



**Implementation of the  
ETUC<sup>1</sup>/BusinessEurope/SMEUnited/CEEP  
Framework agreement on Active Ageing and an Inter-generational approach<sup>2</sup>**

**Yearly Joint Table  
summarising ongoing social partners activities**

**2020**

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<sup>1</sup> Including the Liaison Committee Eurocadres/CEC

<sup>2</sup> Signed on 8 March 2017 by ETUC, BusinessEurope, UEAPME and CEEP

<b><u>Country</u></b>	<b><u>Implementation results /initiatives</u></b>
<b>Austria</b>	<p><b>Activities 2019/2020</b></p> <p><b>Joint activities</b>  The webportal <a href="http://www.arbeitundalter.at">www.arbeitundalter.at</a> was updated, a new best practice example was added to the existing collection.  The brochure “Tips and Tricks for active ageing”, containing the main features of the webportal, has been reissued.  The Austrian social partners were involved in the awarding of the certificate “Nestor Gold” to certain companies.  There was an exchange of information with the demography counselling service - free of charge for businesses and co-financed by the ESF (<a href="http://www.demografieberatung.at">www.demografieberatung.at</a>). A joint event in Vienna for about 50 employers and works councils had been planned for April, 23rd 2020, but had to be cancelled and postponed to a later date due to COVID-19.</p> <p><b>Unilateral activities</b></p> <p><b>ÖGB</b>  In 2019 a one-day seminar was held on part-time for older workers (“Altersteilzeit”).  At various internal trade union events (training of functionaries), information material was provided on the subject of "Age-appropriate working"</p> <p><b>Chambers of Labour</b>  The Chamber of Labour organised a one-day seminar for safety representatives on good work for workers of all ages in Vienna.</p> <p>In Upper Austria, a cooperation with the WAGE Network was supported about skilled workers and artificial intelligence, Digitalisation and mental health in Linz on June 19 in the afternoon.</p>

	<p><b>WKÖ- Austrian Federal Economic Chamber</b></p> <p>The topic “age-appropriate working” forms part of the WKÖs’ “SKILLED LABOUR INITIATIVE” and is mentioned in the chapter “Promoting health and employability”  <a href="https://www.wko.at/service/unternehmensfuehrung-finanzierung-foerderungen/gesundheit--und-arbeitsfaehigkeit-erhalten.html">https://www.wko.at/service/unternehmensfuehrung-finanzierung-foerderungen/gesundheit--und-arbeitsfaehigkeit-erhalten.html</a>  And it is also included in the online guide of the WKÖs’ “SKILLED LABOUR INITIATIVE” :  <a href="https://ratgeber.wko.at/fachkraefte/">https://ratgeber.wko.at/fachkraefte/</a>  Within our function in the Public Employment Service (AMS) we strongly requested and welcomed the setting of an ambitious target for 2019 to bring older unemployed workers back to the labour market</p> <p><b>IV - Federation of Austrian Industries</b></p> <p>The Federation of Austrian Industries in Carinthia organized an event called “Olderwork- successful generation management” in October 2019.  The Federation of Austrian Industries in Styria hosted an event in October 2019 regarding ”Demographic developments” and presented the webportal <a href="http://www.arbeitundalter.at">www.arbeitundalter.at</a> and the different services of the demography counselling service.</p>
<b>Belgium</b>	<p><b>23/09/2020</b></p> <p><b>Third national report on the implementation of the European social partners’ autonomous agreement on active ageing and an inter-generational approach<sup>3</sup></b></p> <p>In order to prepare this third report, contacts have been made with sectors and Regions 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> <p><u>At federal level</u></p> <ul style="list-style-type: none"> <li>• Encouraging the retention, the integration or the reintegration of workers above 50 years of age in the Labor Market</li> </ul>

<sup>3</sup> For further information, see the report n° .... Of the National Labour Council, 14 July 2020.

Adoption of the collective agreement n° 146 concluded in the National Labour Council, 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) for sectors that are not covered by an established joint committee. This minimum age has been set at 55 years for a reduction in working time to a 4/5-time job. These provisions shall be applied in a suppletive manner.

- Organization of work and Burn-out

The first round of pilot projects subsidized to prevent burn-out is presently being assessed at a final stage. This global assessment is scheduled to be completed during the first quarter of 2021. This assessment should allow the social partners to refine their own approach in preventing burn-out and to draw some conclusions and operational recommendations for sectors and undertakings.

Furthermore, a second round of projects was launched on 1 June 2019. In this context, 37 projects introduced by undertakings and 3 projects introduced by sectors have been selected by the Minister of Employment in December 2019, following an opinion issued by the National Labour Council in September 2019.

Because of the pandemic, no further round of projects will be launched in 2020.


- Voluntary return to work of workers with health issues

The social partners have continued their work on this issue. In this context, hearings have been held in February 2020, with a focus on the subject of work related disease prevention, and with the aim of shaping solutions for enhancing the remaining professional capacity of targeted persons. These hearings highlighted good practices, initiatives, tools and measures for ensuring that people suffering long-term illness stay at (or return to) work. The objective pursued by the social partners is to improve the existing measures and to complete this component with a component dedicated to prevention of long-term illnesses.

#### At regional level

- In the Brussels Capital Region, the new strategy Go for Brussels 2030 was adopted in January 2020 by the Brussels Government and the social partners. This strategy will carry on the economic and social work launched in the context

	<p>of the previous strategy (Go for Brussels 2025) and will complete it with new elements provided for in the coalition government agreement relating to the years 2019-2024. It includes the assessment of several measures such as the “target group reduction”, intended to employers of workers aged 57 and above, and the “2020 training plan“, which notably benefits to workers aged 55 and above and which is aimed at improving participation in employment of the inhabitants of Brussels.</p> <ul style="list-style-type: none"> <li>• In the Flemish Region, the scope of the “werkbaarheidscheque” (workability voucher), launched in May 2019, has been temporary broadened in order to meet the needs generated by the Covid-19 pandemic. It can be used by undertakings in order to identify difficulties related to feasible work. From now on, this instrument can also be used in order to take action and deliver trainings with a view to improving the feasible work. In order to facilitate career choices of workers and encourage job retention, the VDAB (public employment and training services) collected and made available all relevant data. Vocational training has been encouraged during the all pandemic by broadening the on line training supply.</li> <li>• In the Walloon Region, the measures developed under the 2018 and 2019 Implementation Report of the Framework Agreement have been continued. Thus, the “Impulsion 55 ans +” measure, which includes a reduction in employer social security contributions for older workers, had already been granted to 65.000 full time equivalents in the third quarter of 2019, for a budget of around 120 million euros. A large evaluation process of Wallonian employment and training aids, of which these measures form a part, was launched in 2020.</li> <li>• In the German-speaking Community, the AKTIF and ACTIF + support schemes are still relevant. These schemes allow granting subsidies to employers for hiring unemployed job seekers. The AKTIF scheme focuses specifically on workers aged 50 years and over who involuntarily lose their jobs.</li> </ul> <p><u>At sectoral level</u></p> <p>At sectoral level and regarding efforts in favor of at risk groups, targeted efforts towards older workers continued to increase compared with previous reports. Efforts focus mainly on three areas:</p> <ul style="list-style-type: none"> <li>- training supply aimed at improving the skills of workers;</li> <li>- financing of outplacement measures;</li> <li>- financing of time credit measures.</li> </ul> <p>In connection with the Employment Plan for older workers (collective agreement n° 104 concluded in the National Labour Council), sectors have introduced several measures such as the reduction of the workload or a smooth organization of the</p>
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	<p>end of the working life with compensation for the loss of earnings sustained, the grant of a special supplement to unemployment benefits for unemployed aged 60, and the dispensation from week-end work for workers aged 55 and over in several sectors. Dispensation from work with full pay in the non-profit sector as well as the granting of days off depending of the age of workers in the context of the end of the career are all measures aimed at maintaining older workers in the labour force.</p> <p> Rapport 119-F.pdf</p>
<b>Bulgaria</b>	<p><b>The translation of the agreement</b> as reported in 2018 by CITUB and Confederation of Labour Podkrepa</p> <p><b>The actual implementation of the agreement:</b> 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.</p> <p>The main activities that are envisaged to be implemented are in line with the instruments described in the FAAAIA: 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. 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</p>

	<p>organizational change, challenges and difficulties at the workplace etc. 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.</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 (see p. 5 -8 below)</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. The National agreement will be open for signing to all the representative employers' and workers' organizations.</p> <p>Project was approved and it is being implemented (October, 2019 - October, 2021). Current activities are described below.</p> <p><b>Content</b></p> <p>Created <b>website</b> of the project: <a href="https://activeageing.bia-bg.com/en/project/">https://activeageing.bia-bg.com/en/project/</a>, where all the outcomes of the project are being published. This includes analyses (<b>4 analyses have been elaborated</b>):</p> <ol style="list-style-type: none"> <li>1. Research on international practices and experience in relation to the intergenerational approach and the promotion of a longer working life and workability</li> <li>2. Study and strategic assessment of the regional demography of the labor force in Bulgaria by sectors (model for a regional age pyramid - <b>agreed with the Trade union - CITUB</b>).</li> <li>3. Study of the generational characteristics of the labor force in Bulgaria</li> <li>4. Study on the specific needs for new policies and approaches to adapt the work environment to ensure longer working lives and the ability to work of people with chronic diseases.</li> </ol>
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These analyses were subject to **discussion on a dedicated Round table with the social partners and also representatives of academia, state administration** (Ministry of labour and social policy, National insurance institute, National revenue agency, National Health Insurance Fund etc.) Due to Covid-19 containment measures, the round table was conducted via electronic means through the project website. Participants were invited to get share their recommendations and remarks in writing.

Based on the results, **10 sectoral member federations of BIA and CITUB** (*tourism, metallurgy, construction, foodstuff industry, trade, meat processing industry, furniture and wood processing industry, chemical industry, cellulose and paper industry and culture*) are currently **discussing the adoption** of a number of **strategic documents** (sectoral memorandums of understanding and sectoral partnership programs). **7 sectors** (*tourism, metallurgy, construction, trade, culture brewery*) **are discussing new classes in their collective agreements**. If they reach an agreement, these clauses will be included depending on the expiry dates of the existing agreements. All these strategic documents are in line with the FAAAIA. The **sectoral programs** envisage **concrete measures** to be implemented on a sectoral level such as:

- consultation and exchange of information among the social partners (*joint proposal for legislative amendments, formation of joint working groups or commissions etc.*);
- representativeness and protection of the generational interests in the industrial relations and social dialogue (*including the topic for active aging in the collective bargaining process and sector and company level, extension of active aging clauses*)
- awareness raising, increase of involvement and competency on age related issues and the generation differences at the work place (*methodological support, testing and approbation of innovative instruments, supporting the activities of the companies on issues, related to active aging, organisation of trainings and workshops for improved skills of leadership and management of generational differences, up-dating the company training programs etc.*)
- strategic assessment of the demographic structure (*analysis and assessment of the demographic structure of the workforce in the sector; forecasting and planning of future workforce and skills needs etc.*);
- integration of age diversity in the HR policies of the companies (*SWAT analysis, introduction of effective instruments for conducting organizational research of the needs, attitude, motivation and satisfaction of workers from different generations; elaboration and introduction of different programs for: age diversity management, experience management, generational succession – training programs, programs for upskilling etc.*);
- organisation of work towards more productive and valuable work life
- Working environment ensuring health and safety, adapted to the needs of different generations at the work place.

Conditions for retaining or returning back to work of workers with chronical diseases.

BIA has also started the work on elaboration of 6 instruments (2 out of them electronic that will be available free of charge on the project website for everyone interested):

	<ul style="list-style-type: none"> <li>- handbook for managing of generational differences;</li> <li>- handbook for mentors (technics for transfer of knowledge and exchange of experience among generations)</li> <li>- handbook for adapting the workplace and business activities to the needs of workers with chronic diseases</li> <li>- model for description, ergonomics and design of the workplace, adapted to different generations and encouraging longer work life and employability</li> <li>- electronic instrument for risk assessment of health and safety of the work place in consistent with age</li> <li>- electronic instrument for assessment of the factors in the workplace leading to professional burnout.</li> </ul> <p>After their approbation, these instruments will be introduced and tested in the practices of 100 companies in the 10 sectors involved in the project.</p> <p>The project will end with the signature of the national agreement on the implementation of the the European Autonomous agreement on active aging.</p> <p><b>Instrument</b></p> <p>In order to be able to get in-depth and to reach different sectors and companies we used the opportunity to apply for ESF funding.</p>
<b>Croatia</b>	
<b>Cyprus</b>	<p>19/06/20</p> <p>The Social Partners in Cyprus that are members and actively participate to the respective Employer and Workers organizations at the European level, i.e. the Cyprus Employers &amp; Industrialists Federation (OEB), the Cyprus Workers Confederation (SEK) and the Democratic Labour Federation of Cyprus (DEOK), have agreed to translate the Framework Agreement and enter into negotiations for the adoption of a 'Policy Statement', intended to complement the Framework Agreement.</p> <p>Due to COVID-19 and its consequences on the economy and on society in general, there was a delay in the procedure.</p>

	<p>Currently, the text is under examination for translation. 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>
<b>Czech Republic</b>	<ul style="list-style-type: none"> <li>• <b>Translation and dissemination of an agreement.</b> 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.</li> <li>• <b>Current implementation statute.</b> With an increasing level of employment approaching 80% and <b>an unemployment rate 2.2%</b> in April, 2020. Nevertheless the country is facing so far unclear consequences of corona crisis impacts, that can bring negative developments concerning all aspects of the Czech labour market, especially of employment in services. Structural elements of the labour market, such as unemployment of young and older people, may also be negatively affected. That is why the social partners are cooperated with the government to formulate anti-crisis measures such as Antivirus and Covid</li> <li>• 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"> <li>- Via the involvement of the national social partners in the on <b>legislative process</b> ( Labour code, Employment law, Insurance law, NAP to support active ageing 2013-2017),</li> <li>- Via the experts' teams <b>in the frame of the highest tripartite body (RHSD)</b>. 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 <b>Strategy on preparing for ageing 2018- 2022 (following the NAP on active ageing 2013 – 2017)</b> and the <b>Strategy of Youth employment policy 2020 in implementation.</b></li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>- Via the <b>project “Strengthening the capacity building of the social dialogue at the national, regional and branch level (NORD)”</b>. In the form of the joint round tables the social partners are discussing practical questions and problems of the companies (<b>skills mismatch, new forms of works, work-life balance, pay gap, transparent and predictable working conditions, youth employment, ageing</b>). The conclusions of such Round Tables lead to collecting of evidence, good practices and formulation of recommendations.</li> <li>• Both social partners’ representatives are involved also in the <b>project “22%”</b> 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. The project is also addressing the condition for older female workers at the work place, non-discrimination and pay gap.</li> <li>• <b>Via involvement of CMKOS representatives in the projects financed by the ESF</b>. 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 <b>active employment policy</b>. Persons older than 50 years are paid priority attention. Project <b>Go on! 50+</b> 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 <b>“Internships in Companies – Learning through Experience”</b> aims to support the training of persons older than 50. The implementation of the pilot testing of a new model of support for older people approaching retirement age in the labour market called <b>“generational tandem”</b> 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. <b>Youth Employment Promotion Initiative</b> (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. <b>Internships abroad for at least 3 months can also be arranged</b> . A comprehensive programme of support for young people on the labour market in that region <b>TRANSFER</b> 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.</li> <li>• <b>The Employers /SP CR/</b> have been concentrating on the regional and sectoral dimension of the social dialogue preparing social dialogue representative for negotiation of topical issues. During the long-term project "<i>Regions in the centre of movement</i>" SP' regional ambassadors are organising seminars and round tables focused on youth</li> </ul>
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	employment /Youth guarantee/. Ange management / a publication distributed in the companies/, in-company training to prevent hiring particularly older workers and women. During the COVID 19 the teleworking as a flexible form of work has been increasing. SP help companies with creating conditions for introducing less bureaucratic and more manageable conditions for distance /on-line/ learning and training complementary to the short-term work schemes. SP also developed a guidance how to keep the workers, particularly older in good health conditions at the work place.
<b>Denmark</b>	<p>01/09/2020</p> <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. 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"> <li>• A Parliament agreement on more years in the labour market (input from DA and LO);</li> <li>• Tripartite agreements on re-training and life-long learning;</li> <li>• Flexible retirement schemes;</li> <li>• Generational change schemes;</li> <li>• The possibility for reduced working time and;</li> <li>• Raise of the retirement age by 0.5 years to 66 years as of 1 January 2020.</li> </ul> <p>Additionally, the municipality sector has a Framework agreement for senior workers dealing with e.g. working conditions, health and safety considerations, competences and the organisation of workflows.</p> <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 was established by the former Danish government. The think tank consisted of social partners, researchers and stakeholder organisations e.g. pension funds. The think tank investigated how to increase the employability and retention of seniors and how the employment efforts for unemployed seniors can be strengthened. In November 2019, the think tank published its 20 recommendations to provide better opportunities and conditions for a long working life.</p> <p>The employment statistics show that the age group representing 55-64 year old workers has increased its level of participation from 65.8 % in 2013 to 73.6 % in 2018 (Statistics Denmark, 2020).</p>

	<p>Therefore, the Danish social partners consider the established initiatives in the private and public sector in Denmark to fully cover the Autonomous Framework Agreement on active ageing. The agreement has been translated into Danish.</p>
<b>Estonia</b>	<p style="text-align: center;"><b>IMPLEMENTATION OF THE EUROPEAN FRAMEWORK AGREEMENT ON ACTIVE AGEING AND AN INTERGENERATIONAL APPROACH ESTONIA</b></p> <p>Third joint report 16.06.2020</p> <p>A <u>The different initiatives undertaken:</u> In the first and second joint report we described our actions undertaken in 2017-2019 like translation of the agreement, dissemination of the agreement, our joint meetings on the topic and the Estonian Trade Union Confederation and Estonian Employers' Confederation signed agreement on implementation of the European level framework agreement (was signed on July 4<sup>th</sup> 2018). In third joint report we can report on the actual implementation of the agreement as follows: B <u>The actual implementation of the agreement:</u> In 2019 (and beyond) we continued:</p> <ol style="list-style-type: none"> <li>1. to work together through the participation in the Unemployment Insurance Fund Council for promoting policies that help people in Estonia: <ol style="list-style-type: none"> <li>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.</li> <li>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</li> </ol> </li> <li>2. Contribution for employees or registered unemployed persons who undertake to rise their level in vocational education, applied higher education or higher education;</li> </ol>

	<p>2.1. labour market training for employees at risk of unemployment with a training card;</p> <p>2.2. 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.</p> <p>3. At the branch and enterprise level we have continued to present the framework agreement and also our agreement and recommended the use of these ideas in collective agreements and personnel policy .</p> <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.</p> <p>In 2018-2019 Estonian Trade Union Confederation joined the employers' project "Promoting practical learning in society". Within the framework of the project, the trade unions are organizing 3 seminars to introduce apprenticeships to trade union leaders in order to, among other things, contribute to a better integration of young people and the elderly in companies. Topic was also introduced in our yearly conference on collective bargaining in September 19<sup>th</sup>.</p>
<b>Finland</b>	<p style="text-align: right;"><u>15.12.2016</u></p> <p style="text-align: center;"><u>An independent framework agreement between the European social partners on active ageing and a generational perspectivea</u></p> <p><u>1. Introduction</u></p>

	<p>In response to demographic challenges, The European social <i>UEAPME</i> partners – <i>BusinessEurope</i>, the European Entrepreneurs' Lobby, the European Centre for Public Employers and Public Enterprises (<i>CEEP</i>) and the European Trade Union Confederation (<i>ETUC</i>) representing workers (<i>ETUC</i>) (and the European Trade Union Confederation for highly skilled workers) and the Cooperation Committee of the Senior Staff Advisory Board (<i>EUROCADRES</i>) and the Agency for Supervisors (<i>CEC</i>) agreed, in the context of their 2015-2017 action programme, to negotiate an independent framework agreement on active ageing and the intergenerational perspective.</p> <p>The European social partners recognise the need to take measures, whether national, sectoral and/or at company level, where appropriate, to facilitate the active participation of older workers in the labour market and to remain at the age of legal retirement, while ensuring that, taking into account the high unemployment rates, measures are also taken to facilitate the transition between generations.</p> <p>The aim of these measures is to significantly improve the chances of workers of all ages remaining healthy and active in the labour market until their legal retirement age, while strengthening a culture of responsibility, commitment, respect and appreciation in all workplaces, so that all workers are considered equally important regardless of their age.</p> <p>Through the Framework Agreement, European social partners invest in EU policies (including non-discrimination legislation) and actions already developed to support active ageing and the intergenerational perspective. The purpose of the Agreement is therefore to complement and strengthen the existing measures and approaches that have already been implemented in various contexts across Europe. The agreement outlines the instruments/measures to be taken into account by the social partners and/or human resources managers, taking into account national demographic and labour market realities and in accordance with specific national practices and procedures in the field of management and labour force.</p> <p>According to the guiding principle of the Framework Agreement, an active ageing and intergenerational perspective requires a joint commitment from workers, employers and their representatives.</p> <p>The social partners are aware that the successful resolution of demographic challenges does not depend solely on their own actions. EU, national and other actors have a responsibility to ensure that there is an encouraging and fostering framework for active ageing and a intergenerational perspective.</p>
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## 2. Objectives

Through this independent framework agreement, the European social partners define a general operational framework aimed at:

- raise awareness and understanding of the challenges and opportunities of employers, workers and their representatives about demographic change;
- provide employers, workers and their representatives at all levels with practical approaches and/or actions to promote and manage active ageing in an effective manner;
- ensure and maintain a healthy, safe and productive working environment;
- promote worklife thinking aimed at innovative productive and high-quality jobs so that people remain in employment until they reach their legal retirement age;
- facilitate interaction, cooperation and promote concrete actions to transfer knowledge and experience from generation to generation in the workplace.

## 3. Definition

Active ageing means that, on the basis of the collective commitment and motivation of employers and workers, workers of all ages are guaranteed the best possible conditions to work in high-quality, productive and healthy conditions up to their legal retirement age.

The intergenerational perspective means taking into account the strengths and objective situation of all generations, increasing our common understanding and supporting cooperation and solidarity between generations in the workplace.

## 4. Instruments, measures and actions of the social partners

### A - Strategic assessment of the age structure of the workforce

The social partners recognise the added value of a strategic assessment of the age structure of the workforce and regularly updated, in line with national practices and procedures, at the appropriate levels.

The assessments carried out by the social partners/management should make use of existing activities, thus avoiding unnecessary reporting requirements. This could also lead to the development of tools that are better tailored to the needs of workers and businesses, in particular SMEs.

Strategic assessments could include, for example::

- Current and anticipated age pyramid with a gender perspective;
- Skills, skills and experience;
- Working conditions;
- Occupational health and safety aspects, in heavy occupations;
- Developments related to digitalisation and innovation.

Such strategic assessments could provide employers, workers and/or their representatives with a basis for assessing risks and opportunities based on national practices and procedures, enabling them to take action to adapt to a changing demographic structure as set out in the following parts of the Agreement. However, many of the measures outlined in this agreement can also be taken without carrying out the above assessments.

It is also up to the social partners to share information with their members on effective instruments, including the practices of other European countries, and to transfer the necessary know-how on how they are used.

#### B - Health and safety at work

At the appropriate level, the social partners shall endeavour, on the basis of appropriate information, to promote and facilitate workplace activities, including to identify tasks that are particularly demanding physically and/or mentally. This should be done in order to anticipate, prevent and assess the risks to health and safety at work in accordance with Council Directive 89/391/EEC on the measures to encourage improvements in the safety and health of workers at work. This should demonstrate

the need for work-based repairs to prevent or reduce identified excessive physical or psychological requirements for workers and to enable them to work in a safe and healthy working environment up to the legal retirement age.

Tools/actions to promote workplace health and safety may include, for example:

- Adaptation of the working process and the working environment ;
- Redistribution/allocation of employees » tasks;
- Effective, preventive strategies and risk assessment, taking into account the obligations of existing legislation, including training for workers on workplace health and safety rules-;
- Voluntary health promotion, e.g. awareness-raising measures;;
- Raising the awareness of the appropriate level of management in order to meet the challenges of this region and to find possible solutions;
- Health and safety measures taking into account the physical and mental health of workers;
- Assessment of health and safety activities between the employer and the safety representatives in accordance with the requirements of the legislation in force.

#### C - Skills and competence management

The perspective should be to support skills development and lifelong learning, i.e. promoting the employability of workers and maximising human resources based on the skills and know-how of enterprises.

The social partners can at least help everyone aged 16 and over to ensure a fair level of training in accordance with national practices and procedures, while all workers should be encouraged to participate in such training.

et/toimenpiteet You cannot include, for example:

- Raising awareness of existing skills needs by management and workers » representatives , taking into account the age perspective;
- Training of workers of all ages with a view to maintaining and further developing their necessary knowledge and skills throughout their working lives, so that workers can remain at work until their retirement age;
- Facilitating and supporting personal career development and mobility;

- Motivating and increasing participation in education and training to ensure up-to-date skills, in particular digitisation skills;
- Integration of age management into broader skills development;
- Identification of formal and informal skills acquired by employees during their work cycle.

#### D - Organisation of work for healthy and productive careers

At the appropriate level, the market participants shall endeavour to support and encourage companies to adapt their work to the needs of enterprises and workers. The aim is to promote a healthy and productive career that is the whole working cycle.

The social partners and/or management should facilitate, promote and encourage the transformation of work organisation according to the work cycle phase. This should be done collectively and/or individually in accordance with workplace-specific dialogue practices.

Business management can identify possible ways of sharing tasks and maintain and improve the health, safety and productivity of their subordinates.

Work organisation tools/activities aimed at a healthy and productive working life may include, for example: a:

- Promoting the predictability and adaptability of changes in the organisation of work for both young and older workers in order to maximise the potential of human resources;
- Work and working time arrangements;
- Adaptation of the division of labour between employees;
- Provision of adequate age-related gaps to supervisors;
- Combating age-related stereotypes, e.g. through the creation of teams of different ages;
- Transitional measures for older workers in the final stages of their working cycle;
- Recruitment of new staff.

#### E - Family's perspective

At the appropriate level, the market participants will endeavour to create a working environment in which workers of different ages, representing different generations, can work together to strengthen cooperation and intergenerational solidarity. One way to achieve this is the mutual exchange of knowledge and experience between groups of workers of different ages.

All workers should be valued on the basis of their abilities, skills and competences, regardless of age, avoiding stereotypes and crossing any boundaries between age groups.

Some of the instruments for achieving intergenerational solidarity may include, for example: :



- Division of tasks on the basis of skills/knowledge;
- Tutoring/mentoring/coaching programmes to welcome younger workers and familiarise themselves with the working environment, including paths to increase their potential;
- Programmes for the transfer of knowledge and skills in both directions between young and older workers; it can be used to provide, for example, IT and digital skills, multi-substrates of many skills, customer relationship skills;
- Creating knowledge banks; they may collect specific know-how and occupational information acquired within the workplace for the purpose of providing new workers;
- Raising awareness of the importance of age-friendly attitudes and the diversity of age groups, including by considering the different possibilities of age-sharing for groups;
- Cooperation with institutions or public employment services to facilitate the transition to and within the labour market.

#### 5. Implementation and monitoring

This Framework Agreement is an independent initiative and is based on negotiations between the European social partners, which were part of the fifth multiannual work programme (2015-2017) under the theme 'Partnership for inclusive growth and employment'.

In accordance with Article 155 of the Treaty, this autonomous European framework agreement obliges member organisations of BUSINESSEUROPE, UEAPME, CEEP and etuc (and the EUROCADRES/CEC Cooperation Committee) to promote and implement, as appropriate, instruments and measures at national, sectoral and/or business level, in accordance

	<p>with the member states of the EU member states and the EEA social partners, in accordance with their own procedures and practices.</p> <p>The signatory parties also call on their member organisations in the applicant countries to implement this Agreement.</p> <p>This Agreement shall be implemented within three years of the date of signature.</p> <p>Member organisations shall report on the implementation of this Agreement to the Social Dialogue Committee. Within the first three years of the signature of this Agreement, the Social Dialogue Committee shall draw up and adopt an annual progress report on implementation. In the fourth year, the Social Dialogue Committee will draw up a comprehensive report on implementation measures, which will be adopted by the European social partners. In the absence of reporting and/or implementation after four years and after evaluation, and if the Social Dialogue Committee so considers, the European social partners will take joint action with the national social partners of the countries concerned in order to find the best way forward in the implementation of this Framework Agreement at national level.</p> <p>The signatory parties shall evaluate and review the Agreement at any time five years after the signature of the Agreement, if requested by one of the signatory parties.</p> <p>In matters relating to the content of this Agreement, member organisations may, jointly or separately, apply to the signatory parties, who will answer questions, either jointly or separately.</p> <p>In the implementation of the agreement, the signatory party's member organisations avoid creating unnecessary burdens for small and medium-sized enterprises.</p> <p>The implementation of the agreement is not a valid criterion for reducing the general level of protection of workers within the scope of application of the agreement.</p>
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	<p>This Agreement shall be without prejudice to the right of the social partners to conclude at the appropriate level, including at European level, agreements adapting and/or supplementing this Agreement, taking into account the specific needs of the social partners concerned.</p> <div>   </div> <p>Job_Life_Cycle_Mode Active ageing_fact l_in_English.docx finding seminar 9 Feb</p>
<b>France</b>	
<b>Germany</b>	<p><b>National report on the implementation of the European framework agreement on active ageing and an inter-generational approach (AAIA)</b></p> <p>With reference to your request from May 2020, BDA, ZDH, BVÖD 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><b>1. Joint translation of the agreement</b> BDA, DGB, ZDH and BVÖD are committed to the implementation of the European agreement on active ageing and an inter-generational approach. To in-form 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> <p><b>2. Initiative New Quality of Work (INQA): Projects “Das Demographie Netzwerk”, “unternehmensWert.Mensch“ and “Offensive Mittelstand“</b> "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</p>

change. Three initiatives are particularly noteworthy in this respect: "Das Demographie Netzwerk" is a net-work 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, "unterneh-mensWert.Mensch", specifically aims to promote future-oriented human re-sources policies in companies. A main objective of the programme is to empower SMEs including skilled craft companies to respond adequately to demo-graphic change. Alongside with the Federal Ministry of Labour and Social Af-fairs it is financed by the European Social Fund. The initiative „Offensive Mittel-stand“ also offers support to SMEs and skilled craft companies in various areas, including demographic consulting.

### **3. Round Table “Active Ageing”**

An initiative which has been completed, but is still valued for its findings is the round table "Active Ageing". It was set up by the German Ministry for Family Af-fairs, Senior Citizens, Women and Youth in 2015 to create a sustainable frame-work 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 retire-ment. 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. RKW Competence Centre (RKW Kompetenzzentrum)**

The RKW Competence Centre (a non-profit organization working with and for SMEs on solutions to the challenges of the future) advises SMEs on topics such as securing skilled labour and diversity. In particular, they advise SMEs on cop-ing with the challenges of demographic change. The RKW stresses the im-portance of social partnership and social partners are actively involved in all committees of the RKW including the executive board.

### **5. National Skills Strategy (Nationale Weiterbildungsstrategie)**

An important new initiative is the National Skills Strategy which was developed by the Federal Ministry of Labour and Social Affairs and the Federal Ministry of Education and Research together with the social partners, the Länder, cham-bers of commerce and skilled crafts and the Federal Employment Agency, officially adopted on 12 June 2019. With the strategy, the National Skills Strategy partners are seeking to pool and advance their efforts to promote continuing education and skills development. It is designed to streamline the skills programmes at federal and Länder levels, to align them with the needs of workers and companies and to establish a new culture of lifelong learning. The basic idea is to not just train workers after they become unemployed or at risk of losing their jobs, but to take preventive action at an early stage and to help members of the workforce to maintain and adapt their qualifications and skills in a changing world of work and to enable them to up-skill or to

change careers. Objectives for action include amongst others supporting the transparency of continuing education and training opportunities and programmes and better guidance through lifelong learning.

#### **6. Further initiatives related to active aging and strengthening the skills base**

“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 is cofinanced by the ESF and aims to promote technological and social innovation and in particular new work processes. This involves aspects such as lifelong learning and maintaining employability. In addition, social partners contribute to shaping a new funding programme “Future of value creation” which will cover similar topics.

Furthermore, social partners are part of the joint German occupational safety and health initiative and the national prevention strategy, both contributing to keeping elderly workers in the labour force longer.

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

#### **7. 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. For example, collective agreements on demography exist in the following sectors: Chemical industry, Wood industry, Steel industry, M+E industry, Paper industry, Rubber industry, Leather industry, the skilled crafts sector and municipal public transport. Collective agreements on demography in general contain options and measures to preserve employability, age-appropriate work-place design, qualification and training, special options for part-time retirement and other measures to promote good health. These constitute an autonomous framework within social partners and companies can develop demographics-proof human resources policies.

Collective agreements on demography are constantly developed. For example, in 2018 the social partners in the Chemical industry have agreed upon a roadmap „work 4.0“ to modernise the collective agreements in the sector with regard to the challenges of digitalization and demographic change. In 2019 the social partners agreed on the new collective agreement

	<p>„Modern Working Environment“, a supplementary agreement to the existing regulations. Among other provisions, it contains a future amount that can be used for various purposes such as flexible working time, health, additional nursing care insurance or company pension system. The railway and transport union EVG has concluded a collective agreement on demography with the Deutsche Bahn Group. Active ag-ing 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><b>8. Initiatives in the public sector at local level (municipalities) and state level („Bundesländer“)</b></p> <p>The public sector also works actively in its own interest on the various aspects related to active ageing. A large number of public employers at the local and state level have concluded agreements with the respective work councils or trade unions to implement comprehensive programmes designed to promote employees' health and longer working lives. In particular, the demographic change in the area of local transport has been a fixed factor of the corresponding collective agreement "Demography in local transport". A similar collective agreement for the area of energy and water supply intended by the employers was unfortunately not reached.</p> <p>Furthermore, a wide range of actions concerning demographic challenges play a major role in the public sector even without collective agreements. For that reason, guidelines and concepts concerning „health management" were elaborated which in a first step identify areas of action and are followed by concrete measures. These could include, for example, minimum standards that, in addition to creating flexible forms of work and organization for all age groups, also provide for a systematic transfer of knowledge and experience. In addition, a wide range of seminars were offered which deal with aspects of maintaining health and performance in the workplace, coping with stress and the age-appropriate organization of everyday work against the background of preventive health promotion, pension plans and flexi-pensions, lifelong learning and careful use of one's own resources.</p> <p>In order to compensate for the high losses of workforce in the coming years, the personnel planning instrument of the "demographic bridges" was further developed and a staff and apprenticeship offensive was launched, working towards a balanced age structure in the administration and an over-compensatory attitude in the coming years will enable an orderly transfer of knowledge. Also, the instrument of "overlapping" the expiring and new employment contracts is more and more used to allow, that employees who retire due to age can train new employees over a longer period of time.</p>
<b>Greece</b>	
<b>Hungary</b>	

<b>Iceland</b>	
<b>Ireland</b>	
<b>Italy</b>	
<b>Latvia</b>	<p>LATVUAS DARBA DEVOU KONFEDERĀCIJA National report on the implementation of the Active Ageing and an Intergenerational Approach Agreement in Latvia 2020</p> <p>(1) One of the main platform for activities aiming at building and enhancing activities improving the ability of workers of all ages to stay in the labour market, 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 continues to be 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) "Support for longer working life". The project started on 1 January 2017 and is planned until 31 December 2022. The aim of the project is to promote working capacity and employment of senior workers.</p> <p>The following main activities were performed in January 2019 - January 2020:</p> <ul style="list-style-type: none"> <li>• project presentations and discussions on ageing workforce issues within meetings with employers and employees in various regions of the country;</li> <li>• participation in the Market for Responsible Ideas during Sustainability Week with discussions on the ageing workforce (June 2019);</li> <li>• providing regular relevant information on the website of LBAS;</li> <li>• assisting in drafting and consulting on the collective agreement drafts in relation to benefits for 50+ years old workers; participation in the national talk-discussions festival "Lampa" with the discussion on ageing management issues (June 2019);</li> <li>• participation in organization and implementation of national conference "The Silver Generation - the Untapped Potential of the Labour Market" (December 2019);</li> </ul>

	<ul style="list-style-type: none"> <li>• participation and project presentation within the international conference "Health Policy for a Stable Labour Market" in Warsaw, Poland (September 2019).</li> </ul> <p>(2)</p> <p>In addition, LBAS takes part in implementation of international project VS/2019/0007 "Initiating activities for implementation of the Autonomous Framework Agreement on Active Ageing an Inter-Generational Approach". The project involves such countries as Poland, Italy, Belgium, Romania, North Macedonia. The main objective of the project is to set up conditions for implementation of the Autonomous Framework Agreement on Active Ageing an inter- Generational Approach on the national level in the Member States and to promote information among the social partners and the public on effective tools and practices which had been in use in the European countries in the area of active aging and inter-generational approach, including methodology on how to use such successful tools and practices. Project runs from the beginning of 2019.</p> <p>The following main activities were performed in January 2019 - January 2020:</p> <ul style="list-style-type: none"> <li>• regular participation in the meetings of the Project Steering Group;</li> <li>• development of descriptions on 6 national (Latvian) case studies on the ways of age and intergenerational issues management in national companies;</li> <li>• development of description on legal solutions which support implementation of the Autonomous Framework Agreement on Active Ageing and Intergenerational Approach at the national level;</li> <li>• implementation of national negotiation workshop aimed at initiating the implementation of the Autonomous Framework Agreement on Active Ageing and Intergenerational Approach at the national level with the participation of social partners and state authorities;</li> <li>• participation in international training "Autonomous Framework Agreement of the European Social Partners on Active Aging and Intergenerational Approach as an Instrument for Social Dialogue in the Enterprise" in Gdansk, Poland (January 2020).</li> </ul> <p>(3)</p> <p>During the COVID-19 outbreak and related emergency measures, LBAS received reactions from educational sector regarding age prejudice, in particular in relation to usage of digital tools. LBAS draws attention of the government, including within the European Semester process, to the necessity to facilitate improvement of digital skills of pre pension and senior workers.</p> <p>(4)</p>
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	<p>LDDK implements the ESF project "Participation of Vocational Education Students in Work-Based Learning and Internships in Companies" No. 8.5.1.0/16/1/001 according to SAM 8.5.1. Project goal: To increase the number of students in qualified vocational education institutions after their participation in work-based learning or internships in a company:</p> <ul style="list-style-type: none"> <li>• From January 2017 to 2020 2,600 companies, 37 vocational education institutions and 9,800 students have participated in the project.</li> <li>• The project includes an analysis on the level of employment of involved students who have graduated from a vocational education institution within 6 months after finishing the school. The LDDK analysis shows that 71% of students who have been involved in work-based learning (hereinafter - WBL) in the framework of the ESF project are in the labor market within 6 months after leaving the school, and 9% continue their education (either in addition to vocational secondary education or at the higher education).</li> <li>• Students mostly from STEM branch professions work in their chosen and acquired profession after graduation - up to 80%.</li> <li>• LDDK is launching an initiative to implement work-based learning in higher education in Latvia as well. The LDDK has conducted a survey of entrepreneurs, universities and students and in all groups of respondents more than 90% of respondents recognise that the WBL training in higher education needs to be introduced as soon as possible. The respondents also recognised that there is a need to develop a regulation on tax rebates for companies that take vocational school students and / or university students for internships and WBL studies. The proposal is to allow an entrepreneur to pay a tax-free scholarship of up to 2 national minimum wages.</li> </ul> <p>All these efforts and works carried out by the LDDK testify the desire of entrepreneurs to improve the vocational education environment in Latvia, bringing it closer to the requirements and tendencies of the labour market, as well as promoting active participation in educational processes that promote employment.</p>
<b>Lithuania</b>	<p>The Lithuanian social partners thank for the request of information on the implementation of the European Framework Agreement on Active Ageing and an Intergenerational approach, and are pleased to share this joint national report on the implementation for year 2020.</p> <p><b>The different initiatives undertaken to date regarding:</b></p> <ul style="list-style-type: none"> <li>- The translation of the agreement: <ul style="list-style-type: none"> <li>○ <i>To this day the agreement is not translated.</i></li> </ul> </li> <li>- The dissemination of the agreement:</li> </ul>

	<ul style="list-style-type: none"> <li>○ <i>On October 16<sup>th</sup> 2017 Lithuanian Prime Minister Saulius Skvernelis signed a National Agreement (NA) with representatives of the Lithuanian Trade Union Confederation, the Lithuanian Trade Union "Solidarity", the Lithuanian Confederation of Industrialists, the Lithuanian Business Confederation, the "Investors Forum" association, the Lithuanian Employers' Confederation and the Lithuanian Chamber of Commerce, Industry and Crafts. In the NA (which was much broader in scope than issues touched in the AAIA) social partners and the government agreed on the need of "lifelong learning" implementation in the education system. However, NA provided no reference to the AAIA.</i></li> <li>- The actual implementation of the agreement: <ul style="list-style-type: none"> <li>○ <i>As the state's participation in the regulation of collective labor relations in Lithuania is high and the dialogue between the social partners remains moderate, government support in transposing the European social partners' agreements into national law is important in order to apply these agreements to as many employees as possible. On January 1<sup>st</sup> 2017 the new labor code was adopted (and since has been amended 23 times), in which the prohibition of age discrimination and opportunities for workers of all ages to work in good quality is, in principle, well enshrined. However, while adopting the new labour code again no reference to the AAIA has been made.</i></li> <li>○ <i>In 2017, the government also took measures to address unemployment among older people by initiating amendments to the Employment Act (subsequently revised several times) to provide subsidies for up to 6 months to employers who employ unemployed people over the age of 45 or to provide them with one-off support for to establish a workplace for themselves. However, local employers often emphasize the need for skills development/retraining programs rather than financial incentives. Active labor market measures in the country remain one of the most ineffective not only in Europe but also among all the developed countries of the world, according to the OECD data.</i></li> <li>○ <i>Employers accept that the prohibition of age discrimination in national law alone is not able to meet the specific needs of older people and is therefore not sufficient to ensure their survival in the labor market under the current conditions. Lithuanian Confederation of Industrialists just recently we able to lobby reforms of the apprenticeship program in wider active labor market policy framework. Accordingly, Lithuanian business organizations have signed an agreement on an apprenticeship implementation model. The country's largest employers' organizations envisage that the direct involvement of their members in the training of specialists will help to solve labor market problems more successfully - better matching labor market demand with skilled labor supply, while contributing to faster</i></li> </ul> </li> </ul>
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	<p><i>economic and social inclusion, facilitating the country's productivity and competitiveness. However, again agreement has been made without any direct reference to the AAIA.</i></p> <p><b>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:</b></p> <ul style="list-style-type: none"> <li>- <i>The problem is that older people are the main victims of long-term unemployment. Moreover, in contrast to high-skilled jobs, the share of low-skilled workers with each older age group is steadily increasing. Among the low-skilled, the majority of older workers are between 49 and 64. This is primarily due to the lower labor market skills of older people and therefore the retraining system in the country is key to improving the quality of work for older people.</i></li> <li>- <i>In employers perspective the main problems regarding work related quality for aged individuals are in the government's reach rather than employers, since, for example, majority of the business's don't have the capacity to retrain employees themselves. The number of businesses in Lithuania that say that continuing to train employees is too expensive - 63.1% - is almost twice as high as the OECD average - 33.56%. This should come as no surprise, as less than one per cent of companies provide training and receive subsidies or tax incentives to upgrade their employee qualifications (OECD average 8.37%).</i></li> <li>- <i>There are also other structural problems, that should be addressed by the social policy. In 2017, 16% of persons over the age of 65 in Lithuania felt a severe material deprivation (European Commission, 2019). This is less than in 2016 (by 17%), but still three times higher than the EU average. It should be noted that expenditure on social security allocated from the state budget in Lithuania in 2018 amounted to 12.1% of GDP, while the EU-28 average was 18.6% (Eurostat, 2020). One of the measures to reduce the risk of poverty is education and the acquisition of new skills and knowledge. The acquired knowledge and skills can contribute not only to the improvement of the quality of work, active aging, reduction of the income framework of poverty, but also to higher productivity, health and other dimensions of poverty reduction. Thus, there is a need to improve access to adult education, greater involvement of adults in non-formal education, and learning opportunities at various stages of life.</i></li> </ul>
<b>Luxembourg</b>	<p><b>2) Organisations and contact details:</b>          Trade unions: OGBL, LCGB          Employers' federations: Fédération des Artisans, FEDIL – The Voice of Luxembourg's Industry</p> <p><b>This joint national report should provide a description of:</b></p> <ul style="list-style-type: none"> <li>• <b>The different initiatives undertaken to date regarding:</b> <ul style="list-style-type: none"> <li>o <b>The translation of the agreement</b></li> <li>o <b>The dissemination of the agreement</b></li> </ul> </li> </ul>

### **o The actual implementation of the agreement**

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 Luxembourg. Measures need to be implemented to make it easier for older workers 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.

This has become even more important due to the COVID-19 crisis, which has had a significant impact on the national economy and society. The Luxembourgish government was relatively quick to react to implement health & safety protection measures in order to protect citizens against the virus, which is particularly dangerous for older and vulnerable people with underlying health issues. Furthermore, the government implemented a partial unemployment scheme and introduced business support measures.

Re-skilling remains therefore an important factor in keeping older people in the employment market, especially with regards to digital and green skills. Investing in life-long learning and producing effective employee training plans is key in keeping all workers up to date on their skills in this fast-paced economy.

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.

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:

- The OGBL and LCGB have informed their executive committees, personnel delegations as well as members regarding the agreement.

	<ul style="list-style-type: none"> <li>• The OGBL and LCGB are cooperating with Luxembourgish Worker's Chamber (CSL) on analyzing possible implementation options.</li> </ul> <p>The social partner initially agreed that in order to implement the agreement, a national, tripartite approach in cooperation with the government would be the most effective. Therefore, a possible approach for the Luxembourgish social partners could be to put the subject on the agenda of the Standing Committee on Labour and Employment, a long standing, tripartite institution in Luxembourg which discusses issues with regard to labour and employment between the trade unions, employers and the government.</p> <p><b>• 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;</b></p> <p>Up to this point, the Standing Committee on Labour and Employment has yet to discuss the agreement. In 2019, the Standing Committee was slow to re-start its work after the social elections in spring 2019. After no meetings were convened for quite a long period of time, the national employers' umbrella organization UEL announced their intention to suspend tripartite discussions within the Standing Committee in favour for a bi-partite lobbying system between employers and the government as well as the government and trade unions separately. The trade unions as well as the government refused this demand and tentative meetings have been taking place, though the sanitary crisis has taken over as the key issue which needs to be addressed at national level. Therefore, to this day, the agreement has not been implemented.</p> <p>The OGBL and LCGB maintain their commitment to negotiate an agreement on national level to foster active ageing and an intergenerational approach and are convinced that national social dialogue is the most appropriate tool to add value for all concerned parties, taking into account already existing EU and national initiatives.</p>
<b>Malta</b>	
<b>Netherlands</b>	
<b>Norway</b>	<p>As stated in the two first joint reports 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>

	Kind regards
<b>Poland</b>	<p>The main joint activities concerning the overall implementation of the Agreement took place within the Social Dialogue Council (RDS) during the reporting period. They were the continuation of the initiatives described in the previous information (see 'joint tables' 1 and 2). In autumn 2019 meetings were held in the RDS Labour Law Team, both autonomous and with the participation of government representatives. Possible directions of effective implementation of the European Agreement were discussed. In November 2019, the employers' side (Confederation Lewiatan) proposed that the RDS member organisations sign a bipartite agreement defining the framework for their cooperation with regard to the issue of older workers. As a result of a number of autonomous talks, the text of such an agreement was agreed. It covers the following issues to be jointly addressed at all levels of dialogue:</p> <ul style="list-style-type: none"> <li>- Measures to improve employment conditions, including: introducing an additional break from work and increasing autonomy of working time for older workers;</li> <li>- Measures to support the employment of older workers;</li> <li>- Skills and competence management, including: support for (educational) investment in human capital and implementation of the so-called mentoring agreement;</li> <li>- Promoting health in the workplace and beyond;</li> <li>- Raising awareness and understanding of the challenges and opportunities arising from demographic change among employees and employers.</li> </ul> <p>At the same time, the social partners intend to develop within the RDS a detailed timetable for the tasks arising from the agreement and will report jointly on their implementation after 2023.</p>

	<p>Apart from these activities independent initiatives of the social partners have been taken. NSZZ Solidarność together with the Lewiatan Confederation and in cooperation with social partners from Italy, Latvia, Belgium and Northern Macedonia continued the implementation of the project co-financed from the European Commission's budget line "Initiating of activities for implementation of the Autonomous Framework Agreement on Active Ageing and Intergenerational Approach". A number of training workshops were conducted and 36 case studies documenting good practices in age management from the project partner countries were prepared. The project implementation was slowed down as a result of the Covid-19 epidemic, but it is expected to "unfreeze".</p> <p>The Confederation Lewiatan participates in the project "Baltic Sea Labour Forum for Sustainable Working Life", devoted to the improvement of working conditions, dissemination of lifelong learning and activities in the area of labour market policy for the promotion of active ageing and employability of older people (55+). The participants of the working groups are representatives of social partners, institutions managing ESF implementation, public institutions from 10 countries (PL, DE, DK, SE, FI, EE, LT, LV + RU, BY). Unlike scientific projects, this initiative is more of a practical evaluation of already undertaken strategies and measures and their adaptation to the real possibilities of the (very diverse) labour markets of the Baltic Sea countries. A working group on age management and working conditions is chaired by Confederation Lewiatan.</p> <p><u>Information accepted by member organisations of the Social Dialogue Council</u></p> <p>Trade unions: FZZ, NSZZ Solidarność, OPZZ /ETUC-affiliated/  Employers: Confederation Lewiatan /BusinessEurope-affiliated/  Polish Craft Association (ZRP) /SMEunited-affiliated/  Employers of the Republic of Poland /CEEP-affiliated/  BCC Centre Club - not affiliated at EU level</p>
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	ZPP (Union of Entrepreneurs and Employers) – not affiliated at EU level.
<b>Portugal</b>	<p><b>2) Information sources:</b></p> <ul style="list-style-type: none"> <li>• Employers: CIP (Confederation of Portuguese Business), member of BUSINESSEUROPE and CEEP (CEEP Portuguese Association).</li> <li>• Workers: CGTP and UGT</li> </ul> <p><b>3) Report</b></p> <p><b>- Initiatives from CIP</b></p> <p>As mentioned in last year's report, CIP and the majority of the social partners signed an agreement with the Portuguese Government, on the 18th June 2018, in the Standing Committee for Social Concertation, that foresees, among other subjects, a measure called contract generation.</p> <p>In 2019, after discussions with social partners, the Ordinance 112-A/2019, from the 12<sup>th</sup> of April, created the measure contract generation that foresees incentives for companies to hire, simultaneously and with open ended labour contracts, people looking for their first job and long or very long term unemployed (45 or more years of age).</p> <p><b>BIAL</b>, pharmaceutical company and member of CIP reported the following:</p>

	<p>C) Skills and competence management</p> <ul style="list-style-type: none"> <li>• The Manager, HR and the Occupational Health Physician assess the type of work that is being done by the employee and it is verified if some adjustments are needed – change of tasks/ area are common if necessary;</li> <li>• A General Practitioner and Nurse that are available to all employees;</li> <li>• The company takes into account the type of equipment that is used by the employees to make sure it is safe and ergonomic;</li> <li>• Health Insurance for all employee (no age limit);</li> <li>• Training is constantly provided enabling workers to be updated in what relates to Technical and also IT - all employees have access to a computer and or terminal where they are requested to perform e-learning training.</li> </ul> <p>D) Work organisation for healthy and productive working lives</p> <ul style="list-style-type: none"> <li>• When hiring new staff, the age is not an issue and there isn't any differentiation based on that. In fact, considering R&amp;D Division, many times the company selects people with a rich resume, senior that will also coach existing employees.</li> </ul> <p>E) Inter-generational approach</p> <ul style="list-style-type: none"> <li>• Although it is not a formal practice, HR is already designing some talent development programs where mentoring will play an important part. For sure that the people with more experience and cultural knowledge about the company will be invited to this program in order to recognize the value that the employees can provide;</li> <li>• The teams are mostly composed of people of all ages.</li> </ul>
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**- Initiatives from CGTP and UGT**

UGT during 2019 **followed up on the measures and activities mentioned in the Reports of previous years**, namely Ordinance nº 112-A / 2019.

It has also been an important point to monitor legislative and lobbying strategies that promote active aging.

UGT and MODERP promote internal debates on the issues of health and active ageing. Also, at the headquarters of UGT/MODERP (UGT-Elderly movement) promote, on the 11th of May 2019, a conference on Health and Active Ageing. This initiative had the participation of Prof. Dr. Adalberto Campos Fernandes, Former Minister of Health, Dra. Maria João Quintela, of the Portuguese Society of Geriatrics and Gerontology, in the presentation of the "Radar Program" and the neighborhood networks, and discussion about diabetes.

The opening session of the mentioned conference was in charge of the UGT Deputy General Secretary, José Cordeiro, the MODERP National Secretary, José Graça, and the President of the Santa Clara/Lisboa Parish Council, Dr. Maria da Graça Pinto Ferreira.

Still within the scope of union structures,

CGTP-IN has intervened in the framework of active aging in national initiatives, namely organized by the Economic and Social Council, arguing that the implementation of this national strategy must involve the valorization of the elderly population and the

	<p>recognition of its irreplaceable contribution to society. This cannot represent more working time, but rather, by guaranteeing the increase in pensions and the guarantee of the pension for whole people for those who have discounted for 40 years. As well as the need for a strong, universal and free SNS (National Health Service) and a network of continuous care, in order to guarantee quality of life for the elderly population.</p>
<b>Romania</b>	<p>Concordia Employers Confederation (member of BusinessEurope):</p> <ul style="list-style-type: none"> <li>- disseminated the AAIA in English with its members</li> <li>- as part of the EU funded project "Bridging the Age Gap - Development of social partners' initiatives for managing age related challenges", it has run a survey and developed an analysis highlighting the major concerns of the social partners in relation to AAIA topics; once final, it will be disseminated with all national social partners and the larger public. A brochure on AAIA will also be developed by this autumn.</li> <li>- commissioned a video documentary report on active aging in Romania</li> <li>- translated the AAIA in Romania and disseminated it across its membership</li> <li>- made a call to the social partners for a joint commitment and response to this report</li> </ul> <p>As part the "Bridging the Age Gap - Development of social partners' initiatives for managing age related challenges" project, Concordia will further prepare a brochure on AAIA, prepare a country report on active ageing, present it to the larger public and further invite the national social partners to discuss the matter and identify opportunities for its implementation.</p>
<b>Slovakia</b>	
<b>Slovenia</b>	
<b>Spain</b>	<p>Joint national report on the implementation of the Active Ageing and an Intergenerational Approach SPAIN / JUNE 2020</p> <p>According the commitment acquired in the Autonomous Framework Agreement on active aging and an intergenerational approach, adopted by the European social partners, BusinessEurope, UEAPME, CEEP and ETUC, on 8 March 2017, the business organizations CEOE and CEPYME and the trade unions CCOO and UGT, we made the following CONSIDERATIONS:</p>

	<p>First.- As of today, the aforementioned Autonomous Framework Agreement has not been translated into Spanish, which has made it difficult to transfer its content both internally in the trade union and business organizations themselves, as well as in the business sector and between the departments of Human Resources.</p> <p>Due to this and in order to facilitate its knowledge by all the actors involved, we will request that it is translated as soon as possible.</p> <p>Second.- Taking into account the short time elapsed since the signature of the Agreement, it is necessary to extend the implementation period in order to assess its effects in the most appropriate way possible in our country.</p> <p>Third.- A new Shock Plan for Youth Employment 2019-2021 was approved on December 2018 by the Spanish Council of Minister. It has been the result of a social dialogue process between the social partners and the government carried out in the framework of the Employment and Industrial Relations Social Dialogue Roundtable. This Action Plan identifies, a set of measures was which are fully in line with the aforementioned Framework Agreement, specifically Measure 21 and Measure 25:</p> <p>Measure 21 - intergenerational training chain: Public Employment Services will promote the initiative “VerA”, taking as a reference its implementation in Germany to avoid training failures. According to it retired experts accompany unemployed people for the purpose of didactic support during their training. Support is also provided at the beginning of vocational training activities. This is a volunteer-based program and will be disseminated through professional organizations and youth associations. The retired experts will be those who in their working life have developed qualified technical skills and who have a human capital that they want to share with unemployed people.</p> <p>Measure 25 – encouraging training and knowledge transmission program through the hand-over contract. A reform of the hand-over contract will be pursued in order to guarantee the transmission of knowledge and skills between those workers who are in partial retirement and the worker hired under a hand-over job contract. In this respect, part of the working day of both workers will be dedicated to training.</p> <p>Fourth.- On April 2019 the Spanish Council of Ministers approved the “Reincorpora-t” Plan to improve the employability of the long-term unemployed people. It is also the result of a social dialogue process between the social partners and the government carried out in the framework of the Employment and Industrial Relations Social Dialogue Roundtable. The plan</p>
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	<p>contains 63 measures under two dimensions: strengthening labour market integration and fostering prevention actions to prevent long term unemployment.</p> <p>Regarding active ageing, the following measure should be underlined: Measure 17 – design of training objectives within the personalized employment itineraries: several training actions aimed at professional learning, training and professional recycling will be specifically developed for long term unemployed people. The purpose would be to articulate a permanent training system throughout the working life that allows coping with a continuous process of change and transformation, which will be a guarantee for both workers and employers. Public Employment Services will facilitate access to training actions and will analyse its relevance in the process of re-entering in the labour market with participants.</p> <p>Fifth.- The most representative business associations and trade unions in Spain express our commitment to encourage and promote active aging and an intergenerational approach, according to the national practices and taking into account the measures already adopted which have been highlighted above.</p> <p>NOTE.- We all assume that due to the high incidence of covid-19 in Spain and given that the elderly are one of the segments that may be most affected, preventive measures towards this sector of the population may affect the application of some of the proposed measures or their practical development. It is still early to be able to analyse in depth this issue.</p>
<b>Sweden</b>	<p><b>Organisations</b> <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 Regioner); 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> <p><i>ETUC's Swedish member organizations:</i> The Swedish Trade Union Confederation (LO). The Swedish Confederation of Professional Employees (TCO). The Swedish Confederation of Professional Associations (Saco).</p>

### **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 regions are insured. About 150 million SEK annually is devoted to research to improve the work environment. A special research program "Hållbart arbetsliv" (Sustainable working 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). The research program was concluded in June 2020 and the results from the different research projects was presented at a digital conference on June 4<sup>th</sup>.

In the beginning of 2019 a new research program started concerning “Unga i arbetslivet” (Young people in working life). The program includes eight different projects. Some of them include 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

### **Suntarbetsliv (“Healthy working lives”)**

“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 workplace, sharp 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.

<https://www.suntarbetsliv.se/>

### **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**

	<p>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 .</p> <p>Sobona therefore offers tools to facilitate an inclusive skills supply:</p> <p><i>Validation</i></p> <p>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.</p> <p><i>Supervisor Training</i></p> <p>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.</p> <p>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.</p> <p><i>Workshop in inclusion</i></p> <p>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.</p> <p><b>The Central Government Social Partners' Council</b></p>
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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.

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.

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. Since the establishment of this joint project, four areas of special interest for promoting sustainable working life, has been identified. For each area, the social partners on a local level are able to apply jointly for a package of services to develop further sustainable working life within their own organization. During its first year of operation, over 100 applications for local support were registered.



Förhandlingsproto  
koll Avsiktsförklarin

### **Intent (Avsiktsförklaring) of work for healthier work places in Municipalities and Regions**

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**

In the written guide *“Collaboration for healthier workplaces – a social partner project to prevent ill-health”* you can learn more about how the social partners in Municipalities and Regions have worked together in recent years in eight areas, to create a structure for long-term and sustainable work environment work and good working conditions. Their joint venture Suntarbetsliv (*“Healthy workinglives”, described above*) played a central role in this work. The eight areas are: governance and

	<p>management for sustainable health and reduced sick leave, local support package, strengthen managers' conditions in work environment work, better use of occupational health care, take advantage of employees' commitment to reduced sick leave, strengthened collaboration and higher quality in the rehabilitation process, new ways back from sick leave and activity-specific initiatives. The guide wants to facilitate dialogue and collaboration, present support functions and tools that have been developed within the framework of the eight areas of the <i>Intent of work for healthier work places in Municipalities and Regions</i>, and serve as support and inspiration.</p> <p>All material including a short movie:  <a href="https://skr.se/arbetsgivarekollektivavtal/arbetsmiljo/friskarearbetsplatser.12292.html">https://skr.se/arbetsgivarekollektivavtal/arbetsmiljo/friskarearbetsplatser.12292.html</a></p> <p>The Guide:  <a href="https://skr.se/download/18.3de6a3df16d1b67fc5276aea/1568453568199/V%C3%A4gledning%20f%C3%B6r%20friskare%20arbetsplatser.pdf">https://skr.se/download/18.3de6a3df16d1b67fc5276aea/1568453568199/V%C3%A4gledning%20f%C3%B6r%20friskare%20arbetsplatser.pdf</a></p> <p><b>Intent (Avsiktsförklaring) about the health insurance within the private sector</b></p> <p>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> <div data-bbox="483 919 539 979" data-label="Image"> </div> <p>SN, LO, PTK om sjukförsäkringen 1601</p>
<b>United Kingdom</b>	
<b>Candidate countries</b>	
<b>Turkey</b>	

<b>EU inter-professional SP</b>	
<b>European sectoral social dialogue</b>	<p><b>FERPA</b></p> <p>The contribution of young people and pensioners is important and institutionalised in the Unia union. The "Youth Commission" and the "Pensioners' Commission" of our union are represented in all Unia bodies and have the same rights as, for example, the Women's Commission or the Migration Commission.</p> <p>Solidarity and cooperation between young people and pensioners is encouraged:</p> <ul style="list-style-type: none"> <li>- In particular, every year a major event takes place between the Youth Commission and the Pensioners' Commission. Emphasis is placed on the exchange of information on current social issues and in particular on the definition of common positions (e.g. securing pensions now and in the future).</li> <li>- In recent years, the two committees have made identical demands in various respects. For example, both the Youth Committee and the Pensioners' Committee have made a proposal to the union's Steering Committee in 2019 concerning Unia's commitment to the issue of climate change.</li> </ul> <p>Close cooperation between youth and pensioner representatives within the unions and taking common positions (!) towards the outside world are particularly important now and in the near future:</p> <ul style="list-style-type: none"> <li>- In recent weeks, the media have published articles with the fundamental tone "In the coronavirus crisis, young people are paying the price for over-protection of pensioners". It is important to actively and jointly combat these statements, which pit one age group against the other.</li> </ul> <p>The Unia trade union today particularly advocates the continuation and confirmation of the IYACA agreement and a corresponding commitment on the part of the FERPA and its member organisations.</p>