

## APPENDIX

International level	Title		Type of document	Ageing workforce management domains						Source
				1	2	3	4	5	6	
European level	The EU strategies on OSH and the ageing labour force / The project 'Safer and Healthier Work at Any Age	The Strategic Framework on health and safety at work 2021-2027	Strategy			x			x	1
		Strategic Framework on Health and Safety at Work 2014-2020	Strategy			x				2
		The 2013 evaluation of the European 2007-2012 strategy	Strategy			x			x	3
		The 2007-2012 OSH strategy	Strategy		x	x				4
		The Community Strategy on Health and Safety at Work 2002-2006: Adapting to change in work and society	Strategy		x	x				3
European level	Employment initiatives for an ageing workforce (UN initiatives)	Policy			x			x	5	
European level	European Parliament pilot project on health and safety of older workers / The three-year pilot project, Safer and Healthier Work at Any Age This project was done to support policy development in the area of OSH, including rehabilitation and return-to work policies.	Project							6	
European level	Guiding Principles for Active Ageing and solidarity between generations, Council Declaration on the European Year for Active Ageing and Solidarity between Generations (2012): The Way Forward	Guidelines	x		x	x			7	
European level	PES Strategies in Support of an Ageing Workforce	Strategy	x						8	
Worldwide	Technical Committee 314 on Aging Societies; ISO/TC 314 Ageing societies	Guidelines	x						9	
Worldwide	Diversity, Equity, and Inclusion (DEI)	Policy	x						10	
Worldwide	Environmental, Social, and Governance (ESG) investment evaluation criteria	Policy								

**Table A2**

Country level	Title	Type of document	Ageing workforce management domains						Source
			1	2	3	4	5	6	
Canada	Policy Changes and the Labour Force Participation of Older Workers: Evidence from Six Countries	Scientific paper					x	x	11
Canada	PROMOTING THE LABOUR FORCE PARTICIPATION OF OLDER CANADIANS: Alberta	Program						x	12
Canada	PROMOTING THE LABOUR FORCE PARTICIPATION OF OLDER CANADIANS: Nova Scotia	Program					x	x	12
Canada	PROMOTING THE LABOUR FORCE PARTICIPATION OF OLDER CANADIANS: British Columbia	Program				x		x	12
Canada	PROMOTING THE LABOUR FORCE PARTICIPATION OF OLDER CANADIANS: Quebec and Ontario	Program			x	x	x	x	12
Canada	Mature Workers in Alberta and British Columbia: Understanding the Issues and Opportunities: Alberta and British Columbia	Policy				x		x	12
Canada	An Aging Workforce and the Future Labour Market in Canada	Scientific paper						x	13
Canada	Are we ready to address the new expectations of work and workers in the transforming world of work?	Scientific paper		x	x			x	14
Canada	Canadian government's framing of ageing at work and older workers: Echoing positive ageing models	Scientific paper			x			x	15
Canada	Ageing, disability and workplace accommodations	Scientific paper	x	x	x		x	x	16
Canada	Identification of recruitment and retention strategies for rehabilitation professionals in Ontario, Canada: results from expert panels	Scientific paper				x		x	17
Canada	Pathways to Retirement, Well-Being, and Mandatory Retirement Rules: Evidence from Canadian Reforms	Scientific paper						x	18
Canada	Understanding Employment Participation of Older Workers: The Canadian Perspective	Scientific paper	x		x		x	x	19
Canada	Work and Well-being in an Aging Society	Scientific paper						x	18
Canada	AGE-FRIENDLY WORKPLACES: Promoting Older Worker Participation	Guideline	x					x	21
France	OECD Pensions at a Glance 2021	Policy						x	22
France	Senior Employment in France	Program	x			x			23
France	Best practices and legal framework for flex office arrangements in France	Scientific paper	x						24
France	Flexible working "a must" across Europe	Scientific paper	x						25
France	Workplace flexibility in France	Scientific paper	x						26
France	About SELF (French Speaking Ergonomics Society)	Scientific paper		x					27
France	Manual Handling Risk Assessment Tools and Regulations for Lifting, Pushing and Pulling in France	Guideline		x					28
France	France	Policy		x					29
France	France: National accord on older workers	Scientific paper	x			x			30
Germany	Can policy facilitate partial retirement? Evidence from a natural experiment in Germany.	Scientific paper						x	31

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Country level	Title		Type of document	Ageing workforce management domains						Source
				1	2	3	4	5	6	
Germany	Role of labor demand in the labor market effects of a pension reform.		Scientific paper						x	32
Germany	Institutional reforms of 2006 and the dramatic rise in old-age employment in Germany.		Scientific paper						x	33
Germany	Perspektiven 50plus, Germany		Program			x	x			34
Germany	OECD Pensions at a Glance 2021		Policy						x	35
Germany	Training and Retention of Older Workers in Germany		Guideline	x						36
Germany	EconPol Europe: Training Helps Older Workers Catch Up on Digital Skills		Scientific paper	x						37
Germany	Flexible working in Germany - achieving a work-life balance		Scientific paper	x						38
Germany	State of Hybrid Work 2022: Europe		Scientific paper	x						39
Germany	Could we soon be seeing the end of 9-5?		Guideline	x						40
Germany	Germany Gesellschaft für Arbeitswissenschaft		Scientific paper		x					41
Germany	Germany: Employment Rates of Older Workers Significantly Higher in Last Decade		Scientific paper	x						42
Germany	Country profile - Germany: Policies for longer working lives and two good practices		Project			x	x			43
Italy	A 2010 initiative of the Ministry for Labour and Social Policies – implemented in co-operation with the PES Italia Lavoro at the local level and the social partners		Policy						x	44
Italy	The Italian Ministry of Labour, Health and Social Policy: Programma d’Azione per il Re-Impiego di lavoratori svantaggiati (PARI)		Program					x		45
Italy	Programma Nazionale di lavoro Per un invecchiamento attivo, vitale e dignitoso in una società solidale		Program				x			46
Italy	ADAPT Consortium, ELDERS project – Elder Employees in Companies Experiencing Restructuring: Stress and Well-Being, Final Report presented to the European Commission under the Community Programme for Employment and Social Solidarity – PROGRESS (2007-2013), Modena, 2009-2010.		Policy			x				47
Japan	Pensions at a glance 2021: Country profiles - Japan		Policy						x	48
Japan	OECD Pensions at a glance 2021 – How does Japan compare?		Policy					x	x	49
Japan	Government as Institutional Entrepreneur: Extending Working Life in the UK and Japan		Scientific paper						x	50
Japan	Public Employment Service in Japan, called Hello Work		Program				x		x	51
Japan	Lifelong Learning Promotion Law		Policy				x			52
Japan	Supporting employers to retain and hire older workers in Japan		Guideline						x	51
Japan	Government as Institutional Entrepreneur: Extending Working Life in the UK and Japan		Scientific paper						x	50
Japan	Supporting employers to retain and hire older workers in Japan		Policy			x				51
New Zealand	A Summary of the Health of Older People Strategy	Older people, their families and whanau are able to make well-informed choices	Strategy	x		x				53
New Zealand		Policy and service planning are integrated around the needs of older people	Strategy			x				53

**Table A2**

Country level	Title	Type of document	Ageing workforce management domains						Source
			1	2	3	4	5	6	
New Zealand		Funding and service delivery supports access to quality integrated health and disability support services			x				53
New Zealand		Appropriate, integrated health and disability support services meet the needs of older Maori and their whanau			x				53
New Zealand		Population-based programmes promote health and wellbeing in older age			x				53
New Zealand		Older people have timely access to primary and community health services			x				53
New Zealand	Older Workers Employment Action Plan	Action 1					x		54
New Zealand		Action 3					x		54
New Zealand		Action 5						x	54
New Zealand		Action 7						x	54
New Zealand		Action 8						x	54
New Zealand		Action 9					x		54
Slovenia		2020 Pension Reform	Policy						
Slovenia	The Appropriate Work Environment for Older Employees: The Case of Slovenia	Scientific paper		x		x			56
Slovenia	Active Aging Strategy	Guideline		x		x	x		57
Slovenia	Expert opinion: Professor Jože Ramovš, Ph.D., Head of the Anton Trstenjak Institute of Gerontology and Intergenerational Relations	Program	x						58
Slovenia	Program "Still engaging over the years"	Project	x						59
USA	American Association of Retired Person (AARP)	Policy				x		x	60
USA	Age Discrimination in Employment Act (ADEA) of 1967	Policy	x						60
USA	Technical Assistance Programs (TAPS)	Program	x						60
USA	Americans with Disabilities Act (ADA) and the federal Rehabilitation Act	Program	x						60
USA	Disability Employment Initiative (DEI)	Program	x						60
USA	Reemployment Trade Adjustment Assistance (RTAA) programme	Program						x	60
USA	Vocational Education and Training (VET) in the United States	Program					x		60
USA	Senior Community Service Employment Programme (SCSEP)	Program					x		61

Company level	Title	Type of document	Ageing workforce management domains						Source
			1	2	3	4	5	6	
Canada	Mature Workers in Alberta and British Columbia: Understanding the Issues and Opportunities: Alberta and British Columbia	Guideline	x			x	x	x	62
Canada	Adapting training for older employees: The Canadian response to an aging workforce	Scientific paper	x			x		x	63
Canada	Ageing and Work in Canada: Firm Policies Traditional firm behaviour (Sun Life Assurance Company of Canada)	Scientific paper						x	64
Canada	Ageing and Work in Canada: Firm Policies Downsizing by attrition (Slater Steels)	Scientific paper						x	64
Canada	Ageing and Work in Canada: Firm Policies Firm behaviour in a declining industry (the Montreal garment industry)	Scientific paper				x			64
Canada	Ageing and Work in Canada: Firm Policies Institutionalized early exit incentives (Bell Canada)	Scientific paper					x	x	64
Canada	Ageing and Work in Canada: Firm Policies Attempted downsizing through age-neutral policy (NOVA, a worldwide natural gas services and petrochemicals company)	Scientific paper						x	64
Canada	COVID-19 and the ageing workforce: global perspectives on needs and solutions across 15 countries	Scientific paper				x		x	65
Canada	AGE-FRIENDLY WORKPLACES: Promoting Older Worker Participation	Strategy				x		x	66
Canada	AGE-FRIENDLY WORKPLACES: Promoting Older Worker Participation	Strategy	x			x	x	x	66
Canada	AGE-FRIENDLY WORKPLACES: Promoting Older Worker Participation	Strategy				x		x	66
France	As France Moves to Delay Retirement, Older Workers Are in a Quandary	Scientific paper	x		x			x	67
France	France struggles to keep older workers in the labour market	Scientific paper	x			x		x	68
France	Senior Employment in France	Program				x			69
France	Older workers, employment and retirement	Strategy		x		x			70
France	Pension reform: Addressing the issue of senior citizens' employment is imperative	Scientific paper						x	71
France	Overview of policy, strategy and programmes in relation to the occupational health and safety of older workers - France	Policy		x		x			72
France	European Aeronautic Defence and Space Company (EADS) France	Project				x			73
France	Thales, France	Project				x			73
France	France embraces new ways of working	Scientific paper	x				x		74
France	Les Amis, France	Project			x				75
France	Assurance France Generali, France	Project					x		76

**Table A3**

Company level	Title	Type of document	Ageing workforce management domains						Source
			1	2	3	4	5	6	
France	The French SME ErgoSanté, leader in passive exoskeletons in France, reinforces its range by launching the new HAPO	Scientific paper		x					77
France	EADS, France	Project		x					78
France	Renault, France	Project		x					79
France	Messier Bugatti, France	Project					x		80
Germany	BASF, Germany	Program		x	x				81
Germany	The hiring and employment of older workers in Germany: a comparative perspective	Scientific paper	x	x	x		x	x	82
Germany	Heil urges companies to hire more older workers	Scientific paper		x			x	x	83
Germany	Young at heart? Mercedes cultivates its aging workforce	Scientific paper		x			x		84
Germany	Older Employees Breathe New Life Into Europe's Labor Market	Scientific paper		x			x		85
Germany	Responses to an Ageing Workforce: Germany, Spain, the United Kingdom	Scientific paper	x			x	x		86
Germany	Skilled professionals for Germany	Scientific paper		x					87
Germany	KSB AG, Germany	Project				x			88
Germany	SICK Sensor Intelligence, Germany	Project				x	x		89
Germany	Siemens, Germany	Project				x			90
Germany	Loewe, Germany	Project		x					91
Germany	Rowenta Werke, Germany	Project			x				92
Germany	Sozial-Holding, Germany	Project			x				93
Germany	Germany: Promoting musculoskeletal health in the software industry through ergonomics	Guideline		x	x				94
Germany	Feel free to feel comfortable—An empirical analysis of ergonomics in the German automotive industry	Scientific paper		x	x				95
Germany	BMW, Germany	Project		x					96
Germany	BMW, Germany	Project			x				96
Germany	1300 companies in manufacturing	Scientific paper	x			x	x		97
Italy	L'Incontro initiative, Italy	Policy	x					x	98
Italy	API Raffineria di Ancona S.p.A, Italy	Policy				x			98
Italy	Coop Adriatica, Italy	Policy						x	98
Italy	Michelin, Italy	Policy				x			98
Italy	Modelling Workforce Aging in Job Rotation Problems	Scientific paper		x					98
Italy	A framework to design a human-centred adaptive manufacturing system for aging workers	Scientific paper		x					100
Italy	Minimizing and Balancing Ergonomic Risk of Workers of an Assembly Line by Job Rotation: a MINLP Model	Scientific paper		x					101
Italy	Design of job rotation schedules managing the exposure to age-related risk factors	Scientific paper		x					102
Italy	Higher Training Institute	Program						x	103
Italy	IBM	Project				x			104
Japan	Mirai Industry Co.	Scientific paper						x	105
Japan	Nojima Co.	Program						x	106
Japan	Tokyu Community Corp.	Program			x			x	106

**Table A3**

Company level	Title	Type of document	Ageing workforce management domains						Source
			1	2	3	4	5	6	
Japan	Chiba prefecture	Scientific paper						x	107
Japan	Tokyo Metropolitan Government	Scientific paper						x	107
Japan	Employment of senior workers in Japan	Scientific paper						x	108
Japan	Prolonging working life in Japan: Issues and practices for elderly employment in an aging society	Scientific paper						x	109
Japan	Nissan Motor Company	Program		x					110
Japan	Toyota	Program		x					111
New Zealand	The Nelson Tasman Chamber of Commerce	Guideline	x	x			x	x	112
New Zealand	CDL Leadership Team	Guideline	x			x			113
New Zealand	IBM	Program					x		114
Slovenia	RTV Slovenija	Program			x				115
Slovenia	Revoz	Program	x		x				115
Slovenia	Lip Bled	Program						x	115
Slovenia	The Appropriate Work Environment for Older Employees: The Case of Slovenia	Scientific paper				x		x	116
Slovenia	Motivation and satisfaction of employees in the workplace	Scientific paper					x		117
Slovenia	Triglav Insurance Company	Project	x	x	x	x	x	x	118
Slovenia	Unika TTI d.o.o.	Project				x	x		119
USA	Xerox, US	Policy		x					120
USA	Weyerhaeuser	Policy						x	120
USA	BMW Company	Scientific paper		x					121
USA	Pitney Bowes	Program						x	61
USA	Proctor & Gamble and Siemens	Program						x	61
USA	RWE Power	Scientific paper			x			x	122
USA	Brooks Brothers LIC Factory	Policy		x					123
USA	Eneslow Pedorthic Enterprises Inc.	Policy		x				x	124
USA	Betz Laboratories	Guideline						x	125
USA	Texas Refinery Corporation	Guideline						x	125
USA	General Electric	Guideline					x		125
USA	High Tec Engineers	Guideline					x		125
USA	Aerospace Corporation	Guideline					x		125
USA	AT & T	Guideline					x		125
USA	Xerox	Guideline						x	125
USA	Dupont	Guideline			x				125
USA	Texas Instruments	Guideline			x				125
USA	Ford Motor Company	Project	x					x	126
USA	Days Inn	Guideline						x	125

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