



CISL
CONFEDERAZIONE ITALIANA
SINDACATI LAVORATORI

Active ageing and Inter-Generational Approach in Italy

VS/2019/0007 - Initiating of activities for implementation of the Autonomous Framework agreement on Active Ageing and Inter-Generational Approach

**1st Steering Group meeting
(12 – 13 March 2019)**

Please indicate to what extent the issue of ageing workforce and the potential of older workers exist in public debate in your country. Is there any strategy/ government programme on these themes in your country?

In Italy, the issue of the ageing workforce has only recently become the subject of public debate even for the social partners. One of the main reason is the use of the early retirement tool to manage it.

In 2012 the so called **Fornero Reform**, established the raising of the retirement age and so the age of workers has become a further element to tackle with urgent and appropriate vision and policies.

To what extent active ageing is the subject of negotiations between TUs and employers' organisations? Please give examples of such initiatives at the national and sectoral level

It seems that the collective bargaining dealing with the active ageing is mainly focused on factors related to health and well-being of the older workers. Additional topics of interest seems to be related to work-life balance, corporate social responsibility, workers skills upgrading and the employment support.

In some National Collective Agreements, the ageing of the workforce has been negotiated in order to make some senior workers activities more sustainable for them (e.g.in continuous production line, night shifts). And many agreements at national, sectoral and company level foresee forms of supplementary welfare in order to support over 50 workers in their social needs, such as work-life balance, flexible working time, support for medical care and visits, reimbursement of medical costs, etc...

Please indicate the provisions in the labour law/social security legislation fostering longer activity of older workers. Have there been any new solutions in recent years?

In Italy there's not a specific law concerning the active aging and the intergenerational approach.

The only normative sources relating to these subjects are:

- l. 247/2007 on social safety nets, sets as a guiding standard «the job placement of people from the weaker segments of the market, and, in particular of young and older workers », in order to strengthen active ageing policies.
- the so-called Fornero Law introduces a procedure of consultation among the social partners to "create local networks including the whole range of education, training and work related services [...]linked to strategies for [...] active aging ».

Nevertheless, the competent ministries did not follow up these recommendations.

The Italian transposing Decree of the Directive 2000/78/EC , established the principle of 'equal treatment of persons irrespective [...] of age, with regard to employment and working conditions '. In very limited circumstances, a difference of treatment may be justified where a characteristic related to age constitutes a genuine and determining occupational requirement, when the objective is legitimate and the requirement is proportionate.

Please present some good practices at the company level in terms of exploiting the full potential of older workers (e.g. mentoring) or adapting workplaces to their needs?

Some agreements at sectoral and company level foresee the chance to implement the intergenerational transfer of knowledge on the workplace. These experiences are still limited in terms of companies and workers involved, but nonetheless significant.

In Italy, high-skilled workers eligible for retirement are often asked to keep on working under temporary - work contracts in order to retain their expertise within the companies. There are about 2 million of retired people who continue to work.

Are there any training programmes/solutions on easier access of older workers to training courses?

Unfortunately there are no specific training programmes or solutions. Italian workers are less involved than their colleagues in the other European countries, in opportunities of continuous training and professional qualification. There are still no specific incentives or training programmes for over 50s.

However among the actions funded by the Intersectoral bilateral funds (IBFs, Fondi paritetici interprofessionali) for continuous training*, in the past years there were some experiences that involved senior workers.

*promoted by social partners and supervised by Ministry of Labour - which finance training plans at company, sectoral and territorial level, individual training programs and system activities, such as training needs surveys, established by the 388/2000. Companies may choose whether to join these new intersectoral funds or not. If so, they must request Italian social security (Inps) to pass the levy of 0.3% onto the fund they have joined, devoted to the financing of workers' training.

Could you please describe the situation of older female workers in your country?

The women's employment in Italy is a problematic issue, also regarding the older female workers. Their working life is often discontinuous and that means that women become eligible for retirement later than their male colleagues.

In addition since women are still the most involved in the caregiving for children and ageing parents, it's necessary to strengthen the work-life balance and supplementary welfare services

Have your national social partners taken any activities directly linked to the implementation of the Autonomous Framework Agreement on Active Ageing and Inter-Generational Approach? Is there any official/agreed translation of this Agreement in your language available on any website?

At the moment there are no specific initiatives in order to implement the Autonomous Framework Agreement. However there is an official translation agreed between the parties.

Thank you for your attention!