



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

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

**2018**

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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

<u>Country</u>	<u>Implementation results /initiatives</u>
Austria	<p><b>Joint activities</b></p> <p>Already before the adoption of the Autonomous framework agreement, the Austrian social partners created a common website called <a href="http://www.arbeitundalter.at">www.arbeitundalter.at</a></p> <p>The adoption of the framework agreement as well as the European EU-OSHA campaign on “workplaces for all ages” were the reasons for a thorough relaunch of the website, which was adapted to mobile devices. In autumn 2017, a video for the webportal was produced. It contains statements by employers and employee representatives from four enterprises who introduced measures to adjust the workplace or the tasks to the needs of older employees. This video aims to raise awareness and to encourage other enterprises to follow the example.</p> <p>The webportal itself is updated on a regular basis with new best practice examples. A brochure, containing the main features of the webportal, was printed and made available for download from the website. The social partners presented “Tips and Tricks for active ageing” at joint Seminars and Conferences. The Austrian social partners participated in the elaboration of the certificate “Nestor Gold”, an award sponsored by the Ministry for social affairs. This award is given to enterprises who have implemented active ageing measures.</p> <p><b>Unilateral activities</b></p> <p><b>ÖGB and AK:</b> In 2016 and 2017 we organised two events on "Active Ageing" for works councils and safety representatives (Vienna and Salzburg). In our magazine "Healthy work", we dedicated the issue 2/2016 to the main topic "age-appropriate working". In addition to that we provide information about active ageing for works councils and safety representatives on our website "www.gesundearbeit.at".</p>

	<p><b>WKÖ:</b></p> <ul style="list-style-type: none"> <li>• Information campaign in spring 2017 on the advantages of employing older worker.</li> <li>• Cooperating with the Ministry for social affairs on a concept for demographic counseling (co-financed by ESF). <a href="http://www.demografieberatung.at">www.demografieberatung.at</a></li> </ul> <p>Updating the brochure of WKÖ-WIFI Unternehmensservice „Generationen Balance im Unternehmen“ (Generation balance within the enterprise) designed especially for SMEs  <a href="https://www.wko.at/service/unternehmensfuehrung-finanzierung-foerderungen/wifi_us_generationen_balance_2212.pdf">https://www.wko.at/service/unternehmensfuehrung-finanzierung-foerderungen/wifi_us_generationen_balance_2212.pdf</a></p>
<p><b>Belgium</b></p>	<p><b>RAPPORT DU CONSEIL NATIONAL DU TRAVAIL</b></p> <p><b>I. INTRODUCTION</b></p> <p>Dans le cadre de leur programme de travail commun 2015-2017, les partenaires sociaux européens ont conclu le 8 mars 2017, dans le cadre du Comité du dialogue social, un accord-cadre européen autonome sur le vieillissement actif au travail afin de répondre aux défis liés aux changements démographiques.</p> <p>Un rapport de mise en œuvre de cet accord-cadre est sollicité chaque année pendant trois ans par les partenaires sociaux européens. Au cours de la quatrième année, le Comité du dialogue social établira un rapport de synthèse des actions de mise en œuvre dans le cadre de cet accord-cadre.</p> <p>Cet accord-cadre poursuit un double objectif. Il vise d'une part à faciliter la participation active et en bonne santé des travailleurs plus âgés au marché du travail jusqu'à l'âge légal de la pension en garantissant des milieux de travail sains, sûrs et productifs tout au long de la vie.</p> <p>Il vise d'autre part à favoriser une approche intergénérationnelle par le biais de mesures visant à promouvoir le transfert de connaissances, de compétences et d'expériences sur le lieu de travail entre les générations.</p> <p>La Belgique est un Etat fédéral au sein duquel les différents niveaux de pouvoir (fédéral, Régions et Communautés, ainsi que le niveau sectoriel) sont amenés à assumer des responsabilités importantes dans des domaines de compétence liés à la participation active des travailleurs âgés sur le marché du travail jusqu'à l'âge de la pension et au renforcement des compétences des travailleurs âgés. Une mise en œuvre à ces différents niveaux permet également de garantir que des mesures concrètes soient prises afin de faciliter l'approche intergénérationnelle.</p> <p>Compte tenu de cette structure institutionnelle particulière au sein de laquelle le Conseil national du Travail s'est donné un rôle primordial de coordination des politiques sociales, le présent rapport se propose de</p>

présenter tout d'abord une synthèse des activités menées au niveau fédéral par les partenaires sociaux. La seconde partie offre un bref aperçu des activités menées par les partenaires sociaux au niveau régional et sectoriel en s'appuyant notamment sur les contributions transmises par les trois Conseils économiques et sociaux régionaux (Bruxelles, Flandre, Wallonie), lesquelles figurent en annexe du présent rapport.

## **II. MISE EN OEUVRE DE L'ACCORD-CADRE EUROPÉEN SUR LE VIEILLISSEMENT ACTIF**

Plusieurs outils et mesures combinés peuvent favoriser l'emploi des travailleurs âgés. Ceux-ci portent sur différents aspects tels que la santé et la sécurité au travail pour une participation active et en bonne santé au marché du travail, l'encouragement au développement de compétences et les formations tout au long de la vie, une organisation du travail adaptée aux besoins des entreprises et des travailleurs, en particulier des travailleurs âgés. Le volet intergénérationnel doit également être pris en compte en adoptant des mesures visant à promouvoir la sauvegarde et le transfert de connaissances, de compétences et d'expériences sur le lieu de travail entre les générations.

### **A. Mise en oeuvre au niveau fédéral**

#### **1. Plan pour l'emploi des travailleurs âgés**

Le Conseil a conclu, le 27 juin 2012, la Convention collective de travail n° 104 concernant la mise en oeuvre d'un plan pour l'emploi des travailleurs âgés. Cette convention vise à introduire une dynamique au sein des entreprises afin de maintenir ou d'accroître le nombre de travailleurs âgés dans l'emploi via l'établissement d'un plan par l'entreprise.

Selon les termes de cette convention collective de travail, ce plan pour l'emploi annuel ou pluriannuel peut porter notamment sur les domaines d'actions suivants : la sélection et l'engagement de nouveaux travailleurs, le développement des compétences et des qualifications des travailleurs, y compris l'accès aux formations, le développement de carrière et l'accompagnement de carrière au sein de l'entreprise, les possibilités d'obtenir via mutation interne une fonction adaptée à l'évolution des facultés et des compétences du travailleur, les possibilités d'adapter le temps de travail et les conditions de travail, la santé du travailleur, la prévention et la possibilité de remédier aux obstacles physiques et psychosociaux entravant le maintien au travail, les systèmes de reconnaissance des compétences acquises.

En 2016 (avis n° 1.988), le Conseil a réalisé une évaluation de cette convention collective de travail. Celle-ci portait notamment sur le processus et sur la dynamique qui se sont mis en place dans les entreprises ainsi que

sur les résultats engrangés suite à l'adoption de cet outil. Cette évaluation a également été l'occasion de souligner l'attention prioritaire à consacrer au maintien et à la croissance du taux d'emploi des travailleurs âgés par des actions relevant de la responsabilité de tous les acteurs concernés (employeurs, travailleurs, partenaires sociaux et autorités publiques), soit par des efforts en matière de diffusion d'informations et de sensibilisation, notamment par le biais de l'organisation d'une campagne, soit par une attention particulière portée sur les bonnes pratiques et sur leur diffusion.

Parallèlement à cela, le Conseil a adressé une recommandation n° 26 aux secteurs au sujet du rôle qu'ils peuvent remplir en ce qui concerne la CCT n° 104. Un aperçu des mesures prises par les secteurs pour l'activation de la CCT n° 104 est dressé au point C.

### 2. Emplois de fin de carrière

Afin de rendre le prolongement de la carrière plus "faisable", le Conseil a conclu, pour la période 2015-2016, la convention collective de travail n° 118 établissant un cadre interprofessionnel en vue de l'abaissement à 55 ans de la limite d'âge en ce qui concerne l'accès au droit aux allocations pour un emploi de fin de carrière, pour les travailleurs qui ont une carrière longue, qui exercent un métier lourd ou qui sont occupés dans une entreprise en difficultés ou en restructuration.

En exécution de l'Accord interprofessionnel 2017-2018, le CNT a procédé le 21 mars 2017 à son renouvellement pour la période 2017-2018 (convention collective de travail n° 127).

### 3. Inclusion numérique

Dans le rapport n° 107 du 4 octobre 2017 présentant un premier diagnostic concernant la digitalisation et l'économie collaborative, le Conseil national du Travail et le Conseil Central de l'Economie ont accordé une attention particulière à la question de l'inclusion numérique. Les Conseils y dressent leurs constats quant aux inégalités qui subsistent dans l'accès aux TIC selon les groupes de la population. Les Conseils y soulignent que la politique en matière de numérisation devrait accorder de l'intérêt à l'inclusion numérique afin de ne pas creuser les inégalités socioéconomiques et générationnelles existantes.

### 4. Organisation du travail et burn-out

Les partenaires sociaux ont mis en place des mesures de prévention dans le cadre de la santé physique et psychologique des travailleurs. Bien qu'à vocation généraliste, celles-ci participent notamment à faciliter une participation active et en bonne santé des travailleurs âgés dans le marché du travail.

a. En exécution de l'accord interprofessionnel 2017-2018, le Conseil a élaboré une approche globale et un cadre en vue de la mise en place de projets-pilotes en matière de prévention primaire du burn-out au sein des entreprises. Cette approche opérationnelle, large et adaptée au monde du travail doit permettre d'identifier les mesures et adaptations de la législation sur le travail dans un objectif d'organisation plus souple du travail pour l'employeur, ainsi qu'une meilleure combinaison entre la vie privée et la vie professionnelle et une plus grande soutenabilité du travail pour le travailleur. A cet effet, un comité spécial a été mis en place. Un plan de travail a été établi en 2017. Les partenaires sociaux souhaitent pouvoir tester leur approche dans un certain nombre d'entreprises, dans le cadre de projets pilotes.

Afin d'obtenir un financement pour ces projets pilotes, les entreprises et les secteurs pourront introduire leurs demandes de subvention jusqu'au 15 septembre 2018. L'intention est de pouvoir ensuite poursuivre la mise au point de leur approche en fonction du déroulement des projets-pilotes et de l'évaluation qui en sera faite par les partenaires sociaux.

b. En 2012, le Conseil s'est attelé à proposer une approche concrète, simple et praticable pour une politique renforcée de prévention de la charge psychosociale dans les entreprises. Cette approche, basée sur les expériences rencontrées sur le terrain, vise à développer prioritairement des outils concrets à destination des acteurs de terrain permettant de faciliter la mise en place du cadre de prévention. La politique en matière de prévention doit être organisée autour de deux axes : d'une part, elle doit faire partie d'une politique intégrale en matière de santé et de sécurité et d'autre part elle doit s'inscrire dans une politique globale du personnel. Une politique efficace doit ainsi englober et faire le lien entre les politiques de prévention dans le cadre de la loi sur le bien-être et la gestion des ressources humaines. De manière générale, il s'agit de créer une prise de conscience générale sur cette problématique.

#### 5. Passage à un emploi plus léger

En 2008, le Conseil a émis une recommandation n° 20 adressée aux secteurs et aux entreprises afin de maintenir à l'emploi les travailleurs âgés occupés dans le cadre d'un métier lourd. Cette recommandation invite les secteurs et entreprises à développer une politique de gestion proactive du personnel tenant compte de l'âge du travailleur et de la qualité du travail, d'une part par le biais des moyens déjà prévus par la législation, et d'autre part par l'octroi de la possibilité de travailler dans des régimes de travail plus souples ou par le passage à un travail plus léger.

#### 6. Mesures en vue d'encourager le maintien, l'insertion ou la réinsertion des travailleurs âgés de plus de 50 ans

Le gouvernement a récemment invité le Conseil à proposer des mesures en vue d'encourager le maintien, l'insertion ou la réinsertion des travailleurs âgés de plus de 50 ans. Les partenaires sociaux saisissent actuellement cette opportunité pour analyser en profondeur les facteurs de maintien, d'insertion et de réinsertion des travailleurs de plus de 50 ans sur le marché du travail.

## **B. Efforts au niveau régional**

### **1. Région de Bruxelles-capitale**

En 2015, le gouvernement bruxellois et les partenaires sociaux bruxellois ont conclu la Stratégie 2025, dans le but de redynamiser Bruxelles dans ses aspects socio-économiques. Dans le cadre de sa mise en oeuvre, plusieurs thèmes font l'objet d'une collaboration entre les partenaires sociaux bruxellois et le gouvernement bruxellois :

- le monitoring des dispositifs groupe-cible existants,
- une analyse des besoins des entreprises bruxelloises en vue de la création d'emplois groupe-cible
- le développement d'une stratégie groupe-cible spécifique à la Région bruxelloise.

Dans ce cadre, le CES de la Région bruxelloise a émis en 2017 une contribution concernant la réforme des dispositifs d'aide à l'emploi axés spécifiquement sur les travailleurs âgés, proposant de l'adapter par phases. La réforme ainsi proposée par le gouvernement bruxellois, en concertation avec les interlocuteurs sociaux, doit aboutir, à terme, à la modification de trois paramètres : l'âge (passant de plus de 55 ans à 57-64 ans), la référence salariale et un forfait de réduction ONSS unique.

Cette réforme intervient en trois phases :

1. Limiter le dispositif aux travailleurs âgés de 55 à 64 ans dont le salaire trimestriel de référence ne dépasse pas 12.000€ (réalisée en 2016) ;
2. Modifier le plafond salarial trimestriel de référence de 12.000€ à 10.500€ (au 1er juillet 2017) ;
3. Limiter l'avantage aux travailleurs âgés de 57 à 64 ans et uniformiser le forfait à 1.000€ par trimestre (au 1er juillet 2018).

L'avant-projet d'arrêté soumis au CESRBC et sur lequel il a émis un avis le 18 mai 2017 opérationnalise la seconde phase de cette réforme.

Un projet d'arrêté d'exécution sur lequel le CESRBC a émis un avis le 20 décembre 2017 vise enfin à mettre en place la troisième phase de cette réforme.

## 2. Région flamande

### a. Plan d'action travail faisable

Ce plan d'action vise à soutenir et à renforcer le travail faisable. Il comporte 32 actions concrètes tant au niveau des employeurs et des travailleurs et des entrepreneurs indépendants qu'au niveau sectoriel et de l'autorité publique. Des discussions sont menées avec les autorités flamandes en vue de poursuivre l'exécution de ce plan.

### b. Projet pilote en matière de politique préventive de la santé

Grâce à ce projet pilote « coaching des entreprises », actuellement en cours, les entreprises peuvent bénéficier de l'aide d'un coach pour mettre en place un plan de santé préventif (nourriture saine, activité sportive, arrêter de fumer,...). Ces actions sont centrées prioritairement sur les petites et moyennes entreprises, ainsi que sur celles occupant une majorité de personnes faiblement qualifiées ou ressortant de secteurs à risque.

### c. Accord des éperons d'or

En 2017, un accord sur la réforme des incitants à la formation a été conclu entre les partenaires sociaux flamands et le gouvernement flamand de façon à développer un système de qualité axé sur l'avenir et sur le marché du travail. Cet accord a été traduit dans un avant-projet de décret qui doit encore être adopté.

### d. Prime de transition

La prime de transition constitue une prime mensuelle dégressive octroyée aux personnes âgées de plus de 55 ans, qu'ils soient chômeurs ou bénéficiaires du revenu d'insertion sociale, après un trajet de départ comme indépendant à titre principal.

### e. Accompagnement par le VDAB

Une nouvelle stratégie de contact est développée par le VDAB, basée sur les chances de trouver du travail du demandeur d'emploi. Un plan de screening des chômeurs de longue durée est actuellement déployé afin de diriger ces personnes vers les services d'emploi appropriés.

### f. Actualisation de l'accord VESOC

Cet accord de 2008, actualisé en 2013, a pour objectif de maintenir les travailleurs âgés de plus de 50 ans au travail, de faire concorder l'offre et la demande en terme de marché du travail, d'inciter les employeurs à engager des travailleurs âgés, de maintenir les chômeurs âgés de plus de 50 ans disponibles sur le marché du travail pour un emploi qui leur est adapté.



### 3. Région wallonne

#### a. Mesure Impulsion 55 ans +

Le décret du 2 février 2017 relatif aux aides à l'emploi à destination des groupes cibles a mis en place une mesure spécifique à destination des travailleurs d'au moins 55 ans. Cette aide, appelée « Impulsion 55 ans + », consiste en une réduction de cotisations sociales patronales s'élevant par trimestre à 400 euros pour les 55 à 57 ans, 1000 euros pour les 58 à 61 ans et 1500 euros à partir de 62 ans. Selon une première évaluation, plus de 40.000 personnes bénéficiaient de ce dispositif à destination des travailleurs plus âgés à la fin du 3<sup>ème</sup> trimestre 2017.

#### b. Fonds de l'expérience professionnelle

Par ailleurs, le gouvernement wallon et les interlocuteurs sociaux wallons se sont accordés sur la nécessité de maintenir le Fonds de l'expérience professionnelle, dont la compétence a été transférée dans le cadre de la Sixième réforme de l'Etat. Ils ont en effet estimé que ce dispositif restait nécessaire et important compte tenu des objectifs qu'il poursuit, à savoir d'une part, l'information et la sensibilisation des employeurs à la gestion des âges et, d'autre part, le soutien aux entreprises pour des projets d'amélioration des conditions de travail des travailleurs âgés. La gestion du Fonds a été confiée au FOREM afin de permettre l'articulation avec les autres dispositifs partageant l'objectif du maintien dans l'emploi des travailleurs plus âgés. En 2015, près de 1500 travailleurs ont bénéficié des aides du Fonds de l'expérience professionnelle, dans plus de 50 entreprises.

#### c. Tutorat

Dans le cadre du dispositif de formation continue « Créditadaptation », le volet « Tutorat » vise à soutenir et à valoriser le transfert d'expérience des travailleurs expérimentés (+ de 45 ans) vers d'autres travailleurs.

L'entreprise qui s'engage dans cette démarche peut bénéficier d'une intervention forfaitaire de 10 euros par heure par travailleur formé. En 2015, 28 entreprises ont sollicité cette aide pour former 70 personnes durant 14000 heures.

### **C. Efforts au niveau sectoriel**

#### 1. Groupes à risque (travailleurs âgés de plus de 50 ans)

L'arrêté royal du 19 février 2013 prévoit qu'un effort particulier de 0.05% sur la cotisation globale de 0.10% de la masse salariale globale versée en faveur des groupes à risque

doit être destiné à des groupes cibles dont les travailleurs âgés font partie.  
Il ressort d'un rapportage des secteurs sur les mesures prises en faveur de ces groupes à risque que 31 secteurs sur 115 ont développé des mesures en faveur des travailleurs âgés.  
Sur un laps de temps de quelques années, se marque une tendance à la hausse du nombre d'actions menées en faveur de ce groupe cible, témoignant d'une prise de conscience et d'une préoccupation croissantes de l'importance de maintenir ces travailleurs âgés sur le marché du travail.  
L'importance des moyens financiers consacrés à cette catégorie de groupes cibles rejoint par ailleurs ce constat.  
Les mesures mentionnées par les secteurs portent sur :

- une offre de formation, notamment en vue d'acquérir des compétences en lien avec l'évolution technologique et informatique ;
- l'octroi de primes à l'emploi spécifiques au maintien des travailleurs âgés ;
- l'octroi de primes complémentaires pour le crédit-temps de fin de carrière ;
- le financement de mesures en matière de reclassement professionnel.

## 2. Mesures sectorielles concernant la mise en œuvre d'un plan pour l'emploi des travailleurs âgés dans l'entreprise

Dans le cadre de la mise en œuvre de la politique d'encouragement au maintien des travailleurs âgés sur le marché du travail initiée au niveau interprofessionnel par le biais de la convention collective de travail n° 104 et de la recommandation n° 26 (voir supra point A), de nombreux secteurs ont développé des initiatives et bonnes pratiques.  
Au cours de l'évaluation de cette mise en œuvre, les secteurs ont fait part de la mise en place de mesures liées à la formation (liées au contenu du poste de travail, connexes – gestion du stress, santé, sécurité – ou de tutorat), visant à favoriser l'engagement des travailleurs âgés, à l'adaptation du temps de travail et des conditions de travail,...

Des échanges de bonnes pratiques entre entreprises font par ailleurs naître une émulation positive en termes de développement de mesures en vue du maintien à l'emploi des travailleurs âgés.  
Un aperçu des mesures prises dans le cadre de cette convention ou de la recommandation, ainsi que des autres initiatives et bonnes pratiques est joint au présent rapport.

	<p><b>3. <u>Accords sectoriels en vue de maintenir et d'accroître le taux d'emploi des travailleurs âgés</u></b></p> <p>Depuis 2015, de nombreux secteurs ont conclu des accords sectoriels en vue de l'allongement effectif des carrières. Au travers de ces accords, les secteurs jettent les bases d'une politique axée sur les travailleurs âgés qui tiennent compte de la nécessité d'adapter les fins de carrière afin de maintenir ceux-ci en bonne santé dans l'emploi (études sur le travail de qualité, développement de modèles de tutorat ou de parrainage). Plusieurs secteurs ont mis en place des primes pour les travailleurs âgés :</p> <ul style="list-style-type: none"> <li>- Intervention financière du Fonds sectoriel au profit du travailleur d'au moins 58 ans qui a choisi d'opter pour un changement volontaire de carrière avec modification des conditions de travail ; le but de cet incentive étant de compenser la perte de salaire lorsque le travailleur choisit d'alléger sa fonction, de réduire son temps de travail de 5/5 à 4/5 ou de passer d'un régime de travail en équipes ou de nuit à un régime de jour.</li> <li>- Primes de continuation pour les travailleurs qui poursuivent le travail alors qu'ils satisfont aux conditions pour bénéficier d'un départ anticipé à la retraite (RCC).</li> <li>- Primes de passage d'un travail en équipes à un travail de jour</li> <li>- ...</li> </ul> <p>Dans le cadre du secteur à profit social, plusieurs accords prévoient un certain nombre d'heures ou de jours de dispense de travail avec maintien de la rémunération. Ceux-ci sont progressifs et dépendent de l'âge atteint par le travailleur.</p> <p>Plusieurs secteurs accordent, dans le cadre d'accords sectoriels, des jours de congés supplémentaires dont le nombre est lié à l'âge et à l'ancienneté du travailleur. Les modalités d'octroi, ainsi que le nombre de jours de congés varie en fonction des secteurs.</p>
<p><b>Bulgaria</b></p>	<p><b>1. <u>Translation and dissemination of information on the agreement</u></b></p> <p>Confederation of Independent Trade Unions in Bulgaria (CITUB) and Confederation of Labour Podkrepa initiated an official translation into Bulgarian language of the European Framework Agreement on Active Aging and Intergenerational Approach financed by the specialized fund for translations of integrated projects of the ETUC.</p> <p>Immediately after signing of the European Framework Agreement on Active Aging and Intergenerational Approach, of CITUB has distributed an unofficial translation among all the main members' federations of the Confederation.</p>

	<p style="text-align: center;"><b><u>2. Current implementation status</u></b></p> <p>CITUB has also sent an invitation letter to and Confederation of Labour Podkrepa and all nationally representative employers' organizations (not only those who are members of the partner organizations under the Agreement) with a proposal for a meeting to start negotiations on the pending European framework agreements in order to consult drafting of agreement on their transposition or implementing measures.</p> <p>Under the invitation sent by CITUB a meeting has taken place on May 18, 2018 in the premises of the Bulgarian Industrial Association, member of BUSSINESSEUROPE.</p> <p>The meeting's memo sent after the meeting to all social partners described the preliminary agreement achieved among participating organizations to start consultations in the designated three working groups. The participants also agreed to assign representatives in charge on behalf of the organizations with the task to work out draft implementation measures or a follow up implementation agreement to be further signed by participating organizations.</p> <p>Further, the Bulgarian Industrial Association, CITUB and part of the participating organizations have sent their nominations as agreed during the first round of consultations as envisaged in the meeting's memo.</p>
<b>Cyprus</b>	<p>The Cypriot Social Partners have agreed to translate the agreement and enter into negotiations for the adoption of a 'Policy Statement', intended to complement the Framework Agreement. This has been the way Cypriot Social Partners have implemented other European Framework Agreements in the past. 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 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>	
<b>Denmark</b>	<p>In Denmark, undertaking initiatives that sustain flexible, secure and healthy working conditions for senior workers has been an integral part of the Danish social partners' commonalities in the ongoing- as well as post-collective bargaining process.</p> <p>The Danish social partners have undertaken several initiatives to secure flexible and improved conditions for senior workers both in the private and in the public sector. This also includes initiatives originating from the work of tripartite committees and commissions such as the Labour Market Commission and the Welfare Commission.</p> <p>The initiatives include;</p> <ul style="list-style-type: none"> <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; and</li> <li>• the possibility for reduced working time.</li> </ul> <p>The work to secure healthier and more productive lives for senior workers continues, as a think tank focusing on retention and improved conditions for seniors has been established by the Danish government. The think tank will investigate how to increase the employability and retention of seniors. The think tank consists of social partners, researchers and stakeholder organisations e.g. pension funds.</p> <p>The employment statistics show that the age group representing 55-64 year old workers has increased its level of participation from 66.4 % in 2014 to 71.6 % in 2017 (Statistics Denmark, 2018).</p> <p>Therefore, the Danish social partners consider the already established initiatives in the private and public sector in Denmark to fully cover the Autonomous Framework Agreement on active ageing.</p> <p>The agreement has been translated into Danish.</p>
<b>Estonia</b>	<b>1. <u>The different initiatives undertaken to date regarding:</u></b>

	<ul style="list-style-type: none"> <li>○ The translation of the agreement The European Framework Agreement on Active Ageing and an Intergenerational Approach was translated into Estonian and joint agreement on the translation was signed by Estonian Trade Union Confederation (EAKL), member of ETUC and Estonian Employers Confederation (ETKL), member of BusinessEurope on January, 25<sup>th</sup> 2018.</li>   <li>○ The dissemination of the agreement  After the translation was signed, the text of the agreement was sent to EAKL and ETKL members. EAKL introduced the agreement to its members already in the collective bargaining strategy conference in September, 2017, where the content of the agreement was explained with the possibilities to add different points to the company or sectoral level collective agreements.</li>   <li>○ The actual implementation of the agreement  First contacts between EAKL and ETKL were made immediately after the agreement was signed in Brussels. The reason was that Estonia's population is ageing, country faces lack of workforce and all people are welcome in the labour market. As in all EU countries we see the same problems with older and younger individuals. The older employees need more training and re-training to fit better to the modern workplaces and the youth unemployment is higher than the average. The agreement was well welcomed and discussions between social partners on the implementation of the agreement started last year.  Firstly, we pointed out, what is already going on under the active ageing topic at the national level.  Secondly, we are looking for the measures to put into the agreement/work plan/recommendations to implement the framework agreement. Among other possibilities, we are looking around to get one joint the project for employers and trade union representatives on the company level.</li> </ul>
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	<p>We have already made proposals to the Government to make labour regulations more flexible. It includes possibility for flexible working time and shared responsibility in occupational and safety issues when teleworking.</p> <p>Also, EAKL and ETKL have proposed to change the social tax system to make hiring of younger and older people for employers more attractive.</p> <p>2. <b><u>Information on any difficulties encountered during the different processes</u></b> (i.e. translation, dissemination and actual implementation), as well as explanations on how they were overcome, or why they currently still remain;</p> <p>We haven't had any difficulties until now. Only problem that exists, is that:  <i>According to the Article 155 TFEU "agreements concluded at Community level shall be implemented either in accordance with the procedures and practices specific to management and labour and the Member States". In Estonia implementation should be mostly via legislation. Agreements between employers and TU organisations on other matters than wage and working and rest time, can't be extended to all employees. But agreement is valid to the members of signed parties. So in the case, where the membership of social partners' organisations does not cover vast majority of companies, the agreements on other topics than wage and working time are mandatory only for the members of those partners.</i></p>
<p><b>Finland</b></p>	<p>The Finnish Confederations thank for the request for reporting the national situation regarding the implementation of the Framework Agreement of AAIA.  We jointly report the following status from Finland:</p> <p>Finland has already for some years practiced an age-sensitive approach to promote employment and well-being at work.  We agreed on a National Recommendation in 2013 (annex).</p> <p>After the commitment to the European Framework Agreement, we have had joint meetings for follow-up.  We agreed on the Finnish translation, using help of a professional translator.</p>

	<p>Employers volunteered to pay the costs for translation.</p> <p>We also jointly agreed that our Recommendation (2013) covers the content of the European Framework, and thus, we consider that the basic implementation of the Framework has already been performed in Finland.</p> <p>The practical work of delivering information and disseminating the Recommendation needs to be continued actively.</p> <p>We have organized a number of meetings and conferences where these themes have been on the Agenda, and in addition, information and articles have been published on the internet.</p> <p>TTK (Centre for Occupational Safety; a Resource and Training Centre administrated by Finnish Social partners) has produced website materials on the theme.  <a href="https://ttk.fi/koulutus_ja_kehittaminen/tyokalut/syketta_tyohon">https://ttk.fi/koulutus_ja_kehittaminen/tyokalut/syketta_tyohon</a> (in Finnish)</p> <p>Several sectors have included these themes in their projects and activities, at least partly. Specially the public-sector employers have been active (both local government, central government and church), but also private sector (technology industries, finance).  <a href="http://tyokaari.fi/work-cycle-carries-the-future-project-of-technology-industries/">http://tyokaari.fi/work-cycle-carries-the-future-project-of-technology-industries/</a> (in English)  <a href="https://www.kunteko.fi/kunteko-in-english">https://www.kunteko.fi/kunteko-in-english</a></p> <p>Both biggest projects, namely the local government sector and the technology sector projects have also received financial support from EU.</p> <p>Also, some individual companies regardless of the sector have shown activity and have created their own smaller projects or programmes.</p> <p>Notifications in Collective Agreements are rare so far and need attention in the future.</p> <p>(annexes: Finnish Job-Life-Model Recommendation; Slide presentation of this Recommendation; Translation of European Framework Agreement in Finnish)</p>
<b>France</b>	<p>La volonté de cet accord est de créer un cadre général, orienté vers l'action et des objectifs concrets. Les organisations syndicales et patronales qui négocient en France sur l'emploi, le chômage et la formation professionnelle au plan national interprofessionnel, n'y font pas explicitement référence dans les discussions et négociations relatives à ces sujets au cours des années 2016-2018, mais des mesures ont été négociées dans</p>



le cadre des transitions emploi / assurance chômage / retraite, notamment pour inciter à l'allongement de la durée d'emploi, et au maintien des seniors dans l'emploi en bonne santé. Par ailleurs, la reconnaissance de la pénibilité et le Plan santé au travail répondent au volet santé et sécurité au travail.

### 1 Allongement la durée des contrats de travail

L'objectif est de poser un diagnostic qualitatif et quantitatif, branche par branche, sur le recours aux contrats très courts, et de négocier au niveau de chaque secteur, au plus près des réalités du terrain, les mesures qui permettraient de **limiter les risques d'enfermement dans la précarité, phénomène qui touche également les seniors en difficulté pour retrouver un emploi stable avant l'âge de la retraite**. Des négociations de branches doivent ainsi avoir lieu avant le 31 décembre 2018 pour traiter notamment des mesures permettant de modérer le recours aux contrats très courts et d'allonger les durées d'emploi, et des mesures relatives à l'organisation du travail et à la gestion de l'emploi. A défaut, un dispositif de bonus-malus sur les cotisations employeurs pourrait être mis en place par le gouvernement en fonction du taux de rupture de contrat de travail constaté dans chaque entreprise (hors démission). [*accord national interprofessionnel du 22 février 2018*]

### 2 Maintien des seniors dans l'emploi

L'objectif est de favoriser le maintien dans l'emploi des seniors, en évitant l'utilisation de l'assurance chômage comme un système de pré-retraite (par la multiplication des sorties anticipées de leurs salariés seniors), tout en sécurisant les personnes en difficulté :

→ **Le différé d'indemnisation** a été allongé en 2014 et rendu plus juste en devenant proportionnel au montant des indemnités supra-légales reçues. Cependant, cette mesure semble avoir eu peu d'effet incitatif au maintien dans l'emploi des seniors. [*convention d'assurance chômage de mai 2014*].

→ **L'âge d'entrée dans la filière senior de l'assurance chômage** (ouvrant des droits plus longs) a été reculé (de 50 à 55 ans) et les droits à la formation renforcés pour toutes les personnes perdant leur emploi à 50-55 ans (+ 500 heures et indemnisation rallongée dans certains cas), favorisant ainsi un meilleur accès à la formation. [*convention d'assurance chômage d'avril 2017*].

Notons qu'en 2017, les partenaires sociaux et le gouvernement ont acté l'**échec des contrats de génération**,

dispositif créé pour favoriser l'insertion des jeunes dans l'emploi et d'y maintenir les seniors, en garantissant dans le même temps la transmission des savoirs et des compétences. Cet échec est notamment dû à la complexité administrative du dispositif. Une prime d'Etat était versée aux entreprises recrutant des jeunes (de moins de 26 ans) et maintenant ou embauchant des salariés seniors (de plus de 55 ans). Dans les grandes entreprises, ces primes étaient conditionnées à la négociation d'un accord collectif d'entreprise. [*suppression par l'ordonnance du 22 septembre 2017*]

### **3 Reconnaissance de la pénibilité : du C3P au C2P**

En France, nous avons eu dans la période que couvre l'accord, le déploiement du compte personnel de prévention de la pénibilité (C3P), sur la période 2014 (réforme des retraites, mesure de justice sociale) -2017. Le C3P avait vocation à générer des droits selon que l'on était éligible à certains critères (10 facteurs de pénibilité + seuils prédéfinis et déclencheurs du droit). Les droits pouvant être :

- Un droit à la formation
- Un passage à temps partiel
- Un départ anticipé à la retraite

#### **Les facteurs de pénibilité sont les suivants :**

##### Contraintes physiques marquées

- **Manutentions manuelles de charges**, c'est-à-dire toute opération de transport ou de soutien d'une charge dont le levage, la pose, la poussée, la traction, le port ou le déplacement, qui exige l'effort physique d'un ou de plusieurs travailleurs
- **Postures pénibles** définies comme positions forcées des articulations
- **Vibrations mécaniques** transmises aux mains et aux bras et celles transmises à l'ensemble du corps

##### Environnement physique agressif

- **Agents chimiques dangereux**, y compris les poussières et les fumées
- Activités exercées en **milieu hyperbare**
- **Températures extrêmes**
- **Bruit**

##### Rythmes de travail

- **Travail de nuit** sous certaines conditions
- **Travail en équipes successives alternantes**, communément appelé travail posté (comme par

exemple les 3 x 8 ou 2 x 12)

- **Travail répétitif** caractérisé par la réalisation de travaux impliquant l'exécution de mouvements répétés, sollicitant tout ou partie du membre supérieur, à une fréquence élevée et sous cadence contrainte

Afin de savoir si un salarié était éligible, l'entreprise pouvait s'appuyer sur un référentiel de branche homologué conjointement par le ministère du travail et le ministère de la santé, ou bien un référentiel déterminé de façon unilatérale par l'employeur ou négocié avec les partenaires sociaux de l'entreprise.

14 référentiels qui couvrent 1.6 millions de salariés, ont été homologués, mais il y a eu peu d'accord d'entreprises ou de branches sur le sujet. La mise en place d'une cotisation a été perçue comme un obstacle. La cotisation était double : une cotisation de base due par toutes les entreprises et une cotisation supplémentaire pour les entreprises exposant des salariés à des facteurs de pénibilité. L'idée était de favoriser la prévention en renchérissant le coût de l'exposition aux risques.

Le dispositif du C3P a soulevé beaucoup d'oppositions du côté des entreprises qui trouvaient que le dispositif tel que conçu était extrêmement complexe, pas soutenable financièrement, anti-compétitif, et qu'il favorisait les carrières prolongées en pénibilité alors que tout aurait dû être mis en œuvre pour prévenir ces situations. Pour les organisations syndicales au contraire, le dispositif C3P favorisait la lutte contre le prolongement de carrières en pénibilité.

Le nouveau gouvernement suite à l'élection d'Emmanuel Macron a transformé le C3P en C2P au 1er juillet 2017, les décrets d'applications sont sortis fin 2017.

Seules les expositions à 6 facteurs de risques professionnels sont éligibles au titre du C2P, qui ouvre les mêmes droits que le C3P, à savoir la formation, le passage à temps partiel et le départ anticipé à la retraite.

Les 6 facteurs de risques professionnels retenus dans le C2P sont les suivants :

- Travail de nuit,
- Gestes répétitifs,
- Horaires alternants,
- Températures extrêmes,
- Travail en milieu hyperbare,
- Le bruit.

### **La négociation**

L'obligation de négocier un accord collectif ou à défaut d'élaborer un plan d'action en faveur de la prévention de la pénibilité incombe à certaines entreprises réunissant 3 critères :

- Employeurs de droit privé, établissements publics à caractère industriel et commercial, établissements publics administratifs pour leur personnel de droit privé ;
- 50 salariés ou plus (dans l'entreprise ou le groupe auquel elle appartient) ;
- Les entreprises de plus de 50 salariés ou appartenant à un groupe :
  - Qui comptabilise au moins 25% de leur effectif, déclarés exposés à un ou plusieurs facteurs au-delà des seuils réglementaires (cette proportion ne concerne que les salariés exposés aux 6 facteurs de risques maintenus dans le C2P),
  - Soit qui ont une sinistralité au titre des accidents du travail et des maladies professionnelles supérieure à un **indice de sinistralité supérieur à 0,25**.

Ces accords ou plans d'action doivent comporter des thèmes obligatoires :

- Au moins deux des thèmes ci-dessous :
  - Réduction des poly expositions aux facteurs de pénibilité au-delà des seuils réglementaires
  - Adaptation et aménagement des postes de travail
  - Réduction des expositions aux facteurs de pénibilité
- Et, au moins deux des thèmes suivants :
  - Amélioration des conditions de travail, notamment au plan organisationnel
  - Développement des compétences et des qualifications
  - Aménagement des fins de carrière
  - Maintien en activité des salariés exposés aux dix facteurs de risques professionnels

### **Facteurs hors C2P :**

Pour ce qui est des 4 facteurs restants, ils sont hors C2P, l'acquisition des droits pour une formation ou un départ anticipé à la retraite est différente, la possibilité d'un passage à temps partiel a disparu :

- Manutentions manuelles de charges,
- Postures pénibles,

- Vibrations mécaniques
- Agents chimiques y compris poussières et fumées,

Les salariés exposés à ces facteurs pourront bénéficier d'un départ anticipé à la retraite à taux plein dès l'âge de 60 ans sans justifier d'un certain nombre d'années d'exposition ou en cas de maladie professionnelle<sup>3</sup>. Si le travailleur justifie d'un taux d'incapacité permanente partielle d'au moins 10%, il pourra bénéficier d'un abondement de 500h à son compte personnel de formation (CPF). Ces heures peuvent être fractionnées.

### **Financement**

Depuis le 1er janvier 2018, la branche Accidents du Travail-Maladies Professionnelles assure la gestion et le financement du dispositif, les cotisations « pénibilité » étant supprimées et le fonds de financement dissous.

#### **4 Le plan santé au travail (2016-2020)**

Pour la première fois, le ministre chargé du travail a confié aux partenaires sociaux au sein du groupe permanent d'orientation du COCT (Conseil d'Orientation des Conditions de Travail) l'élaboration des orientations pour le PST3 (Plan Santé au Travail) ; ce 3eme Plan Santé au Travail constituera la feuille de route du gouvernement en matière de santé au travail pour la période de 2016 à 2020.

Grâce à un travail constructif et novateur au sein de cette instance, les partenaires sociaux ont adopté par consensus entre les cinq confédérations syndicales et les cinq organisations patronales membres des orientations innovantes pour le troisième PST, s'articulant autour des lignes directrices et structurantes suivantes :

- Faire de la prévention une priorité, en rupture avec une approche faisant prévaloir la réparation ;
- Développer l'accompagnement des travailleurs et des entreprises dans la prévention de la désinsertion professionnelle ;
- Faire de la qualité de vie au travail un objet stratégique et en favoriser la mise en œuvre ;
- Simplifier les normes, pour une plus grande efficacité des règles de prévention ;
- Prioriser certains risques ;
- Rassembler et mettre en perspective les données de santé au travail ;
- Structurer un système d'acteurs, afin d'assurer une gouvernance partagée et opérationnelle de la santé

<sup>3</sup> La liste des maladies professionnelles consécutives à un ou des facteurs de risques sont mentionnés dans le Code du Travail.

	<p>au travail.</p> <p>Ce plan santé au travail a vocation à être décliné au niveau des régions.</p>
<b>Germany</b>	<p><b><u>1. Joint translation of the agreement</u></b>  BDA, DGB and ZDH are committed to the implementation of the European agreement on active ageing and an inter-generational approach. 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><u>2. Initiative new quality of work (INQA): Projects “unterneh-mensWert.Mensch“ and “Offensive Mittelstand“</u></b>  "Shaping Work, Securing the Future" – that is the directive of the initiative new quality of work. For more than ten years the initiative has been working to ensure a new quality of work. The European agreement on active ageing and an inter-generational approach further encouraged INQA stakeholders to focus on challenges deriving from demographic change. One INQA pro-ject (“unternehmensWert.Mensch“) specifically aims to initiate sustainable learning and change processes in companies. A main objective of the pro-gram is to empower small and medium-sized enterprises to respond ade-quately to demographic change. Further information on the “unterneh-mensWert.Mensch“ project can be accessed here ( <a href="https://www.unternehmenswert-mensch.de/startseite/">https://www.unternehmenswert-mensch.de/startseite/</a>). Another interesting initiative in this area is the project „Offensive Mittelstand“ which entails information on demographic consulting. Further information on this project is available here: <a href="https://www.offensive-mittelstand.de/">https://www.offensive-mittelstand.de/</a>.</p> <p><b><u>3. Round Table “Active Ageing”</u></b>  The "Active Aging" round table has been set up to create a sustainable framework for healthy and active aging. Social partners have been actively involved in this work. For the first time, as a result of the peer-review and expert review process in the 2016 call and given the "national and cross-regional dimension" of the applicant's activities, the panel of experts has decided to award the German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, the status of "National Reference for Excel-lence in promoting Innovation for Active and Healthy Ageing".</p>
<b>Greece</b>	
<b>Hungary</b>	

<b>Iceland</b>	
<b>Ireland</b>	
<b>Italy</b>	<p><b><u>The translation of the agreement</u></b>  Italian social partners jointly requested the access to the bilateral fund for the translation of the text into Italian. Unfortunately, the translation received, needed some revision. The Italian text was very recently finalized and agreed by the Italian social partners.</p> <p><b><u>The dissemination of the agreement</u></b>  The Italian social partners have informed in due time their respective members about the signing and the content of the European agreement.  Now that the translation into Italian is ready, Italian social partners will focus on dissemination activities towards the internal trade union and employers structures/federations, as well as towards public authorities.</p> <p><b><u>The formal implementation of the agreement</u></b>  No formal implementation so far, even though some initiatives included in the agreement are already developed/ongoing both by legislation and/or collective agreements, in particular on: intergenerational relay, lifelong learning, health and safety, working time arrangements for elderly workers, active ageing regional legislation etc.  A mix of measure could be envisaged for the implementation:</p> <ul style="list-style-type: none"> <li>• collective bargaining agreements provisions at all levels;</li> <li>• measures could be included in the specific agreements to follow the “Contents and guidelines for industrial relations and collective bargaining framework agreement” signed by CGIL, CISL, UIL and Confindustria on 8 March 2018;</li> <li>• new legislation at all levels on active ageing.</li> </ul>
<b>Latvia</b>	Demographic trends in Latvia, as in many parts of Europe, indicate a decline in the population. The workforce is aging and the proportion of older workers is increasing. However, specifically in Latvia the number of young people has dropped dramatically in recent years. Ten years ago, the young people (age of 13 to 25) accounted for almost 20 per cent of the total population of the country, but 2017 - only 13 per cent. Every year around seven to eight thousand young people emigrate from the country.

In 2017 in Latvia, one third or 31% of all employed people are of age 50-64. People aged 50 and older are facing a variety of difficulties in order to compete successfully in the labour market - health problems, lack of modern education and appropriate qualification, inappropriate working environment and conditions. Demographic trends create new challenges for economic growth and a sustainable social policy. There is a need to give the necessary skills and knowledge to people of all ages that motivate to work longer and provide opportunities to stay and work in Latvia.

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

Nacional social partners – Employers' Confederation of Latvia (LDDK) and Free Trade Union Confederation of Latvia (LBAS) – jointly and individually are promoting cooperation in the framework of active labour market policy measures to support employment opportunities both for older workers by the statutory retirement age and at the same time for youth to be able successfully integrate in the labour market also by the measures envisaged in intergenerational mobility approach.

(1) The social partners LBAS and LDDK jointly have applied for translation of the Active Ageing and an Intergenerational Approach Agreement (Agreement) and have agreed on the translation text.

(2) LBAS and LDDK are discussing possibilities to conclude a national cooperation agreement aimed at reaching objectives of the Agreement.

(3) LBAS and LDDK have published information about the Agreement on its webpage to facilitate dissemination of information.

(4) LBAS and LDDK actively participates in the working group established by the Ministry of Welfare on life quality of seniors advocating for implementation of the objectives of the Agreement in legislative acts, collective agreements and practise.

(5) 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, to stay healthy and active until the legal retirement age, as well*



*as strengthening a culture of responsibility, commitment, respect and dignity in all workplaces where all workers are valued as important irrespective of age* is the project implemented by the State Employment Agency (NVA) in cooperation with 2 partners - the Free Trade Union Confederation of Latvia (LBAS) and the Latvian Employers' Confederation (LDDK) "Support for longer working life". The project implementation started on 1 January 2017 and is planned until 31 December 2022. The objective of the project is to promote working capacity and employment of older workers.

The project's target group consists of:

- Persons at the age older than 50 who are at risk of unemployment, including working persons who are already entitled to but not receiving state old-age pension, and who meet at least one of the following criteria:

1) the compulsory or extraordinary medical examination has found a non-conformity of the state of health with the work to be performed, or has signs of occupational disease, or after long-term absence due to incapacity to work;

2) professional qualification or level of education does not exceed the average general or vocational education level;

3) the need to care for family member during normal working hours;

4) part-time or low income employment, which is less than 80% of the minimum wage established in the country.

- Private, and state or municipality owned companies and other institutions (hereinafter - employers).

As a result, the project aims to provide support to 3,000 older workers and to ensure that employers include age management issues in their employment contracts, collective agreements or other employment documents.

During the implementation of the project, the following activities are implemented:

1) Public awareness measures to promote longer and better work life;

2) Assessment of the work environment and human resources potential in companies;

3) Support measures for the target group in line with result of the assessment of the work environment and human resources: career counseling; skills transfer activities (informal education); mentoring (informal education); competitiveness enhancement measures; work-place adjustment; health improvement measures;

4) Training of Career Advisers of the State Employment Agency in the work with the persons older than 50 and employers;

5) Consultations by the social partners – LDDK and LBAS on including the aging management issues in collective bargaining and collective agreements;

Participation in the project implementation significantly helps to increase social partners' capacity (expertise, knowledge and human resource wise) to reach the objectives of the agreement and ensure wide dissemination of information and raising awareness of society. 3 | Page

So far, the following activities have been organized:

- Social partners (employers, workers and the government) have discussed and agreed on the main issues that should be in the focus of the project cooperation (09.2017).
- LBAS in cooperation with State Labour Inspectorate has organised a seminar “Safe Workplaces for seniors” to give input on employment and occupational health and safety of senior workers in Latvia (10.2017).
- LBAS has summarised information regarding aging management issues in collective agreements.
- Social partners have meetings regularly at least once a month to discuss aging management related issues and activities of the project, also inviting external experts and representatives from Latvian Association of Local and Regional Governments.
- Social partners have organised a joint conference “Experience, Knowledge and Health for Longer Work Life” in Riga and regional seminars in Daugavpils, Kuldiga, Gulbene, Jelgava, Cesis (11-12.2017).
- LBAS organised meetings with its affiliates from various sectors to inform about the objective of the project and receive input regarding practise of social dialogue and collective bargaining aimed at improving working conditions of senior workers.

- LBAS and LDDK supported collective bargaining negotiations aimed at concluding collective agreement to improve employment and working conditions of senior workers (01-05.2018).
- LBAS and LDDK regularly organise meetings and seminars and to discuss issues related to active aging and facilitate discussions with municipalities and local public social care and health care institutions, professional education institutions and companies.

(6) The ultimate goal of the ESF project “Participation of vocational education institutions in work-based learning and practices in enterprises” implemented by the Employers’ Confederation of Latvia (LDDK) in cooperation with partners - VET schools and enterprises – is to reduce youth unemployment, to share responsibility and increase employers’ participation in re-introducing work-based learning and raising the prestige of vocational education. The project started on 27 January 2017 and will run until 31 August 2023. The objective of the project is to increase the number of VET students in work-based learning thus introducing the students to real work places and encouraging cooperation between older workers and young people.

- LDDK is continuously involved in the process of improvements of the legal framework: dialogue with the Ministry of Education in order to submit necessary amendments to the regulation of the Cabinet of Ministers with a view to enlarge project target audience, simplify regulation, and reduce bureaucratic obstacles that limit employers’ interest to cooperate with vocational education institutions. In order to ensure favourable regulatory environment for work-based learning system in social partners were involved in the process of negotiation in elaboration and amendments of the Cabinet of Ministers Regulations “The Procedure for Organizing and Implementing Work Environment Training (DVB)”.
- In cooperation with other ESF projects, the LDDK together with partners is promoting acquisition of the pedagogical competencies for business managers and experienced highly skilled professionals including persons older than 50 to ensure that experienced workers can share their professional experience with students, thus providing intergenerational approach in the process of work-based learning.
- By May 2018, more than 600 representatives of companies have completed the course of pedagogical competencies giving the right to work with VET students in work-based learning.
- By May 2018, our project partners include 1400 enterprises (companies of all sizes, including small and

	<p>micro enterprises in all sectors), 34 VET schools (state and municipality founded) and 2916 students (641 in work-based learning placements and 2275 in company-based practices).</p> <ul style="list-style-type: none"> <li>• LDDK is coordinating the work of the sectoral expert councils as a tripartite framework for the promotion of the quality of VET in accordance with the needs of the labor market.</li> <li>• Social partners in cooperation with the Ministry of Education and Science, the Ministry of Economics, and other institutions are actively addressing companies and VET institutions to engage and to provide high quality and effective work-based learning and practice opportunities for young people.</li> <li>• Responding to the discussions with LDDK and partners on support to implementation of the work-based learning in Latvia and in order to ensure availability of skilled workforce in Latvia, European Affairs Committee of the Parliament of Republic of Latvia issued an Announcement on 18 May 2018 and:       <ol style="list-style-type: none"> <li>1) Stressed that everyone should work in the name of the common goal in order to ensure conditions that would encourage young people to study and develop their professional careers in Latvia, emphasized the necessity to actively support the sectoral expert's councils as tripartite cooperation mechanism and involve companies in VET and work-based learning;</li> <li>2) Called on youth organizations to promote VET programs, work-based learning, the ESF project activities and financial support for VET students by introducing young people with a wide range of opportunities provided by the ESF project.</li> </ol> </li> </ul>
<b>Lithuania</b>	
<b>Luxemburg</b>	<p><b>This joint national report should provide a description of:</b></p> <p>The different initiatives undertaken to date regarding:</p> <ul style="list-style-type: none"> <li>• The translation of the agreement</li> <li>• The dissemination of the agreement</li> <li>• The actual implementation of the agreement</li> </ul> <p>In view of demographic changes, increased life expectancy, digitalization and skills shortages, fostering active ageing and taking an intergenerational approach to address these challenges in the labour market should remain a priority across the European Union, including in Luxembourg. Additional measures need to be implemented to make it easier for older workers to actively participate and stay in the labor market until the</p>

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.

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 the framework of a working group which met in March 2017, HR practitioners from different member companies had a thorough discussion on how to implement the framework agreement. Several proposals have been elaborated considering available national practices and incentives, schemes adopted at company level and concrete social partner initiatives in other countries of the European Union.
- The national level having been determined as the most appropriate level for negotiations, FEDIL and Fédération des artisans authorized the UEL - Union des Entreprises Luxembourgeoises, to enter into negotiations with trade unions.
- The UEL sent a letter to the trade unions OGBL and LCGB on April 5, 2017, with copy to the Minister of Labor, drawing attention to the opportunity of transposing the European framework agreement via an agreement at national level. A meeting was proposed to this end.
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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

	<p>members regarding the agreement.</p> <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> <li>• The LCGB sent a reply letter to the UEL, dated April 24<sup>th</sup> 2017, agreeing to a meeting and naming their delegation.</li> <li>• In order to most effectively implement the agreement with all national actors, the Luxembourgish trade unions decided to put the subject on the agenda of the tripartite Standing Committee on Labour and Employment, which is being headed by the government.</li> </ul> <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>The Luxembourgish trade unions have criticized on numerous occasions that the Standing Committee on Labour and Employment has yet to discuss the agreement. Though the OGBL and LCGB welcome the fact that subjects such as working time are being actively discussed and successfully finalized through a new working time law within the Committee, it is regrettable that “active ageing” is yet to be debated. Following the invitation by the UEL and the response by the LCGB, no bipartite negotiation process has been initiated.</p> <p>FEDIL and Fédération des artisans as well as the OGBL and LCGB maintain their commitment to negotiate an agreement on national level to foster active ageing and an intergenerational approach. The partners are convinced that national social dialogue is the most appropriate tool to add value for employers and workers, taking into account already existing EU and national initiatives. All partners have confirmed their willingness to enter into bilateral discussions as soon as possible.</p>
<b>Malta</b>	
<b>Netherlands</b>	<p><b>Employees and employers within the Dutch hospital sector have included a special arrangement within their Collective Labour Agreement (2017-2019) for all employees who turn sixty between 2018 and 2023. This arrangement is called 'Generational Policy' and offers older workers a possibility to work fewer hours while retaining most of their salary and fully maintaining pension accrual, creating room for younger workers. Employees can participate until the end of their employment contract.</b></p>

The hours that become available within the organization are reallocated, or the workload is adjusted, so there is no increase in work pressure for the employees who participate in this generational policy or their colleagues.

In addition to encouraging the employability of older workers, the parties to the CLA aim for a more balanced age structure of the workforce, which should benefit the functioning of the labour market in the Hospital sector. The policy can help to retain older employees for a prolonged period, as well as provide opportunities for young new employees and a more dynamic flow of workers within the organization in general.

With the generational policy, employer and employee can adjust the number of working hours on a mutual, voluntary basis in such a way that it benefits both the employee and the organisation. At the annual consultation between the hospital's President and the regional trade union representatives, the current and expected use of the generational policy arrangement within the CLA is monitored. It is therefore up to each individual institution to implement their own generational policy scheme.

The employee who uses the generational policy scheme receives an exemption from a part of the number of agreed hours in his or her employment contract. Employer and employee discuss the extent of the exemption together, with the number of working hours being at least 18 hours on average (50% of full-time employment). By reducing the number of working hours, all terms of employment that are agreed upon 'in time', such as holidays and the Personal Life phase Budget (PLB-hours), are also reduced to the chosen level. The social partners deem it important for employees who participate in the generational policy scheme to continue their full pension accrual on the basis of the original employment contract. The employee may also opt for a lower level of pension accrual, as long as it is at least the amount that is paid. The pension contribution remains 50% - 50% between employer and employee.

To stimulate the generational policy, the social partners have developed a tool with which employees can calculate what the policy would imply. Institutions are also offered kick-off sessions (carried out by the pension fund PFZW, financed by the StAZ). The tool has already been sent 253 times to the various institutions by StAZ, also 21 kick-off sessions have already been organized.

These sessions are attended by a broad representation within the institutions: Executive Board / Management

	<p>Team / Human Resources / Works Council / Finance Department and often also with one or more trade union managers.</p> <p>Generational policy appears to meet a need: many institutions are now thinking about a generational policy scheme and some have already implemented a scheme within their own institution.</p>
<b>Norway</b>	<p>In Norway, LO (Confederation of trade unions) and NHO (Confederation of Norwegian Enterprise) have had the autonomous framework agreement on active ageing translated into Norwegian. The agreement has been made known to the members of both NHO and LO.</p> <p>Most of the means, tools, measures and actions mentioned in the agreement are already a part of the Norwegian legislation or collective agreements. Moreover, it is worth mentioning that some years ago a Centre for active ageing ("Senter for seniorpolitikk") was established. The Centre is funded by the Government, but the social partners are actively involved in the running of the centre. The board is composed of representatives from the social partners. The aim of the centre is to stimulate to a solid and sustainable policy on active ageing. The centre is involved in the coordination of the activities regarding active ageing. In addition, the centre facilitates for cooperation on this topic between the relevant bodies. Finally, the centre support research on active ageing.</p>
<b>Poland</b>	<p>The issue of the implementation of the European agreement is dealt with by the permanent bilateral social partners' Working Group on European social dialogue established in 2016, operating within the Social Dialogue Council (RDS) - the main institution of tripartite discussions between representative organizations of employers, trade unions and the government.</p> <ul style="list-style-type: none"> <li>• The initial information about the planned agreement was sent to this Group by Polish members of the Social Dialogue Committee at the end of February 2017.</li> <li>• In May 2017 the Group had an extended discussion on the content of the agreement. It was decided to apply for translation into Polish language to the translation fund of European social partners.</li> <li>• The verified and accepted version of the translation of the text of the agreement has been forwarded to the European social partners and posted on the Polish social partners' websites: <a href="#">Solidarność</a>, <a href="#">ZRP</a></li> </ul>



	<p><a href="#">Lewiatan</a> .</p> <ul style="list-style-type: none"> <li>• At the next meetings of the Group, the social partners agreed that in order to ensure appropriate rank of the implementation measures, the discussion on specific implementation initiatives should take place primarily within the Social Dialogue Council and address selected issues important in the context of the Polish situation; in the first phase it would be: <ul style="list-style-type: none"> <li>○ Mentoring contract - development of joint recommendations of social partners (including possibly legislative proposals);</li> <li>○ Assessment of the possibility of changes in the organization of working time in relation to the needs of older employees;</li> <li>○ Evaluation of the availability of the training offer in the context of the idea of lifelong learning, in particular for older employees, consideration on the possibility of developing joint recommendations of the social partners;</li> <li>○ It was also decided to consider - in cooperation with expert institutions (CIOP - Central Institute for Labor Protection, Social Partnership Center Dialog) - the organization of seminars aimed at deepening the knowledge of social partners and other stakeholders on issues such as the health of older workers in Poland; strategic demographic assessment - functioning at the level of enterprises, etc.</li> </ul> </li> <li>• In the coming months bilateral discussions of these issues on the forum of relevant RDS task teams are planned.</li> <li>• Apart from joint activities, individual social partner organizations consider independent initiatives related to the implementation of the European agreement. For example, NSZZ Solidarność is organizing an international conference in April, during which various aspects of the agreement will be discussed with the participation of experts and social partners from Poland and abroad. NSZZ Solidarność also plans to implement a project co-financed from the EC budget line with a working title: Initiating activities implementing the Autonomous Framework Agreement of the European social partners regarding active aging and an intergenerational approach. The other social partners will be invited to involve in it.</li> </ul>
<b>Portugal</b>	<b>Unilateral report - Employers</b>

	<p><u>Initiatives from CIP</u></p> <p>CIP disseminated the framework agreement to all its member associations and companies.</p> <p>In this context, CIP translated the agreement into Portuguese and prepared and send a note describing the agreement and highlighting the most import aspects of it.</p> <p>We also highlight that AEP, member of CIP, conceived and executed the project "EMPREENDER 45-60: A Strategy to Support Senior Entrepreneurship in the North Region".</p> <p>On the other hand, the Department of Training and Knowledge from AEP regularly participates in national or international events that deal with the subject: as for example (to mention the most recent) in 2017, the "Active Aging - Challenges and Opportunities" seminar held in Aveiro by the IEFPP, which prepared the debate of the United Nations Economic Commission for Europe (UNECE) under the theme "A Sustainable Society for All Ages - Realizing the Potential of Longevity".</p>
<b>Romania</b>	
<b>Slovakia</b>	
<b>Slovenia</b>	
<b>Spain</b>	<p>According the commitment acquired in the Autonomous Framework Agreement on active aging and an intergenerational approach, adopted by the European social partners, Business Europe, 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> <ol style="list-style-type: none"> <li>1. 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.</li> </ol> <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>

2. 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.
3. At the XIV meeting of the social dialogue roundtable, held on September 28, 2017, a set of measures was agreed on the Youth Employment Shock Plan which are fully in line with the aforementioned Framework Agreement, specifically in two very specific questions:

The first of them is related to the Program on training and transmission of knowledge in employment through the hand-over contract, which includes as measures:

- New partial retirement modality that enables the training of young workers enrolled in the National Youth Guarantee System who join the company without previous experience or qualification for that job, reducing the age of the partial retiree up to four years less than age ordinary retirement, who must remain for that period in the workplace to develop the training program. The hand-over contract will be permanent and full time with a worker under 30 years and the relieved must dedicate at least 50 percent of his day to the training of the reliever.
- Companies that hire, under the modality of a hand-over contract for a permanent period of time, will be entitled to one hundred percent bonus for the employer's Social Security contribution for common contingencies corresponding to the worker hired for a maximum of two years.

The second measure relates to the incentives to convert into permanent the hand-over contract for beneficiaries of the National Youth Guarantee System.

Companies that convert a hand-over contract into full-time permanent one, signed with a beneficiary of the National Youth Guarantee System, will be entitled to a bonus of the employer's Social Security contribution for common contingencies corresponding to the worker for two years of 100% if the conversion occurs in the previous two years from the conclusion of the contract, of 50% if the conversion occurs between the second and third year, 25% if the conversion occurs between the third and fourth year, and 10 % if the conversion occurs after the fourth year.

	<p>Fourth.- We have to stress that the measures referred to previously and agreed upon in the field of social dialogue, have not yet been approved by the Council of Ministers, nor have been reflected in the legislation, which is why they are not yet in force.</p> <p>Fifth.- We must also highlight, as particularly positive, the approval of the National Strategy for Elderly People for active aging and for their good treatment 2018-2021 by the State Council for Elderly , on November 30, 2017. Its aim is to promote the development and implementation of policies aimed at achieving a higher quality of life for elderly people.</p> <p>This National Strategy includes a set of proposals that develop for our country the content of the European Union Guidelines, prepared jointly by the Employment and Social Protection Committees of the European Union, on the occasion of the European Year of Active Aging and Intergenerational Solidarity of 2012, setting or establishing five lines of action related to:</p> <ul style="list-style-type: none"> <li>• Improve the work of the elderly and extend their working life.</li> <li>• Participation in society and its decision-making bodies.</li> <li>• Facilitate a healthy and independent life, in adequate and safe environments.</li> <li>• Non-discrimination, equal opportunities and attention to situations of greater vulnerability.</li> <li>• Avoid mistreatment and abuse to the elderly.</li> </ul> <p>Sixth.- The most representative business associations and trade unions in Spain express our commitment to encourage and promote active aging and an intergenerational approach, in the terms of the Autonomous Framework Agreement and the National Strategy for Elderly for an active aging and for their good treatment 2018-2021.</p>
<b>Sweden</b>	<p><b>Introductory remarks</b></p> <p>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</p>

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 into Swedish jointly by the Swedish social dialogue partners. We will print the joint translation together and, as we normally do with the European framework agreements and framework of actions, distribute the Swedish version among the Swedish social partners and other relevant stakeholders at both national and European level, i.e. the Cabinet Office, the Employment Ministry and DG Employment. The translated agreement will also be 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 discuss together how we can disseminate and promote the agreement further.

This European agreement has a broad and holistic approach. Thus several actions, taken both jointly and separately by the social partners, are in practice related to the issues in the active ageing agreement. The

Swedish social partners have agreed to present some of these activities below. Some of them are based on joint agreements with all the organisations, others are agreements between some of the organisations. Other examples are unilateral measures from one of the central labour market confederations and/or their member associations.

### **AFA Insurance and its work with sustainable working life**

AFA Insurance is owned by Sweden's labour market partners: the Confederation of Swedish Enterprise, the Swedish Trade Union Confederation (LO) and the Council for Negotiation and Co-operation (PTK). Employees from the private sector, municipalities and county councils are insured. About SEK 150 million annually is devoted to research to improve the work environment. A special research program "Hållbart arbetsliv" (Sustainable work life) was initiated to focus upon the challenges to be met in creating conditions to extend a healthy working life. A national conference took place in February 2018.

[Hållbart arbetsliv](#)

### **Suntarbetsliv ("healthy workinglives" )**

"Suntarbetsliv" created and owned by the social dialogue partners in the public local and regional sector to create tools and materials to improve the work environment. Managers and safety representatives are the primary audience. The organization has created a web-based work environment training program tailored for the public sector. In addition a number of tools and checklists for topics such as threats and violence at the work-place, sharps injuries, organizational and social conditions, and better meetings have been created. All materials are available free of charge. News and information describing good examples of collaboration are made available on Suntarbetsliv's website.

Below you will find a short description of two examples of materials from Suntarbetsliv:

- Sustainable home care services

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

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

- To work in an extended working life

This is research and work with the research results on the question of to work or not to work in an extended working life - factors in working and retirement decisions.

<https://www.suntarbetsliv.se/forskning/ledarskap-och-organisation/att-vara-behovd-viktigast-av-allt/>

### **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.

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

### **The Central Government Social Partners' Council**

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

	 <p>Förhandlingsprotokoll Avsiktsförklaring</p> <p><b>Intent (Avsiktsförklaring) of work for healthier work places in Municipalities and County Councils</b></p> <p>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.</p> <p><a href="#">Avsiktsförklaringen</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>  <p>SN, LO, PTK om sjukförsäkringen 1601</p>
<p><b>United Kingdom</b></p>	<p><b>Measuring</b></p> <p>In March 2018, the TUC carried out analysis of official pay data which showed that the gender pay gap is at its widest when a woman hits 50, when the average woman working full-time will earn £8,421 a year less than the average full-time working man<sup>4</sup>.</p> <p>The research – published in advance of the deadline (4<sup>th</sup> April 2018) for new Gender Pay Gap reporting</p>

<sup>4</sup> <https://www.tuc.org.uk/news/women-earn-%C2%A338400-year-less-men-time-they-hit-50-tuc-reveals>



regulations – shows that women working full-time earn less than men annually at every stage of their careers from as soon as they turn 18. The gap in annual earnings more than doubles by the time women hit 40, leaping up from £3,670 a year at age 30 to £7,400 a year. The TUC believes this reflects the impact of motherhood on women's earnings, when women find they are only able to return to work in lower-paid roles or cannot progress their careers after having moved to part-time employment. The pay gap widens further for women in their 50s, hitting £8,421 a year, as the longer-term impacts of getting stuck in lower paid work with few promotion prospects are felt and caring responsibilities – including for older relatives – continue to have an effect.

The TUC has also carried out research into the labour market position of young workers and how the changing economy and increased casualisation have affected earnings, job security, and work life balance. The *I Feel Like I Can't Change Anything* report found that young workers are more qualified than ever, but pay is no longer rewarding education to the same extent as we would expect. Young workers are also much less likely to move jobs as frequently as sometimes thought – meaning they miss out on the pay gains that come with new employment. These trends are in part linked to this cohort of workers entering the labour market in the aftermath of the financial crisis and during a prolonged period of public sector spending cuts<sup>5</sup>.

### **Skills**

In relation to the framework recommendations in relation to training and skills, the TUC has been undertaken various strands of work both with regard to young workers and to older workers. The TUC submitted written and oral evidence<sup>6</sup> to a parliamentary select committee on older people and employment.

Furthermore, the TUC successfully bid for Erasmus funding for a project called The Rainbow Years<sup>7</sup> which seeks to develop a new good practice model for the delivery of a mid-life 'skills' review – with the emphasis on reviewing skills and competences of older workers, targeted at those members of the labour market with low levels of basic skills in literacy, numeracy and digital literacy. Our good practice model will contain new materials specifically designed for use by Europe's social partners, but which could readily be transferred to other settings and user groups. These materials will include an interactive online skills assessment tool and

<sup>5</sup> <https://www.tuc.org.uk/sites/default/files/IfeellikeIcantchangeanythingreport.pdf>

<sup>6</sup> <http://data.parliament.uk/writtenevidence/committeeevidence.svc/evidencedocument/women-and-equalities-committee/older-people-and-employment/written/72871.html>

<sup>7</sup> <https://www.unionlearn.org.uk/rainbow-years-project>

new online learning modules for reviewers. A dedicated platform for these materials will be created and the materials themselves translated into partner languages. This project commenced in November 2017 and will end in December 2019.

In 2017, the TUC carried out an evaluation<sup>8</sup> of its pioneering mid-life career review model which highlighted the benefits to older workers of talking to trained union reps about their skills and about possible career changes. The TUC also broadcast a webinar in 2017 to explain the benefits of the mid-life career review programme to union reps<sup>9</sup>.

Examples of how union learning representatives are using Mid Life Career reviews to support older workers have been highlighted in the Learning Rep magazine<sup>10</sup>.

CBI and TUC have agreed to work with Government as key stakeholders in the National Retraining Partnership. The partnership seeks to ensure that UK workers have access to lifelong learning and gain skills or future careers and is clearly linked to the framework recommendations in this area.

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

The CBI has been vocal on topic of the apprenticeship levy and the need to increase flexibility around how firms can spend their allowances. Businesses are happy to fund a skills system that works but they do not believe that the levy is yet delivering what is needed so should be reformed. Transforming the levy into a flexible 'skills and training levy' would help tackle skills shortages and improves training standards across the board for learners of all ages.

The TUC has supported the introduction of the apprenticeship levy to increase employer investment and new regulations stipulating a minimum of 20% time off for the training element. However, the TUC has also identified some challenges that government should tackle going forward, including the lack of union voice in new institutional arrangements governing the apprenticeship programme and slow progress in tackling poor

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<sup>8</sup> <https://www.unionlearn.org.uk/publications/supporting-midlife-development-survey-report>

<sup>9</sup> <https://www.unionlearn.org.uk/news/supporting-midlife-and-older-workers-webinar-september-series>

<sup>10</sup> <https://www.unionlearn.org.uk/publications/learning-rep-winter-2017-edition>

quality apprenticeships and widening access to under-represented groups. However, the TUC has expressed concern about allowing too much flexibility in the levy system

### **Health and Safety**

The TUC has done a significant amount of work in relation to health and safety and older workers over the course of many years, including guidance for reps on the menopause as a workplace issue. Existing TUC guidance on older workers and health and safety is in the process of being updated and will be relaunched later in 2018. In September 2017 the TUC led a training session at an ACAS<sup>11</sup> event called *Age Management Matters: Meeting the Challenges of an Ageing Workforce*<sup>12</sup>.

In June 2018, CBI will be publishing a research paper on workplace health & wellbeing. The report will provide businesses with practical guidance on how they can improve employee health and wellbeing with a particular focus on: senior leadership, prevention and culture.

Last year, CBI responded to the UK Government's green paper titled "*Improved Lives: the work, health, and disability green paper*". In our response we called on Government to provide additional support to firms looking to help people to transition back to work after a sickness absence.

### **Organisation/Flexible working**

The TUC carried out a major piece of research into the experiences of young workers with caring responsibilities in the workplace in 2017. The research was based on polling, focus groups and video diaries. *The Better Jobs for Mums and Dads* project<sup>13</sup> found half of young parents (51%) working in low-paid jobs like retail, social care and childcare reported that their employer had never spoken to them about their workplace policies to time off to look after their kids.

The project also found that lack of job security and fluctuating hours such as shifts changing at short notice,

<sup>11</sup> Acas (Advisory, Conciliation and Arbitration Service) provides free and impartial information and advice to employers and employees on all aspects of workplace relations and employment law as well as providing conciliation and mediation services.

<sup>12</sup> <https://obs.acas.org.uk/m/Event.aspx/Details/?id=196799>

<sup>13</sup> [https://www.tuc.org.uk/sites/default/files/Better\\_Jobs\\_For\\_Mums\\_And\\_Dads\\_2017\\_AW\\_Digital\\_0.pdf](https://www.tuc.org.uk/sites/default/files/Better_Jobs_For_Mums_And_Dads_2017_AW_Digital_0.pdf)

rotas being given out with less than one weeks' notice and uncertainty over shift finishing times were the source of problems for many young working parents. One in five young parents reported that they had been given a rota with less than one weeks' notice, within the last 12 months.

The project also highlighted the lack of awareness of key employment rights which could help young working parents. For example, 63% of young mums and dads are not aware of the right to unpaid parental leave. Parents also reported that the existing rights could be improved.

CBI and the TUC are both strong advocates of flexible working and sit on the Department for Business, Energy & Industrial Strategy's Flexible Working Taskforce. The group brings together policy-makers, employer groups, Unions, research groups and professional bodies. Its aim is to better understand attitudes towards flexible working in the UK labour market and the group will work actively to increase flexible working opportunities as well as the support and provision available for them.

CBI is also working actively to help businesses to tap into the benefits of having a diverse workforce and instil inclusive workplace practices. Since 2017, CBI has run two national Diversity & Inclusion conferences and has a growing programme of regional conferences. These raise awareness of the benefits of workplace diversity and inclusive practices, as well as providing a business to business forum for best practice to be shared. In 2018 this featured a workshop helping companies to think about flexible job design – both how to discuss what flexibility is available with staff, and how to identify what arrangements can meet both the needs of individual workers and of the business.

### **Intergenerational approach**

Both CBI and TUC are engaged at a senior level with the Intergenerational Commission which brings together leaders from a variety of backgrounds with a view to devising a means of repairing the social contract between generations.

CBI has also been closely involved with the Department for Business, Energy & Industrial Strategy's Fuller Working Lives programme. The programme recognises that there are increasing numbers of people aged over 50 in employment and that this presents a range of policy opportunities and challenges. It is a business-led initiative that considers the role of employers in the retention, retraining, and recruitment of older workers, and how barriers to the workplace can be removed.

In addition, CBI has developed a good working relationship with Andy Briggs, CEO of Aviva, in his role as

	Government Business Champion for Older Workers. In this role, Mr Briggs spoke at the CBIs 2018 Diversity & Inclusion conference about the role that senior business leaders play in driving change in this area – both across organisations, but also within the business community.
<b>Candidate countries</b>	
<b>Croatia</b>	
<b>Turkey</b>	
<b>EU interprofessional social partners</b>	
<b>European sectoral social dialogue</b>	