**Draft coding structure**

1. Barriers and facilitators to active ageing
	1. Macro-economic issues (eg unemployment, economic restructuring)
	2. Legal or social policy issues (impact of employment laws, pension ages, etc)
	3. Sectoral issues (skills or labour demands)
	4. Organisational issues (HR policies, workforce management)
	5. Union issues (union policies, campaigns)
	6. Individual issues (retirement plans of staff, health issues, expectations)
2. Perceptions of active ageing
	1. Definitions of active ageing
		1. Level of understanding
		2. Perceptions of work as part of active ageing
	2. Organisational perceptions
		1. Corporate policies
		2. Line manager perceptions
		3. Workers’ perceptions
	3. Union perceptions
		1. Union movement policies and campaigns
		2. National union policies
		3. Perceptions of union reps
	4. Regional body perceptions
		1. Labour issues
		2. Impact on local economy
3. Responses to active ageing
	1. Company responses
	2. Union responses
	3. Social dialogue approaches (ie coordination between two)
	4. Regional coordination
	5. Sectoral approaches to active ageing
4. Intergenerational issues
	1. Concerns over intergenerational conflict
	2. Perceptions of younger workers
	3. Intergenerational work teams
	4. Mentoring
	5. Intergenerational support
5. Good practice in active ageing
	1. Collective bargaining
	2. Healthy workplace initiatives
	3. Recruitment/joblessness
	4. Flexible working
	5. Training/lifelong learning
	6. Performance management