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

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<th>2020</th>
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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

- 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/w 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!