

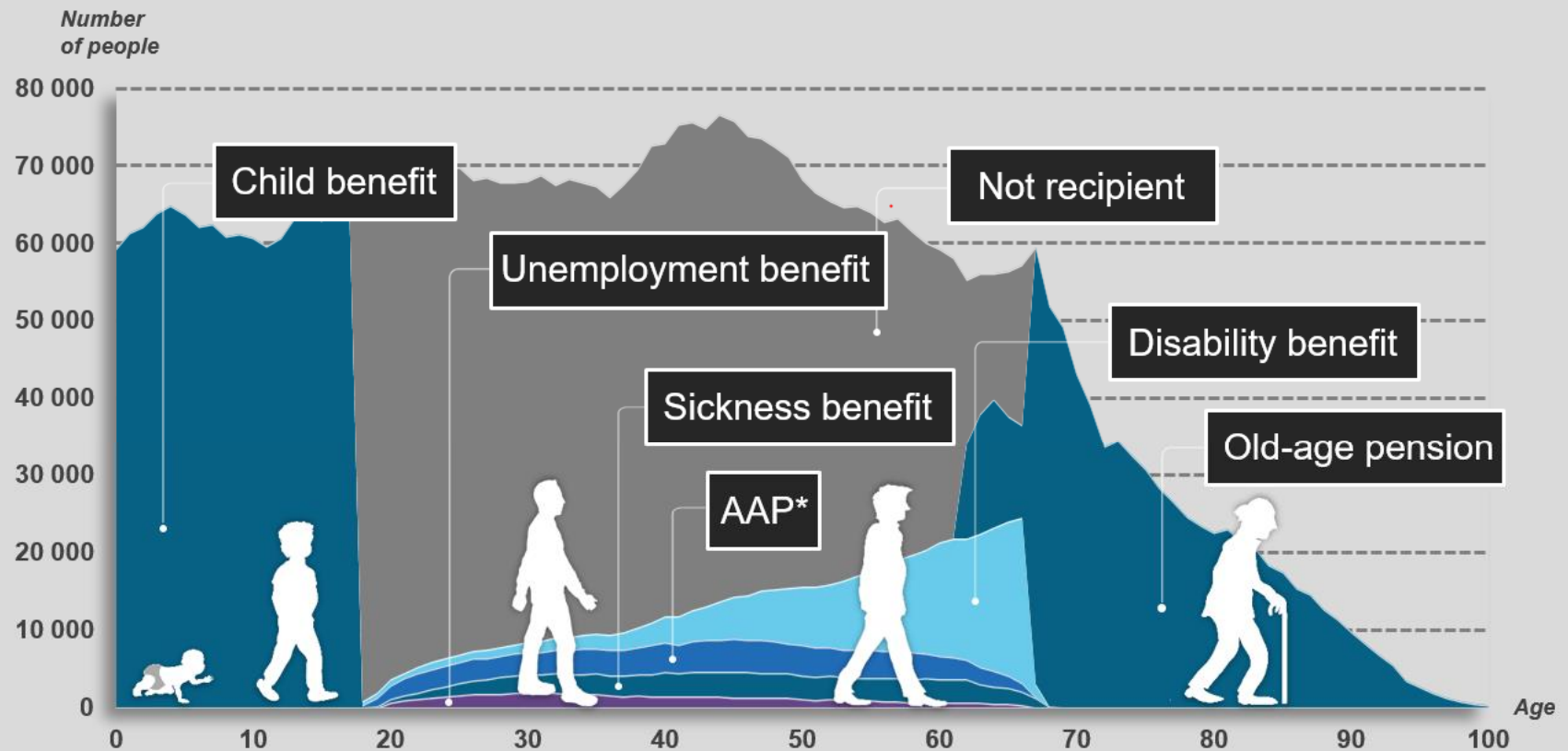


The Inclusive Workinglife Senior policy

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NAV is there from the cradle to the grave



The Norwegian population (january 2014). *AAP = Work assessment allowance. Source: nav.no/kunnskap

Background- the Inclusive Workinglife Agreement

A tripartite agreement designed to help achieve the paramount goals in employment, working environment and inclusion policy

- “ Labour market . need for labour force
 - . Increased need for labour immigration
- “ Increased amount of individuals not included in the labour force
 - . Increased number of citizens on permanent social benefits, included sickness benefit
 - . Increased public expenses
- “ Demographic estimations



The main goal of the IW- agreement

To **prevent and reduce absence due to illness**, increase return to work and improve the working environment, as well as **prevent expulsion and withdrawal from working life**

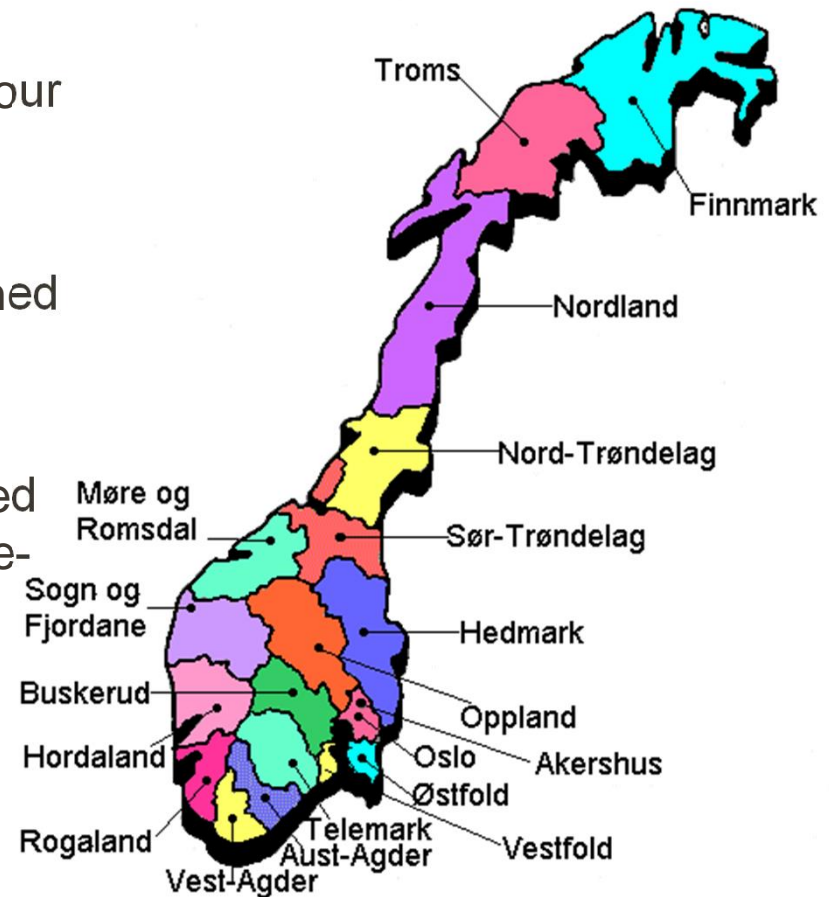
Three sub goals

1. 20 % reduction in sick leave compared to the second quarter of 2001.
On a national level, this means that sick leave should not exceed 5.6 per cent.
2. Increased employment of people with reduced functional ability.
3. Active employment after age 50 to be extended by twelve months.
This means an increase in average period during which people (over age 50) are actively employed, compared to 2009.

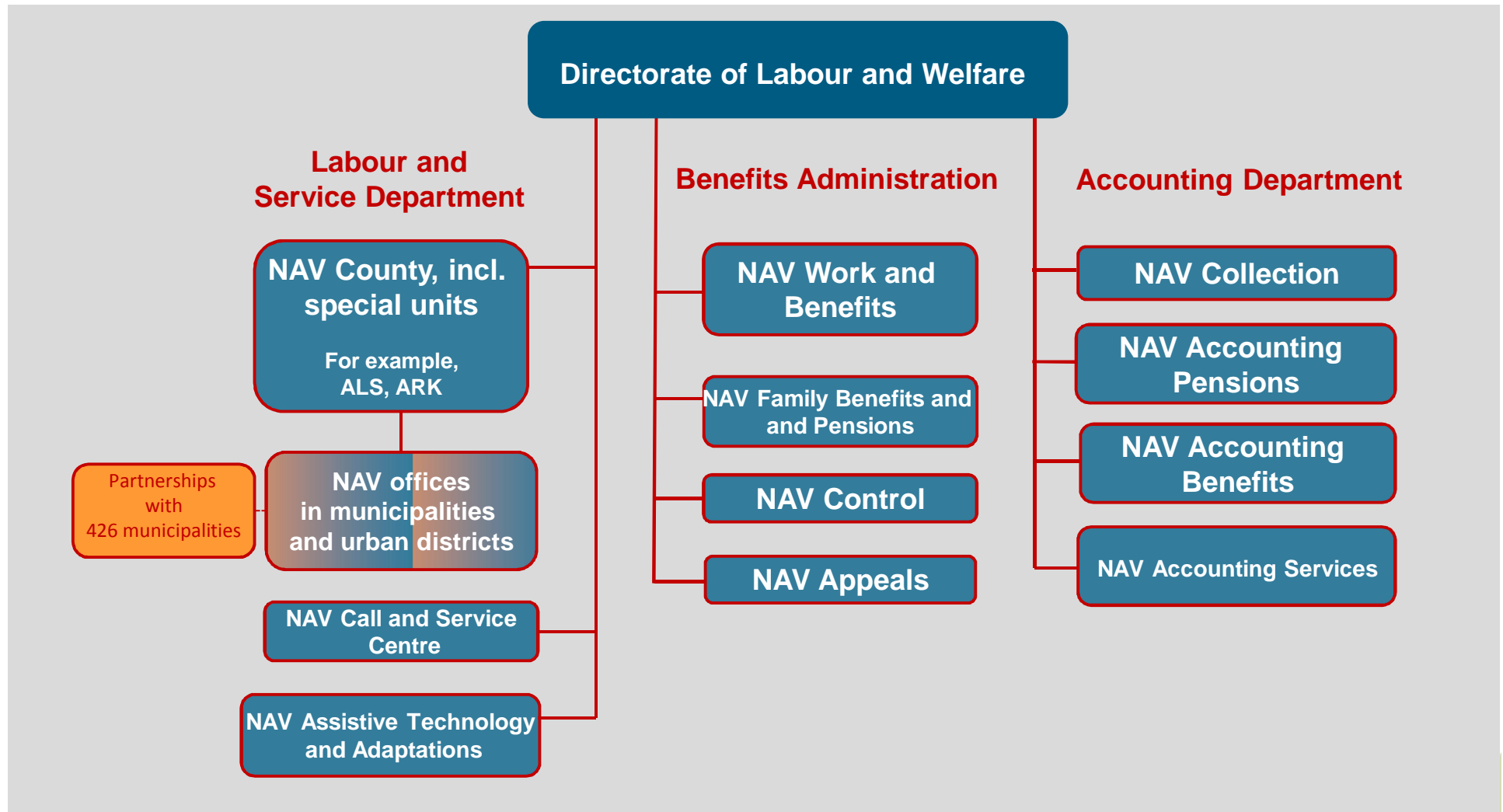


NAV **Inclusive Workplace** Support Centres

- “ Service for enterprises with an Inclusive Workplace agreement
- “ Centres contribute to the Norwegian Labour and Welfare Administrations obligations, according to the IA- agreement
- “ 19 centres (one in each county) established in 2002 with 500 advisors (out of 18.000 NAV employees in total)
- “ More than 1.4 million people are employed in a business with an Inclusive Workplace-agreement (98 % in **the public sector**, 36 in private enterprises.)



Organisation in 2018



Advantages for the IW enterprises

- “ A dedicated adviser at the IWS Centre responsible for coordination of services from NAV
- “ Facilitation subsidies
- “ Remuneration for company health service
- “ Extended use of self-certification
- “ Statistics on the enterprises's sick leave from the central sick leave register



The tasks of the IWS Centres

- Support the enterprise in developing an inclusive workplace, prevent sick leave and transition to social benefits
- Ensure that the enterprise receives information and guidance on
 - . Procedures for following-up and recording sick leave
 - . Facilitation subsidies
 - . NAV's other measures for following up employees and recruiting unemployed people
 - . Give advice and guidance on difficult individual cases
- Contribute to financial policy instruments being triggered quickly and effectively
- Collaborate with the enterprise's company health service and Labour Inspection Authorities
- Educate the leaders in age management and help them **develop a senior policy in the company**



Read more about [Working in an "IW" enterprise](#)



Goal of the enterprise's IW work

- Based on the three sub-goals in the IW Agreement, the enterprise must set its own goals for IW-work, adapted to the enterprise's challenges
- The different sub-goals must be seen as a whole to achieve the intention of a more inclusive working life
- The goals are drawn up jointly by employers, employee representatives, safety delegates and other employees, within 12 weeks of entry the agreement



Obligations of the Employer

Follow-up on own employees

- HSE and IW work requires a long-term perspective, and employers must ensure that line management, supervisors, employee representatives and safety delegates have the necessary expertise to carry out this work
- Facilitate working conditions for employees with special needs
- Keep sick leave statistics and use them in a systematic work on sick leave

People who are not affiliated with the enterprise

- The enterprise must provide opportunities for people cleared by the Labour and Welfare Service (NAV) who need to test their capacity to work and functional ability in ordinary working life.



Obligations of Employee Representatives

- Acquire necessary knowledge about HSE and IW work together with the employer and safety delegate
- Through participation and collaboration with management, actively contribute to drawing up the enterprises plans, goals and procedures for the IW work
- Attend the dialogue meetings, if employees want this



What steps are taken by enterprises to prevent early retirement?

- Reorganize tasks and working time
- Facilitate the working day - arrange for health problems
- Changing the attitude towards senior workers
- Days off
- Flexibility
- Possibility for development and education

Have a life phase perspective that will be part of the enterprise's human resources policy



How does NAV contribute?

- Ensure that the enterprise receives information and guidance on sub goal 3
- In a dialogue with managers, employee representatives and safety delegates, actively support the enterprises' targeted and result-oriented work to reach sub goal 3
- Educate the leaders in age management -
- Working with attitudes towards senior workers
- Courses to motivate the senior workers to stay in work
- Give advice and guidance on individual cases and facilitation subsidies
- Take initiative towards other authorities/actors that may assist the enterprises



Cooperation with The Centre for Senior Policy (CSP)

A particular agreement on Senior Policy with The Centre for Senior Policy (CSP) and where CSP is assigned to:

- “ Offer competence development to the advisors in NAV
- “ Spread information/research results and experiences among the inclusive Workplace Support Centres



Developing a Senior Policy in your Company – Description of a Development Process

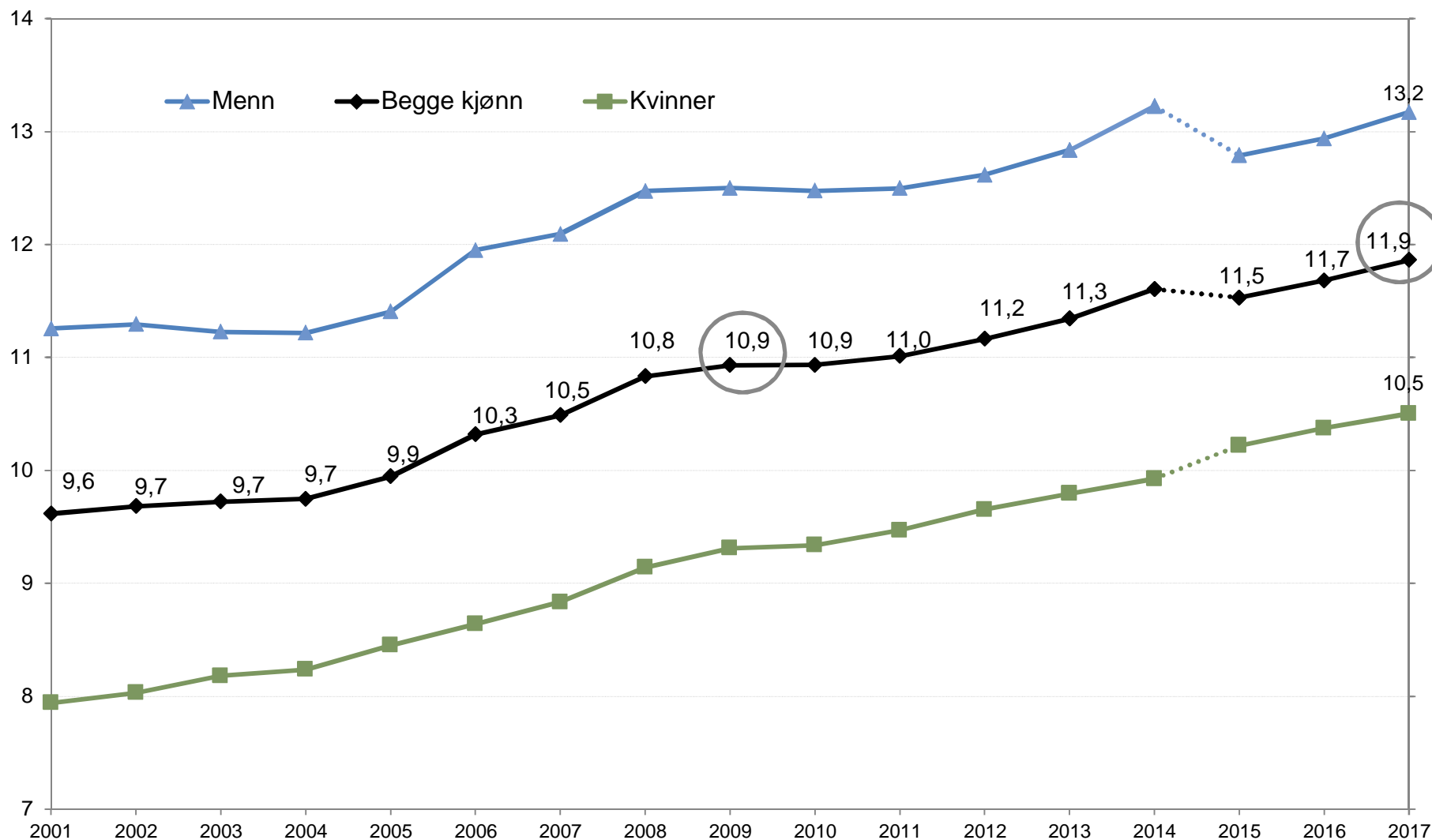
Preparation Phase	Mapping Phase	Analysis Phase	Development Phase	Execution Phase
<p>Plan the development work</p> <ul style="list-style-type: none"> • Clarify who is to be involved 	<p>Map: The age and skills composition</p>	<p>Analyze:</p> <ul style="list-style-type: none"> • The age and skills composition • Current practice • Seniorworkers' wishes and needs 	<p>Develop the company's senior policy:</p> <p>Measures at:</p> <ul style="list-style-type: none"> • Company level • Individual level 	<ul style="list-style-type: none"> • Inform • Initiate • Senior policy in everyday practice • Age management
<p>Create a common platform, increased awareness by discussing topics such as:</p> <ul style="list-style-type: none"> • being a senior worker • ageing and work • employability • learning ability • adaptability • work ability • skills 	<p>Map: Current practice</p>		<p>Documentation</p>	<p>Evaluation</p>
	<p>Map: Seniorworkers' wishes and needs</p>			

What CAN NAV do in raising more awareness towards older workers?

- Make sure that older workers are included in the plans for future development of the company
- Make companies prepared to invest in older workers so as to ensure equal opportunities for all age groups
- Stimulate companies to regularly employ older workers



IW- goal is reached



Forventet yrkesaktivitet etter 50 år (antall årsverk). Foreløpige tall for 2017



THANK YOU FOR YOUR ATTENTION!