



BUSINESSEUROPE



*Employers entrusted to deliver
Sustainability Growth Innovation*

Final implementation report : Autonomous Framework Agreement Active Ageing and an Inter-generational Approach

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Final report

- **Final report in numbers**
- **Providing the basis (national, EU)**
- **Instruments**
- **Conclusions**

Final report in numbers

EU Member States	2018	2019	2020	2021 Final Report
Austria	X	X	X	X
Belgium	X	X	X	X
Bulgaria	X	X	X	X
Croatia		X Unilateral report from employers		X Unilateral report from employers
Cyprus	X	X	X	X
Czech Republic		X	X	X
Denmark	X	X	X	X
Estonia	X	X	X	X
Finland	X	X	X	X
France	X			
Germany	X	X	X	X
Greece				
Hungary				X
Ireland				
Italy	X			
Latvia	X	X	X	X
Lithuania			X	
Luxembourg	X	X	X	X
Malta				X
Netherlands	X	X		X
Poland	X	X	X	X
Portugal	X Unilateral report from employers	X Unilateral report from employers and unilateral report from trade unions	X	X Unilateral report from employers
Romania			X	
Slovakia				X
Slovenia				
Spain	X		X	X
Sweden	X	X	X	X
United Kingdom	X	X		
Total EU MS	18	17	17	19

Providing the basis: national level

- **Translation and dissemination**
 - Translation Fund (8): BG, CZ, DE, EE, FR, LV, NL, PL
- **Awareness raising and engagement**
- **Dissemination**
 - Website publication
 - Separate and joint events
 - Transnational projects (HU, PL)
 - Digital tool on good practices (MT)

Providing the basis: European level

- **Joint Translation Fund**
- **Capacity building**
- **Sub-group of the SD Committee**
- **Separate activities**
 - Support for MOs
 - Internal committees and networks
 - European level meeting and events

Instruments of implementation

- **National structures**
 - Bipartite and tripartite
- **Collective agreements**
- **National legislation**
- **Joint initiatives**
- **Transnational projects**
- **Complementary activities**

Strategic assessment of workforce demography

Examples of national initiatives

DE: the Demographic Network

AT: demography counselling services

BG: instrument for assessing age pyramid

FI: Job Life Cycle Model

BE: "Impulse 55 years+", Professional Experience Fund

Health and safety at the workplace

Examples of national initiatives

DK: research on healthier and more productive lives

BE: complex employment plan for older workers

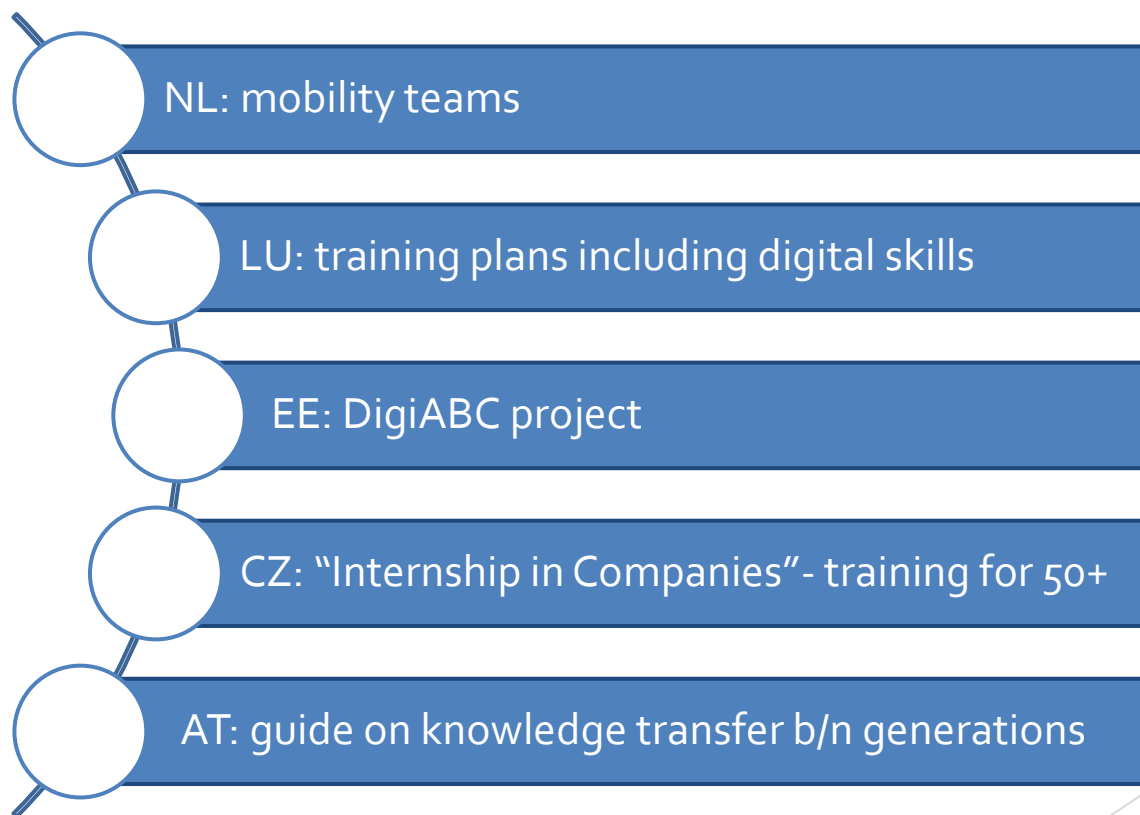
DE: Round Table "Active Ageing"

PL: autonomy of working time for older workers

NL: life-course approach for fit and healthy retirement

Skills and competence management

Examples of national initiatives

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- NL: mobility teams
 - LU: training plans including digital skills
 - EE: DigiABC project
 - CZ: "Internship in Companies" - training for 50+
 - AT: guide on knowledge transfer b/n generations

Work organisation for healthy and productive working lives

Examples of national initiatives

- EE: supporting flexible retirement
- DK: flexible retirement schemes
- LU: striking a balance between early retirement and longer working lives
- BG: workplace model for different generations
- LV: promoting employment of senior workers

Intergenerational approach

Examples of national initiatives

- ES: Intergenerational Training Chain, "relief contracts"
- LV: knowledge transfer between generations
- CZ: "generational tandem"
- BE: "Tutor premium"
- HU: seminar on intergenerational working relations

Challenges related to implementation

- **Covid pandemic outbreak**
- **Missing appropriate framework**
- **Existing stereotypes**
- **Complex topic**
- **Lack of reliable and accurate data**
- **National politics/calendar**

Conclusions

- **Demographic changes and more inclusive labour markets – common concern**
- **Wide variety of tools**
- **Relevant topic**
 - Implementation during the Covid pandemic
 - Included in national Covid-response programs
 - Employment sustainability

**Thank you for your
attention!**