



# Mental health and ageing – friend or foe?

What's at stake?

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I. Ageism as a factor of stress and anxiety

II. The specific case of informal carers



# Ageism

## The three dimensions of ageism

- Stereotype
- Préjudice
- Discrimination

# Ageism

- Age discrimination is the most frequently experienced form of discrimination – The 2019 Eurobarometer Report on Discrimination in the EU
- More than one in three people over 65 reported having been a target of ageism – UN Global Report on Ageism



**With  
detrimental  
impacts**

## **On older people on older people's health**

- Decreases life expectancy of 7.5 years
- Affects memory, autonomy and self-esteem
- Decreases financial security
- Increases risk of elder abuse
- Drives human rights violations



**Incl. during  
COVID-19**

- COVID-19 presented as an old-people virus
- All older people considered vulnerable
- Absence of consultation of older people
- Lack of support and material in long-term care
- De-prioritisation and discrimination of older people for life-saving interventions

# Ageist attitudes at work

## **Consequences among others ...**

- less likely to have had training paid for by their employer
- less likely to have had on the job training
- less likely to have a job that offers good prospects for career advancement than younger workers.

## **... but also**

- Poorer mental health

# Informal care and mental health

## Who are the informal carers ?

- at least 44 million people have been involved in the provision of informal care in Europe.
- 80% of care in Europe is provided by family, friends and neighbours



# Informal care and mental health

- Intersectional dimension: care responsibilities are most often assumed by middle-aged women
  - Gender employment gap
  - Gender pay and pension gaps

# Informal care and mental health

## Consequences

- Pressure on informal carers to fill the gaps in provision of support
- Increased overwork
- Persisting imbalance between work and family
- Negative impact on both professional and individual wellbeing

# Informal care and mental health

Since the start of the COVID-19 pandemic :

- 3 in 4 informal carers feel more burnt out than ever before
- 65% said their emotional/mental health had worsened
- 62% of employed carers are concerned they will lose their job because of the time commitment needed as a carer
- 50% of carers say that being a carer negatively impacts their career



## Some ways to support them:

- Flexible working
- Develop an age positive culture – in recruitment process but also in developing age-diversity teams
- Provide better accessibility of health and mental health support at work
- Encourage career development at all age



## Want to know more about us?



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