**Draft coding structure**

1. Barriers and facilitators to active ageing
   1. Barriers- Agreed to separate codes between facilitators and barriers
      1. Industrial relations systems- Ways in which institutional system (e.g. collective bargaining, works councils etc) impact on dialogue on active ageing.
      2. Macro-economic and social issues: Not a new node but added social/cultural issues- macro factors like unemployment, skills shortages, cultural views on ageing which impact on Active ageing
         1. Cultural issues: eg how people think older people’s role in wider society
            1. Class issues: Whether social class affects aa
         2. Demographic change: Impact of population ageing on work
         3. Economic issues: Macro economic factors like unemployment impacting on aa
         4. Legal or social policy issues (impact of employment laws, pension ages, etc) Moved to a subset of macro issues
         5. Sectoral issues (skills or labour demands)
      3. Organisational issues (HR policies, workforce management)- where people talk about dynamics within their employer impacting on aa
         1. HR policies- formal hr policies in the workplace
         2. Ergonomics
         3. Workforce management- workforce numbers affecting how firm approaches aa
         4. Work processes- examples of how the way work is carried out impacts on how aa is implemented
         5. Communication: communication within management chain
      4. Social partner issues (union policies, campaigns)- how policies and culture of representative associations impact on their approaches to aa- changed name and broke up to Unions and Employer associations
         1. Unions
            1. Pensions and right to retire – how union campaigns to protect pension rights impact on aa
            2. Promotion of equality- how unions promote equality on the basis of age and other protected characteristics
         2. Employer associations
      5. Individual issues: How older workers’ plans, experiences and expectations impact on aa
         1. Health
         2. Finance
         3. Stress
         4. Motivation
         5. Finance
         6. Family/caring
         7. Retirement plans
      6. Facilitators Industrial relations systems- Ways in which institutional system (e.g. collective bargaining, works councils etc) impact on dialogue on active ageing.
      7. Macro-economic and social issues: Not a new node but added social/cultural issues- macro factors like unemployment, skills shortages, cultural views on ageing which impact on Active ageing
         1. Cultural issues: eg how people think about the ageing process
            1. Class issues: Whether social class affects aa
         2. Demographic change: Impact of population ageing on work
         3. Economic issues: Macro economic factors like unemployment impacting on aa
         4. Legal or social policy issues (impact of employment laws, pension ages, etc) Moved to a subset of macro issues
         5. Sectoral issues (skills or labour demands)
      8. Organisational issues (HR policies, workforce management)- where people talk about dynamics within their employer impacting on aa
         1. HR policies- formal hr policies in the workplace
         2. Ergonomics
         3. Workforce management- workforce numbers affecting how firm approaches aa
         4. Work processes- examples of how the way work is carried out impacts on how aa is implemented
         5. Communication: communication within management chain
      9. Social partner issues (union policies, campaigns)- how policies and culture of representative associations impact on their approaches to aa- changed name and broke up to Unions and Employer associations
         1. Unions
            1. Pensions and right to retire – how union campaigns to protect pension rights impact on aa
            2. Promotion of equality- how unions promote equality on the basis of age and other protected characteristics
         2. Employer associations
      10. Individual issues: How older workers’ plans, experiences and expectations impact on aa
          1. Health
          2. Finance
          3. Stress
          4. Motivation
          5. Finance
          6. Family/caring
          7. Retirement plans
2. Perceptions of active ageing
   1. Ageing process
      1. How active ageing is defined
      2. Ageing affecting older workers’ ability to work
   2. Perceptions of work as part of active ageing- stakeholders not listed (eg occupational health specialists, professional associations, etc)
   3. Organisational perceptions
      1. Corporate policies
      2. HR managers’ perceptions
      3. Line manager perceptions
      4. Workers’ perceptions
   4. Social partner perceptions (added employer association
      1. Unions
         1. Union movement policies and campaigns
         2. National union policies
         3. Perceptions of union reps
      2. Employer associations
   5. Regional body perceptions
      1. Labour issues- regional labour market demands
      2. Impact on local economy- how ageing is affecting local economy/growth, etc
3. Responses to active ageing: How different stakeholders are responding to ageing workplaces and other factors relating to active ageing
   1. Company responses
   2. Union responses
   3. Social dialogue approaches (ie coordination between two including collective agreements)
   4. Regional coordination: activities between unions, employers, govt etc on regional level
   5. Sectoral approaches to active ageing- sector based activities
4. Intergenerational issues- how workshop respondents discussed potential conflicts between generations and ways to overcome them
   1. Concerns over intergenerational conflict
   2. Perceptions of younger workers
   3. Intergenerational work teams
   4. Mentoring
   5. Job sharing
   6. Intergenerational support
5. Good practice in active ageing- Agreed to divide between good practice in managing ageing and process of developing and embedding those policies
   1. Policies
      1. Financial planning
      2. Lifelong learning
      3. Retirement planning
      4. Healthy workplace initiatives
      5. Recruitment/joblessness
      6. Flexible working
      7. Training/lifelong learning
      8. Gender
   2. Processes
      1. Collective bargaining
      2. Consultation with employees
      3. Mutual learning
      4. Performance management
6. What can help This is a new topline node for anything which respondents say will help them in developing and embedding active ageing including what they would like from the project
   1. Case studies of good practice
   2. Communities of practice
   3. training