



Implementation of the ETUC¹/BusinessEurope/SMEunited/CEEP Framework agreement on Active Ageing and an Inter- generational approach²

Yearly Joint Table
summarising ongoing social partners activities

2019

¹ Including the Liaison Committee Eurocadres/CEC

² Signed on 8 March 2017 by ETUC, BusinessEurope, UEAPME and CEEP

<u>Country</u>	<u>Implementation results /initiatives</u>
Austria	<p>Joint activities</p> <p>Already before the adoption of the Autonomous framework agreement, the Austrian social partners created a common website called www.arbeitundalter.at .</p> <p>The adoption of the framework agreement as well as the European EU-OSHA campaign on “workplaces for all ages” were the reasons for a thorough relaunch of the website, which was adapted to mobile devices. In autumn 2017, a video for the webportal was produced. It contains statements by employers and employee representatives from four enterprises who introduced measures to adjust the workplace or the tasks to the needs of older employees. This video aims to raise awareness and to encourage other enterprises to follow the example.</p> <p>The webportal itself is updated on a regular basis with new best practice examples. A brochure, containing the main features of the webportal, was printed and made available for download from the website. The social partners presented “Tips and Tricks for active ageing” at joint Seminars and Conferences. The Austrian social partners participated in the elaboration of the certificate “Nestor Gold”, an award sponsored by the Ministry for social affairs. This award is given to enterprises who have implemented active ageing measures.</p> <p>Joint activities 2018</p> <p>Participation in networking dialogues between companies and the Ministry of Social Affairs on the topic of generation management: This interactive event setting enables mutual learning and exchange of experience between companies in the development of age-appropriate work.</p> <p>November 2018: Expert symposium "Generation Management - Age-appropriate Working" in Burgenland: In cooperation with the Employment Pact of the Province of Burgenland, the initiative “Arbeit und Alter” presented the "Tips and Solutions" for Age-appropriate Work. It is important for the Austrian initiative to hold a public event in a federal state at least once a year in order to bring the topic of age-appropriate working and generation management also to the attention of the regions.</p>

Establishment of a labour market policy objective for the Public Employment Service : "Taking up employment of older unemployed persons". Thus a special emphasis is put on placing and promoting this target group.

Information on the demography counselling service - free of charge for businesses and co-financed by the ESF - can be found on the website www.arbeitundalter.at

Unilateral activities

ÖGB:

In 2018 a seminar on the subject of "Healthy ageing at the workplace" was held as part of the training course on "Social Competence" for works council members. At various internal trade union events (training of functionaries), information material was provided on the subject of "Age-appropriate working"

Chambers of Labour:

- Vienna Chamber of Labour:

On 12.2.2018, a one-day seminar on the subject of "Ageing-appropriate working" took place. The target group of these one-day seminars are Health and Safety representatives. The main topics included: what means "age-appropriate", how can work be designed to be age-appropriate, which prejudices must be eliminated, how can age-appropriate work design be implemented within the company.

- Upper Austrian Chamber of Labour:

AK OÖ is part of the WAGE network "Getting Older -having a future. For years the WAGE network (WinningAGE) has been dealing intensively with challenges on the labour market as well as challenges regarding health and personnel policy at company and intercompany level A special focus is placed on the employment of older employees. As part of this cooperation, the event "Shaping knowledge transfer between generations" was held on 28 February 2018. Besides other topics an exchange of experiences with experts was possible.

- Salzburg Chamber of Labour:

Within the framework of a special counselling on partial retirement in Department of Social Insurance, members had the opportunity to participate in a coaching on the Work Ability Index coaching. Approx. 25 persons took part. The Coaching on work ability is part of the counselling offer in the context of the work psychology of the Salzburg Chamber of Labour.

	<ul style="list-style-type: none"> • <u>Tyrol Chamber of Labour</u> Due to the absence of the responsible consultant, no events on the subject took place in 2018. The logo loops are taken along and distributed at suitable events. <p>WKÖ:</p> <ul style="list-style-type: none"> • September: Participation in a radio discussion on the topics of value creation through and appreciation of older employees, adaptation and support on the part of companies. Aim: information and awareness raising of the public about the changing world of work due to demographic ageing and possibilities for supporting a longer working life. • Dissemination of information about the ESF co-financed demographic counselling service in the regional media of the regional Economic Chambers - free of charge for companies - and presentation of this service to representatives of the regional chambers.
Belgium	<p>26/07/2019</p> <p>Dissemination of the European Framework Agreement in Belgium</p> <p>The European Framework Agreement has been widely disseminated at cross-sectoral and sectoral levels, as well as at the level of the Regions, in order that relevant actors were enabled to highlight the measures taken at their respective levels relating to active ageing and the intergenerational approach. This agreement has been translated in French and Dutch by the Council's Secretariat and disseminated at European and national levels.</p> <p>In order to prepare this second report, contacts have been made with all the above mentioned actors so that they could both present an overview of measures taken at their own level and lay out their ambitions relating to this issue. In this context, the National Labor Council played a key role in centralizing the available information relating to social policies at federal, regional and sectoral levels.</p>

Implementation of the European Framework Agreement in Belgium³

At federal level

- Encouraging the retention, the integration or the reintegration of workers above 50 years of age in the Labor Market
 - Adoption of the collective agreement n° 137, setting at 57 years the minimum age for accessing to a regime of half time work during the 2019-2020 period for workers with a specific career (heavy work, night work, construction sector, long career, restructuring). This minimum age has been set at 55 years for a reduction in working time to a 4/5-time job.
 - Extension of the scope of work disability benefits to workers who continue to work after the statutory pension age;

- Organization of work and Burn-out

In the framework of the first call for pilot projects subsidized to prevent burn-out, 202 concrete projects have been introduced in 2018. The implementation of 50 selected projects has started in December 2018 and is still ongoing. An interim evaluation is scheduled for September and the final assessment will be carried out by the end of 2020.

A second round of projects is currently launched and applications for subsidies can be put forward up until 31 July 2019. The selection of projects will be completed by the end of November 2019.

- Voluntary return to work of workers with health issues

The Council has carried out in September 2018 an assessment of the regulations set out by the Government since 2016 relating to reintegration into the workforce. In this assessment, the Council called for the implementation of a monitoring instrument enabling to carry out an objective assessment of regulations. It also suggested changes in regulations that will make them more relevant to the realities on the ground.

³ For further information, see the National Labor Council [report n° 113 of 28 May 2019](#).

At regional level

- In the Brussels Capital Region, 44 measures adopted in the framework of the “Plan formation 2020” aim at strengthening vocational training. Among these measures, a 30 months’ allocation allowance is granted to workers aged 57 and over from the date of their registration at the Brussels’s PES (Actiris).
- In the Flemish Region, the “werkbaarheidscheque” (workability voucher) has been launched in May 2019, in the framework of the «Werbaar Werk » Action Plan. This measure applies in addition to measures already being implemented. It can be used by undertakings in order to identify and to address difficulties related to feasible work. One should also note communication campaigns aimed at enhancing a positive approach to feasible work, as well as the financial support to coaching, in the context of these policies. In the framework of the training support reform and in addition to measures presented in the 2018 Report, a credit-training has been granted under certain conditions to low-and-medium-skilled workers. A campaign has also been launched with a view to encouraging workers to follow training courses. Lastly, a common framework for certificates of professional qualifications, partial qualifications or professional competences delivered by a Center for assessment and testing of existing skills has been introduced by a Flemish regulation in April 2019.
- In the Walloon Region, the measures developed under the 2018 Implementation Report of the Framework Agreement have been continued. The “Impulsion 55 ans +” measure, which includes a reduction in employer social security contributions for older workers, had already been granted to 38.000 full time equivalents in the first quarter of 2018. In connection with its role in supporting undertakings in projects aimed at improving working conditions, the Occupational Experience Fund supported more than 1600 workers in 2016-2017.
- In the German-speaking Community, the AKTIF and ACTIF + support schemes provide a monthly financial subsidy during a period of 2 or 3 years to employers for hiring unemployed job seekers. The AKTIF scheme focuses specifically on workers aged 50 years and over who involuntarily lose their jobs.

At sectoral level

	<p>Increasing efforts are being made by the sectors to focus on older workers in the context of policies in favor of at-risk-groups. From now on, one third of the sectors that have concluded a collective agreement relating to efforts in favor of at-risk-groups provide for such measures. These measures may vary in their content, while a certain degree of homogeneity is observed in related sectors. Similar features notably include knowledge transfer through on-the-job training by mentors or coaches (7 sectors), training measures notably intended to address technological developments (banking and finance sector), workload reduction (financial support for time-credit open to workers older than 50 years), etc.</p> <p>In connection with the Employment Plan for older workers (collective agreement n° 104), sectors have introduced several measures and highlighted some good practices. A specific measure provides for a tax exemption for allowances granted to employers who hire workers aged 58 years and over, under the condition that this allowance is provided for in a collective agreement concluded at the level of the sector. This measure has been introduced in three sectors. As from 1 January 2019, this allowance may also be individually exempted.</p>
<p>Bulgaria</p>	<p>Information from the Confederation of Independent Trade Unions in Bulgaria (CITUB) and Bulgarian Industrial Association – union of the Bulgarian business (BIA) for a joint national report on the Implementation of the European Framework Agreement on Active Aging and Intergenerational Approach</p> <p>In connection with the preparation of the first joint table on the implementation of the European Framework Agreement on Active Aging and Intergenerational Approach, CITUB provides the following information:</p> <p>1. Translation of the agreement</p> <p>In Bulgaria there is already an official translation of the European Framework Agreement on Active Aging and Intergenerational Approach, initiated by CITUB and Podkrepa Confederation of Labour and financed by the specialized fund for translations of integrated projects of the ETUC.</p> <p>2. Dissemination of the agreement</p> <p>Immediately after the signing of the European Framework Agreement on Active Aging and Intergenerational Approach, the leadership of CITUB was informed and an unofficial translation was made and distributed among all the main members of the Confederation. In October 2018 CITUB sent a letter of invitation to all nationally representative employers' organizations (not</p>

only those who are members of the partner organization under the Agreement) with a proposal for a meeting on the start of negotiations on all European framework agreements for the drafting of an agreement on their transposition. CITUB received a confirmation of the invitation for a meeting and development of joint measures for the introduction of an agreement at national level by the **Union for Private Economic Enterprise (UPEE)**, the Bulgarian Industrial Association and the Confederation of Labour “Podkrepa”. Due to the lack of reaction from the other two representative employers' organizations, joint meetings and initiatives have not yet been carried out to identify and propose concrete others measures for the implementation of the Active Aging Agreement outside of the initiative of the Bulgarian Industrial Association *a project proposal for activities on implementing the Agreement*.

3. Actual implementation of the agreement

In January 2019 the Ministry of Labour announced a scheme for financing joint projects of the social partners under the operational program “Human resources development”.

BIA has prepared and submitted for approval on the 7th of May 2019 a project proposal for activities on implementing the Agreement. CITUB is the main project partner and two other employers' organizations /Bulgarian Industrial Capital Association /BICA/– member of CEEP and Bulgarian chamber of commerce and industry /BCCI/ are associated partners.

The main activities that are envisaged to be implemented are in line with the instruments described in the AAIA:

1. Research and analysis of: practices in other EU MS, incl. members of BU/ETUC; policy documents; practices, related to social dialogue and collective bargaining; concrete HR tools and models on providing better working environment, adapted to the age characteristics of different generations of employees at one working space/place / *incl. improvement of the ergonomics and reorganization of the workplace*/; good practices on prevention and management of age related stress etc.

2. Research and strategic assessment of the demographic characteristics of the employees on a branch and regional level. We intend to obtain official statistical data and will create a pilot instrument for current and projected age pyramid / *CITUB will be consulted*/, which would be accessible to our members and the colleagues from the trade unions, both on national and a sectorial level. The aim is to provide the social partners with effective and up-to-date instrument to help them in the negotiation process as well as when they prepare statements on state policies, related to the demographic issues, as well as when they formulate and develop their own policies on the matter.

	<p>3. Research on the generational characteristics of the workforce with particular focus on: values and life priorities, motivation, behavioral models, attitude of the different generations of employees towards labour and trainings, new technologies and organizational change, challenges and difficulties at the workplace etc. <i>The researches will be conducted by BIA and will form a basis for dialogue and discussion between project partners at a dedicated round table where the different views of the interested parties would be reflected. The aim is to reach a wide consensus on new policies, programs and practical tools that will be developed, tested and implemented in pilot sectors and companies within the project.</i></p> <p>4. Based on the outcomes of the researches, the projects partners will jointly draft specific sectorial strategic documents for social partnership, programs and samples of clauses to be enshrined in the collective agreements in 5 to 10 branches, in order to implement the agreed measures and concrete instruments (<i>see p. 5 -8 below</i>)</p> <p>5. Developing and testing in pilot companies of several instruments that will impact work organization, working environment and the quality of the workforce – one for re-organization of the workplace (description, ergonomics, design); electronic tool for health and safety risk assessment; prevention and management of stress, incl. burn-out; mentoring and knowledge transfer between generations.</p> <p>6. Information and consultation campaign in member companies - workshops, trainings, awareness-raising activities.</p> <p>7. Several joint events – round tables, working meetings for discussion and consulting project instruments with the partners/associated partners/member federations.</p> <p>8. Drafting and signing a National agreement on active aging between all representative organizations of employers' and workers', which will contain the main results and political messages from the previous activities and will ensure sustainability. <i>The National agreement will be open for signing to all the representative employers' and workers' organizations.</i></p> <p>Project duration is envisaged to be approximately 2 years after approval.</p>
Croatia	Unilateral input from employers – trade unions to check
Cyprus	Following your letter dated 8 April, 2019 regarding the above-mentioned subject, please note the following:

	<p>The Social Partners organizations in Cyprus that are members and actively participate to the Employer and Workers organizations at the European level, i.e. the Cyprus Employers & Industrialists Federation (OEB), the Cyprus Workers Confederation (SEK) and the Democratic Labour Federation of Cyprus (DEOK), have agreed to to translate the Framework Agreement and enter into negotiations for the adoption of a ‘Policy Statement’, intended to complement the Framework Agreement.</p> <p>The translated text and the Policy Statement, once finalised, will also be forwarded to non-members of the European Organisations – signatories of the Agreement. The text will be edited accordingly and the aim is to reach consensus regarding its contents.</p> <p>It is noted that this has been the way Cypriot Social Partners have implemented other European Framework Agreements in the past.</p> <p>It is expected that the Agreement and the Policy Statement will be signed in an official signatory ceremony to be held in the presence of the Minister of Labour, Welfare and Social Insurance, as was the case with previous Framework Agreements.</p>
<p>Czech Republic</p>	<ul style="list-style-type: none"> • Translation and dissemination of an agreement. The agreement was disseminated in original English version. Later on CMKOS have used the possibility to use the translation fund and the agreement was translated into the Czech language for better understanding of their members. • Current implementation statute. With an increasing level of employment approaching 80% and an unemployment rate 2.1% in the second quarter of 2019, the country is facing an tightened labour market and increase of the labour market shortages. Youth unemployment 6,3 % in 2nd Q 2019. The Labour Market and industrial relations are regulated mainly by the legislative, so there are the following ways how to implement the agreement: <ul style="list-style-type: none"> - Via the involvement of the national social partners in the on legislative process (Labour code, Employment law, Insurance law, NAP to support active ageing 2019), - Via the experts´ teams in the frame of the highest tripartite body (RHSD). The social partners´ representatives are involved in development of the national solutions and strategies focused on the youth employment, employment of peoples 50+ and active ageing: the Strategy on preparing for ageing 2018- 2022 (following the NAP on active ageing 2013 – 2017) and the Strategy of Youth employment policy 2020 in implementation.

	<ul style="list-style-type: none"> - Via the project “Strengthening the capacity building of the social dialogue at the national, regional and branch level (NORD)”. In the form of the joint round tables the social partners are discussing practical questions and problems of the companies (skills mismatch, new forms of works, work-life balance, pay gap, transparent and predictable working conditions, youth employment, ageing). The conclusions of such Round Tables lead to collecting of evidence, good practices and formulation of recommendations. • Via involvement of CMKOS representatives in the projects financed by the ESF. Most of the government activities including active labour market policies are funded. Many projects are realized in cooperation with company involvement – management and labour. The government supports employability of older people in its active employment policy. Persons older than 50 years are paid priority attention. Project Go on! 50+ in the Moravian-Silesian Region“ is directed to the support of job seekers registered in the Labour office, which fall into a category difficult to place due to a higher age. These people will have the opportunity to complete a set of advisory and educational activities within the project (such as Work diagnostics, Retraining, Individual counselling) that promote the employability and reintegration of the people into the labour market . A special MoELSA project “Internships in Companies – Learning through Experience” aims to support the training of persons older than 50. The implementation of a pilot testing of a new model of support for older people approaching retirement age in the labour market called “generational tandem” where the employer can obtain a wage contribution from LO for his/her current employee who is approaching retirement age, if he/she also creates a new job for job seekers with low or no work experience. Youth Employment Promotion Initiative (NUTS 2 Northwest Region) seeks to motivate participants to deepen the work skills required to carry out the specific work required by the labour market and thus compensate the mismatch between supply and demand on the labour market. Internships abroad for at least 3 months can also be arranged . A comprehensive programme of support for young people on the labour market in that region TRANSFER focuses on the realization of a complex of advisory, educational and other supporting activities of the project that activates young job seekers and makes them return on the labour market. The implemented activities include individual coaching, vocational training and retraining. - Both social partners´ representatives are involved also in the project “22%” focused of reducing high pay gap in the Czech Republic. In this respect the Czech social partners also call for actions of the Czech Government to improve the situation in early childhood education and care system and tackle education and labour market segregation to facilitate return of the women on the labour market.
Denmark	19/09/2019

	<p>In Denmark, undertaking initiatives that sustain flexible, secure and healthy working conditions for senior workers has been an integral part of the Danish social partners' commonalities in the ongoing- as well as post-collective bargaining process.</p> <p>The Danish social partners have undertaken several initiatives to secure flexible and improved conditions for senior workers both in the private and in the public sector. This also includes initiatives originating from the work of tripartite committees and commissions such as the Labour Market Commission and the Welfare Commission.</p> <p>The initiatives include;</p> <ul style="list-style-type: none"> • a Parliament agreement on more years in the labour market (input from DA and LO); • tripartite agreements on re-training and life-long learning; • flexible retirement schemes; • generational change schemes; and • the possibility for reduced working time. <p>The work to secure healthier and more productive lives for senior workers continues, as a think tank focusing on retention and improved conditions for seniors has been established by the former Danish government. The think tank will investigate how to increase the employability and retention of seniors. The think tank consists of social partners, researchers and stakeholder organisations e.g. pension funds.</p> <p>The employment statistics show that the age group representing 55-64 year old workers has increased its level of participation from 66.4 % in 2014 to 71.6 % in 2017 (Statistics Denmark, 2018).</p> <p>Therefore, the Danish social partners consider the already established initiatives in the private and public sector in Denmark to fully cover the Autonomous Framework Agreement on active ageing.</p> <p>The agreement has been translated into Danish.</p>
<p>Estonia</p>	<p>17.05.2019</p> <p>A <u>The different initiatives undertaken</u>: In the first joint report we described our first actions undertaken in 2017-2018 like translation of the agreement, dissemination of the agreement and our joint meetings on the topic.</p>

In second joint report we can report on the actual implementation of the agreement as follows:

- On July 4th 2018 Estonian Trade Union Confederation and Estonian Employers' Confederation signed an agreement on implementation of the European level framework agreement where we agreed on the following joint action:

1. On state level

1.1. The parties will continue to work together through the participation in the Unemployment Insurance Fund Council for promoting policies that help people in Estonia:

1.1.1. In the field of health, the need to assess the health of workers in the labor market, the provision of rehabilitation services and the adaptation of jobs to the health needs of workers.

1.1.2. In the field of education, where measures have been developed to raise the level of education of older workers and low-skilled workers and to acquire the skills needed in the labor market

- Contribution for employees or registered unemployed persons who undertake to rise their level in vocational education, applied higher education or higher education;
- labour market training for employees at risk of unemployment with a training card;
- training support for the employer for developing the knowledge and skills of employees when starting work or adapting to changes in the economic activity of the employer.

1.2. The parties are involved in the development of the state pension reform. Pension reform mainly concerns raising the retirement age in line with the expected increase in life expectancy, making retirement more flexible, eliminating the obstacle to part-time work, and abolishing preferential and special pensions for certain professions.

1.3. The parties have proposed to the government to abolish the minimum social tax on pensioners' wages in order to encourage the participation of the elderly in the workforce with a partial workload.

2. At the branch and enterprise level

2.1. Presentation of the framework agreement at European level to its member organizations and the public (introduction to member organizations at meetings, seminars, publicity on websites).

2.2. The parties will look for ways to carry out a joint project between 2018-2019 for employers and trade unions to operate at company and industry level or at the industry level: to develop relevant management culture recommendations, to organize seminars, trainings to make managers and employees more aware of the opportunities of older workers in the labor market and to make better use of these opportunities.

B The actual implementation of the agreement:

	<p>Employers' confederation led the DigiABC project which aims to develop digital skills in the industrial sector. Focus is on the development of the digital skills of elderly workers.</p> <p>Within the DigiABC project, 492 people were trained during the last year, with an average age of 47.5 years. The oldest participant was 68 years old.</p> <p>Last year, the topic of upgrading digital skills was recognized at our initiative on more than 30 occasions. In September 2018 Estonian Trade Union Confederation held a conference on collective bargaining, where the topic of active ageing and intergenerational approach in collective agreements was actively discussed, and one good example of the company Swedbank was presented and Estonian Employers' Confederation introduced The Estonian Confederation of Trade Unions about the DigiABC project and about the importance of modernizing the digital skills of older workers.</p>
Finland	<p>The Finnish social partners thank for the request of information on the implementation of the European Framework Agreement, and are pleased to share this joint national report on the implementation for year 2019. The report we shared one year ago (see below) is still valid, and we annex the translation of the Agreement as well as the presentation of the Finnish Recommendation (2013), i.e. we had this theme in our agenda already before the European Framework Agreement.</p> <p>There has been progress in several sectors during the last year.</p> <p>The local government sector has been active and has promoted Family friendly workplaces and the Good Life Workplace Model.</p> <p>The social partners of the local government sector developed in conjunction with the Kunteko2020 programme a Good Life Workplace Model, with an aim to promote the balance between work and other areas of life at the workplaces. The model is free for all local government organisations to use. The model consists of a certificate with two different levels, which can be achieved by fulfilling the criteria agreed by the social partners. The criteria include e.g. that the organisation has nominated a person responsible for work-life balance issues and that the organisation has a plan and 2-3 set goals for improving the balance between work and other areas of life. The workplace can apply for the certificate by sending an application where it</p>

	<p>describes how it fulfils the criteria. The application needs to be signed at least by a member of the management and a representative of the workers. The certificate is granted by a panel consisting of the social partners.</p> <p>The social partners also aim to spread information about the good practices described in the applications and thereby promote the Good Life Workplace Model to other workplaces as well.</p> <p>The issue of family friendly workplaces is also supported by a series of webinars aimed for the workplaces where different cases, as well as research and the model itself, are presented. More information (in Finnish): https://www.kunteko.fi/palvelut/oppimisverkostot/perheystavalliset-kuntatyopaikat</p> <p>In industrial sectors the www.tyokaari.fi project is being continued and has received financial support from EU. In aviation sector there are several Collective Agreements which now include the right for part-time working hours for senior workers, if they so wish and apply. Fe. https://www.iau.fi/edunvalvonta/lentoliikenteen-palveluja-koskeva-tyoehtosopimus/ (article 32)</p> <p>In governmental sector there has been a joint conference for age-sensitive management. Other activities include f.e. promoting well-being at work for senior workers in tax administration offices and promoting age-sensitive management in police forces, city administration courts and environmental administration offices.</p>
France	
Germany	<p>With reference to your request from 8 April 2019, BDA, ZDH, the German section of CEEP and DGB would like to jointly submit the German contribution to the report on the implementation of the agreement of the European social partners on active ageing and an inter-generational approach.</p> <p>The following actions have been taken by the German social partners:</p> <p>1. Joint translation of the agreement BDA, DGB, ZDH and the German section of CEEP are committed to the implementation of the European agreement on active ageing and an inter-generational approach. To inform and to raise awareness among our members we jointly commissioned a translation of the agreement. The translation has been widely distributed among our members.</p>

2. Initiative New Quality of Work (INQA): Projects “Das Demographie Netzwerk”, “unternehmensWert.Mensch“ and “Offensive Mittelstand“ “Shaping Work, Securing the Future” – this is the directive of INQA, a joint initiative of the German federal and state governments, social partners and others launched in 2002. Its aim is to ensure a new quality of work. The European framework agreement on AAIA further encouraged INQA stakeholders to focus on challenges deriving from demographic change. Three initiatives are particularly noteworthy in this respect: “Das Demographie Netzwerk” is a network of around 300 companies and institutions with more than 2 million employees, aiming to actively shape demographic change and help companies prepare for and adjust to an ageing workforce. Another INQA project, “unternehmensWert.Mensch“, specifically aims to promote future- oriented human resources policies in companies. A main objective of the program is to empower SMEs including skilled craft companies to respond adequately to demographic change. The project „Offensive Mittelstand“ also offers support to SMEs and skilled craft companies in various areas, including demographic consulting.

3. Round Table “Active Ageing” The round table "Active Ageing" has been set up by the German Ministry for Family Affairs, Senior Citizens, Women and Youth in 2015 to create a sustainable framework for healthy and active ageing. Its focus lay on tapping the potential of the older generations as well as managing the transition from working life to retirement. Social partners have been actively involved in this work. In 2016 the round table was awarded the status of "National Reference for Excellence in promoting Innovation for Active and Healthy Ageing" by the European Commission.

4. Further initiatives “Secure skilled labour: train further and promote equality” is a joint initiative by the German Ministry for Labour and Social Affairs, BDA and DGB co-funded by the ESF during the 2014-2020 funding period. It aims to support social partners and workplace actors in securing skilled labour and adapting to demographic change. One of its aims is to help companies develop training structures, targeting in particular those groups of employees who are underrepresented with regard to participation in further training, such as older workers, women, the low-skilled and migrants. Furthermore, social partners contribute to shaping the Education and Research Ministry’s funding programme “Future of Work” which aims to promote technological and social innovation and in particular new work processes. This involves aspects such as lifelong learning and maintaining employability. Finally, social partners are also involved in those committees of the RKW Competence Centre (a non-profit organization working with and for SMEs on solutions to the challenges of the future) which advise SMEs on topics such as securing skilled labour and diversity.

The European framework agreement on AAIA was also taken up by social partners in various regions in Germany. One outstanding example is the setting up of a “demography agency“ by the local social partners in the state of Lower Saxony

	<p>(NiedersachsenMetall and DGB) supported also by the local craft chamber of Osnabrück-Emsland. The aim of this initiative is to analyse the demographic situation of local branches and enterprises and to promote practical solutions.</p> <p>5. Collective Agreements A considerable number of sectoral as well as company-level collective agreements in Germany include provisions on demographic change and on older employees. These constitute an autonomous framework within which social partners and companies develop demographicsproof human resources policies which address questions related to health, qualification and training and motivation.</p> <p>The railway and transport union EVG, for instance, has concluded a collective agreement on demography with the Deutsche Bahn Group. Active aging is a core component of this agreement. For example, measures to preserve employability, age-appropriate workplace design and training have been agreed. In addition, the collective agreement provides for a demographic model, special options for part-time retirement and measures to promote good health.</p> <p>6. Local initiatives in the public sector A large number of public employers at the local level have concluded agreements with the respective works councils to implement comprehensive programmes designed to promote employees' health and longer working lives. These offers include counselling, seminars and events, covering aspects such as "digital stress", a healthy diet, physical exercise and well-being at work</p>
Greece	
Hungary	
Iceland	
Ireland	
Italy	
Latvia	<p>Assessment of workforce demography Demographic trends in Latvia, as in many parts of Europe, indicate an ageing population and a decline in the population. The workforce is ageing and the proportion of older workers is increasing. However, specifically in Latvia the number of young people has dropped dramatically in recent years. At the beginning of 2019 the population of Latvia accounted for 1,919,968 people, which is 14,411 less than a year ago, a decline of 0.7% on the year. In 2018, as a</p>

result of international long-term migration, population of the country dropped by 4,905 people, which is the lowest indicator recorded over the past 20 years, whereas the natural decrease was twice the size at 9,506. The challenge remains a difficult one. Last year, 19,314 children were born (1,514 children fewer than in 2017), whereas 28,820 people passed away (63 more than the year before). The natural decrease constituting 9,506 people is the highest recorded over the past seven years. In 2018 in Latvia, about one third (30.9%) of all employed people are aged 50-64. People aged 50 and older are facing a variety of difficulties in order to successfully compete in the labour market - health problems, lack of modern education, inadequate working environment and conditions. Every year around seven to eight thousand young people emigrate from the country. Ten years ago, the country's 13- to 25-year-olds accounted for 19,8% of the total population of the country, but in 2019 they accounted for only 12.2%. Demographic trends create new challenges for economic growth and a sustainable social policy. There is a need to provide the necessary skills and knowledge that motivates and creates opportunities to stay and work in Latvia.

Health and safety at the workplace/ skills and competence management By bringing professional education institutions/schools (VET schools) and students closer to the work place and encouraging participation in work-based learning, by helping workers to learn health-friendly ways of working, by creating decent working conditions, and supporting the professional development of employees, each employer can contribute to ensuring availability of skilled workforce and improve the well-being of current and future employees.

National social partners – Employers' Confederation of Latvia (LDDK) and Free Trade Confederation of Latvia (LBAS) – jointly and individually promote cooperation active labour market policy measures to support employment opportunities both for older workers by the statutory retirement age and at the same time for youth to be able to successfully integrate in the labour market by the measures envisaged by the intergenerational mobility approach: (1) The social partners LBAS and LDDK have jointly applied for translation of the Active Ageing and an Intergenerational Approach Agreement (Agreement) and have agreed on the translation text. The agreement is available in Latvian language and distributed to all stakeholders. (2) LBAS and LDDK are still discussing possibilities to conclude a national cooperation agreement aimed at reaching objectives of the Agreement. (3) LBAS and LDDK have published information about the Agreement on their webpages to facilitate dissemination of information. (4) LBAS and LDDK actively participate in the working group established by the Ministry of Welfare on quality of life for seniors, advocating for implementation of the objectives of the Agreement in legislative acts, collective agreements and practise. (5) One of the main platforms for activities aimed at building and enhancing activities, improving the ability of workers of all ages to stay in the labour market, to be healthy and active until the legal retirement age, as well as strengthening a culture of responsibility, commitment, respect and dignity in all workplaces where all workers are valued as important irrespective of age is the project implemented by the State Employment Agency (NVA) in cooperation with 2 partners - the Free Trade Union

Confederation of Latvia (LBAS) and the Latvian Employers' Confederation (LDDK), the projected being named "Support for longer working life". The project started on the first of January 2017 and is planned to be completed by 31 December 2022. The objective of the project is to promote working capacity and employment of older workers. The project's target group is: □ Persons at the age of 50 or older who are at risk of unemployment, including persons who are entitled to receive a state old-age pension or who have not been granted a state old-age pension (including premature) and who meet at least one of the following criteria: 1) the person in a compulsory medical examination has been found with a nonconformity of the state of health with work to be performed or signs of occupational disease, whether the person was sent to an extraordinary obligatory medical examination, or the person has been in a long-term absence due to incapacity (during the last year incapacity for at least one month continuously or for two months with interruptions); 2) personal education does not exceed the average general or vocational education level; 3) the objective conditions of a person with a need to care for a family member hinders work during normal working hours; 4) a person is employed part-time with low income, which is less than 80% of the minimum wage established in the country; □ Companies and state or municipal institutions (hereinafter - employers). As a result, the project aims to provide support to 3,000 older workers and to ensure that employers include age management issues in their employment contracts, collective agreements or other employer documents.

During the implementation of the project, the following activities have been implemented: 1) Public awareness measures to promote longer and better work life; 2) Assessment of the work environment and human resources potential; 3) Support measures for the target group in line with results of the assessment of the work environment and human resources: career counselling; skills transfer activities (informal education); mentoring (informal education); competitiveness enhancement measures; work-place adjustment; health improvement measures; 4) Training of Career Advisers of the State Employment Agency in the work with the elderly and employers; 5) Collective bargaining process on ageing management issues provided by the social partners – LDDK and LBAS; Participation in the process significantly helps social partners to increase their capacity (expertise of knowledge and human resource) to reach the objectives of the Agreement and ensure wide dissemination of information and raising awareness of a specific target audience (employers and employees) and the public in general. So far the following activities have been organized:

- Social partners (employers, workers) together with government representatives have discussed and agreed on the main issues that should be in the focus of the project cooperation (09.2017).
- LBAS in cooperation with State Labour Inspectorate has organised a seminar "Safe Workplaces for Seniors" to get input on employment and occupational health and safety of senior workers in Latvia (10.2017).
- LBAS and LDDK have summarised information regarding age management in collective agreements.

	<ul style="list-style-type: none"> • Social partners have developed a practice to meet regularly, at least once a month, to discuss age management related issues and activities of the project, as well as inviting experts and Latvian Association of Local and Regional Governments to the meetings. • Social partners have organised joint conferences “Experience, Knowledge and Health for Longer Work Life” in Riga and regions - Daugavpils, Kuldiga, Gulbene, Jelgava, Cesis (11-12.2017). • LBAS and LDDK have organised meetings with their affiliates from various sectors to inform them about the objective of the project and receive input regarding practise of social dialogue and collective bargaining aimed at improving working conditions of senior workers. • LBAS and LDDK supported collective bargaining negotiations aimed at concluding collective agreement to improve employment and working conditions of senior workers (01-05.2018). • LBAS and LDDK regularly organise meetings and seminars and discuss issues related to active ageing and facilitate discussions with municipalities and local public social care and health care institutions, as well as with large enterprises and professional education institutions. • During 2018 LBAS and LDDK took part in 10 regional workshops “Experience has value”. Participants were informed of proposed opportunities and implementation of solutions to ageing governance at work places during these workshops. LBAS and LDDK ensured regular collective bargaining process on issues regarding governance of ageing in companies throughout Latvia.
Lithuania	
Luxemburg	<p>Organisations and contact details: Trade unions: OGBL, LCGB Employer federations: Fédération des Artisans, FEDIL – The Voice of Luxembourg’s Industry</p> <p>This joint national report should provide a description of:</p> <ul style="list-style-type: none"> • The different initiatives undertaken to date regarding: <ul style="list-style-type: none"> o The translation of the agreement o The dissemination of the agreement <p>The actual implementation of the agreement</p> <p>In view of demographic changes, increased life expectancy, digitalization and skills shortages, fostering active ageing and taking an intergenerational approach to address these challenges in the labour market should remain a priority across the European Union, including in Luxembourg. Additional measures need to be implemented to make it easier for older workers</p>

to actively participate and stay in the labor market until the legal retirement age, while taking into account the particular elements and stresses of professions that require early retirement schemes. Furthermore, intergenerational solidarity and transition should be fostered.

In April 2019, the Luxembourgish Parliament adopted a law which foresees the introduction of time saving accounts in the private sector. This provision already exists in the public sector. However, the time saving account is only possible if it is provided for by a collective agreement or an inter-professional agreement (sectoral or national). The Luxembourgish social partners were actively involved in the drafting process.

This law guarantees greater flexibility in the management of working time for both companies and employees, particularly regarding the reconciliation of private and professional life. With regards to active ageing, this law allows workers to voluntarily save up overtime hours as well as any vacation days over the nationally guaranteed statutory leave. Recently, Luxembourg has raised the number of minimum annual statutory leave days from 25 to 26 days. Furthermore, Luxembourg is also the first country to have implemented the European legal holiday on May 9th.

Saving overtime hours and vacation days can allow a worker to take time off work right ahead of their official retirement or allow time for vocational training. Lifelong learning significantly improves the employability of workers, keeping them in the job and the labour market and thus helps prevent unemployment. Time saving accounts therefore offer more flexibility to the worker and makes companies offering this option more attractive as an employer.

The Luxembourg social partners have actively participated in the negotiations at European level and fully support the framework agreement signed by the European social partners, as it:

- provides a toolbox to national social partners which suggests tools and measures that can help identify useful and effective ways of fostering active ageing and an inter-generational approach;
- allows for national social partners to implement the agreement according to different national legislation and collective bargaining systems, avoiding a one-size-fits all approach.

In compliance with their commitment to implement the agreement according to national practices, employer representatives have taken the following steps pursuant to the adoption of the European framework agreement:

- FEDIL and Fédération des artisans informed their member companies about the content of the agreement and raised awareness regarding the required follow up within 3 years.
- The national level having been determined as the most appropriate level for negotiations, FEDIL and Fédération des artisans authorized the UEL - Union des Entreprises Luxembourgeoises, to enter into negotiations with trade unions.

	<p>In compliance with their commitment to implement the agreement according to national practices, employee representatives have taken the following steps pursuant to the adoption of the European framework agreement:</p> <ul style="list-style-type: none"> • The OGBL and LCGB have informed their executive committees, personnel delegations as well as members regarding the agreement. • The OGBL and LCGB are cooperating with Luxembourgish Worker's Chamber (CSL) on analyzing possible implementation options. • In order to most effectively implement the agreement with all national actors, the Luxembourgish trade unions decided to put the subject on the agenda of the tripartite Standing Committee on Labour and Employment, which is being headed by the government. <p>• Information on any difficulties encountered during the different processes (i.e. translation, dissemination and actual implementation), as well as explanations on how they were overcome, or why they currently still remain; The Standing Committee on Labour and Employment has yet to discuss the agreement, however, due to governmental as well as social elections in Luxembourg, the Committee has not been residing regularly in the past year. The Luxembourgish trade unions are ready to discuss this topic in upcoming meetings.</p> <p>FEDIL and Fédération des artisans as well as the OGBL and LCGB maintain their commitment to negotiate an agreement on national level to foster active ageing and an intergenerational approach. The partners are convinced that national social dialogue is the most appropriate tool to add value for employers and workers, taking into account already existing EU and national initiatives. All partners have confirmed their willingness to enter into bilateral discussions as soon as possible.</p>
Malta	
Netherlands	<p>(End August 2019) Representatives of social partners are ready at all times to provide further explanation.</p> <p><i>1. Translation, dissemination and implementation of the framework agreement</i></p> <p>Regarding your question on the initiatives taken in relation to the translation, dissemination and implementation of the framework agreement, the Labour Foundation points out that the Dutch translation of the framework agreement has been distributed among the members of the Labour Foundation - the Confederation of Netherlands Industry and Employers (VNO-NCW); Small & Medium-Sized Enterprises in the Netherlands (MKB-Nederland); the Dutch Agriculture and Horticulture</p>

Organisation (LTO Nederland); the Dutch Federation of Trade Unions (FNV); the National Federation of Christian Trade Unions in the Netherlands (CNV); and the Trade union federation for Professionals (VCP). It has also been published on the Foundation's website.

2. Possible difficulties during this process

This process was carried out without any difficulties between parties. The framework agreement had already been translated into Dutch by Brussels.

There was no discussion about the translation, dissemination or implementation because the employers' organisations and trade unions had drawn up a similar agenda in 2011: the *Policy Agenda 2020*.

3. What has happened since the publication of the framework agreement?

Beforehand

During discussions on this framework agreement in 2018, social partners in the Labour Foundation noted that the goals of the framework agreement were the same as the recommendations to the decentralised collective labour agreement negotiations given in the *Policy Agenda 2020*. (See appendix).

This *Policy Agenda 2020: investing in participation and employability* was drawn up in June 2011. The creation of this agenda was prompted by the Pension Agreements of 2010/2011. At that time, employers' organisations and trade unions together decided that

as a result of the increase in the pensionable age, they and the government had a responsibility to offer older workers, whose pensionable age was being raised, a future in employment.

Implementation of this agenda should lead in 2020 to a major improvement in the position of older workers in the labour market. Working people must be able to make it to retirement while remaining healthy and motivated. Specifically, it was agreed in the *Policy Agenda 2020* that in 2020, employment of workers aged 55 and older must no longer diverge from the average employment rate of those aged under 55. To make this possible, efforts in support of sustainable participation should not begin on an employee's 55th birthday, but much earlier in every worker's career. In common with the framework agreement, this agenda calls on trade unions and employers at the local level to reach agreements on the subjects of

employability and training; fitness and working conditions; labour costs and labour productivity; and mobility and reintegration.

Current situation of the collective labour agreement negotiations There has been a lot of development on these subjects since 2011. A large number of collective labour agreements (CLAs) are currently being made at the local level on sustainable employability and lifelong development - a term that has come into vogue in the Netherlands in recent years and that replaces the term 'employability'.

The FNV keeps records of such agreements in its CLA database. According to this database, in April 2019, 505 of the 807 CLAs contained agreements on one or more relevant subjects.

	Total	Employee	FNV CLAs	Employ-ees	CLAs concluded	Employees	FNV CLAs concluded	Employees
CLAs	871	5.100.191	749	4.172.639	65	275.864	51	238.667
Personal development plan	251	2.806.184	235	2.284.741	17	72.801	15	62.051
Personal development budget	135	1.413.923	114	863.052	14	67.784	12	61.588
Continuous training plan	530	4.133.744	468	3.402.493	39	258.744	33	228.838
Sustainable employability agreements	505	3.590.164	471	3.202.666	39	209.854	32	197.978
Recognition of Acquired Competences agreements	209	1.989.721	196	1.461.419	13	50.917	12	50.217
Career agreements	322	3.646.980	286	3.159.481	24	150.865	20	126.635
Training agreements	684	4.991.647	599	4.077.148	54	268.633	42	235.488
Non job-related training	158	1.029.641	150	1.009.354	18	184.304	16	182.874
Study costs	460	3.995.441	383	3.620.180	43	251.266	33	219.067
Repayment agreements	150	1.685.459	125	1.612.087	17	82.666	10	68.223
Study time	402	3.979.324	349	3.755.240	36	234.265	25	202.863

In addition, increasing numbers of collective agreements are being made on the specific topic of the inter-generational approach. The situation in 2018 and 2019 is presented below.

	1-1-2018		1-1-2019	
	All CLAs	FNV CLAs	All CLAs	FNV CLAs
CLAs	916	781	870	750
Employees	5.020.723	3.848.882	5.096.551	4.186.230
Forms of shorter working hours	128	116	146	135
Study of Generation Pact	32	32	45	45
Generation Pact	11	11	22	22

In spring 2019, the General Employers' Association (AWVN) - a member of the VNO-NCW - published a study on collective labour agreements that have been made on sustainable employability: *Doubling Funding for Sustainable Employability*. This employers' association concluded that in 2018, 1.6 billion euros was available for sustainable employability measures such as training, career orientation, financial scans, etc. This amount is double what was made available in 2013. The study also established that, thanks to the CLAs, increasing numbers of employees have a personal budget that they can use for sustainable employability. Between 2013 and 2018, the number of employees with their own budget rose from 1 million to 2.3 million. The value of the budget also increased, rising on average from €669 in 2013 to €706 in 2018.

Accompanying approach

In addition to making CLAs, social partners are actively working - both centrally and at the local level - on all the factors that should enable workers to age actively. A number of projects and actions are listed below.

1. Collective Labour Agreements

A consequence of the CLAs is that social partners are increasingly commissioning their R&D funds to carry out pilots and projects on the themes of sustainable employability and lifelong development.

2. Sustainable employability project

These CLAs have also led to a special cooperative project in the area of sustainable employability that is being implemented by the FNV, CNV and AWWN: *Social partners together for sustainable employability*.

This project was launched in 2018 because both employers and trade unions noticed that it was often difficult for individual employers and Works Council or trade union officials to translate the CLAs on sustainable employability into specific measures within their companies. One example is working out the cost/benefit ratio and what is included in it. In this project, employees of the trade unions and employers' organisations are working together to advise 20 companies on how to implement sustainable employability. As well as studying specific aspects of the companies, this requires working on a shared vision of how to shape sustainable employability.

3. Lifelong development

At the level of the Labour Foundation and the Social and Economic Council of the Netherlands (SER), social partners are working hard to develop the theme of 'livelong development', in close consultation with politicians, educational institutions, the implementing organisations, and other stakeholders. A broad and intensive programme has now been started to promote sustainable employability and lifelong development. To this end, the Dutch government is working with the Labour Foundation on a scheme for a public learning and development budget, called the *STAP* budget. The aim of this budget is to ensure that people can make progress in their development and/or career.

To improve the basic conditions for lifelong development, a multi-year action programme has also been launched, aimed at encouraging a learning culture in SMEs, a more flexible range of educational and training courses, and improvements in the support structure in the regions.

4. Prospects for the over-50s

In cooperation with the government - the Ministry of Social Affairs and Employment and the Employee Insurance Agency (UWV) - two action plans have been carried out since 2013 to improve the position of older workers in the labour market. The last action plan, *Prospects for the over-50s [Perspectief voor 50-phissers]*, continues in 2019.

A key part of this action plan is to offer free career advice, called *Development Advice*, to 20,000 people over 45. These workers can have three sessions with a professional career adviser of their choice to obtain non-binding advice on what they can do to remain fit and enjoy employment as they work towards their pension. The advice could subsequently lead to a career change, training or occupational health and safety measures, but this does not necessarily happen. So far,

	<p>participants have been very happy with this service. The aim of this pilot is to find out whether - and if so, how - development advice can become part of every person's career.</p> <p>Another part of this action plan is a wide-ranging media campaign that aims to create a different mindset by placing older workers in a positive light.</p> <p>In addition, a number of pilots will be carried out in which unorthodox methods are used to seek jobs for unemployed people aged 50-plus.</p> <p>5. Recent agreements with government on promoting sustainable employability</p> <p>The recent agreement of 5 June 2019 between the government and the employers' and employees' organisations on the modernisation of the pensions system includes an integral multi-year investment programme for sustainable employability. For this purpose, the government is making a structural budget available of 10 million euros per year as a contribution to policy aimed at helping people to stay healthy while working up to the pensionable age.</p> <p>The goal of this programme is to encourage sectors, employers, employees, clients, and the self-employed to invest in sustainable employability in good time, for example by investing in health, up-to-date skills and expertise, and work organisation (lightening the workload and social innovation). The specific focus here is on the lower skilled with low incomes and SME sectors, where investment in sustainable employability is especially challenging due to the size of the companies. In order to implement this programme, the government will draw up an agenda in close cooperation with the Labour Foundation.</p>
Norway	<p>As stated in the first joint report on the implementation of the agreement, most of the means, tools and measures mentioned in the agreement are already part of the Norwegian legislation or collective agreements. The Center for active ageing ("Senter for seniorpolitikk") referred to in previous report is still active, and the social partners are still playing an important role in the governance of the institution and its activities.</p> <p>The agreement has been translated into Norwegian, and the agreement has been made known to members of both LO and NHO. Since the last joint report was sent from the Norwegian social partners, the agreement has been disseminated to more companies and workers representatives.</p>

<p>Poland</p>	<p>As agreed by the social partners in the European Social Dialogue Working Group (see the first joint table), internal consultations took place in the employers' and trade union organizations during the second half of 2018. As the result, individual organizations presented their positions on the senior citizens' policy of the state, taking into account the proposals arising from the need to implement the European Agreement. These positions were presented during two meetings of Team of the Social Dialogue Council (RDS) for Public Services (13.06.2018 and 7.08.2018) and then during the plenary session of RDS on 21.09.2018.</p> <p>In February 2019, recommendations for undertaking autonomous (bilateral) discussions on possible ways of implementing selected elements of the European Agreement were addressed to the RDS Teams: on Labour Law and on Economic Policy and Labour Market.</p> <p>In May 2019, the first autonomous debate of the social partners on the implementation of the agreement was held within the RDS Labour Law Team. It was attended by experts from FZZ, OPZZ, NSZZ Solidarność (trade union side) and BCC, Konfederacja Lewiatan, Pracodawcy RP, ZPP and Polish Craft Association (employers side). The parties presented their own proposals for possible implementation measures.</p> <p><u>The main proposals of the trade union side:</u></p> <ul style="list-style-type: none"> • Topics for discussion on proposals for legislative changes in relation to the working conditions of older workers: <ul style="list-style-type: none"> - Introduction of additional breaks or extending the current break (for older workers or for all workers); - Introduction of rigid overtime limits for older workers (daily and annual); - Extension of holidays of older workers (or all employees); - The possibility of gradually reducing the weekly working time of a worker when he reaches a certain age and retains the same pay; - Limit the maximum reference period for older workers in all working time systems to a maximum of 3 months; - Introduce the possibility for older workers to work at night (shift work) only with their consent. • Mentoring topics: <ul style="list-style-type: none"> - Co-financing of the mentor's remuneration from the Labour Fund; - Introducing a definition of a person who is entitled to mentoring; - The maximum amount and duration of the mentor's contribution to the mentor's salary to be determined by law; - Developing by the social partners in the RDS a model of good practice on how to shape employer-mentor and mentor-person mentor relations (soft provisions). • Distribution of information about age management strategies in enterprises. Actions taken by enterprises may include:
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	<p><u>prepared by member organisations of the Social Dialogue Council</u></p> <p>Trade unions: FZZ, OPZZ, NSZZ Solidarność -ETUC</p> <p>Employers: Confederation Lewiatan - BusinessEurope, ZRP /Polish Craft Association) - SMEunited, BCC, Pracodawcy RP (Employers of the Republic of Poland), ZPP - not affiliated</p>
Portugal	Unilateral report from employers and unilateral report from trade unions – to check
Romania	
Slovakia	
Slovenia	
Spain	
Sweden	<p>(Sept 2019)</p> <p>Organisations <i>BUSINESSEUROPE's Swedish member organization:</i> The Confederation of Swedish Enterprise (Svenskt Näringsliv).</p> <p><i>CEEP Sweden.</i> The six members are: the Swedish Association of Local Authorities and Regions; SALAR (Sveriges Kommuner och Landsting); the Swedish Agency for Government Employers; SAGE (Arbetsgivarverket), Sobona – Employers' Association for local public enterprises , Fastigo – the Employers' Association for the Property Sector, , KFO – the Co-operative Employers' Association and The Employers' Alliance (Arbetsgivaralliansen).</p>

ETUC's Swedish member organizations:

The Swedish Trade Union Confederation (LO).

The Swedish Confederation of Professional Employees (TCO).

The Swedish Confederation of Professional Associations (Saco).

Introductory remarks

Swedish social partners have a long tradition of being engaged in work to make labour markets more inclusive and well-functioning. The social partners are responsible for setting wages on the Swedish labour market and safeguard the social partners' autonomy. Fundamental components of the model are that the trade unions have a high level of organization rate, employer associations have a high level of affiliations, that the collective bargaining agreements enjoys a strong position, and that the representatives of the social partners at workplaces with mandates to conduct negotiations are independent from the State.

This independence is manifest in part by the majority of the labour market regulated by a number of main agreements reached at a central level between employer's organisations and trade unions, which regulates such aspects as negotiation procedures, dispute resolution procedures and development issues. There are currently about 650 central collective bargaining agreements stipulating wages and general terms of employment in Sweden.

It is important with strong and long-term committed social partners for a well-functioning social dialogue both at national level and at EU level. The topic in the European framework agreement on active ageing and an inter-generational approach, as well as the topics in the other European framework agreements and framework of actions were already on the agenda for the Swedish social partners. Thus, these different EU social dialogue instruments have created an extra arena/platform to meet and work with different topics and contribute with a positive added value. This way the EU social dialogue and the national social dialogue mutually strengthen each other.

Actions taken

The Swedish social dialogue partners have distributed and informed about the autonomous framework agreement on active ageing and an inter-generational approach in various ways within their respective organizations, member organizations and other stakeholders.

The autonomous agreement has been translated and printed into Swedish jointly by the Swedish social dialogue partners, as we do with the European framework agreements and framework of actions.

On 10 October 2018 we jointly arranged a web-seminar, to inform and disseminate the agreement and present some good examples of joint social partner work. You can see the web-seminar following this link:

<https://skl.se/tjanster/kurserochkonferenser/dokumentation/alldokumentation/dokumentationseminariumomaktivtaldrandeiarbetslivet.24658.html>

We have distributed the Swedish version and informed about the web seminar to all relevant players at national and European levels: i.e. among the Swedish, Nordic and European social partners, our Brussels offices, in our internal and external networks, the Cabinet Office, the Employment Ministry, relevant parts of the Swedish Parliament, the DG Employment and relevant parts of the European Parliament.

The translated agreement has also been put on the respective websites of the social partners. The Swedish social partners are committed to the issue of active ageing and an intergenerational approach and we will continue to discuss together how we can disseminate and promote the agreement further.

This European agreement has a broad and holistic approach. Thus several actions, taken both jointly and separately by the social partners, are in practice related to the issues in the active ageing agreement. The Swedish social partners have agreed to present some of these activities below. Some of them are based on joint agreements with all the organisations, others are agreements between some of the organisations. Other examples are unilateral measures from one of the central labour market confederations and/or their member associations.

AFA Insurance and its work with sustainable working life

AFA Insurance is owned by Sweden's labour market partners: the Confederation of Swedish Enterprise, the Swedish Trade Union Confederation (LO) and the Council for Negotiation and Co-operation (PTK). Employees from the private sector, municipalities and county councils are insured. About SEK 150 million annually is devoted to research to improve the work environment. A special research program "Hållbart arbetsliv" (Sustainable work life) was initiated to focus upon the challenges to be met in creating conditions to extend a healthy working life:

<https://www.afaforsakring.se/forskning/program/hallbart-arbetsliv/>

Several studies are included in the “Hållbart arbetsliv” program. Two examples of these studies are: “Working place strategies for a sustainable working life – attractive jobs and adjustments of work in relation to the workers’ job abilities” and “Paths to a sustainable digital working-life” (see link above).

In the beginning of 2019 a new research program started concerning “Unga i arbetslivet” (Young people in working life). The program includes eight different project. Some of them includes how to introduce young people into the working life and how to prevent occupational illnesses and introduce a safe way of working at the workplace

On the 16-17 May 2019, SALAR arranged an “Employers’ Forum” in Stockholm on the theme “An extended and a changing working-life – with focus on solutions”. The forum gathered nearly 600 employers from the local authorities and regions. The changing working-life was discussed from different perspectives and one of the good examples presented were the first study mentioned two paragraphs above.

Suntarbetsliv (“healthy workinglives”)

“Suntarbetsliv” created and owned by the social dialogue partners in the public local and regional sector to create tools and materials to improve the work environment. Managers and safety representatives are the primary audience. The organization has created a web-based work environment training program tailored for the public sector. In addition a number of tools and checklists for topics such as threats and violence at the work-place, sharps injuries, organizational and social conditions, and better meetings have been created. All materials are available free of charge. News and information describing good examples of collaboration are made available on Suntarbetsliv’s website. The idea is that the work with systematic work environment management will affect the operations and the workers in a positive way through the whole working-life.

Below you will find a short description of one example of material from Suntarbetsliv:

- Sustainable home care services

This is a research project running 2016-2019 on how to manage and organize sustainable home care services with a good working environment and foster health, well-being and efficiency for staff and operations.

<https://www.suntarbetsliv.se/forskning/ledarskap-och-organisation/vagen-till-hallbar-hemtjanst/>

Prevent

Prevent is a non-profit organisation owned by the Confederation of Swedish Enterprise, the Swedish Trade Union Confederation (LO) and the Council for Negotiation and Co-operation (PTK).

For the private sector Prevent is the leading provider of knowledge and training in the field of health and safety.

At the website you can for example find many different materials like checklists and tools easy to use at the workplaces. One example is the introduction guide – how to introduce new staff at the workplace.

<https://www.prevent.se/om-prevent/in-english/>

Sobona

Sobona operates a comprehensive work within including skills provision. The programme, provides tools and inspiration for diversity and inclusion. An inclusive workplace welcomes all those with the right skills and includes, for example, immigrants, young people, people older than 55 and people with disabilities. Sobona collaborates with trade unions Kommunal and Seko .

Sobona therefore offers tools to facilitate an inclusive skills supply:

Validation

Sobona operates professional validation projects in a number of sectors. The result of the validation proves the skills and competences of professionals. All learning through life becomes visible no matter how, where and when it is acquired.

Supervisor Training

Sobona has a self-developed supervisor training in three parts, web training, Handbook and workshops for member companies. Secure supervisors create a vibrant and productive workplace where the community and the possibility of inclusion are increasing.

An important part of the supervisory training is to make the workplace learning visible and to convey knowledge from experienced staff to new employees. For example, when member companies offer an employee soon to retire to be a supervisor for new employees.

Workshop in inclusion

Sobona offers a half-day workshop in inclusive skills provision for management. Wider recruitment and diversity are important in strategic skills provision, especially when there is a shortage of skills and in the case of new generations entering the workplace.

The Central Government Social Partners' Council

Swedish Agency for Government Employers; SAGE (Arbetsgivarverket) and the unions in the Central Government sector have formed The Central Government Social Partners' Council, a non-profit association. The main task of the Council is to support social partners at agency level with implementation of core issues in central agreements or joint positions. One main area is work environment. During the 2017 round of negotiations the Central Government social partners agreed to expand this area further by reaching an agreement on a joint project running for at least five years aimed at facilitating sustainable working lives. Enclosed is the agreement dated 4 October 2016 describing joint work the social partners has agreed on based on the earlier declaration of intent for a healthier work life.

Intent (Avsiktsförklaring) of work for healthier work places in Municipalities and County Councils

This is a joint venture between SALAR and its trade union counterparts to improve health and work environment and reduce sick absences in the local and regional public sector.

[Avsiktsförklaringen](#)

Intent (Avsiktsförklaring) about the health insurance within the private sector

This is a joint agreement between the social partners within the private sector, the Confederation of Swedish Enterprise (Svenskt Näringsliv), the Swedish Trade Union Confederation (LO) and the Council for Negotiation and Co-operation (PTK).

<p>United Kingdom</p>	<p><u>(End August 2019) Year #2 Active Ageing Reporting – CBI Sections + TUC</u></p> <p>Demographic Assessment</p> <p>In June 2018, the TUC published analysis of the pay gap between younger and older workers. According to our research, the ‘generational pay gap’ – the gap between the average earnings of 21-30 year-olds and 31-64 year-olds working an average 40-hour week - has increased in real terms from £3,140 in 1998 to £5,884 in 2017.</p> <p>The average young worker is only £42 a week better off than young workers were 20 years ago. By contrast, the average older worker is £95 a week better off – more than double the rate of younger workers.</p> <p>This generational pay gap isn’t the fault of younger or older workers but is down to several factors beyond their control. While the rise in the cost of living has outstripped wages for most people, young workers have been hit by a triple whammy of insecure work, low pay and limited opportunities to progress. The overrepresentation of today’s young workers in certain industries such as retail, hospitality and caring sectors has also worsened the generational pay gap. As has the lack of opportunities for young workers to access the skills and training they need in work.</p> <p>The TUC has made key recommendations for government and employers, including campaigning for the government to raise the rate of the minimum wage and extending it to 21-24 year olds, strengthening employment rights and increasing employer investment in skills and training. We have also called for the government to mandate employers’ to carry out equal pay audits along with a narrative and action plan so that companies can understand why pay gaps are occurring and set out how they plan to tackle them.</p> <p>The TUC has continued to work with our affiliated unions to ensure they are reaching younger workers, securing the better pay and conditions they deserve, and enabling them to build a thriving movement fit for the future.</p> <p>Skills</p>
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In relation to the framework recommendations pertaining to training and skills, the TUC has undertaken various strands of work. This includes a range of practical support and services provided to union representatives and individuals to facilitate access to learning and skills throughout people's working lives (more information on this is available on the TUC unionlearn website, www.unionlearn.org.uk).

The TUC successfully bid for Erasmus funding for a project called The Rainbow Years which seeks to develop a new good practice model for the delivery of a mid-life 'skills' review – with the emphasis on reviewing skills and competences of older workers, targeted at those members of the labour market with low levels of basic skills in literacy, numeracy and digital literacy. Our good practice model will contain new materials specifically designed for use by Europe's social partners, but which could readily be transferred to other settings and user groups. These materials will include an interactive online skills assessment tool and new online learning modules for reviewers. A dedicated platform for these materials will be created and the materials themselves translated into partner languages. This project commenced in November 2017 and will end in December 2019. Unionlearn continues to support union learning reps in the UK to use Mid Life Career reviews to support older workers.

Unionlearn provides a range of other services, including print and online guides and resources aimed at union learning representatives to help them in their day-to-day work in support of lifelong learning. Over their past year this work strand has involved the production of a new guide to help reps negotiate with employers to widen access to learning and skills provision and a range of equality and diversity guides to enable reps to negotiate improved access to apprenticeships for women, BAME groups and disabled people. Supporting workers to improve their English, maths and digital skills remains a priority and unionlearn has developed an online tool – Skillcheck – to support people to undertake assessments of these particular skillsets. During the past year unionlearn has also launched a new CareerZone facility on its website, with a range of resources aimed at boosting career and skills development for young and old alike.

CBI and TUC have continued to work with Government to scope out the National Retraining Partnership which seeks to ensure that UK workers have access to lifelong learning and are able to gain skills for future careers. Whilst stakeholders still recognise the importance of the partnership for future UK prosperity, there have been frustrations with the slow progress made by Government over the past year.

Both the CBI and the TUC have consistently highlighted the importance of high-quality apprenticeships. The UK government introduced an apprenticeships levy in 2017 that applies to UK employers with an annual pay bill greater than £3m.

The TUC has supported the introduction of the apprenticeship levy to increase employer investment but has called for some flexibilities to make it more fit for purpose and to address the decline in apprenticeship numbers. The proposed flexibilities include allowing employers to use their levy funds for pre-apprenticeship programmes and facilitating greater collaboration by

levy-paying employers at local and sectoral levels to boost apprenticeship recruitment. However, the TUC has also identified some challenges that government should tackle going forward, including the lack of union voice in new institutional arrangements governing the apprenticeship programme and slow progress in tackling poor quality apprenticeships and widening access to under-represented groups.

Regarding lifelong learning policy, the TUC has continued to express concerns to government about the current levels of funding provision for further education colleges and the adult skills system. Over the past year the TUC has supported a campaign by the college employer body and affiliated unions calling for an increase in funding and better pay and conditions for college staff. The TUC is also calling for the introduction of a range of new skills entitlements for all workers, including: a right to time off to learn; access to good quality advice and guidance; and, a personal learning account.

In the 2018 Education and Skills Survey the CBI gathered business views on a range of topics including apprenticeships, re-skilling and lifelong learning, and business engagement with schools. The survey revealed that 62% of firms are expecting to retrain at least some employees to take up new roles in the year ahead, with over half of those businesses identifying new technologies or new services driving the need to retrain. Nearly nine in ten (87%) anticipate upskilling employees in their current roles during next 12 months.

The CBI's report, *Delivering Skills for the New Economy*, looks at the important topic of digital skills and makes several recommendations for businesses and government. One of the key business-facing proposals is for businesses to continually seek to develop the digital competencies of their existing staff, which would help older workers to upskill. In addition, the report recommends strengthening relationships with schools to inspire and support the next generation of workers to gain digital skills.

Health and Safety

In 2018, CBI published a report on workplace health and wellbeing, titled *Front of mind*. The report finds that, while many UK employers are recognising that a well-thought-out health and wellbeing strategy can help to boost performance and make their company a better place to work, 71% of firms say they find it hard to take practical action because they are not sure what really works. The CBI report brings together evidence and good practice from nearly 350 businesses to set out principles that all firms can follow. By helping businesses to better manage health and wellbeing in the workplace, CBI wants to ensure that UK firms are as inclusive as possible and can get the best from people of all ages, genders, sexualities, races, social backgrounds, and physical and mental abilities.

Mental health and the workplace is also an increasingly important issue for trade unions. In 2018, TUC published the second edition of *Mental Health and the Workplace*, updated to keep pace with the changing world of work. The workbook explains what trade union reps can do to support those in the workplace with mental health problems.

The TUC has been instrumental in ensuring pregnant and breastfeeding women can remain in work supported, protected and safe. In 2019, the TUC in partnership with Maternity Action issued new health and safety guidance for union representatives setting out clear, practical steps employers should take to protect pregnant and breastfeeding employees.

Employers have been slow to recognise that women of menopausal age may need special consideration and for too long it has simply been seen as a private matter. Trade unions have raised the issue in the workplace through the collective bargaining agenda, with workplace surveys and producing training and guidance for trade union reps⁴, to make sure that employers are aware of their responsibilities to ensure that conditions in the workplace do not make their symptoms worse and are continuing to do so.

The TUC believes relevant management training is also central; it should be a requirement of managers to receive training on issues of general health, stress, mental health and the menopause. Employers should offer additional training for managers on how to have confidential sensitive conversations. Sickness absence procedures and working time arrangements should be flexible enough to cater for health issues.

Organisation for productive workplaces CBI and the TUC continue to promote the benefits of workplace flexibility, where appropriate, and both remain well engaged with the Department for Business, Energy, & Industrial Strategy's Flexible Working Taskforce which brings together policy-makers, employer groups, unions, research groups and professional bodies. Its aim is to better understand attitudes towards flexible working in the UK labour market. In early 2019, the taskforce launched the *Happy to Talk Flexible Working* campaign which seeks to encourage employers to advertise jobs as flexible whenever possible.

The CBI has continued to engage businesses in discussion on a range of topics relevant to active ageing through its two annual Diversity and Inclusion conferences. As well as broadly promoting the importance of workplace diversity and inclusive workplace practices, one of the workshops at each conference focussed specifically on age in the workplace and the challenges and opportunities UK businesses face because of changing demographics.

The CBI also recently published a report titled 'Great Job' which looks at how improving the way firms attract, manage and develop their people can have a tangible impact on UK productivity. Great Job identifies that improving workplace practices,

⁴⁴ TUC Wales (2018) Menopause at Work <https://www.tuc.org.uk/menopause-work>

such as employee engagement, can help to drive productivity within UK firms. Given the demographics of the UK, helping businesses to effectively manager older workers is a key component of the CBIs recommendations in the report. According to research conducted by the TUC in 2019 over half of the workforce have no access to flexible work and 1 in 3 requests for flexible working are turned down by employers⁵. The TUC has therefore continued to press for legislation to introduce a day one right to flexible working and to provide all workers with the right to request flexible working hours from their first day of employment. Along with our affiliated unions, the TUC are producing a comprehensive, evidence-led response to the government’s consultation on flexible working⁶ and are part of the *Flex for All* campaign, which is calling for a change in the law so that every worker has access to flexible working from their first day in the job. The new active duty would require employers’ to give meaningful consideration to whether a job can be done flexibly and to make clear when advertising a job what type of flexibility is available. A mandatory duty on employers, rather than relying on voluntary actions, is what is needed to open up jobs at all levels to worker-led flexibility and address one of the main causes of gender and disabled workers pay gaps, and the pay gap between older and younger workers.

Intergenerational approach

Throughout 2018/19 the CBI and TUC have been well engaged with the work of the House of Lords’ Intergenerational Fairness Committee which recently published its findings. Both organisations gave oral evidence to the committee as it considered the long-term implications of Government policy on intergenerational fairness and provision. The Committee made a range of recommendations which UK Government will now consider, including mid-life career MOTs and to continue to promote and support flexible working – both proposals which the CBI and TUC back. The committee also called for an assumption of the employment status of ‘worker’ by default. Both organisations also engaged at a senior level with the Resolution Foundation’s Intergenerational Commission, which published its final report in May.

The TUC has published analysis of the impact of delaying plans to remove the Lower Earnings Limit that means minimum contributions to occupational pension schemes are not currently calculated from the first pound of earnings. This would have a particularly large impact on younger workers who stand to lose up to £12,000 from their future pensions pot. The TUC has also lobbied for workers aged 18-22 to be automatically enrolled into pension schemes, which the government has committed to legislate for.

⁵ TUC (2019) <https://www.tuc.org.uk/blogs/everyone-deserves-right-work-flexibly-its-time-flex-all>

⁶ BEIS (2019) https://beisgovuk.citizenspace.com/lm/daa0d612/supporting_documents/Chapter%203%20Transparency.pdf

	<p>The TUC is promoting the introduction of Collective Defined Contribution (CDC) pensions, which will help to ensure that today's workers can benefit from a predictable and stable income in retirement. The government is committed to legislate to enable these schemes after the Communication Workers Union successfully negotiated an agreement to introduce a CDC scheme at the Royal Mail.</p> <p>The TUC has taken a proactive role in better ageing policies. In July 2018, the TUC responded to the Women and Equalities Select Committee consultation on older people and employment⁷. We called on the government to address twin challenges, firstly, enabling those older workers who want to work to do so, and, secondly, ensuring that those who cannot work are provided for. We also supported the Committee's calls for employers to require employers to publish age data and how some groups of older workers such as women and those from BAME backgrounds may face multiple forms of discrimination.</p> <p>The TUC has sought to tackle discrimination towards older workers by calling for a right to retraining, with paid time off work to learn new skills. This would go some way to undermining the all-too-frequent stereotyping of older workers as inflexible and technologically illiterate.</p>
Candidate countries	
Turkey	
EU inter-professional SP	
European sectoral	

⁷ TUC (2018) Written Evidence: Older people and employment. Available at <http://data.parliament.uk/WrittenEvidence/CommitteeEvidence.svc/EvidenceDocument/Women%20and%20Equalities/Older%20people%20and%20employment/written/72871.html>

social dialogue	
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