



CISL
CONFEDERAZIONE ITALIANA
SINDACATI LAVORATORI

Italian 1st National Workshop

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

**3rd Steering Group meeting
(29th – 30th January 2020)**

Italian 1st National Workshop

20th January 2020 - ROME

Who

- experts on the topics of the project or on the areas covered by the framework agreement, among:
 - representatives of trade unions and employers' organizations
 - members of bilateral bodies
 - academics

How

- An introductory panel to provide a reference framework for the discussion
- A debate on priority and critical issues related to the implementation of the agreement in Italy, according to the experiences of the participants

Italian 1st National Workshop

AGENDA

1st Workshop
to elaborate a National Action Plan
on implementing European Agreement on AAIA in Italy

Europea Project VS / 2019/0007

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

Rome, 20th January 2020

AGENDA

14.00 Welcome - **Nino Sorgi, CISL International Activities Coordinator**

14.10 Introducing the workshop - **Giuseppe Gallo, President of the Ezio Tarantelli Foundation - Studies Centre, Research and Training**

14.25 The CISL EuroProject management - **Francesco Lauria, CISL European Project Coordinator**

14.40 The European Agreement on AAIA and The Project: main contents, goals, case studies - **Ilaria Carlino, CISL - research manager of the Project**

15.00 The biggest challenges for elder people in the labour market - **Francesco Marcaletti- Zaragoza University**

15.30 The digital transformation in the TLC chain for a new intergenerational pact – **Dr. Laura Di Raimondo – Director of Asstel - the telecommunications sector employers' association**

15.50 Coffee break

16.00 Debate among participants on implementation of the agreement, priority and critical issues in the Italian context – **Moderating by Francesco Marcaletti- Zaragoza University**

17.30 Political conclusion - **Andrea Cuccello, CISL Confederal Secretary**

MAIN OUTPUTS: CRITICISM

THERE'S NOT YET AN OFFICIAL JOINT TRANSLATION OF THE AGREEMENT

Problems to have a long term strategy in companies due to the manager turnover

The speed of technological innovations makes everyone' skills obsolete

No specific training measures on active ageing and intergenerational approach financed by "Bilateral Funds for continuous training". The financing made available in the past remained largely unused so they had not been proposed again.

Great difference between the possibilities of the large companies / groups and of the ones of the SMEs in foreseeing and implementing policies in favor of the active ageing and the intergenerational approach

The majority of companies perceive mature workers as a problem and not as an opportunity

Vulnerability that age entails: inadequacy feelings/ "resistance to change" by senior workers / workers prefer concessions to leave the labour market

MAIN OUTPUTS: CRITICISM AND RECCOMENDATIONS

- Problems to have a long term strategy

Plan medium and long term HRM strategies

- Obsolescence of skills regardless of the age
- Vulnerability that age entails
- Companies' perception of mature workers

**Adopt a resource-based perspective;
Promote the inclusiveness in a life-cycle perspective**

- Different implementation in AAIA policies due to the company size

Support the companies, SMEs in particular, with public and private resources

- Difficulty in proposing specific training measures

Motivate all workers to continuous training. Enhance the experience and the transmission of knowledge

CRITICISM / RECCOMENDATIONS / PROPOSALS

Problems to have a long term strategy

Plan medium and long term HRM strategies

The Trade Union has to anticipate and manage the digital innovations process, not just tackle its consequences, using the data provided by companies

Obsolescence of skills regardless of the age / Vulnerability that age entails / Companies' perception of mature workers

Adopt a resource-based perspective; Promote the inclusiveness in a life-cycle perspective

Providing measures similar to "student scholarship" to support senior workers' wages e.g. to let them get working time reduction or an earlier retirement

Different implementation in AAIA policies due to the company size

Support the companies, SMEs in particular, with public and private resources

Insert into the employment contract some insurance contents, so a part of the wage could cover life events, as ageing, that make the working performance inadequate

Difficulty in proposing specific training measures

Motivate all workers to continuous training. Enhance the experience and the transmission of knowledge

Providing measure similar to "wages guarantee fund" dedicated to continuous training

EU should establish welfare minimum standards to contrast social dumping produced by the different fiscal policies in the member states

Thank you for your attention!

For further information
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