



KOMISJA EUROPEJSKA  
DG ds. Zatrudnienia,  
Spraw Społecznych i Włączenia Społecznego

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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## 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."

## Specific project objectives

- ① Creating conditions for implementation of AAIA by social partners' joint network that with overview of national legal regulations, catalogue of good practices and national action plans.
- ① Improving social partners' skills on 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 structure

2 directly linked components:

- ⦿ The expert - based on the expert network, 36 cases of good practices and action plans developed on national workshops in 6 partners' countries;
- ⦿ The training - 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)

## 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

## Expert component – actions done

- ◎ 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.



## Expert network – actions to be performed

- ◎ 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 – actions :

- ◎ Training module – preparation;
- ◎ Training module – translation, printing;
- ◎ 5 bilateral training sessions – 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

- ◎ **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.
- ◎ **12 workshops** for national stakeholders.
- ◎ **6 national action plans** for implementing the Agreement in a specific country worked out by social partners with academic support at 2 workshops in each country.
- ◎ **1 international conference** to promote the project results.
- ◎ **Training module** (accessible in 6 languages) popularizing the content of AAIA disseminated within the partners' structures.
- ◎ **100 social partners' leaders trained** to promote AAIA.

# Expected results

- ◎ **Report** with summary in 5 languages comprising:
  - conclusions from desk research, 36 cases and list of good systemic practices;
  - 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;
  - current opportunities available to social partners for implementation of the AAIA (based on national action plans);
  - recommendations for systemic changes in national legal provisions;
  - model collective agreement including issues from AAIA.

## Tasks for 3rd SG meeting

- ◎ Summary presentation of 1<sup>st</sup> national workshops held in your country;
- ◎ Draft framework action plans for social partners leading to implementation of AAIA in your country and examples of various actions for promoting and supporting social dialogue in context of AAIA;
- ◎ Suggestion regarding systemic changes on active aging and intergenerational changes that might be implemented in your country;

# 3<sup>rd</sup> Joint Steering Group Meeting

- ◎ Summary of 1<sup>st</sup> national workshops, expert presentations;
- ◎ Discussion on various actions for promoting and supporting social dialogue in context of AAIA;
- ◎ Development of the draft framework action plans for social partners leading to implementation of AAIA at national levels;
- ◎ Discussion on recommendations at the national level regarding systemic changes on active aging and intergenerational changes;
- ◎ Presentation of the progress of work on the final report;
- ◎ Working out the conference agenda.

## Next actions for SG members

- ◎ 2nd national workshops - preparation, organization and conducting till 30.04.2020.
- ◎ 2nd training in Belgium PL/BE on 4-6.03.2020
- ◎ 3rd training in Warsaw PL/RO on 1-3.04.2020.
- ◎ 4th training in Italy PL/IT on 3-5.06.2020
- ◎ 5th training in North Macedonia PL/MK in September 2020
- ◎ Project report till 30.06.2020
- ◎ 4<sup>th</sup> Steering Group Joint Meeting on 14.10.2020
- ◎ International conference on 15.10.2020

## 4th joint SG meeting

- ⦿ Presentation of the National Action Plans and summary of 2 national workshops.
- ⦿ Presentation of the Report.
- ⦿ evaluation and validation the content of the Report by SG members.
- ⦿ Discussion of the promoting campaign,
- ⦿ Evaluation of project results and training sessions,
- ⦿ Next steps and possibilities for further cooperation.



**Thank you for your attention**

**Maria Żytka** – Project Coordinator

**[m.zytko@solidarnosc.org.pl](mailto:m.zytko@solidarnosc.org.pl)**