

Active ageing – Poland
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Ageing workforce /older workers - strategy

Strategy for
Responsible
Development

- adopted by the Council of Ministers - key document
- **active aging factor (AAI)** - increase in the AAI rate from 28,1(2014) to 33,0 (2030)
- the active aging facto was created by combining measures from four areas, which are:
 - employment;
 - participation in the life of society,
 - independent living in health and safety;
 - opportunities and conditions conducive to active aging

Social policy towards the
elderly persons 2030

- adopted in October 2018,
- the policy includes the directions of development of social policy towards the elderly
- among objectives: creating conditions enabling the use of the potential of older people as active participants of economic life and the labor market, adapted to their psychophysical abilities and family situations



Negotiations between TUs and employers' organisations

Social Dialogue Council

- national and regional level
- tripartite social dialogue
- discussion on the government and social partners actions of for an active aging population - 30 August 2018
- implementation of a framework agreement on active ageing



Labour law solutions related to the needs of enterprises and workers

a) **diversification of contractual arrangements** – a wide range of employment contracts (fixed-term contract, part-time contracts, temporary agency work)

b) **work organization**

telework – following the social partners agreement at the EU level there have been introduced the relevant provisions to the Labour Code,

Labour law solutions

Working time – probably the widest range of options

- part-time work,
- activity-based working time – tasks are assigned to the employee, but it is up to employee how to organize work to achieve them.
- individual working time arrangements – individual schedule of working time for that employee within the working time system applicable to the employee.
- interrupted working time system - the working time schedule may stipulate a maximum of one break from work in a 24-hour period. The break cannot be longer than 5 hours.
- “*variable*” schedule of working time
 - the employee's work schedule may provide different hours for starting work,
 - the employer may set the time interval in which the employee him- or herself can decide the starting time for their work.

Some of the solutions may be introduced at the individual request of an employee.



Extending the period of professional activity

- **less burdens** - reduction of costs in case of illness - in the case of an employee over 50 years old employer covers remuneration for up to 14 days during a calendar year (normally for 33 days)
- **social security** – care allowance - granted when occurs the need of personal taking care of sick member of family (spouse, parents, parents in law, grandparents, grandchildren, siblings and children above the age of 14 – if they stay within the insured's in household during the period of taking care)
- **pesnion scheme** - retired people who have reached the retirement age (60 years old female, 65 years old male) can work without any restrictions.



Good practices at the company level

- **an additional break** (usually an hour) - which an employee can spend on meal and regenerate or deal with private matters
- **training**, especially for people returning to work after a long break
- **integration meetings** for employees
- **job-sharing** - two people, working in one position, share duties, pay and benefits in proportion to the working time of each of them
- **co-financing** to care for a child or dependent in an emergency
- **adapting physical working conditions** to the possibilities of an elderly worker



Framework Agreement on Active Ageing

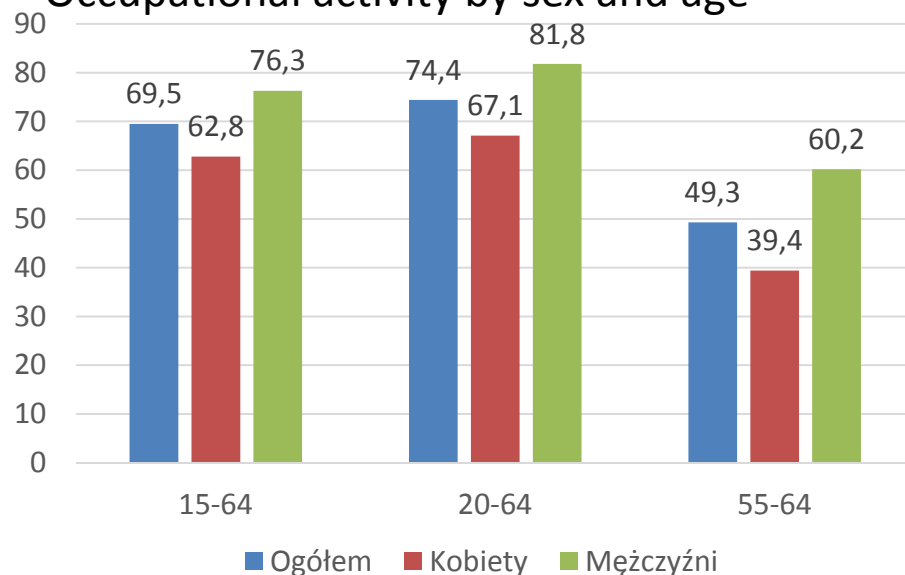
Social partners agreement on further actions.

Main objectives :

- evaluation of the availability of training offer in the context of the idea of lifelong learning and proposals for older employees,
- working time arrangements,
- mentoring contract – to exploit the potential of older employees, especially in the area of providing younger employees with knowledge and experience specific to the organization.

Women on the labor market

Occupational activity by sex and age



Employed over 50 by sex and education

