12 Challenges and Responses of Older Workers in Lithuania's Digital Transformation

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12.1 Basic Statistics on Digitalisation, Social Inequalities, and the Health of Older Workers in Lithuania

According to the overall Digital Economy and Society Index (DESI) score, Lithuania's level of **digital development** is comparable to the EU average, with respective scores of 52.7 and 52.3 in 2022, and this placed Lithuania 14th among EU countries (Inovacijų agentūra, 2023). However, among the four dimensions measured by DESI, Lithuania's weakest area is the human capital dimension. In 2023, only 52.9% of individuals aged 16–74 in Lithuania had at least basic digital skills (European Commission, 2025). This figure is slightly lower than the EU average of 55.6%. A significant **digital skills gap** exists between generations in Lithuania.

According to the DESI 2024 human capital dimension data categorised by age group, 81.3% of Lithuanian youth aged 16–24 possess at least basic digital skills. In contrast, only 32.5% of individuals aged 55–64 have similar skills. This relatively low **digital literacy** among adults, especially older adults, poses a challenge for the country moving forward. Many Lithuanian companies do not engage in digital training for employees, as Lithuania ranks 24th among EU countries in the percentage of companies providing ICT training, which stood at just 14% in 2022 (Inovacijų agentūra, 2023). The lack of digital skills among older employees and the limited opportunities to enhance these skills contribute to potential **social inequality between generations.** Today, the absence of even basic digital skills restricts individuals' participation in various aspects of life and can lead to increased social exclusion.

Older generations are becoming an increasingly significant part of the workforce, as the Lithuanian population (and thus the workforce) is ageing quite intensively. The total life expectancy of the population aged 50 is increasing, although its healthy life expectancy is neither high nor consistent (see Table 12.1).

Older workers face an unenviable whirlwind of rapidly changing contexts. On the one hand, they are encouraged to work longer: the retirement age has

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Table 12.1 Statistics for Lithuania on health and social inequalities, 2000–24

	2000	*2010*	*2020*	*2024*
Age distribution: proportion 50–69				
Men	19.1	21.7	27.4	28.5
Women	22.4	24.2	28.7	29.3
Total	20.9	23.1	28.1	28.9
Education level: proportion of tertiary educated 55–64				
Men	30.9	19.2	25.4	22.8[a]
Women	33.9	26.1	36.1	38.7[a]
Total	32.6	23.1	31.3	31.4[a]
Employment: proportion in the labour force 55–64				
Men	58.2	62.6	76.6	75.3[a]
Women	35.0	51.7	73.6	75.3[a]
Total	45.0	56.5	75.0	75.3[a]
Unemployment (of those in labour force) 55–74				
Men	11.8	15.3	9.1	8.1[a]
Women	6.2	11.1	8.0	6.1[a]
Total	9.3	13.1	8.5	7.0[a]
Retirement age—normal				
Men	57.0	62.5	64.0	64.7
Women	61.0	60.0	63.0	64.3
Retirement age—average effective				
Men				63.4[b]
Women				63.8[b]
Total life expectancy at age 50				
Men		22.9	23.8	24.7[c]
Women		31.2	31.9	31.9[c]
Total		27.3	28.1	28.5[c]
Healthy life expectancy at age 50				
Men		14.2	12.9	14.5[c]
Women		16.5	14.9	17.4[c]
Total		15.4	14.0	16.0[c]
Proportion healthy life expectancy at age 50				
Men		62.0	54.2	58.7[c]
Women		52.9	46.7	54.5[c]
Total		56.4	49.8	56.1[c]

Source: See Appendix 1, Lietuvos Respublikos Socialinės apsaugos ir darbo ministerija (2001).

Notes
[a] 2023.
[b] 2017–22.
[c] 2022.

steadily increased from 55 years for women and 60 years for men in 1995 to 65 years in 2026 for both sexes. On the other hand, the intensive development of technologies (accelerated by measures applied to manage the COVID-19 epidemic) makes it harder for some older workers to adapt easily and thus maintain their workability. The situation is further complicated by a shrinking workforce, which has contributed to a general labour shortage. There is particularly strong demand in the labour market for workers with digital skills, especially IT specialists (Ekonomikos ir inovacijų ministerija [EIMIN], 2024). As a result, current employees often face excessive workloads, which may negatively affect their physical and mental health. The situation of older workers in the labour market is also affected by two more inert factors: ageism in society and the workplace, and work–life balance issues specific to older workers (typically increasing informal caregiving). Together, these pressures contribute to widening inequalities between younger and older workers, particularly regarding digitalisation and the use of new technologies.

12.2 Inequalities between Younger and Older Workers due to Digitalisation

Data shows clear differences between older and younger generations in Lithuania, particularly in **Internet and smartphone usage, digital skills, and employment.** These differences have direct implications for the position of older workers in the labour market.

Lithuania ranks 19th in the EU in terms of Internet use among older people (European Union Agency for Fundamental Rights [FRA], 2023). In 2022, 88% of Lithuanians aged 16–74 used the Internet. However, among the older population (aged 65–74), the **Internet users** comprised 57% only, while the population aged 16–24 were 100% Internet users (Lietuvos statistikos departamentas [LSD], 2022). **Overall 80% of Lithuanians aged 55–64** have used the Internet in the last 12 months; this is only 56% for the 65–74 age group (FRA, 2023). This lower participation in digital life limits older workers' access to online learning, job search platforms, and digital public services increasingly needed to remain active in the workforce.

In 2022, the **usage of smartphones** among older adults (aged 45–64) stood at less than two-thirds (61.5%) compared to the younger population (aged 16–29), where the vast majority (98.3%) were equipped with these devices (Statistics Lithuania, 2022).

Older Lithuanians have substantially lower digital skills than younger generations, the "digital-natives" (OECD, 2023; FRA, 2023). According to the Digital Skills Indicator 2.0 (DSI) of Eurostat (2024a), there is intergenerational inequality in **digital literacy**. Most people aged 15–44 have basic or above-basic level digital skills; this is about one-third for Lithuanian men and about half for women aged 44–54. In each older age group, the share of individuals

having basic or above-basic level digital skills decreased drastically to 13.6% for men aged 65–74 and to 17.0% for women the same age. Between 2021 and 2023, values of DSI increased in all age groups for both genders except young and middle-aged (16–54) men, whose DSI values decreased. Basic or above-basic-level digital skills were more common for Lithuanian women in all age groups, especially among those aged 55 and older, than for men (Eurostat, 2024a). Differences also emerge in how individuals **subjectively assess their digital literacy**. The STRATA (2020) survey shows that 53% of individuals aged 50–59, 48% of those aged 60–69, and 26% of those aged 70–74 rate their digital literacy as "good" or "very good". In contrast, a much larger proportion, with over 70% of respondents in the younger age groups (15–49 years old), rate their digital literacy skills as "good" or "very good". Self-perceptions of low competence may further discourage older workers from engaging in upskilling or training, reinforcing a cycle of exclusion.

The uneven levels of digital skills of the younger and older generations create barriers for older workers on the labour market. In 2023, the **unemployment rate** in Lithuania was 7.1%. It was slightly higher among the older working-age population: 8.6% for the 55–59 age group and 7.6% for those aged 60–64 (Eurostat, 2024b). The general unemployment rate of women was slightly lower than that of men, but for women aged 55–59 it was significantly higher than the general rate. Unemployment among men of this age was also slightly higher than average, but the difference was minimal (Eurostat, 2024b). These numbers suggest that older workers, particularly men, remain more vulnerable to exclusion from stable employment, and their weaker digital competences may exacerbate this gap. People of older working age suffer much more often from **long-term unemployment**.

> Compared to the youth, older Lithuanians have longer unemployment spells and are more likely to be discouraged from searching for work. Older people (aged 50 and over) account for about 40% of the total unemployed population, a level that has been rising in the last 10 years. Unemployment is particularly acute among low-skilled older citizens, reaching levels above 30% for both genders.
>
> (OECD, 2023, p. 21)

Such figures highlight that digitalisation, while creating new opportunities, also deepens labour market segmentation if older workers are not supported in acquiring relevant skills.

Data show that **Lithuania's labour market** segmentation still follows traditional age and gender **stereotypes.** Young people, especially men, concentrate on technology-driven industries, and older people, especially women, on undervalued care professions. The number of ICT professionals in Lithuania has more than doubled in ten years (from 24,900 in 2012 to 52,400 in 2021).

Lithuania's number of ICT specialists has increased 2.6 times over ten years (from 23,500 in 2012 to 61,900 in 2021). In 2022, 77.1% of ICT specialists were men. More than half (54%) of ICT professionals were under 35 years of age (LSD, 2022, p. 14).

Negative stereotypes about older people reinforce these inequalities. Employers may discriminate against older workers based on stereotypes that older people are less technologically savvy, unwilling to learn and are not receptive to innovation. For instance, they may not hire older people, and if they are already employees, exclude them from training, or to encourage them to stop working at retirement age. Even though the Non-Discrimination Law (Lietuvos Respublikos Seimas, 2003) has been in force in Lithuania since 2005, and unfounded age restrictions in job advertisements are forbidden, the Office of the Equal Opportunities Officer occasionally receives complaints about such advertisements (Lygių galimybių kontrolieriaus tarnyba, 2025). Indirect age discrimination also occurs when job advertisements do not mention age but indirectly imply that older workers are not desirable—phrases such as "a youthful and dynamic work team" is looking for an employee or "if you are youthful", we invite you to join us, etc. are used (Mikulionienė, 2022). Such attitudes further limit older workers' access to digital upskilling opportunities, creating a cycle where limited training reinforces low digital proficiency and vice versa.

The reviewed data show that lower digital engagement, weaker digital skills, and age-based stereotypes jointly restrict older workers' competitiveness in Lithuania's increasingly digital labour market. Therefore, the impact of digital transformation must be assessed not only at the societal level but specifically in terms of how it reshapes opportunities, risks, and inequalities for older workers. The evidence highlights the complex intersection of age, digital literacy, and structural discrimination shaping employment outcomes for Lithuania's older population and demonstrates a clear generational gap in digital skills and technology usage in Lithuania, with older adults significantly lagging behind younger populations. This disparity not limits older individuals' access to digital resources, diminishes employment opportunities, and prolongs unemployment. Labour market segmentation reflects age and gender biases, and employer attitudes, shaped by stereotypes, often exacerbate these inequalities. Despite legal frameworks prohibiting discrimination, age-based exclusion persists explicitly and implicitly in hiring.

12.3 Digitalisation and the Health of Older Workers

According to the European Social Survey (ESS), in 2021–23, nearly half (45.5%) of employees in Lithuania rated their **health** as (very) good (Table 12.2.). Those who used the Internet most days or every day were far more likely than those who rarely or never used the Internet to rate their health as (very) good: 50.8% and 30.8%, respectively. Among unemployed people of the same age, only one

in five (19.5 %) rated their health positively as (very) good. The available comparison of the two periods—2017–19 (ESS rounds 8 and 9) and 2021–23 (ESS rounds 10 and 11)—allows us to state that the share of employees aged 50–74 who rated their health as (very) good in 2021–23 decreased by about 8 percentage points compared to 2016–19, regardless of whether they were frequent or infrequent Internet users. Among employees aged 50+ who are frequent Internet users, the share of those who rated their health (very) good decreased in the recent decade from 59.3% in 2017–19 to 50.8% in 2021–23. The respective numbers among employees aged 50+ who were infrequent Internet users or did not use the Internet at all were 39.3% in 2017–19 and 30.8% in 2021–23.

In general, a significant proportion of Lithuanian employees aged 50–74 rate their health as (very) good (especially those who use the Internet frequently). At the same time, 44.1% said that their daily activities are hampered by illness, disability, infirmity, or mental problems (Table 12.2.). The proportion of workers whose daily activities were hampered has increased over the past decade: from 37.4% in 2017–19 to 44.1% in 2021–23. Such **health limitations** were more common among infrequent Internet users than for frequent Internet users (54.2% and 40.6%, respectively).

The proportion of workers aged 50–74 reporting (very) good health decreased between 2017–19 and 2021–23, and their being hampered in daily activities increased. Yet, their **happiness** is relatively high (7.2% out of 10% in 2021–23) and has increased recently (compared to 6.7% in 2017–19). Working people aged 50–74 are happier than not working peers (respectively, 7.2% and 6.8% in 2021–23), and working people who frequently use the Internet are happier than working people who rarely or never use the Internet (respectively, 7.4% and 6.7% in 2021–23).

Thus, the **subjective health** indicators of employees aged 50–74 suggest that, even though the percentage of those who assess their health (very) well has decreased somewhat, and the percentage of those suffering from various health limitations has increased, their sense of happiness has developed in the opposite direction—it has strengthened in the period 2017–23.

The data also confirms that frequent Internet use is strongly associated with better employee health indicators: higher subjective health, happiness, and fewer individuals whose daily activities are hindered by health issues. Among these workers, frequent Internet use was also mildly and positively associated with better **social health:** frequent Internet users more often met socially with friends, relatives, or work colleagues compared to infrequent users (63.2%–46.4% in 2020–24). Also, a larger share of them indicated that they took part in social activities about the same or (much) more often than most of persons of their age (66.8% and 54.2%, ESS 8–11 rounds). These findings suggest that digital engagement may protect older workers, helping them maintain functional abilities, social connectedness, and subjective well-being. However, as digital skills and access remain unevenly distributed, older employees who are

Table 12.2 Health and social indicators among older workers and non-workers by frequency of internet use (Lithuania, aged 50–74, ESS 2016–24 (rounds 8–11))

	Not working							*Working*						
	Internet use							*Internet use*						
	Never/ occasionally/few times a week		*Most days/every day*		*Total non-working sample*			*Never/ occasionally/few times a week*		*Most days/every day*		*Total working sample*		
	ESS rounds		*ESS rounds*		*ESS rounds*			*ESS rounds*		*ESS rounds*		*ESS rounds*		
	8 and 9 (2016–20)	*10 and 11 (2020–24)*	*8 and 9 (2016–20)*	*10 and 11 (2020–24)*	*8 and 9 (2016–20)*	*10 and 11 (2020–24)*	*N*	*8 and 9 (2016–20)*	*10 and 11 (2020–24)*	*8 and 9 (2016–20)*	*10 and 11 (2020–24)*	*8 and 9 (2016–20)*	*10 and 11 (2020–24)*	*N*
Age					*Sample characteristic*							*Sample characteristic*		
Frequency of Internet use (%)														
50–64	64.1	54.3	35.9	45.7	39.5	43.0	637	43.6	26.1	56.4	73.9	94.0	89.2	1354
65–74	86.2	53.6	13.8	46.4	60.5	57.0	1057	83.3	35.2	16.7	64.8	6.0	10.8	130
Gender					*Sample characteristic*							*Sample characteristic*		
Frequency of Internet use (%)														
Men	78.9	61.0	21.1	39.0	38.6	39.2	583	50.0	28.9	50.0	71.1	45.8	48.8	555
Women	76.3	49.2	23.7	50.8	61.4	60.8	1111	41.8	23.4	58.2	76.6	54.2	51.2	929

Education[1]					*Sample characteristic*							*Sample characteristic*		
Frequency of Internet use (%)														
Low	88.9	75.0	11.1	25.0	18.6	11.4	*355*	66.7	25.0	33.3	75.0	6.0	4.3	127
Middle	80.0	57.9	20.0	42.1	51.5	54.3	698	58.7	38.5	41.3	61.5	46.0	41.3	521
High	64.3	40.0	35.7	60.0	29.9	34.3	641	29.2	16.0	70.8	84.0	48.0	54.3	836
Occupation[2]					*Sample characteristic*							*Sample characteristic*		
% frequency Internet use														
High-skilled white-collar	66.7	40.0	33.3	60.0	22.8	26.3	*446*	24.1	15.4	75.9	84.6	29.3	43.8	560
Low-skilled white-collar	72.2	42.1	27.8	57.9	19.6	20.0	304	38.1	29.4	61.9	70.6	21.2	18.0	302
High-skilled blue-collar	83.3	56.5	16.7	43.5	19.6	23.2	275	47.8	28.6	52.2	71.4	23.2	15.7	249
Low-skilled blue-collar	82.9	62.1	17.1	37.9	38.0	30.5	550	69.2	45.0	30.8	55.0	26.3	22.5	352
(Mental) health														
Happiness (0–10)[3]	5.5	6.4	6.5	7.2	5.7	6.8	*1674*	6.2	6.7	7.1	7.4	6.7	7.2	1475
Subjective general health[4] % (very) good	14.3	16.7	33.2	22.8	18.6	19.5	1692	39.3	30.8	59.3	50.8	50.3	45.5	1484
Hampered in daily activities[5] (% yes)	70.0	69.3	57.3	62.7	67.1	66.2	1687	43.4	54.2	32.4	40.6	37.4	44.1	1472

(*Continued*)

Table 12.2 (Continued)

	Not working							*Working*						
	Internet use							*Internet use*						
	Never/ occasionally/few times a week		*Most days/every day*		*Total non-working sample*			*Never/ occasionally/few times a week*		*Most days/every day*		*Total working sample*		
	ESS rounds		*ESS rounds*		*ESS rounds*			*ESS rounds*		*ESS rounds*		*ESS rounds*		
	8 and 9 (2016–20)	*10 and 11 (2020–24)*	*8 and 9 (2016–20)*	*10 and 11 (2020–24)*	*8 and 9 (2016–20)*	*10 and 11 (2020–24)*	*N*	*8 and 9 (2016–20)*	*10 and 11 (2020–24)*	*8 and 9 (2016–20)*	*10 and 11 (2020–24)*	*8 and 9 (2016–20)*	*10 and 11 (2020–24)*	*N*
Social health														
Social meetings[6]	48.8	42.7	63.0	63.3	52.1	52.4	1670	50.3	46.4	61.2	63.2	56.3	58.8	1472
Social activities[7]	55.0	45.7	68.9	61.2	58.3	53.1	1590	62.0	54.2	72.6	66.8	67.9	63.6	1426

Source: European Social Survey (ESS) rounds 8–11 (2018–24).

Note: See Appendix 2.

digitally excluded may face a double disadvantage—poorer health outcomes and reduced chances of remaining active in the labour market.

12.4 The Best Practices Addressing Social and Digital Inequalities and Digitalisation's Effects on Older Workers' Health in Lithuania

In the context of demographic ageing and accelerating digitalisation, Lithuania has implemented a range of initiatives to reduce social and digital inequalities, focusing on the health and well-being of older adults. These efforts extend beyond improving digital infrastructure and supporting older individuals' continued labour market participation, ultimately contributing to their overall health and well-being (Table 12.3).

Lithuania 2050: The strategic planning document Lithuania 2050 recognises demographic imbalance demands boosting older people's participation and employment. Population ageing also calls for reforms in health care, the labour market, social security, and education. Lithuania's silver economy is developing both horizontally and vertically, with active seniors driving demand for products/services/innovation. Nationwide digital infrastructure is essential to reduce regional disparities and exclusion (Lietuvos Respublikos Seimas, 2023). More specific steps are defined in the National Digital Decade Plan (Lietuvos Respublikos Vyriausybė, 2023) and the National Digital Decade Roadmap of the Republic of Lithuania (Ministry of Economy and Innovation, 2024).

The National Digital Decade Roadmap (EIMIN 2024; Ministry of Economy and Innovation, 2024) covers both areas of interest—reducing social inequality and improving the health of older workers. First, it sets ambitious digitalisation targets for Lithuania by 2030. Among its various goals, the section on "Digital Skills and ICT Professionals" aims for (1) 80% of the population aged 16–74 to acquire at least basic digital skills by 2030; (2) seeks to ensure that ICT professionals, with gender parity, make up at least 10% of the workforce in the country's economy. Second, it foresees such measures as to improve the quality and accessibility of health services with its main activities focused on digitalisation of the health sector; and implementation of the Digital Health System Development Action Plan for 2023–27 which includes the implementation of activities and projects related to the improvement and development of the e-health system.

The National Digital Coalition (National, 2025) was created in Lithuania in 2013. It unites national institutions, companies, and organisations to promote digital skills for jobs (to increase the number and quality of IT professionals, ensure the acquisition of digital skills when learning other professions, and raise public awareness of the importance of digital skills and competences). Several national-level projects completed and implemented centrally in Lithuania are presented below.

Table 12.3 The best practices for addressing inequalities caused by digitalisation and managing its effects on the health of older workers

Type of the best practice	*Declared goals addressing social inequalities and effects of digitalisation on the health of older people*	*Title of action and implementer*
Association of interested organisations and companies	"Mission is to increase employment and to achieve a more effective use of digital potential". Objectives addressing social inequalities: 1. "to improve the conditions for the private and public sector employees as well as all citizens to learn and continuously improve the necessary ICT skills for job"; 2. "to raise public awareness of the importance of digital skills and competences".	*National Digital Coalition* [Nacionalinė skaitmeninė koalicija]
National-level educational project	The goal is to develop digital skills of older people, enable them to independently use various e-services safely and effectively, and reduce their digital divide. Activities: theoretical and practical training, installation of computer classrooms, creation of a collaboration platform, and teaching teachers. Activities are carried out in cooperation with the Third Age Universities and the Senior World (public organisation) (Ryšių, 2024, 2025).	*No One is Forgotten* [Nė vienas nėra pamirštas] Communications Regulatory Authority of the Republic of Lithuania
Methodological recommendations	Recommendations for employers and other interested parties: 1. Implement flexible retirement policies and promote equal opportunities for older workers. 2. Enhance occupational health care with regular health exams for workers over 45 and provide vocational rehabilitation services. 3. Improve psychosocial risk management, adapt working conditions for older workers, and promote lifelong learning opportunities (Higienos institutas, 2021).	*Prerequisites for Longer Participation of Older People in the Labour Market* [Vyresnio amžiaus žmonių ilgesnio dalyvavimo darbo rinkoje prielaidos] Institute of Hygiene

Action plan	The goal is to improve the health of older people and the accessibility and quality of comprehensive healthcare services for this population. One of the tasks focuses directly improving the accessibility of occupational health services for older workers through comprehensive measures to extend their working lives (Lietuvos Respublikos Sveikatos apsaugos ministerija, 2014).	*Action Plan for Ensuring Healthy Ageing in Lithuania* [Sveiko senėjimo užtikrinimo Lietuvoje 2014–23 m. veiksmų planas] Ministry of Health of the Republic of Lithuania
The national one-stop-shop adult education platform	The KURSUOK platform promotes adult lifelong learning by helping individuals enhance their general and professional competencies. Its mission is to foster a lasting culture of learning, especially among 18–64 aged employees. The platform offers more than 100 training programmes in ICT: the use of artificial intelligence, various programming languages, e-platform usage, e-commerce training, FPV drone operator training, business process automation, managing and administering a computer network, cybersecurity basics, website development and management, software testing basics, (automated) data analytics, etc. Career counselling services are available as well (Kursuok, 2025).	*Kursuok.lt* Ministry of Education, Science, and Sports of the Republic of Lithuania. Partners: the Centre for the Development of Qualifications and Vocational Training, the Lithuanian Higher Education Association for the Organisation of General Admissions, the National Education Agency

Source: Authors' ellaboration.

The national project ***Connected Lithuania*** (Valstybės skaitmeninių sprendimų agentūra, 2025) runs from 2024 to 2026 with a €2.3 million budget. It is overseen by the State Digital Solutions Agency in partnership with the association "Langas į ateitį" and the Martynas Mažvydas National Library of Lithuania, the project aims to strengthen the digital skills and reduce digital exclusion of socially vulnerable groups, including residents of remote areas, older adults, unemployed people, and people with disabilities. Project activities include self-learning materials, group training for beginners and advanced learning, and events such as Digital Weeks, Senior Days Online, Safer Internet Weeks, hackathons, workshops, quizzes, and games. The project is expected to reach more than 100,000 training participants via nearly 700 communities, around 1500 e-scouts, a similar number of digital leaders, and over 1000 libraries. It builds on the success of the earlier Connected Lithuania project (2018–21; budget: €5.9 million). During that project, around 500,000 individuals participated in various digitalisation activities across 601 local communities. The number of adults receiving digital literacy training reached 104,000, and participants' motivation to learn digital skills increased from 64.5% to 77.5%. The project also inspired approximately 3400 volunteers to become digitalisation leaders, consultants, and virtual technology agents.

Since 2023, the national-level educational project ***No One is Forgotten*** (Ryšių reguliavimo tarnyba, 2024, 2025), initiated by the Communications Regulatory Authority to reduce the digital divide among senior citizens, has been launched in Lithuania, and it directly aligns with the Digital Decade Plan (Ekonomikos ir inovacijų ministerija, 2024). The project offers theoretical lectures, seminars, and digital workshops for seniors, trains educators, and equips universities of the Third Age with computer classrooms. Over the years, it has evolved into a cooperation platform bringing together with 100+ organisations from the public and private sectors, municipalities, libraries, and regional partners.

Founded in January 2024, the national adult education platform ***Kursuok.lt*** has garnered significant attention from the public. It offers training aligned with state priorities and provides up to EUR 500 in funding per participant. The platform promotes lifelong learning and supports adults in developing both general and professional competencies. In 2024, nearly 13,000 completed training programmes, although demand continues to far exceed the available places. Among the various topics offered, training in digital skills, digital marketing, and programming languages have generated particular interest. By 2030, €53 million will be allocated through the platform, enabling more than 100,000 people to develop their competencies.

In 2021, the Institute of Hygiene issued ***methodological recommendations*** (Higienos institutas, 2021) aimed at enhancing the conditions for longer labour market participation among older adults. These recommendations target employers and other stakeholders, focusing on three key areas:

1. **Implement flexible retirement policies** that promote equal opportunities in the workplace, encourage adult education, foster intergenerational solidarity, and help change attitudes towards older workers (Higienos institutas, 2021, p. 10).
2. **Improve occupational health care** by introducing regular health examinations for workers over 45, along with early interventions to address health-related inequalities in demanding sectors. This also includes developing vocational rehabilitation and return-to-work support services; training healthcare professionals, labour inspectors, and occupational safety and health (OSH) specialists on ageing and work-related issues; and improving workers' health literacy through education initiatives (Higienos institutas, 2021, p. 15).
3. **Strengthening psychosocial risk management in the workplace** by adapting working conditions to the needs of older workers, promoting work–life balance, applying career planning principles, and expanding lifelong learning opportunities (Higienos institutas, 2021, p. 23). These comprehensive recommendations aim to ensure safer and longer participation of individuals in the labour market by prioritising their occupational health.

The 2014–23 ***Action Plan for Ensuring Healthy Ageing in Lithuania*** aims to improve the accessibility of occupational health services for older workers by restructuring how these services are provided and organised (Lietuvos Respublikos Sveikatos ministerija, 2014). Lithuanian politicians enhance digital capabilities for socially vulnerable groups—including disabled, low-education, and remote residents—rather than targeting older adults specifically, reducing age stigma. This strategy could support older workers without triggering age stigma.

Recent national initiatives promote healthy ageing by creating conditions that enable longer older adults to remain in the labour market longer while maintaining their health. Yet, they underemphasise how digitalisation can support the health of older workers amid rapid workplace change. Although significant investments have been made in the nationwide e-health system, this focus can overshadow the specific mental and physical health needs of older employees facing workplace digitalisation.

Overall, Lithuania is actively and comprehensively working to reduce the digital divide in the country. The country is committed to providing older adults better access to electronic services, primarily health-related and social support services. In many cases, without singling out older workers as a separate category, the country is working to empower older citizens, ensuring they can fully benefit from digital technological advances while reinforcing their health and well-being.

12.5 Conclusion

Digitalisation has widened generational gaps in Lithuania's labour market. Younger workers, as digital natives, have better technology access, digital skills, and job prospects in digital sectors. Older workers face limited digital access, weaker skills, and fewer reskilling chances, hindering their employability and earnings. Older women, in particular, remain in low-paid, less digitalised jobs. Thus, digital transformation deepens socio-economic divides between generations.

Digital tools are linked to better health, happiness, and social connectedness for older Lithuanian workers. Digital engagement supports independence and participation, key for health. However, it is unclear if digital use causes better health or if healthier people use digital tools more.

National programmes like "Connected Lithuania" and "No One is Forgotten" offer digital literacy training. The Institute of Hygiene suggests health exams for those over 45, psychosocial risk management, and adapting work conditions to support longer employment.

Taken together, the findings point to a shift towards preventive, integrated strategies that combine digital upskilling with occupational health support to ensure older workers remain competitive and healthy. Other countries can learn from Lithuania's approach of targeting vulnerable groups broadly rather than older adults specifically, which enhances digital capabilities without triggering age-based stigma.

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