



Initiating of activities for implementation of the Autonomous Framework Agreement on Active Aging and Inter-Generation Approach

**NATIONAL CASE STUDIES
CSDR, Romania**



Some remarks

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- First of all, while gathering the data, it has been established that there hasn't been any negotiation related to work conditions adapted to the needs of workers at the end of their career initiated by the unions. Negotiations have been made at the level of all workers.
- Neither in the Collective Work Contracts, nor in other negotiations initiated by the unions there weren't any specific topics about elder workers' special needs.
- Except for salaries, bonuses, extra incomes negotiation topics, there weren't any negotiations about working conditions, effective working time, working conditions adapted to the physical and psychological abilities for elder people initiated by the unions.

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- Employers also didn't take any measures or practical actions about adapting the working conditions to the needs and abilities of elder workers, although the law forces them to.
- Practically, regarding those who filled in the questionnaire, it has been noticed that they had rather reacted, when completing it, to the information that has been sent to them and didn't seem to have participated to any actual activity.
- Finally, it has been noticed some hesitation in filling the questionnaire, as, after long insistence, there are only six answers out of 25 requests.

Legal aspects

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- From the legal point of view, in Romania the entire European legislation about elder people is approved.
- Health and safety rules at the workplace are mandatory for employers.
- The Labour Code makes specific references about elder workers and their protection.
- There are national strategies corelated with the European legislation for elder workers.
- All these aspects were approached in the legislation questionnaire.

Questionnaire participants

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- Out of the 25 requests for the completion of the questionnaire, only six of them replied positively and participated.
- Three of the participants are private companies, two of them are enterprises with the state majority shareholder and one is a public institution of national interest.

About national case studies

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- As highlighted above, some general aspects regarding those who completed the questionnaires resulted and I think that the answers were influenced by the training made before the filling of the questionnaires and were not a result of actual actions or activities.
- Practically, the people who took part at the discussions were surprised to find that throughout focused actions it can be negotiated and taken action in favour of a certain category of workers who may have some special needs.
- A positive aspect was that the questioned people realized the importance of actions and negotiations oriented not exclusively towards the mass workers but rather towards their specificity (young, old, minorities, refugees).

**Adjustment of work processes
and workplaces to the needs of
employees and their psycho-physical
skills resulting from their
age and health**

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- This activity was marked in all six questionnaires.
- It was highlighted the need for elder people to have working timetable and conditions according to their needs.
- It hasn't been identified any activity or action oriented towards this direction throughout the questionnaire.

**Division of duties and
responsibilities among the
employees with consideration
to their psycho-physical skills
resulting from their
age and health**

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- This activity was marked in only four questionnaires.
- No action or actual activity was indicated.

Considering issues concerning employees age in negotiation and implementation of collective bargaining contracts

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- This activity was marked in only two questionnaires.
- One questionnaire mentioned some discussions held within the Health and Safety Committee.
- Another questionnaire noted that there are some negotiated aspects in the Collective Work Contract.
- No other actions or activities were indicated.

Recruitment

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- This activity was marked in only one questionnaire
- There weren't any other activities or actual actions noticed.

Training and life-long learning

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- In three questionnaires this activity was marked.
- Although improvement activities have been outlined, they haven't been addressed to elder people.
- It couldn't be established whether training and life-long learning activities were organized exclusively for elder people.

**Gathering and transferring
specialist knowledge/skills and
work experience acquired at
the workplace and passing it
on to new employees**

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- This activity was marked in all six questionnaires.
- It was mentioned that elder people were appointed in training activities for young employees.
- It hasn't been noticed though any activity or actual action related to this aspect.

Combating with age-related stereotypes

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- This activity was marked in two questionnaires.
- No other activities or actions considering this topic were presented.
- No remarks were made about this activity.

Planning and development of professional careers of the employees

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- This activity was marked in three of the questionnaires.
- No activities or actions in this domain were mentioned.

Flexible working hours adapted to the needs of the employees

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- In five of the questionnaires this activity was marked.
- No activities or actual actions were outlined.

Health promotion at workplace

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- This activity was marked in all six questionnaires.
- This activity is on the agenda of the Health and Safety Committee.
- These committees are present in all enterprises from Romania.

Supporting employees at the end of their professional career when they get ready to retire

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- In five of the questionnaires this activity was marked
- Collective Work Contracts have stipulations about granting a salary pay when retiring.

**Creating legal conditions for
the retiring employees to have
options to continue their
activity within the company
and having the opportunity of
cumulating pension and salary**

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- This activity was added in another questionnaire in a different chapter.
- No details were given about this activity and no actual activities were noticed regarding this aspect.

Conclusions

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- The questioned people couldn't answer the questionnaire requests efficiently because , at the level of their enterprise, no such actions were initiated.
- As a result of the discussions with the people who completed the questionnaires it resulted that they understood the necessity of initiating such actions.
- We agreed to continue the discussion in order to put these aspects into practice.

- Although there is specific legislation regarding elder people, most workers think that this is sufficient and it is mandatory for the employer to apply it without though having the unions follow this aspect and ask for actual actions.
- I consider that receiving the questionnaires and explaining to the people what they are expected to do is a positive aspect for the future activities of the unions within those enterprises.

Thank you!

Ioan Leon Naroși

CSDR Romania