

IntegrAGE Project

Age-friendly company Quality Seal

Project information

Grant agreement No.: DRP0200406

Acronym: InterAGE

Project name: A practical approach to support the healthy adaptation and integration of 55+ workforce into the labour market!

Deliverable No.: D2.2.2 Age-friendly company framework and quality seal

Introduction to the IntegrAGE project

Age-Friendly Company – Quality Seal Certification

Project description & objectives

The IntegrAGE project aims to support the healthy integration of older working generations (55+) into the labour market, capitalizing on their knowledge and helping them adapt to new ways of working. Its overall objective is to foster life balance by recognizing the unique needs of older workers and creating environments that support their well-being. Key aspects include flexible working arrangements, resources for good physical and mental health, and a positive and inclusive work culture.

The project's activities range from national analyses and policy recommendations, to developing training programs, self-assessment tools, and mentoring schemes. By doing so, IntegrAGE ensures that older workers can continue contributing their skills and experience to the economy, while also addressing the shortage of qualified professionals in many regions.

About the Age-friendly company Quality Seal

The IntegrAGE Quality Seal certifies companies that implement age-friendly practices and foster inclusive workplaces. It recognizes organizations committed to combating ageism, supporting healthy work-life balance, and providing equal opportunities for all generations.

Partners



Certificate of achievement & framework explanation

Section 1: The 5 certification categories

The Quality Seal is based on five core categories:

1. Recruitment practices
2. Workplace ergonomics
3. Health & well-being initiatives
4. Learning & development opportunities
5. Policies to combat ageism

Section 2: Badge level & explanation

- **Gold (8.6 - 10):** Excellent performance in all categories, demonstrating a leading role in age-friendly practices.
- **Silver (7.0 - 8.5):** Strong performance across categories, with some identified areas for improvement.
- **Bronze (5.0 – 6.9):** Basic compliance with requirements, representing the first steps towards an inclusive workplace.
- **Action required (Below 5.0):** Company is engaged in the process, but further measures are needed to meet certification standards.

This leaves no room for ambiguity, ensuring that every certified company understands precisely how its level was determined and what is required to advance to the next tier.

Action required status

Receiving an **Action required** status signifies that while your organization has shown engagement with the principles of an age-friendly workplace, it does not yet meet the minimum standards for certification. This result pinpoints specific areas across the five categories that need significant development, from policy creation to practical implementation. It should be viewed as a constructive guide, providing a clear roadmap of the measures needed to build a foundational framework for age inclusivity. This status recognizes your initial interest and provides the direction needed to achieve certification in the future.

