



Active Ageing and Workplace: Analysis of Implemented Initiatives in Latvia



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Current Demographic Situation in Latvia

Demographic trends in Latvia indicate an aging population and a significant decline in the working age population.

In 2017 one third or 31% of all employed people were 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



Conceptual Report “Active Aging Strategy for Longer and Better Work Life in Latvia”

- Assessment of the abilities, skills and state of health of older workers, determining the relevance of the work they have to do, resulting in proposals for situations for improvement
- Identifying and promoting the potential of active aging in companies by development and conducting voluntary audits of companies, assessing the suitability of their work organization to the potential of older workers, resulting in recommendations for improvement of the situation
- Activation measures for the long-term unemployed with the aim of promoting the long-term unemployed integration into society and establishment of suitable permanent employment, participation in suitable training program or in any of the activities offered by the State Employment Agency
- Information events (seminars, information materials, promotions, etc.)
- Support measures for the promotion of abilities, skills and health of the older employed population

Main Objectives in the Field of Health Protection at the Workplace

- Practical implementation of labor protection requirements
- Protection of the health of workers
- Supervised and controlled labor protection
- Safe working environment for non-standard employment, including self-employed work
- Public awareness and understanding

Main Problems of Workers in the Field of Health Promotion at the Workplace

- Exposure to Risk Factors
- Health Problems and Special Needs
- Large Number of Occupational Diseases in Certain Sectors
- Occupations Related to Severe Physical or Mental Load, Manual Work, Night Work or Shift Work
- Unsuitable Working Environment and Working Conditions

Employers' Perspective of Health Promotion at the Workplace

General Needs:

- Healthy society
- Faster return to the labor market
- Reduced disability risks
- Longer effective working life

Activities:

- Helping to learn healthy working methods
- Suitable work environment - ergonomic jobs equipment
- Regular health checks and action accordingly medical advice
- Flexible working time, remote work options

Problems:

Lack of understanding = or \neq Lack of finances?

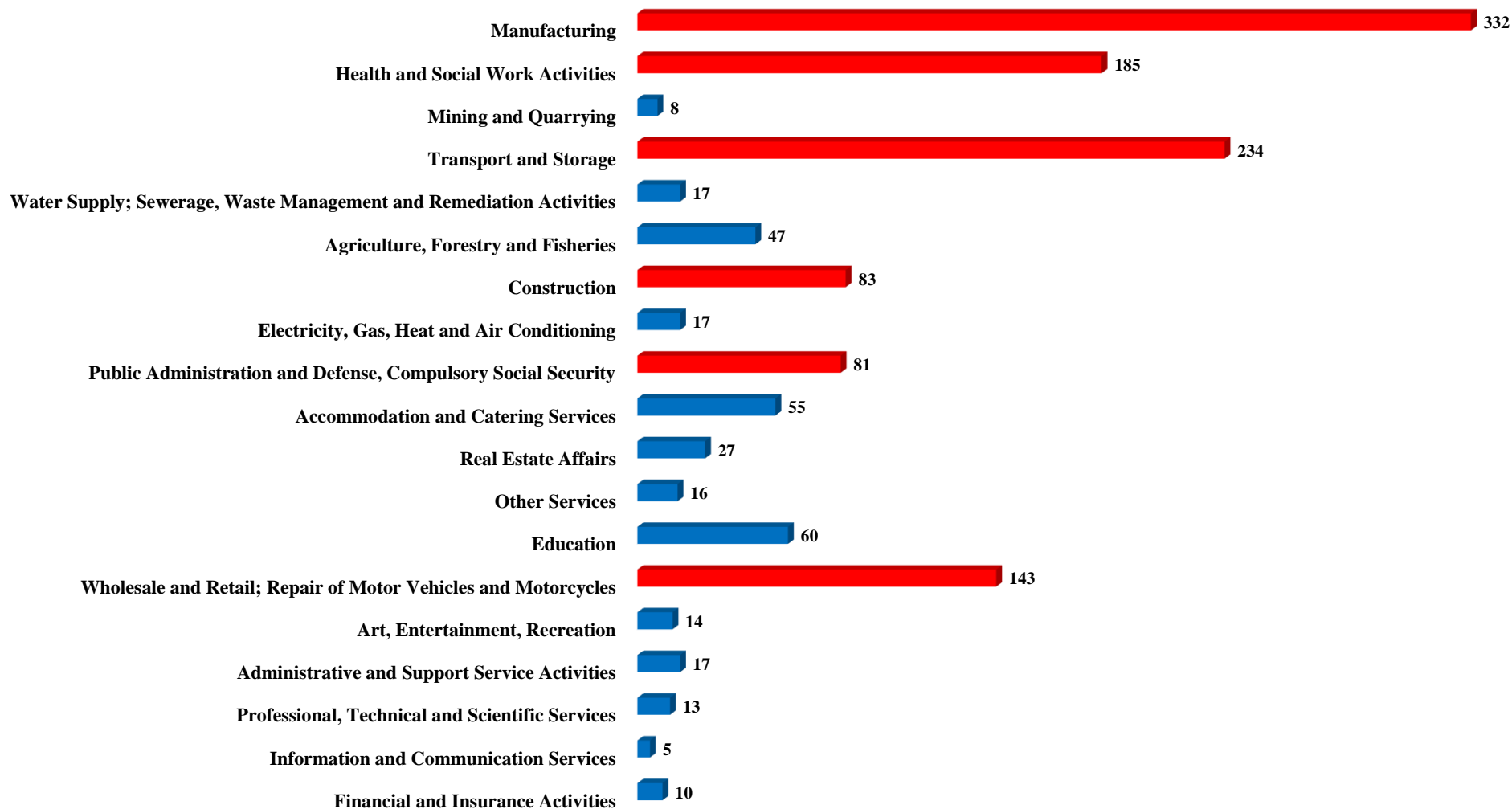
Main Aspects of Health in Labour Market

- **Accidents at Work**
- **Occupational Diseases**
- **Mandatory Health Examinations**
- **Work Safety**
- **Health Promotion**

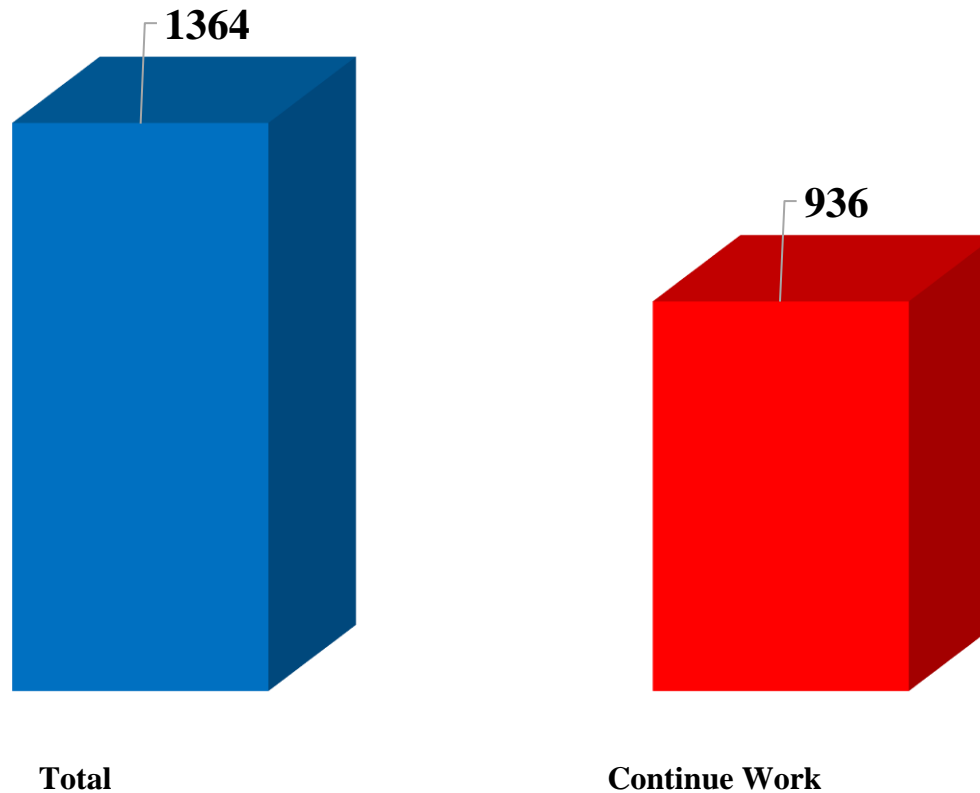
Accidents at Work

- In 2018, a total of 2181 accidents at work were registered, of which 207 caused serious disorders, 25 – were fatal. 1949 of the recorded accidents caused mild health problems.
- 85% of all accidents registered, 84% of all serious accidents and 72% of all fatal accidents in the country in 2018 were caused by unsafe people's behavior, i.e. failure to comply with labor protection requirements or instructions, incorrect or unacceptable working methods, and insufficient carefulness of the staff.

Number of Persons Suffering From Occupational Diseases for the First Time (2016)



Persons Suffering From Occupational Diseases Which Continue Work in the Same Profession (Position)



Mandatory Health Examination

- **The system operates identically for both 18 and 50+ years old**
- **Very often it is perceived / used as a mechanism to "get rid of" an employee**
- **Is it effective?**



Work Safety at the Work Place

Assessing the risks to a specific worker



Adapting the work to a specific worker



Promotion of Health at the Workplace

Prevention of Risk Factors at the Workplace

+

Effective Systems of Work Protection

+

(Health Promotion Activities)

=

Preventive Positive Impact on Health

Employees are Healthier, Better Qualified and Motivated

Better Productivity and Quality

Good Examples

- **Healthy Food at the Workplace**
- **Benefits for Non-Smokers**
- **Health Insurance**
- **Health and Safety Campaigns at the Workplace (e.g., Bicycle to Work, Family Safety Day, etc.)**
- **Remote Work (if the work specifics allows)**
- **Flexible Organization of Working Time**
- **Health Days (e.g., Heart Health Day with the consultations of doctors)**
- **Fitness Equipment in the Recreation Room/Gym at the Workplace**
- **Gymnastics Classes at the Workplace with the Physiotherapist**

European Social Fund Project 7.3.2.0/16/I/001

“Support for Longer Working Life”

Free Trade Union Confederation of Latvia (LBAS) and Employers' Confederation of Latvia (LDDK) work jointly on Active Aging issues within the European Social Fund Project 7.3.2.0/16/I/001 “Support for Longer Working Life”.

Project relates to:

- public awareness raising measures to promote longer and better working lives;
- direct support measures for the target group (adjusting workplaces, health improvement measures, career counseling, etc.);
- collective bargaining on ageing management issues.

European Social Fund Project 7.3.2.0/16/I/001

“Support for Longer Working Life”



Career Counseling



Skills Transfer and Mentoring

Up to 50%
of minimum
wage



Training



Improvement of Workplaces

Up to
711 EUR



Improvement of Health

Up to
250 EUR

Age Management Policy

- Analysis of age structure in a company, determination of possible re-profiling of older workers and retirement times. It gives you the opportunity to plan the company's future needs
- Work scheduling according to the age structure: analysis of job responsibilities that could be hard or, conversely, easy for older workers
- Training managers how to support older workers
- Regular health of employees checks and action accordingly medical advice, helping to learn healthy working methods
- Flexible working hours & remote work opportunities
- Suitable work environment - ergonomic jobs equipment

Comparison of Working Aspects for Different Age Groups

	-50	50+
Experience	↓	↑
Ambitions	↑	↓
Patience	↓	↑
Work Absences	↑ =	↓ =
Desire to Change Work	↑	↓
Desire to Work	↓	↑
Work Ability	↑	↓ =
Agility	↑	↓
Health	↑	↓

Collective Agreement for 50+ Years Old Employees



**Extra
Holidays**



Training



Remote Work



Health Insurance



**Sports
Activities**



**Congratulations
for Anniversaries**



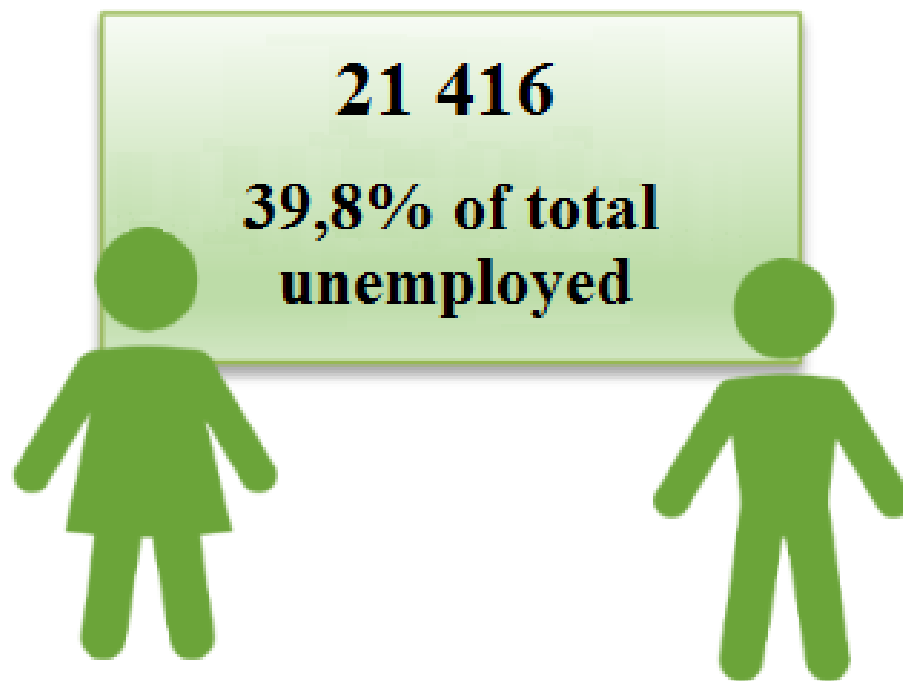
**Flexible
Working Hours**



**Ergonomic
Workplaces**

Unemployment of Seniors (50+) in Latvia

(as of 30.11.2019)



Senior Employment Guidelines

Guidelines were developed together with employers and summarizes the key seniors employment benefits as well as practical guidelines for senior employment.

Includes the following information:

- Demographic situation in Latvia
- What are the arguments for employing seniors?
- Stereotypes, prejudices and the rebuttal of myths
- Attraction of seniors. How to reach this audience?
- Tips for Employing Seniors
- When should seniors stop working?
- Senior Recruitment Checklist
- Seniors Work Environment Checklist

Senioru darba vides kontrolsaraksts

Izmantojiet šo kontrolsarakstu, lai pārlicinātos, ka jūsu darba vide un darba piedāvājums atbilst senioru auditorijai.

Ergonomiska darba vieta (labs apgaismojums, nepieciešamās lietas atrodas viegli sasniedzamā augstumā, priekšmeti ir viegli satverami, uz grīdas neatrodas priekšmeti, aiz kuriem var viegli pakļūpt)	Senioriem tiek dātas iespējas apgūt un izmantot veselībai nekaitīgus darba paņēmienus (piem., ceļamo svaru sadalīt mazākās daļās)
Senioriem ir pieejamas vecumam pielāgotas apmācības	Iespēja strādāt ar pielāgotu/ēlastīgu darba laiku
Iespēja strādāt nepilnu slodzi	Labumu grozā iekļauti senioriem būtiski labumi (piem., vecuma grupai pielāgota veselības apdrošināšana, pielāgoti izklaides pasākumi, āpmācības mācību iespējas, iespējas iegūt papildu brīvdienas)

5.5. Citi padomi

Nemot vērā bioloģiskās novecošanās procesus, seniori var būt jutīgāki pret slimībām, līdz ar to vērts padomāt par politiku, ko var ieviest uzņēmumā, lai mazinātu senioru saslimšanas riskus, piem., aktīvajā gripas periodā ieviestot papildu sanitāras prasības/taujot senioriem strādāt no mājām u.c.

Seniorus varētu iepriecināt un piesaistīt iespēja būt par mentoriem jaunākiem darbiniekiem. Seniori, kuri strādājuši jūsu uzņēmumā, var būt lielisks resurs, ko izmantot jauno darbinieku apmācību nodrošināšanai.



<https://www.pensionari.lv/images/senioru-nodarbinatiba.pdf>

Autonomous Framework Agreement on Active Ageing and Inter-Generational Approach in Latvia: Current Status

Free Trade Union Confederation of Latvia (LBAS) and Employers' Confederation of Latvia (LDDK):

- jointly have applied for translation of the Active Ageing and an Intergenerational Approach Agreement and have agreed on the translation text;
- discuss possibilities to conclude a national cooperation agreement aimed at reaching objectives of the Agreement;
- have published information about the Agreement on webpages to facilitate dissemination of information;
- actively participate 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 practice.

National Seminar on the Implementation of Autonomous Framework Agreement on Active Ageing and Inter-Generational Approach in Latvia

- Took place on December 18, 2019
- Participated representatives of Free Trade Union Confederation of Latvia (LBAS), Employers' Confederation of Latvia (LDDK) and State Employment Agency
- Agreed Activities:
 - finalization of work on mutual agreement among LBAS and LDDK
 - to initiate common work on proposals for changes in legal acts
 - to develop summarization of current situation
 - to continue implementation of common informative activities
 - to organize implementation of surveys for employers and employees
 - to organize informative meetings for member organizations

THANK YOU FOR YOUR ATTENTION!

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