

Resolution 7: syndicom

“We are not past our prime! More support is needed for workers over 55!”

The syndicom Women's Commission is committed to the targeted promotion of FINTA* persons (women, inter, non-binary, trans and agender persons) aged 55 and over in all areas of society, especially in working life. We call on other associations at this 2025 feminist congress of the Swiss Trade Union Federation to do the same. These workers have valuable experience and skills, and their active participation is a significant asset to our society! More and more older people are living in Switzerland. Many women¹ between the ages of 55 and 64 are increasingly participating in the labour market. The employment rate for this age group has risen significantly in recent years, with the increase being even greater for women than for men.

Nevertheless, older people, especially women, are disproportionately affected by poverty or at risk of poverty. Age discrimination also remains a widespread social problem. Older people often find it more difficult to find a new job, and women over the age of 50, 55 and 60 are particularly affected. But even earlier in their working lives, women face discrimination when looking for a job, for example when returning to work after taking time off to care for children. In addition, part-time work is very common among FINTA* people, especially in older age groups. Part-time work has an impact on pensions, social participation and the financial and economic independence of FINTA* people.

This is not only a matter of fairness, but also of recognising a large and growing segment of the population. Older FINTA* people bring knowledge, experience and potential that is invaluable to society. However, these resources have rarely been specifically promoted and utilised.

We demand:

- **The promotion of age-appropriate education and training opportunities**

FINTA* individuals over the age of 55 or those returning to work must be specifically supported in order to maintain, update and expand their skills and knowledge. Gaps in CVs due to care-giving responsibilities or care work must not lead to well-trained and competent workers being disadvantaged. On the contrary, care work should also be regarded as professional experience and a means of expanding skills.

- **Supporting FINTA* individuals over the age of 55 in their roles as employees and volunteers in companies and trade unions**

Workers should be able to contribute their experience and skills in a targeted manner, for example through specific projects or mentoring programmes. In addition, intergenerational exchange must be promoted! The wealth of experience of older FINTA* people, combined with the new perspectives and ideas of the younger generation, can lead to sustainable and targeted solutions.

¹ Statistics refer to women rather than FINTA* persons, as statistics are unfortunately recorded in binary terms (male-female).

▪ **Targeted fight against age discrimination**

Year after year, the bourgeoisie and the right wing call for an increase in the retirement age. Nevertheless, workers over the age of 55 have a hard time in the labour market. This must change. It is necessary to combat age discrimination in a targeted manner and to promote an age-friendly society that takes into account the needs and rights of all age groups.

By supporting workers over the age of 55, society benefits from their knowledge and experience and enables an inclusive and age-friendly community. We want to create a society that is age-friendly, supportive and inclusive.