



KOMISJA EUROPEJSKA
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KOMISJA KRAJOWA
NSZZ



Projekt
“Initiating activities for implementation of the
Autonomous Framework Agreement on Active Ageing
and Inter-Generational Approach”

co financed by European Union and National
Commission of NSZZ „Solidarność”

- ◎ Budget Heading 04 03 01 08,
programme VP/2018/001 Support for
social dialogue;
- ◎ Duration of the project :
from 15.01.2019 till 31.12.2020

Partnership

- ◎ Leader : National Commission of NSZZ „Solidarność”
- ◎ Co-applicants : CIOP (Poland), CISL (Italy), ACV-CSC (Belgium), LBAS (Latvia), Konfederacja Lewiatan (Poland).
- ◎ Associated organisations:
 - European Social Dialogue - ETUC, FERPA;
 - Trade Unions: CSDR (Romania), KSS (North Macedonia);
 - Employers' organisation – OEK (North Macedonia);

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Autonomous Agreement on Active Ageing & Intergenerational Approach (AAIA)

Signed on 8 March 2017 by:

- ⦿ ETUC (Luca Visentini – General Secretary and Peter Scherrer – Deputy General Secretary)
- ⦿ BusinessEurope (Emma Marcegaglia – President)
- ⦿ CEEP (Valeria Ronzitti – General Secretary)
- ⦿ UEAPME (Ulrike Rabmer–Koller – President)

Priorities of European Social Dialogue (EDS)

Project promotes cross-sectoral ESD in line with :

- ◎ European Pillar of Social Rights: 08-SD & involvement of workers; 09-work-life balance; 05-secure & adaptable employment; 10-healthy, safe & well adapted work environment.
- ◎ ESD, a force for innovation and change (COM(2002)341) item 2.4.2. on social partners role in the transposition of ESD agreements to the national level.
- ◎ Partnership for change in an enlarged Europe (COM(2004)557) - “awareness and understanding of the results of ESD”; item 3.2.1 Synergies with the national level; item 4.4 Autonomous agreements.

Main project objective

Preparation of activities that meet the assumptions of „Autonomous Agreement on Active Ageing and Intergenerational Approach” in 2 aspects:

- ⦿ Expert - to initiate the implementation of the Agreement at national levels;
- ⦿ Popularizing - required by this Agreement: "Social partners have also a role to disseminate information on effective tools within their membership, including based on practice in other European countries, and to transfer the necessary know-how on how to use them."

Project structure

2 directly linked components:

- ⊙ The expert component based on the expert network, 36 cases of good practices and action plans developed on national workshops in 6 partners' countries;
- ⊙ The training component based on the new training module:
 - ✓ 5 international training sessions for social partners leaders engaged in SD (in Poland – 2, in Belgium, in Italy, in North Macedonia)

Specific project objectives

- ① Creating conditions for implementation of AAIA by social partners' joint network that will elaborate overview of national legal regulations, prepare national action plans, develop catalogue of good practices.
- ① Improving social partners' skills on conducting social dialogue according to EU standards resulting in better working conditions, prolonged, effective professional career and promotion of the AAIA content through training and other promotional measures in project partners' states during the project.

Project bodies

- ◎ The Steering Group (4 meetings)
- ◎ An expert network (Partner experts, researchers and practitioners in the field of SD and project subject, SD negotiators)
- ◎ Trainers developing a training module and running training courses

Steering Group and network - area of activity

Cooperation & information exchange - conditions for implementation of AAIA by:

- Overview of source materials on national legal regulations and good practices concerning the issues included in AAIA;
- Analysis of 36 cases of good practices from 6 countries: ergonomics & adaptation of the workplace to the needs of older workers, transfer their experience to younger workforce;
- ◎ Developing 6 national action plans verified by social partners with the academic support at 2 workshops in each partner's country;
- Verification and validation of the final project report.

Expert component – activities

- ⊙ **Analysing materials collected by the network and discussed at the 4 SG meetings** – in the context of the needs of target groups : EC, European Social Partners & national actors of SD.
- ⊙ **36 cases of good practices** – to know different ways of age & intergenerational issues management in companies.
- ⊙ **12 national workshops** – to set up a long lasting national SD platforms for implementation of AAIA to national levels.
- ⊙ **Report** – to support SD by conclusions & recommendations from expert network. Target groups: EC (e.g. for needs of Annual Growth Surveys, Employment Reports), European Social Partners & their national affiliates, stakeholders from partners' countries, employers' and TU leaders of SD at national/company levels.
- ⊙ **1 conference promoting the project results.**

Training component – activities:

- ◎ **Training module** – on active ageing & intergenerational approach for social partners' representatives to promote and increase their awareness of AIA content;
- ◎ **5 bilateral training sessions** – for promotion of AIA and its good practices/experiences. For 100 leaders of employers & workers to be run in 4 countries: 2 in Poland (PL /LV, PL/RO), 1 in Belgium, 1 in Italy, 1 in North Macedonia.

Expected results

- ◎ **Report** with summary in 5 languages comprising:
 - conclusions from desk research, 36 cases and list of good systemic practices from partner countries;
 - proposed solutions/good practices in the area of:
 - ergonomics and adaptation of work posts to the needs of senior workers;
 - intergeneration approach at the company level;
 - information on current opportunities available to social partners for implementation of the AAlA;
 - recommendations for systemic changes in national legal provisions;
 - model collective agreement including issues from AAlA.

- ◎ **1 universal tool kit** to collect cases of AAIA in companies.
- ◎ **36 cases** on ergonomics & adaptation of the workplace to the needs of older workers and transferring their experience to younger workforce.
- ◎ **6 national action plans** worked out by social partners with academic support at 2 workshops in each country.
- ◎ **12 workshops** for national stakeholders.
- ◎ **1 international conference** to promote the project results.
- ◎ **Report and training module** popularizing the content of AAIA disseminated within the partners' structures.
- ◎ **100 social partners' leaders trained** to promote AAIA.

Summary

- ◎ **National action plans** - could be used to:
 - monitor implementation of AAIA by its European signatories;
 - test ETUC guidelines in 6 countries;
 - to popularize content of AAIA.
- ◎ **Comparative analysis** of different cases.
- ◎ **National workshops** to initiate a long-term approach, engage relevant stakeholders at national /company levels and mobilize them in terms of AAIA implementation.
- ◎ **Bilateral training** to promote ESD and show how to tackle AAIA issues in collective bargaining and in collective agreements.
- ◎ **Report** including guidelines for integrated policy framework.

Next actions for SG members

1. Signing of partnership agreements – **asap!!!**
2. Analysis of source materials and collection of case studies – **till 12.07.2019**
3. Final date of the 2nd SG meeting – **3-4.10. in Florence**
4. Preparation for 2nd SG meeting - **till 30.09.2019**
 - on collected case studies in your countries;
 - on good practices gathered from case studies;
 - on conclusions from the interviews;
 - on added value for the EC;
 - on the framework agenda for the 1st national workshop basing on knowledge from collected case studies.

Thank you for your attention

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