the school's professional community and lower overall AI competencies.

Consistent with prior work on techno-stress and digital inequalities among older workers, the findings highlight how digitalization shapes opportunities and risks for older teachers. The findings suggest that older workers' resistance is often not a lack of interest but a response to perceived complexity and professional isolation. Mature educators are driven by autonomy and intrinsic satisfaction rather than just functional utility, this study challenges ageist stereotypes regarding technological stagnation. Policymakers and school leaders should shift from mandatory, "one-size-fits-all" digital training to professional development that emphasizes the

""enjoyment factor"" and pedagogical relevance of AI. This study underscores that digitalization in the aging workforce is a multifaceted challenge. While mature-aged teachers possess the motivation to adapt, institutional support must address techno-stress and social inclusion to prevent work inequalities. Future research should explore longitudinal impacts of AI integration on career longevity and mental well-being in later life.

Too Old, Too Rigid, Too Military?: An Experimental Study on Employer Preferences in Central and Eastern Europe

Rašticová, Martina; Ondřej Klíma

Our paper investigates how military career backgrounds shape hiring decisions in civilian labor markets and whether such effects differ across national contexts. We analyze data from a large-scale CV experiment conducted in the Czech Republic, Poland, and Germany (N = 1,350). Respondents evaluated fictitious applicants for a commercial sales position and decided whether they would recommend the candidate for further selection. The experiment systematically varied candidate gender, age (32 vs. 56), and professional background (civilian vs. military for older candidates).

Descriptive analyses reveal a consistently lower acceptance rate for candidates with a military background across all three countries. However, the magnitude of this penalty varies substantially. In the Czech Republic, acceptance drops by approximately 26 percentage points when an otherwise identical candidate has a military career history. In Poland and Germany, the penalty is considerably smaller (around 10–12 percentage points). Logistic regression models confirm a strong and statistically significant military penalty in all countries, with a significantly larger effect in the Czech context.

Importantly, this pattern is not explained by general gender or age discrimination. Among civilian candidates only, neither candidate gender nor candidate age significantly affects hiring decisions. Moreover, the military penalty remains robust when controlling for candidate gender, respondent gender, and country effects. No evidence is found for gender-based moderation of the military penalty: both male and female candidates with military backgrounds are evaluated similarly, and male and female respondents do not differ systematically in their assessment patterns.

Our findings indicate that discrimination in this setting is not generalized but institution-specific. The military background appears to activate context-dependent evaluation schemas, particularly in the Czech Republic, where skepticism toward the transferability of military careers to civilian employment is most pronounced. By contrast, Polish and German respondents exhibit more moderate penalization.

We want to contribute to research on hiring discrimination by demonstrating that professional background functions as a salient signal, whose meaning varies across national contexts. Rather than reflecting broad demographic bias, the observed disadvantage is tied to perceptions of institutional compatibility and occupational fit. The study highlights the importance of considering cross-national variation and institutional signaling when examining discrimination in hiring decisions.

Digitalisation, Health Governance, and Inequality in Later Working Life: Evidence from a European Delphi on Prescription Digital Therapeutics

Rocha-Gomes, João

Digitalisation is transforming work and health systems simultaneously, reshaping professional roles, decision-making processes, and access to services. While much attention has been paid to technological innovation, less is known about how emerging digital health technologies are governed and implemented in ways that may reinforce or mitigate inequalities in later working life. This paper examines prescription digital therapeutics (PDTx) as a critical case of advanced digitalisation entering regulated health and work environments, with implications for older workers, professionals, and institutions.

The study asks three main research questions: (1) How do policy and regulatory frameworks shape the adoption and use of PDTx across European health systems? (2) What governance and implementation barriers are identified by experts as most relevant for equitable uptake, particularly in contexts involving ageing workforces and service users? (3) How might these barriers contribute to new forms of inequality related to digital skills, organisational capacity, and professional adaptation in later working life?

Theoretically, the paper draws on perspectives from digital governance and institutional theory, emphasising how policy design, reimbursement mechanisms, and regulatory alignment condition the social effects of digitalisation. Inequality is conceptualised not only in terms of access to technology, but also in relation to institutional readiness, professional roles, and the distribution of digital labour within organisations.

Methodologically, the study is based on an ongoing multi-round European Delphi process involving experts from regulation, health technology assessment, clinical practice, industry, and academia. The Delphi aims to identify consensus and divergence regarding key criteria for PDTx evaluation, reimbursement, and real-world implementation across diverse health system contexts. Data are analysed using qualitative thematic analysis and descriptive consensus metrics to surface policy-relevant patterns.

Preliminary findings indicate that beyond technical effectiveness, experts consistently emphasise governance-related factors such as clarity of regulatory pathways, integration into existing workflows, digital competencies of professionals, and organisational capacity as decisive for successful implementation. These factors are unevenly distributed across systems and settings, raising concerns about age-related inequalities among health professionals and users, particularly in later working life where reskilling opportunities and institutional support may be more limited.

The paper contributes to DIGI-net debates by demonstrating how digitalisation, when mediated through policy and governance structures, can generate new inequality dynamics linked to ageing workforces. It offers policy-relevant insights for designing digital inclusion strategies, workforce development policies, and regulatory frameworks that are sensitive to age, skills, and institutional diversity. By foregrounding governance rather than technology alone, the study highlights the importance of aligning digital health innovation with broader labour and social policy objectives.

Digitization, Platformization, and Age Inequalities in Later-Life Work

Sejdiu, Sejdi; Matthew Flynn; Maeve O'Sullivan; Anabela Mesquita; Maria Varlamova; Nora Pireci Sejdiu; Ebru Kasnak

The accelerating digitization and platformization of work are reshaping how ageing and later-life employment are organised, experienced, and governed. Digital platforms, algorithmic management systems, and data-driven coordination tools are reconfiguring job tasks, employment relations, and working conditions, often intensifying insecurity and inequality. These transformations intersect with demographic ageing and policy pressures for extended working lives, placing older workers at the centre of debates about labour market sustainability, inclusion, and social justice.

This paper addresses a key gap identified in current research and policy debates. While digitization and population ageing have been widely studied in isolation, their intersection, particularly in the context of platformized and digitally mediated work, remains under-theorised. Drawing on organisational studies, critical age research, and life-course perspectives, the paper conceptualises age inequalities at work as relational and organisational phenomena embedded within digital and platform-based infrastructures, rather than as outcomes of chronological age or individual adaptability.

The paper advances three core arguments. First, digitization and platformization reorganise work through new forms of algorithmic allocation, monitoring, and evaluation, reshaping power relations between workers, organisations, and platforms. These systems often privilege availability, speed, and continuous connectivity, creating structural

disadvantages for older workers whose work histories, health trajectories, or caring responsibilities may not align with platform logics. Second, platformized work and digitally mediated employment relations interact ambivalently with extended working-life policies. While longer labour market participation is encouraged, platform-based and digitally fragmented forms of work frequently lack stable training pathways, career progression, and organisational support, which exacerbates cumulative inequalities over the life course. Third, age inequalities under digitization are produced through everyday organisational and platform practices such as access to digital roles, allocation of tasks, performance metrics, and communication systems, rather than through explicit age-based exclusion.

Methodologically, the paper adopts a conceptual synthesis approach, integrating insights from research on digital work, labour market inequality, and ageing. It draws on illustrative empirical findings from European studies of digitization, platform work, and later-life employment to identify mechanisms through which digital restructuring may both enable and constrain older workers' participation. Particular attention is paid to organisational and platform contexts, where design choices and governance arrangements shape who remains visible, valued, or marginalised in digital labour markets.

The paper contributes to debates within the DIGI-net community by foregrounding platformization and digitization as central drivers of age inequality in later-life work. It offers implications for organisational practice and policy, highlighting the need for age-sensitive approaches to platform governance, digital training, and extended working-life strategies. By conceptualising digitization and ageing as mutually constitutive processes, the paper supports

the development of more inclusive and equitable digital futures of work.

Prioritizing Age-Friendly Digitalization in Healthcare Organizations: A Best–Worst Method Study

Sevim, Ferit

Digitalization is increasingly reshaping healthcare workplaces, raising important managerial challenges regarding ageing workforces and emerging work inequalities. In healthcare organizations, where digital systems are widely used in clinical and administrative processes, older workers may face specific risks related to digital skill gaps, workload, ergonomics, and psychosocial well-being. Addressing these challenges requires systematic decision-making tools that help organizations prioritize age-friendly digitalization strategies.

The aim of this study is to identify and prioritize key criteria for age-friendly digitalization in healthcare organizations using the Best–Worst Method (BWM), a multi-criteria decision-making technique suitable for expert-based evaluations. The study adopts a health management perspective and focuses on organizational, health-related, and policy-oriented priorities rather than on specific digital technologies.

An initial pool of criteria was developed through a structured review of the literature on digitalization, ageing at work, occupational health, and healthcare management. Based on this review, four main dimensions were defined: social inclusion and digital equality, organizational age culture, health and well-being, and policy and governance. These dimensions reflect the key mechanisms through which digitalization may influence working conditions and inequalities among older healthcare workers. Within these dimensions, fourteen sub-criteria were operationalized,

including access to digital skills training, usability and ergonomic compatibility of digital systems, managerial support, intergenerational collaboration, digital workload, mental well-being, and institutional digitalization policies.

To determine the relative importance of these criteria, the Best–Worst Method was applied following a structured four-step procedure. First, experts identified the most important (best) and least important (worst) criteria within each dimension. Second, they assessed the preference of the best criterion over all other criteria, forming the best-to-others comparison vector. Third, experts evaluated the preference of all criteria over the worst criterion, generating the others-to-worst comparison vector. Finally, optimal criterion weights were calculated by solving a constrained optimization problem that minimizes the maximum deviation between the derived weights and expert judgments, ensuring internal consistency.

Data were collected from 27 experts with professional experience in healthcare management, human resources, and occupational health and safety. All experts had prior involvement in digital transformation processes within healthcare organizations. Individual expert evaluations were aggregated using the arithmetic mean to obtain final criterion weights. Consistency levels of expert judgments were examined and found to be within acceptable thresholds, indicating reliable assessments.

Preliminary results suggest that criteria related to health and well-being, particularly ergonomic compatibility of digital systems and the management of digital workload and work-related stress, receive the highest priority in age-friendly digitalization strategies. Organizational age culture, including managerial support and the reduction of ageist practices in digitally transforming workplaces, also emerges as a key

determinant. Criteria associated with social inclusion, such as reducing digital skill inequalities among older workers, are ranked as highly important, while policy and governance criteria play a more supportive role.

This study contributes methodologically by demonstrating the applicability of the Best–Worst Method in prioritizing age-friendly digitalization criteria in healthcare settings. Substantively, it offers a structured decision-making framework to support healthcare managers and policymakers in designing inclusive and healthy digital work environments for older workers.

Digital Tools for Work–Life Balance Among Informal Caregivers of Older Adults: A Review of Reviews

Sigurlaugardóttir, Sirrý Sif; Daniela Tatiana Soitu; Jolanta Pivorienė; Nilufer Korkmaz-Yaylagul; Mustafa Berk Armagan; Christina Maria Tofan

---

Informal caregivers play a central role in supporting older adults, and caregiving has been associated in the literature with strain, unmet needs, and challenges related to combining care with paid employment. A considerable proportion of informal caregivers are themselves older adults and may remain active in the labour market, situating informal caregiving at the intersection of ageing, work, and digitalisation. Digital tools, including telehealth, eHealth and mHealth applications, digital mental health tools, and assistive technologies, are increasingly discussed as potential resources within caregiving contexts. However, the available evidence is dispersed across multiple reviews, which may limit opportunities for synthesis and cumulative knowledge building. This study presents a review of reviews synthesising existing review-level evidence on digital tools in informal caregiving for older adults, with particular attention to work–life balance and inequalities.

The review is guided by the following research questions: (1) What types of digital tools are examined in existing reviews of informal caregiving for older adults, and which caregiver-related outcomes are addressed? (2) How are barriers, facilitators, and contextual conditions related to the use of digital tools described across reviews? and (3) To what extent do existing reviews engage with issues relevant to work–life balance and potential inequalities among informal caregivers, including older and employed caregivers?

Conceptually, the review is informed by perspectives from social gerontology and inequality research, approaching digitalisation as a process whose implications for caregivers may vary depending on access to resources, skills, caregiving contexts, and institutional arrangements.

Methodologically, a review of reviews was conducted following a preregistered protocol (OSF, 2025). Systematic searches were undertaken in eight international databases covering the past 20 years. Eligible publications included systematic reviews, scoping reviews, and umbrella reviews published in English that examined digital technologies in informal caregiving for older adults. Title and abstract screening and full-text assessment were carried out in Covidence by independent reviewers. Methodological quality was appraised using AMSTAR-2. Data extraction followed a structured template, and findings were synthesised narratively and thematically using the Population–Concept–Context framework.

Across the included reviews, the evidence base appears heterogeneous in terms of scope, technologies examined, and outcomes considered. Digital tools are frequently described in relation to communication, coordination of care, access to information, and caregiver wellbeing, although reported effects vary across reviews. Barriers and facilitators

related to access, digital literacy, usability, caregiver-centred design, and integration into existing health and social care services are commonly discussed. Several reviews also note methodological limitations and variability in the underlying primary studies. Issues specifically related to employed caregivers, work–life balance, and longer-term impacts of digital interventions appear to be addressed inconsistently, suggesting areas where evidence remains limited.

By consolidating and critically appraising existing reviews, this review of reviews provides an overview of how digital tools are addressed within the informal caregiving literature. The synthesis may help clarify the scope and limitations of existing evidence and support cautious, evidence-informed discussions in research, policy, and practice concerning digital support for informal caregivers of older adults.

Digitization as a solution for assuring of human safety of old workers and for democratization of decision-making in the labor market

Sprincean, Serghei

A wide spectrum of controversial aspects related to the process of digitization for assuring human safety and security of different categories of workers, especially elderly, in conditions of new security challenges, in the context of increased globalization and aggravation of the global multidimensional crisis, affecting the labor market, and in transition process from traditional society to a new one in its development in an information society, by resizing the democratic decision-making mechanism, are stressed in the paper.

The process of assuring of human security and human safety has a special importance in conditions of amplification of multidimensional global crisis, regarding all sides of social life,

profoundly affecting the private and professional life of citizens as well as perturbing the traditional lifestyle of human communities. Digitization has a major role in assuring human security and safety during the process of over passing global and local crises, since it comes to combine the most diverse and most performing methodologies, technologies and resources in the way of achieving not only the manhood survival, but also the civil harmony by solving a wide range of social conflicts, including in the labor market, by reducing social inequalities. For the realization of overtaking the global crisis and of assuring the survival for the humanhood in optimal conditions, there are involved important potential and resources as human intellectual capital, socio-political and technological resources, artificial intelligence, but also digital technologies. In the same time, for diminishing the amplitude of national and community crises is necessary to implement some strategies and policies for democratization of decision-making, especially by spreading among most vulnerable social groups of citizens such as old workers, of different technological and digital tools and approaches as valuable solutions.

The core of democratic system consists in an efficient and fair decision-making, which has to be secured for strengthening digitized society, especially of such vulnerable social groups as old workers, for more effective counteraction to the global and economic crisis through enhancing of the significance and social role of experienced workers of intellectual professional backgrounds as a social category of a crucial important in for assuring of human security and democratic decision-making in a digitized society.

In conclusion, for raising the level of protection and safety of old workers in contemporary human communities, largely affected by economic and social crisis, and of the human

being in general, in conditions of fast development of potentially dangerous technologies and knowledge, seriously influencing the labor market, becomes very important to humanize digital technologies as a mixture between intellectual human and political culture of democratic decision-making, and with including the artificial intelligence in the process of solving social and work conflicts for common beneficence of the society of tomorrow.

Digitalization, Best Practices, and Their Impact on Social Inequalities and Health Among Older Workers in Poland

Stępczak, Edyta; Sylwia Przytuła; Joanna Ejdys; Łukasz Sułkowski

---

This presentation examines the multifaceted impact of digitalization on health and social inequalities among older workers in Poland, leveraging the latest data from Eurostat and the OECD. It begins with a statistical overview addressing demographic patterns such as age distribution, education levels, unemployment rates for Poles aged 55 and older, retirement age, and healthy life expectancy. This context sets the stage for understanding how technological advances intersect with labor market dynamics affecting older workers.

The study finds that digital transformation has amplified existing social disparities among older Polish workers. Key factors exacerbating these inequalities include varying employment rates, pervasive age discrimination, entrenched stereotypes, and the differences in adaptability and attitudes toward work. These elements create uneven access and capability gaps, reinforcing barriers to digital inclusion. Older workers often experience apprehension toward advanced technologies, stemming from limited digital skills and concerns about their health effects. This situation contributes to technostress—a stress reaction from difficulty in adapting to new digital tools—manifesting as anxiety and frustration.

Their preference for traditional onsite work and simpler digital communications like phone calls and emails further highlights these challenges. Additionally, older workers face increased risks from misinformation, manipulation, and digital fraud, impacting their health and well-being.

To address these challenges, authors identify best practices for fostering inclusion and mitigating health risks associated with digitalization. Effective workplace strategies include providing technical support tailored to older employees' needs, specialized training programs, promoting intergenerational learning, and enhancing media literacy. Access to e-government services and free digital networks are also crucial components in bridging digital divides.

Drawing on specific national programs, it highlights Poland's Digital Competence Development Programme (2020–2030) as a standout example. This initiative offers a comprehensive, phased strategy with clearly defined goals, target groups, timelines, and measurable outcomes, making it a highly transferable model for other European countries. The National Training Fund (KFS), which finances employer-driven workforce training including retraining older workers, provides a practical framework that facilitates workforce adaptation to digital demands. Moreover, digital health platforms such as "Moje IKP" and "Erecept" optimize healthcare resource utilization and reduce administrative burdens, thereby enhancing older adults' access to health services. These programs align well with broader European digital and health strategies, demonstrating scalable and evidence-based approaches to reducing age-related digital and health inequalities.

In conclusion, this presentation addresses three research questions: the nature of digital inequalities between younger and older workers in Poland, the impact of digital tools on

older workers' health, and best practices to overcome these challenges. The findings emphasize that while digitalization presents significant risks and exacerbates disparities for Poland's older workforce, targeted interventions and proven programs can foster digital inclusion, improve health outcomes, and promote social equity in the digital age.

From Stereotypes to Strategy: A New Institutional Theory Perspective Digital Ageism in a Multigenerational Workforce in the Western Balkans Countries

Sula, Oliana

Digital ageism has become a challenge for business organisations and the workforce in Western Balkans (WB) countries where ageing of population together with migration and brain drain is transforming the future of the workforce that navigates in the double paradigm shift of digitalisation and sustainable development. At the same, the pressing aspirations of near future EU (European Union) integration especially for Albania and Montenegro require to strengthen social cohesion. Moreover, nowadays four generations (Baby Boomers, Generation X, Millennials and Generation Z) share the same workspace and workplace dynamics in WB countries' business organisation.

Ageism readiness in the workplace was often a taboo not only for business organisations and policy makers but also for employees. The early stages of digital transformation often resulted in the production of stereotypes of the older employees especially from Baby Boomers generation as the generation that more struggled with digital skills and ultimately with AI skills. Bridging the digital skills gaps and AI skills gaps remains a priority for business organisations and policy-makers as digital ageism fosters, strategic policy answers are lacking.

Therefore, the aim of this paper is to investigate how digital ageism could be shaped and mitigated through national policies through the lenses of the new institutional theory specifically the coercive, normative and mimetic isomorphism. This study has a qualitative exploratory approach, comparative policy analysis is used to compare different national strategies of the WB countries focusing on national employment strategies, national digital policies, national skills strategies, national smart specialisation strategies and innovation strategies. Findings show that coercive isomorphism is fostered under the pressure of alignment with EU standards in terms of digital inclusion but without recognising the needs of an age-diverse multigenerational workforce. Normative isomorphism is connected to the national skills framework that is focused mainly on the empowerment of young employees from Generation Z and late Millennial generation whereas mimetic isomorphism has contributed to shaping national strategies that replicate EU frameworks without concrete implementation.

The empowerment of young employees more specifically from the Generation Z and late Millennial generation in national policies has left other generations marginalised and included in national policy frameworks mainly through embedding pensions reforms without concrete upskilling or reskilling strategies and digital policies focus mostly on digital access through modernisation of infrastructure rather than in capacity building. This is rooted in post-communist heritage where ageism in the workplace was not oriented towards continuous capacity building.

Operationalization of lifelong learning remains poor. National policies must focus not only in raising awareness on digital ageism and inclusion but also in intergenerational reskilling

and upskilling strategies. Institutional level reforms are required across the region.

Age, Digitalisation, and Leadership in Higher Education Institutions: Rethinking Work Inequalities in Later Life

Surmanidze, Natia; Sopiko Tevdoradze

Digitalisation is transforming workplaces across sectors, reshaping skill demands, organisational routines, and power relations. While existing research on digitalisation and work inequalities often focuses on frontline employees or younger cohorts, far less attention has been paid to how digital transformation intersects with age inequalities in later-life work among those occupying senior managerial positions. In Higher Education Institutions (HEIs), leadership roles such as deans, heads of departments, and programme directors are frequently held by older academics with long institutional tenure. This raises important questions about whether age-related dynamics within leadership structures influence the pace, direction, and inclusiveness of digital transformation.

This study examines how age shapes digitalisation processes in HEIs by addressing three research questions: (1) Does age influence managers' perceptions and adoption of digital technologies in higher education workplaces? (2) How do perceived usefulness, perceived ease of use, behavioural intention, and actual personal use of digital tools vary across age groups among HEI leaders? (3) How does the delegation of digital tasks to assistants affect the measurement and interpretation of digital engagement among older managers?

The study is theoretically grounded in the Technology Acceptance Model (TAM), which explains technology adoption through perceived usefulness and perceived ease of use, leading to behavioural intention and actual use. Age is conceptualised as a key factor shaping all TAM constructs.

The framework is further informed by critical perspectives on age culture in organisations, recognising that senior positions often provide older managers with greater autonomy and access to support staff, enabling them to delegate digitally intensive tasks. This organisational context may mask underlying age-related inequalities in digital competence and engagement.

Methodologically, the research employs a quantitative survey design conducted among academic leaders and managers in HEIs. The questionnaire operationalises TAM constructs using validated Likert-scale measures and includes detailed demographic and career variables. A key methodological innovation is the inclusion of a dedicated section measuring the delegation of digital and administrative tasks to support staff. This allows the study to distinguish between formal digital responsibility and actual hands-on digital use—an issue particularly salient in senior academic leadership roles.

Preliminary analysis of the survey responses indicates substantial variation in digital engagement across age groups. While many older managers report frequent use of digital systems, a significant proportion also report extensive reliance on assistants for tasks such as organising online meetings, managing digital communication, and operating administrative platforms. This suggests that apparent digital inclusion at the leadership level may coexist with indirect forms of digital exclusion, where older managers remain in position while hands-on digital work is displaced onto support staff or younger colleagues.

The study contributes to DIGI-net's core themes by demonstrating how digitalisation may redefine work inequalities in later life not only through exclusion from employment, but through the maintenance of senior roles

amid shifting skill requirements. By focusing on HEI leadership, the research highlights the role of age norms, organisational structures, and delegation practices in shaping digital transformation outcomes. The findings offer policy-relevant insights for leadership development, digital skills training, and succession planning, emphasising the need to address age culture alongside technological change in digitally transforming workplaces.

A snapshot of research on older workers and digitalisation (OWRG)

Sutherland Olsen, Dorothy; Anne Inga Hilsen

This discussion paper summarises the current state of research on older workers and digitalisation and opens a dialogue on promising themes for future study. It draws on a recent anthology written by European academics—many affiliated with Diginet—who explored how older workers navigate increasingly digital workplaces and how national and European policies support them. The editors were particularly interested in the role of competence and learning, and how these factors shape equality and the effective use of digital technologies at work. Each chapter in the anthology approaches the topic from a different angle, and this paper reviews the themes, methods, and findings, while also suggesting directions for future research.

The chapters employ a wide range of methods, data sources, and theoretical perspectives. Some authors focus on national or European policy frameworks, analysing how governments address the challenges and opportunities of digitalisation for older workers. Several compare policy approaches across countries and propose future policy directions. Others concentrate on skills development, examining the availability of learning opportunities and the extent to which older employees participate in them. Additional studies investigate

situated practices, focusing on how older workers use technology in their daily tasks, while others explore managerial attitudes and their influence on older employees' engagement with digital tools. A few chapters propose adaptations to existing theories and concepts to make them more relevant for understanding older workers' experiences—an area where relatively little work has been done. This paper discusses the implications and potential of such theoretical development.

Our review highlights key findings on policy and workplace initiatives. Preliminary evidence suggests that most European countries recognise the broad societal implications of digitalisation and have launched various initiatives and funding schemes. However, few have explicitly linked digitalisation policies with targeted support for older workers. By examining how policies have evolved across different groups of countries, we identify emerging trends and potential future directions.

Research on skills and learning shows that many opportunities for competence development exist, and older employees generally do not view age as a barrier to learning. Nevertheless, they participate in training less frequently than younger colleagues. The anthology offers several explanations for this gap and identifies specific learning needs, particularly in sectors such as healthcare. Motivation emerges as a recurring theme: some chapters explore how digital skills can motivate teachers, while others examine how managerial attitudes can either encourage or discourage older employees. One chapter highlights how nurses' pride in doing a good job motivates them to adopt and adapt technology in their work. Another discusses the Technology Acceptance Model (TAM) (Davis, 1989), focusing on

perceived usefulness and ease of use as key factors shaping technology adoption.

Based on these findings, the paper proposes more nuanced research directions to deepen understanding and better support both employers and employees as digital technologies continue to evolve and as new generations of workers age into later career stages.

This paper is not part of one WG, but is part of the OWRG contribution and thus addresses interests of multiple WGs.

Work Ability as a Self-Referential System in Ageing Workers: A Fuzzy Logic Model of Self-Organising Meaning Configurations through the Mechanism of Self-Efficacy

Šerá, Eva; Martina Rašticová; David Schüller; Karel Doubravský; Aneta Krejčová

Population ageing and rapid digitalisation are reshaping late-career work. While older workers are often valued for experience and reliability, they are also frequently framed as less adaptable to technological change—an assumption that can amplify inequalities in training access, task allocation, and recognition. To better understand how older employees themselves construct what "matters" for performance in changing (including digitally transforming) workplaces, this study reconceptualises work ability as a meaning-based, self-referential system rather than a set of isolated, externally defined traits.

RQ1: In what meaningful forms do older employees self-organise their work abilities relevant to work performance? RQ2: What unified pattern of self-organisation can be derived from self-efficacy components—self-confidence, self-engagement, and self-development?

We integrate (1) the Work Ability House model as a multidimensional reference structure, (2) Bandura's self-efficacy as a self-regulatory mechanism linking beliefs, action, and learning, and (3) Luhmann's theory of self-referential systems to conceptualise work abilities as operationally closed yet cognitively open meaning-making structures. This synthesis shifts attention from measuring levels of ability to modelling how abilities become interconnected through recursive expectations and feedback in everyday work—particularly relevant when digitalisation changes what counts as competent performance.

We use fuzzy similarity modelling to formalise how older workers cognitively organise work-relevant abilities under uncertainty. Survey data were collected via CAWI in July–August 2021 from employees aged 50–64 across Czechia, Slovakia, Hungary, and Poland (N = 1,306). Nine work-ability variables aligned with Work Ability House dimensions were modelled with country-specific fuzzy dictionaries; high-similarity relations (≥ 0.9) shared across countries were used to infer robust, cross-national meaning configurations. Abductive inference was then applied to derive a unifying system logic from the empirically detected configurations.

RQ1 yields two interdependent forms of work abilities: operational structures directly tied to task execution (e.g., expert knowledge–practical skills; technical skills–intuition) and supportive structures enabling operational performance (e.g., workflow discussion–intuition; health–workplace relationships). RQ2 integrates these forms into a Cyclical Meaning Pattern of Abilities (CMPA) in which self-confidence, self-engagement, and self-development recursively reproduce and reorganise ability configurations. Digitalisation is captured not as a standalone factor, but as

an environmental irritation that is processed through these cycles—especially via technical skills, decision-making under uncertainty (intuition), and supportive communicative practices (workflow discussions) that scaffold adaptation.

The CMPA model positions older workers as active agents who dynamically reconfigure capabilities in response to changing work demands. For policy and HR practice, it suggests shifting from deficit-oriented assessments toward context-sensitive interventions that strengthen supportive structures (health, relationships, dialogic workflows) while enabling confidence-building and development opportunities around digital skills—thereby addressing inequality risks in digitally transforming workplaces.

Still Working Beyond Retirement Eligibility: Characteristics of Economically Active Older Adults

Ševčíková, Anna

Given the ongoing ageing of the population, there is growing pressure to postpone the retirement age and an increasing need to understand who remains active in the labour market after reaching the statutory retirement age. At the same time, the acceleration of digitalisation and the growing emphasis on digital skills may either constitute a barrier to employment in later life or serve as a means of helping older people to prolong their working lives. This study extends the existing body of research by examining the role of digital skills and technostress in relation to the job situation of older adults in the Czech Republic.

The study uses data from a national sample of people aged 60 and over (N = 3,266; mean age = 68.54, SD = 6.05; 51% women). A minority of the sample (17.6%) were identified either as working despite being eligible for retirement or as retired but still economically active. Multinomial regression

analysis showed that individuals working despite being eligible for retirement were very similar to retired but still economically active individuals and to workers who were not yet eligible for retirement, while they differed substantially from fully retired individuals. Older workers who were eligible for retirement were more likely to be men, more highly educated, living with a partner, reporting better health, and possessing higher levels of digital skills. Although perceived technostress did not emerge as a significant predictor in the multinomial regression model, descriptive comparisons indicated that those who continued working despite being eligible for retirement reported the lowest levels of technostress.

Overall, the results suggest that extended work activity in later life is closely associated with gender, education, health, and digital skills, indicating that employment beyond the statutory retirement age may increasingly reflect advantages accumulated over the prior working life. While the findings point to inequalities in later-life employment, they also indicate that differences between workers who are eligible for retirement and those who are not may be less pronounced, suggesting that some sources of inequality may diminish as subsequent birth cohorts approach retirement age.

Working Longer in a Digital Age? Health, Financial Strain and the Primacy of Working Conditions in Late-Career Retirement Intentions

Țânculescu-Popa, Lavinia; Anna Ševčíková; David Lain; Silvana Crivoi; Maria Piedade Brandão; Cristina Maria Tofan; Nilufer Korkmaz Yaylagul

As statutory retirement ages increase across Europe, remaining in employment for longer has become both a policy objective and an individual expectation. Yet the capacity to extend working life is unevenly distributed. Early retirement intentions may reflect not only personal preferences, but also accumulated exposures to strain, declining health, and financial insecurity in late careers. While digitalisation is frequently discussed as a transformative force in contemporary labour markets, its role in shaping retirement intentions remains empirically open.

This study examines the determinants of early retirement intentions among older workers, asking whether withdrawal considerations are primarily structured by digitalisation-related factors or by more established dimensions of work and inequality. Drawing on SHARE Wave 8 data from 21 European countries (N ≈ 5220 workers aged 50+), we analyse three proximity-to-retirement groups: workers 10–5 years before statutory retirement age, those 4–0 years before (including the statutory threshold), and those remaining active at least one year beyond eligibility. Binary logistic regression models estimate the effects of perceived health, household ability to make ends meet, psychosocial job resources (job satisfaction, recognition, support), job demands (workload pressure, long working hours, physical strain), and indicators of technology use and digital skills on the intention to look for early retirement.

The analysis is theoretically anchored in cumulative inequality theory and the job demands–resources framework. Retirement intentions are conceptualised as socially patterned responses to prolonged imbalances between demands and resources, shaped by health trajectories and economic vulnerability across the life course.

Findings indicate stage-specific configurations. Among workers 10–5 years before retirement, workload pressure and financial strain significantly increase early exit intentions, while job satisfaction, recognition, and support act as stabilizing resources. In the 4–0 year group, perceived health becomes particularly salient: poorer self-rated health and diminished emotional well-being substantially heighten the likelihood of looking for early retirement, alongside long working hours and reduced workplace recognition. Among those working beyond statutory retirement age, job satisfaction remains the principal factor associated with continued attachment, suggesting that positive work experiences may differentiate those who remain active.

Digitalisation-related indicators do not consistently emerge as strong predictors once health, financial strain, and working conditions are taken into account. While technological change may constitute an important contextual factor, the results suggest that traditional dimensions of work quality and structural inequality remain central in explaining late-career withdrawal intentions.

Policy implications follow directly. Extended working-life reforms that rely predominantly on digital upskilling strategies may prove insufficient if underlying health disparities, workload intensity, and financial precarity are not addressed. Sustaining longer working lives requires structurally informed interventions that rebalance demands and resources,

reduce cumulative disadvantage, and promote age-sensitive work design across late career stages.

The effect of the post-pandemic on social rights: A comparative analysis in two candidate countries, Türkiye and Albania

Tase, Mirela

As is well known, humanity faced the COVID-19 pandemic at an unexpected time, and necessary measures to mitigate the grave adverse effects could not be implemented in the first two years of the pandemic. Moreover, due to governments' incapacity, the pandemic caused several problems and side effects in world trade, scientific development, social communication, inter-social relations, the education of NEETs, and so on. Employment rates among NEETs, social inclusion, face-to-face education opportunities, and gender equality are areas in which NEETs are most disadvantaged due to pandemic conditions. Social rights (education, labour market, and gender equality) encompass a range of contemporary issues that impact society.

Our aims will provide the effects of social rights in the labour market and gender inequality in two candidate countries. Türkiye and Albania. Examining these topics allows us to delve into societal constructs, systems, and beliefs that shape our world. It also encourages critical thinking and fosters empathy towards diverse perspectives. We can identify societal imbalances and injustices by discussing pressing issues and proposing solutions for a more inclusive future.

Research on the effects of the post-pandemic period on social rights in these two countries is still needed. Thus, the purpose is to determine the impact of societal perceptions and how to improve those rights. Respondents from major cities in Albania and Türkiye provided the data.

The study revealed a need to focus on specific factors, such as (a) awareness of communities in facilitating social rights (education, labour market, and gender equality) and (b) implementing strategies focusing on social topics to foster high-level achievements on social rights in the post-pandemic era. This study will photograph the current situation of NEET; comparative data on social status and the development of social rights will be collected in two EU candidate countries, Albania and Türkiye, and analyzed using convenient analysis methods.

Digitalisation and Healthy Ageing at Work: A Biopsychosocial Framework, and a Digital Micro-Intervention for Older Workers

Tofan, Cristina Maria

The rapid digitalisation of work is reshaping working conditions across the life course, while demographic ageing increasingly requires individuals to remain employed for longer. For older employees, digital technologies present a dual reality: they can enhance connectivity, access to resources, and flexibility, but also increase physical strain, technostress, and risks of social isolation. Existing research often addresses these effects in isolation, limiting the development of integrated and actionable solutions.

This study advances a biopsychosocial framework that conceptualises digitalisation as operating through three interconnected pathways: (A) biomechanical and sensory load (e.g., prolonged screen exposure, static postures), (B) digitally shaped behavioural routines (e.g., sedentariness, fragmented work patterns), and (C) psychosocial climate (e.g., technostress, social support, self-efficacy, and meaning at work).

The research is guided by three core questions: (1) How do digital technologies used in contemporary workplaces influence physical, behavioural, and psychosocial conditions for older workers? (2) How does technology-mediated social support buffer or exacerbate digital work-related risks across these pathways? and (3) How can low-threshold digital interventions be designed to enhance well-being and inclusion among employees aged 50 and above?

Methodologically, the framework is grounded in a comprehensive scoping review conducted in accordance with JBI and PRISMA-ScR guidelines. The review screened over 5,000 records and synthesised evidence from 43 international studies, identifying both enabling and constraining effects of digital technologies on older workers' health, social support, and quality of working life. Building on this synthesis, a digital micro-intervention ("Digital Support Circles") is designed and pilot-tested using a mixed-methods approach combining brief pre–post quantitative measures with qualitative feedback.

Expected results include increased perceived social support and belonging, reduced loneliness and technostress, and improved digital self-efficacy. By integrating large-scale evidence synthesis with intervention design, this work contributes to more inclusive and sustainable digital workplaces for ageing workforces.

Applying Systems Thinking to Digitalization, Older Workers, and Social Inequalities in Agriculture

Wang, Yi; Kesheng Wang

This study investigates how digitalization in agriculture affects older workers, with a focus on social inequalities and policy implications. The key research questions are: How do digital technologies (e.g., precision farming, automated machinery,

farm management software) impact older agricultural workers differently compared to younger cohorts? How can a systems thinking approach inform policy interventions that promote age-inclusive, equitable, and sustainable agricultural practices?

The study draws on systems thinking as a theoretical lens to understand agriculture as a complex socio-technical system, where labor, technology, environmental conditions, and socio-economic factors interact dynamically. Systems thinking facilitates the identification of leverage points for interventions, the mapping of feedback loops, and the anticipation of unintended consequences. The framework is complemented by theories on digital inclusion and social inequality, allowing for an analysis of how access to technology, training, and participation in decision-making affects older workers' opportunities and wellbeing.

The research employs a comparative case study approach, examining multiple farms with differing levels of digital technology adoption. Data will be collected through a combination of:

Semi-structured interviews with older and younger farm workers to capture experiences, perceptions, and barriers to digital adoption; Surveys on digital literacy, access to training, and participation in decision-making; System mapping and causal loop diagrams to model interconnections between technological adoption, labor dynamics, social inequalities, and policy frameworks.

Preliminary findings suggest that digitalization can both enhance productivity and exacerbate inequalities, depending on access to training, support, and inclusive organizational practices. Older workers with limited digital literacy are at risk of exclusion, whereas interventions

targeting age-friendly technology and skills development can improve both equity and efficiency.

Systems thinking highlights the need for integrated policies that address technology adoption, workforce development, and social equity simultaneously. For example: Policies supporting lifelong learning and digital upskilling for older workers can reduce inequalities. Subsidies or incentives for age-friendly technology adoption can enhance inclusion. Cross-sector collaboration between government, industry, and labor organizations can create resilient, sustainable agricultural systems that benefit all workers.

Digitalisation, Technostress, and Systems Thinking in Late-Career Work: Organisational Implications for Ageing Employees

Wang, Yi; Kesheng Wang

This paper examines how digitalisation reshapes the experiences of later-career employees, highlighting how technological interventions can generate pressures rather than solely fostering empowerment. Drawing on systems thinking and organisational management perspectives, the study conceptualises technostress as a systemic phenomenon arising from interactions among digital tools, organisational structures, and employee capacities. By focusing on ageing employees, the research explores how digital workplace practices—including monitoring, algorithmic management, and workflow automation—can intensify stress and create new forms of inequality.

The study addresses three central questions: How do digital workplace technologies generate technostress among older workers? How do organisational structures and digitally mediated management practices amplify or mitigate these pressures? How can a systems thinking approach guide

interventions to improve well-being and reduce inequalities in late-career work?

The research integrates systems thinking, digital workplace management, and organisational behaviour frameworks. Technostress is understood not merely as an individual response but as a product of complex interactions between technology, organisational design, and workforce characteristics. This approach allows the identification of feedback loops, structural pressures, and intervention points that traditional individual-level analyses might overlook.

A mixed-methods design is employed, combining: Organisational case studies in digitally advanced workplaces, examining implementation and adoption of digital tools. Surveys and digital usage analytics to measure technostress, workflow intensity, and employee perceptions of monitoring. Comparative analysis across sectors and national contexts to explore variability in experiences among late-career employees.

Early findings indicate that older workers often perceive higher levels of digital monitoring and algorithmic oversight, which intensifies technostress and exposes latent inequalities in digitalised workplaces. Variations in work patterns, role types, and organisational culture significantly influence stress outcomes. Evidence also suggests that interventions informed by systems thinking—such as participatory technology design and workflow redesign—can reduce pressures while maintaining productivity and engagement.

This paper contributes a novel systems-level perspective on digitalisation in late-career work, linking technological, organisational, and individual dimensions. By examining how digital pressures are experienced and mitigated, the study offers actionable insights for organisations and policymakers

seeking to foster equitable and supportive workplaces for ageing employees. The findings underscore the importance of designing digital workplaces that balance efficiency with well-being, addressing the emerging inequalities created by rapid digital transformation.

Digital Transformation of the Labour Market in Albania: Addressing the Digital Divide and Older Workers Post-COVID-19

Xhumari, Merita; Lisian Roseni

In the wake of the COVID-19 pandemic, Albania has experienced an accelerated digital transformation through multiple sectors of the labour market. While this shift offers opportunities for economic development and innovation, it also brings major challenges regarding the digital divide, particularly for older workers. This research explores how digital transformation impacts different age groups in Albania, with a specific focus on the risks of exclusion for senior employees.

Research Questions: How has the post-COVID-19 digital transformation impacted the Albanian labour market throughout different sectors? To what extent does the digital divide affect older workers in Albania, and what are the primary barriers to their digital inclusion?

This study uses a primary quantitative approach. An extensive survey was conducted among businesses throughout different sectors in Albania (including services, manufacturing, and ICT) to examine the organizational effect of digital transformation. Data collection focused on changes in work processes, required digital competencies, and age-related disparities in technology adoption. This research is likewise aligned with the objectives of the COST

Action framework, focusing on the intersection of digital labor and age-related health and social impacts.

Initial findings from the surveys show a substantial change in employer expectations regarding digital skills. While businesses report boosted efficiency due via digital tools, there is a visible generational gap in technological skill. Preliminary data shows that while younger cohorts adapt rapidly, older workers commonly face a "double burden": a lack of structured lifelong learning opportunities and organizational stereotypes regarding their ability to master new technologies.

The survey results show that in certain Albanian sectors, the digital divide is not simply a matter of access, but of "technostress" and perceived obsolescence among workers aged 50+. However, similar to trends in other European regions, sectors with labor shortages are starting to acknowledge older workers as vital repositories of institutional knowledge, provided they receive targeted digital support. These results show that without specific policy actions and age-inclusive digital training, the post-COVID 19 labor market in Albania threatens to marginalize a significant portion of its experienced workforce.

The study determines that digital transformation must be accompanied by inclusive "senior policies" in the Albanian context. There is an urgent requirement for additional study into health-related impacts of digital transitions on older workers and for political enhancements that promote digital equity across all age groups.

A Cross-National Comparative Policy Analysis of In-Service Teacher Training for Digital Skills in OECD Countries

Yenel, Kübra

Rapid digitalisation has profoundly reshaped education systems, intensifying expectations for teachers to continuously adapt to new digital tools, platforms, and pedagogical practices. At the same time, teaching workforces across OECD countries are ageing, raising critical questions about how education policies address the digital skill development of older teachers. While digital competence has become a central policy priority, older teachers are often implicitly framed as a group "lagging behind", which risks reinforcing age-based inequalities rather than promoting inclusive professional development. Despite the growing relevance of this issue, comparative research focusing specifically on policy approaches to older teachers' digital skills remains limited.

This study aims to examine how in-service training policies for enhancing digital skills of older teachers are conceptualised across OECD countries and to what extent these policies reflect age-inclusive and lifelong learning principles. The study asks three main research questions: (1) How do education policies in OECD countries define and frame older teachers in relation to digital skills development? (2) What types of in-service training instruments are proposed to support older teachers' digital competencies? (3) Do these policy approaches mitigate age-related inequalities, or do they risk reproducing deficit-based and exclusionary narratives?

The study is grounded in two complementary theoretical perspectives. First, the lifelong learning and active ageing framework conceptualises older teachers as continuous

learners and active participants in digital transformation rather than passive recipients of training. Second, the age-inclusive policy perspective provides an analytical lens to assess whether policies recognise age-related diversity and promote equitable access to professional development opportunities. Together, these frameworks enable a critical examination of whether digitalisation policies in education systems are inclusive or inadvertently age-biased.

Methodologically, the study adopts a cross-national comparative policy analysis focusing on selected OECD countries. The data consist of policy documents, strategic frameworks, and official reports published by OECD, the European Union, and national ministries of education. A thematic analysis is conducted to identify dominant policy narratives, training models, and implementation strategies related to older teachers' digital skills. Particular attention is paid to how age, digital competence, support mechanisms, and inequality are articulated within policy texts.

Preliminary insights suggest notable variations in how OECD countries address older teachers within digitalisation agendas. While some policies emphasise supportive and flexible in-service training aligned with lifelong learning principles, others rely on standardised or mandatory digital training frameworks that may inadequately consider age-related needs and professional trajectories. These differences point to underlying tensions between efficiency-driven digital reform agendas and commitments to age-inclusive professional development.

The study contributes to the literature by offering a policy-oriented and comparative perspective on digitalisation and work inequalities in later life, focusing on the education sector as a key site of digital transformation. By highlighting how in-service training policies can either alleviate or exacerbate

age-related inequalities, the study provides policy-relevant insights for designing more inclusive and sustainable digital skill development strategies for older teachers across OECD countries.

Ageing Academic Workforces and Digitalization in OECD Countries: A Comparative Document-Based Review of Policy Discourses

Yüce, Bahar; Servet Atik

Digitalization is reshaping higher education in profound ways, transforming how academic work is organized, governed, and evaluated. At the same time, many OECD countries are facing a steadily aging academic workforce, with a growing proportion of university staff aged 50 and over. Although a vast amount of research has been conducted about digitalization, ageing, and academics, these dimensions are rarely examined together within higher education policy discourse. Examining these dimensions together can provide a more comprehensive understanding of how digitalization-related inequalities emerge within higher education policy contexts, particularly for academics in later career stages. In this way, it would be defined how digitalization policies in higher education institutions take into account academics in the later stages of their careers and the inequalities they may face in the digital transformation of universities.

Hence, this study aims to examine how policy discourses address ageing academic workforces in relation to digitalization-related inequalities, focusing on four OECD countries—Italy, Greece, Korea, and Japan—selected for their comparatively high proportions of academic staff aged 50 and over, based on OECD Education at a Glance data. These countries also represent different regional and policy contexts, allowing for a comparative analysis of policy discourses across diverse higher education systems. The

findings will offer policy-relevant insights for designing more age-sensitive and inclusive digital transformation strategies that acknowledge demographic change and support sustainable academic careers in an increasingly digitalized higher education landscape.

This study is informed by theories of digital inequality and digital divide, alongside critical ageing studies. Digital inequality perspectives highlight how access to, use of, and benefits from digital technologies are unevenly distributed, while critical ageing studies draw attention to age norms, ageism, and the marginalization of older workers within organizational and policy contexts. Together, these approaches enable an examination of how digitalization policies may reproduce or intensify work inequalities for older academics, even in the absence of explicit age-based references.

Guided by a document-based review and policy discourse analysis, this study addresses three interrelated research questions. First, it examines how the digitalization of academic work is framed in policy documents in countries with a high share of academics aged 50 and over. Second, it explores the extent to which these policy discourses acknowledge age-related inequalities and challenges associated with later-career academic work. Third, it compares national policy contexts to identify similarities and differences in the ways digitalization and ageing are discursively linked—or decoupled.

The study adopts a qualitative, document-based review design combined with policy discourse analysis. In the first stage, OECD statistical data are used to identify countries where ageing academic workforces are particularly pronounced. In the second stage, the analysis draws on OECD policy reports on digital transformation in higher

education, complemented by UN agency publications, national higher education digitalization and reform strategies from the selected countries. These documents will be analyzed to explore how digitalization is conceptualized, how academic work is redefined, and whether age-related dimensions are explicitly acknowledged or implicitly ignored within policy narratives.

Understanding Older Workers' Interaction with Technology and Training Needs

Yurtseven-Avcı, Zeynep

The development of new technologies in all sectors creates new ways of accomplishing the tasks, and with it, the adaptation of employees to these new ways gains importance. For older workers, the effects of the evolving technology environment are especially noteworthy. This systematic literature review seeks answers to three research questions. Systematic literature review method was used in the study. As the first step in determining the studies to be included in the study, sixteen research articles, one master thesis, and four dissertations were determined with the searches using the keywords such as "digitalization" and "older workers", "digital skills", "digital technology training" and "older workers". In the selection of these studies, the criteria of being for the use of technology in workfare, containing the technological skills expected from older employees, and being oriented towards the technology adaptation of the employees were taken as a basis.

Although the detailed analysis of the studies continues, the preliminary findings are presented below within the framework of the research questions. (1) What are the prominent factors in the interaction of older employees with the developing digital technology? Older workers face productivity challenges in digitalized workplaces because of

increased cognitive demands. Digital skills mismatch and shortages in older workers also reported leading computer anxiety and lower computer self-efficacy and preventing their employability and productivity in tech-savvy working environment. Experiencing digital difficulties at work is correlated with preference of leaving work early, and the authors argue that workplace conditions are more important than individual characteristics. Reducing digital difficulty experiences could be effective in preventing early exits of older workers from work environment.

(2) What are the prominent topics in the field of vocational education in explaining the adaptation of older employees to developing technology? Digital-based communications were featured with the support that they might provide for a sense of community, especially for older workers. It is also critical how new technologies are introduced or implemented in the workplace because of the importance of workers' autonomy allowing their involvement and regulation based on their needs. Flexible working arrangements such as blended and home office options were given among the enablers reducing some of the demands, like commuting, traveling, and speeding among older workers; while multitasking issues and problems may arise related to work-family boundaries are also urged as some of risks of these options.

(3) In the light of the studies examined, what should be the components of vocational training activities to be carried out to ensure the effective use of developing digital technology in business life by older employees? Aging is a complex phenomenon with multiple dimensions including biological, functional, psychological and social aspects.

So, training older workers must consider multiple facets. Providing flexible working conditions, offering a good working

and training environment, and ensuring their sustainability in training programs are critical. Prominent models include Technology Acceptance Model, the Unified Technology Acceptance and Use Theory, and the Task-Technology Fit Model. Studies determined performance expectancy, task technology fit, social influence, and facilitating conditions as the significant factors on user adoption and task technology fit has significant effect on performance expectancy.

Digitalisation, Ageing Workforces, and Policy Coherence: A European Governance Perspective

Zacharis, Theo

Digitalisation is reshaping Europe's labour markets and employment relations, with particularly uneven consequences for ageing workforces. In line with COST Action CA21107 DIGI-NET's mission to tackle "work inequalities in later life redefined by digitalisation" and bridge the research–policy disconnect, this presentation focuses on policy coherence: how EU rules and initiatives interact (or fail to) across labour, social, health, and digital governance, and what that means for older workers' employability, protection, and equal treatment. COST+1

The talk maps the current EU governance landscape shaping digital work, highlighting three policy stacks that increasingly converge in workplaces: (1) Algorithmic management and AI at work. The EU Artificial Intelligence Act (Regulation (EU) 2024/1689) establishes harmonised AI rules, with employment-related uses treated as particularly sensitive/high-impact and subject to stronger governance duties for providers and deployers. EUR-Lex Complementing this, the Platform Work Directive (Directive (EU) 2024/2831) introduces EU-level safeguards relevant to algorithmic management and transparency in platform-mediated labour. EUR-Lex

(2) Occupational safety and health in a changing world of work. The Commission's EU Strategic Framework on Health and Safety at Work 2021–2027 explicitly responds to new risks linked to digital transformation and demographic ageing, providing a policy anchor for prevention, psychosocial risk management, and enforcement coordination. EUR-Lex+1

(3) Digital skills, inclusion, and competitiveness. The Digital Decade Policy Programme 2030 sets EU-wide targets and an annual governance cycle for digital skills and digital transformation, which directly conditions older workers' ability to remain in (or re-enter) digitally transformed labour markets. Digital Strategy EU+1

Against this backdrop, the presentation argues that "policy coherence" cannot be assumed: responsibilities are dispersed across OSH, labour law, data protection/AI compliance, and skills policy—often producing gaps for older workers (e.g., uneven access to reskilling, inconsistent protections against opaque automated decisions, fragmented enforcement capacity). To operationalise coherence, the talk proposes a translational governance approach: (i) age-sensitive impact assessment and monitoring (skills, health, discrimination risks), (ii) coordinated compliance-by-design across AI/algorithmic management and OSH practice, and (iii) structured social dialogue and worker voice in digital change processes.

Adopting a translational governance perspective, the presentation illustrates how research evidence on ageing, work, and digitalisation can be translated into actionable policy guidance through stakeholder engagement, social dialogue, and real-world policy learning. It highlights the role of pilot initiatives, comparative policy analysis, and practice-based experimentation in informing regulatory design, organisational standards, and enforcement strategies

related to digital work. By embedding evaluation, worker voice, and institutional feedback into digitally transformed workplaces, such approaches support continuous policy learning and help align EU digital, labour, and occupational safety and health frameworks. The presentation concludes with targeted recommendations on how translational research and policy experimentation can strengthen policy coherence and support age-inclusive digitalisation across European labour markets

About Mendel University

- founded in 1919 as the University of Agriculture
- number of students: 9 279, of which 14.9 % are international
- 2 school enterprises
- number of employees: 1915
- currently consists of 5 faculties and 1 institute:

MENDELU Faculty of AgriSciences

MENDELU Faculty of Forestry and Wood Technology

MENDELU Faculty of Horticulture

MENDELU Faculty of Business and Economics

MENDELU Faculty of Regional Development and International Studies

MENDELU Institute of Lifelong Learning

Acknowlegements

This publication is based upon work from COST Action 21107 Work inequalities in later life redefined by digitalization (DIGI-net), supported by COST (European Cooperation in Science and Technology).

COST (European Cooperation in Science and Technology) is a funding agency for research and innovation networks. Our Actions help connect research initiatives across Europe and enable scientists to grow their ideas by sharing them with their peers. This boosts their research, career and innovation.

Funded by
the European Union

Scientific Board

doc. PhDr. Martina Rašticová, Ph.D

Prof. Dr. Petia Genkova

Dr. Jelle Lössbroek

Prof. Dr. Sylwia Przytuła

Prof. Dr. Matthew Flynn

Prof. Anabela Mesquita

Dr. Maria Varlamova

Dr. Jeroen Spijker

Dr. Cristina Maria Tofan

Mgr. Bc. Ondřej Pavelek, Ph.D.

Prof. Dr. Nataliia Tkalenko

Dr. Maeve O'Sullivan

Prof. Dr. Eleni Meletiadou

Dr. Aija Bukova-Žideļūna

Prof. Dr. Merita Xhumari

Dr. Lavinia Andreea Bejan

Dr. Nataliia Versal

Dr. Petroula M. Mavrikiou

Dr. James Ogg

Dr. Aine Ní Léime

Dr. Maria Balytska

Dr. Mihael Nedeljko