

# Agemaster program

- The program is developed by Abloy to improve and maintain ageing workers' health and working ability.
  - Results are reviewed and decision on continuation of the program is made every year by the employer.
- Abloy Oy is one of the leading manufacturers of locks, locking systems and architectural hardware and the world's leading developer of products in the field of electromechanical locking technology.
- Approx. 900 employees (700 in Joensuu Factory)

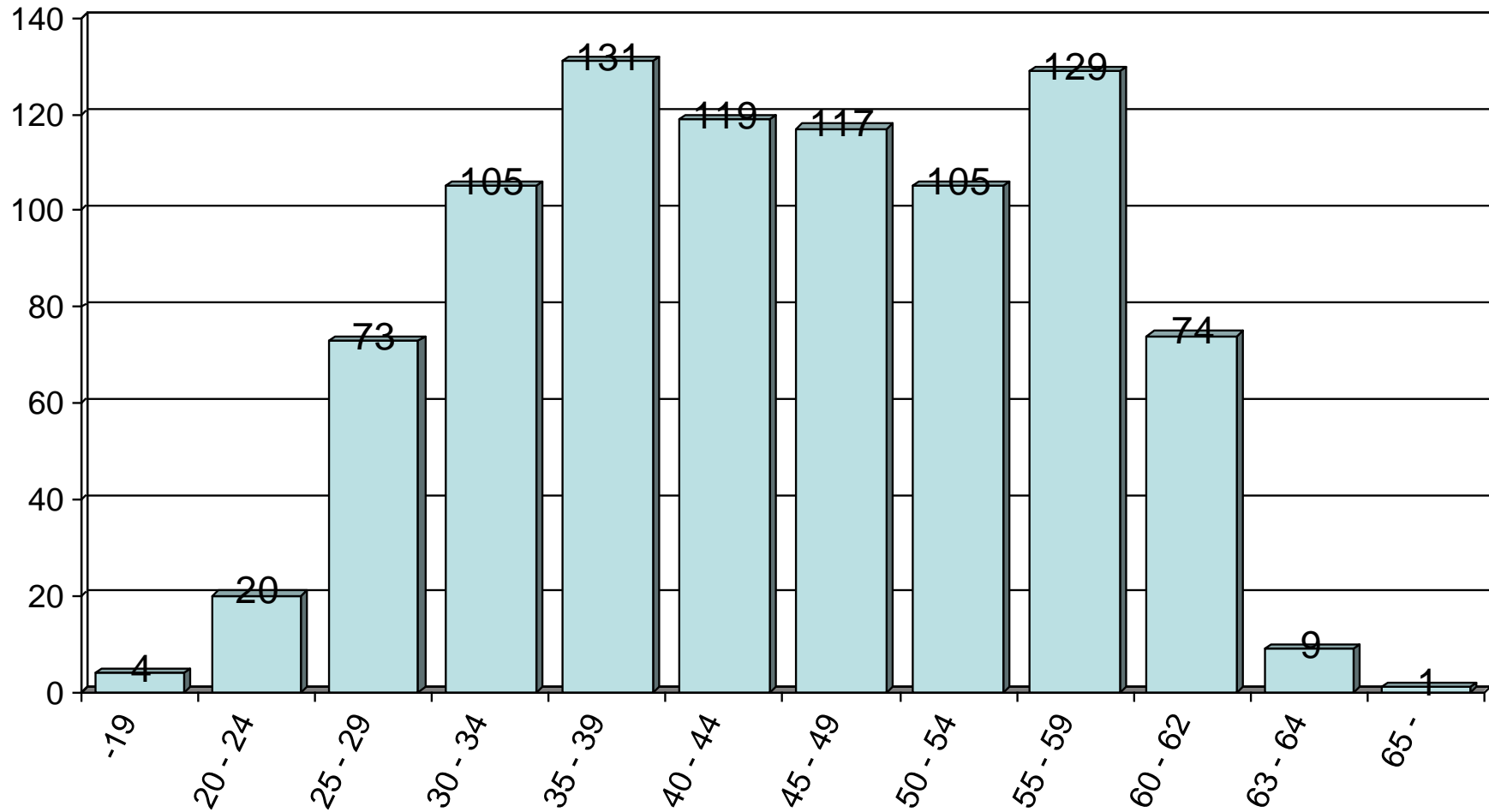


# Agemaster program, targets

- To maintain well-being and working ability => raise the retirement age
  - Fitness test and plan
  - Fitness club membership and sporting events
  - Seminars on ageing
  - Extra days off for from the age of 59
  - Agemaster Club for peer interaction (from the age of 55)
  - Retirement: in 2001 average 59,5 years, in 2010/2011 ca. 63 years
- Age management and leadership, working conditions
- Transfer of tacit knowledge



# Age distribution at Abloy



# Agemaster's extra days off

The year of Xth birthday	Days/ year
59	6
60	8
61	10
62	12
63 +	14



Conditions: Full-time permanent employment. A yearly fitness test carried out.

Scheduling of days off require prior approval from the immediate superior. Used in series of max. 3 days and not combined with other official time off.



# Thank you for your attention!

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