

ACTIVE AGEING AND INTERGENERATIONAL APPROACH IN ITALY: THE CISL DRAFT DOCUMENT

European Project VS / 2019/0007

Final Conference

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Origin of the CISL document

First Italian National Workshop

- CISL experts on the topic and / or on bargaining, especially at company level.
- Accademics
- Director of Asstel-Telecommunication Employers' Association



The first workshop included:

- An introductive 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.



On the basis of the first workshop results, CISL opened an internal debate on the matter of the project, involving the Organisation at every level.

That participative process led to the elaboration of the CISL draft document.

The document foresees some specific commitments for social partners

Criticisms and recommendations after the first workshop

Lack of long term strategy

Planning 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

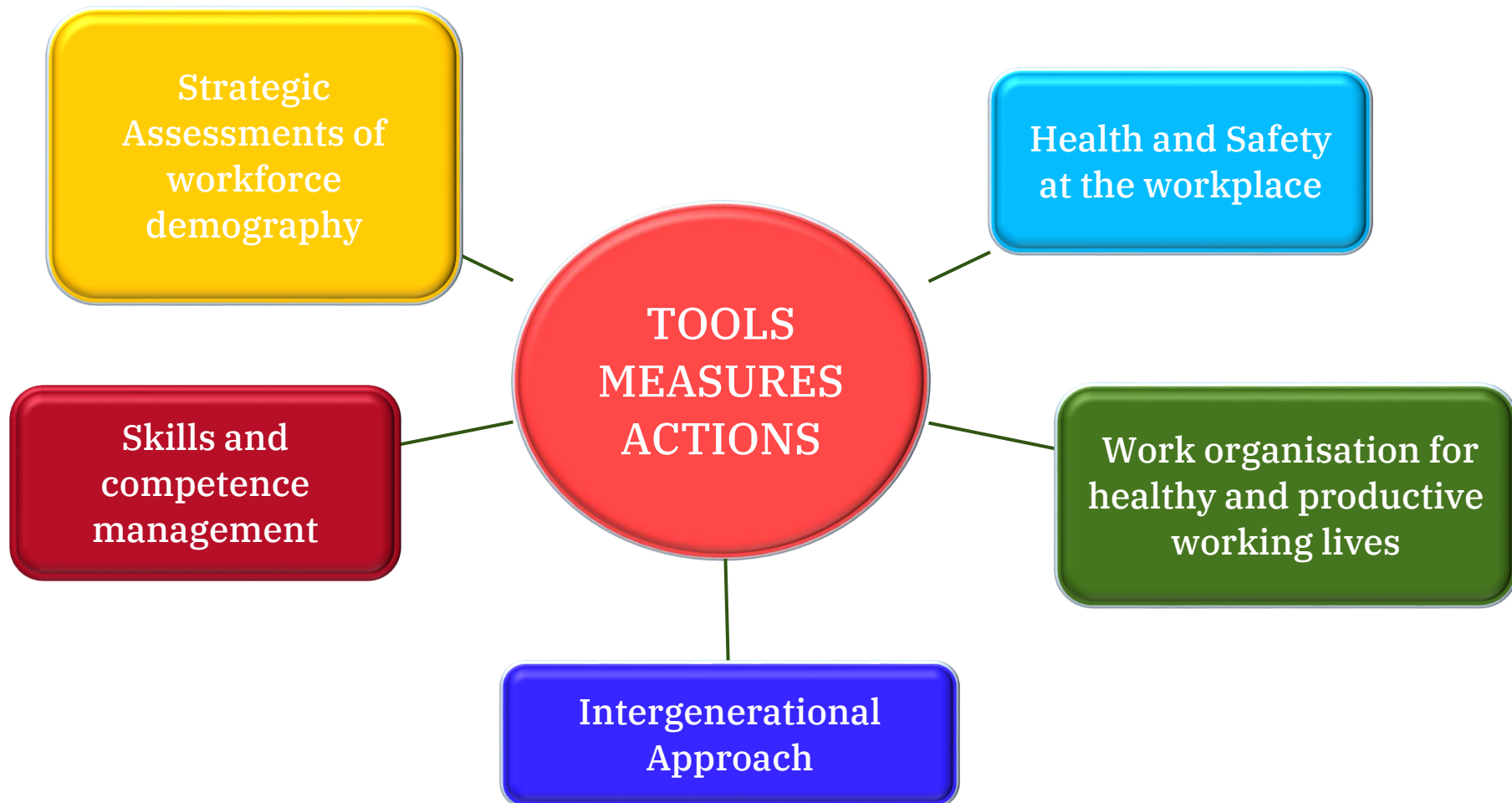
Different implementation in AAIA policies due to the company size

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

European Agreement's Areas



Premises

Italy is the European country with the largest over-65 population share(22,8% -Eurostat, 2019)

The Active ageing index places our country only 17th out of 28 in the European ranking

Raising of the retirement age in Europe and in Italy

In the second quarter of 2020, youth employment fell below 40 %

The share of NEETs is the highest among EU countries (ISTAT, 2020)

In 55-64 age group, female employment is characterized by a higher percentage of part-time jobs, mostly due to the care tasks (Eurostat, 2019). The resulting pay gap will inevitably impact the future social security treatment

The demographic situation, the raising of the retirement age and the situation of youth employment make it necessary to pay particular attention to the issues relating to active ageing and the intergenerational approach in the workplace.

The aim must be to facilitate all workers, regardless of age, in working in good health in the workplace until retirement age by promoting actions coherent with this purpose.

The commitment of the social partners is fundamental to the pursuit of this goal.

The overcoming of gender inequalities in strategies and policies relating to Active Ageing must be a cross-cutting theme.

The health and social consequences of the pandemic Covid 19 make it even more urgent the need to adopt strategies and policies for active ageing in the workplace involving health and safety, work organization but also the skills and competences management. Covid 19 accelerates the processes of digitalization, of remote communication, of mobility of communication tools.

Commitments

Produce an official Italian translation of the Framework Agreement, agreed upon by national Social Partners. This is the prerequisite for the full implementation of the Agreement

Commitments

Active ageing interventions need to be set up well before workers start ageing , it is necessary to promote the dissemination of this type of approach in national, company and territorial bargaining, and in second welfare policies.

proper ergonomics;

work organisation that is attentive to family needs;

prevention and screening;
promotion of behaviour aimed at maintaining the individual's psychophysical efficiency and recuperating it following problems linked to ageing

development and active maintenance of an adequate level of professional skills - lifelong learning also to safeguard professional levels and career paths

Commitments

Strategic
Assessments of
Workforce
demography

Encourage the adoption of long-term age management strategies, based on a knowledge of the socio-demographic profiles of the workforce

Commitments

Work organisation for healthy and productive working lives

Pursue objectives of strategic retention of people with experience in order to guarantee that identity heritage is transmitted and not dispersed over time. Plan, manage and accompany the 'professional transitions' of workers who, due to their age and outdated skills, most risk premature expulsion from the labour market.

Promote the full integration of active retention measures referred to above in point 4, as part of the general flexicurity tools: recognise and therefore enhance all the positive results of collective bargaining at local, company and sectoral level that pursue this aim, guaranteeing access to national and sectoral social shock absorbers, inter-professional and bilateral Body funds, and EU instruments (e.g. NextGenerationEU resources).

Through collective bargaining at territorial, company and sectoral level (in particular through the economic incentives referred to the point above, possible negotiated welfare measures, other possible forms of organised flexibility) promote policies to facilitate the active reintegration of workers that suffer from chronic and/or disabling pathologies, whose partial and/or temporary re-employment on the workplace as a form of "social training" also pursues the general interest in the "full development of the personality" (art. 2 of the Constitution) and health as a form of "collective interest" (art. 32 of the Constitution). This can also lead to a positive macroeconomic effect, with a reduction in direct and indirect social costs linked to labour exclusion.

Commitments

Health and Safety
at the workplace

Promote targeted screening campaigns, in national, company and territorial bargaining, supported by the Supplementary Health Funds, for the prevention of pathologies that affect the older classes of the active population.

Commitments

Skills and competence management

Encourage workers to undergo continuous training in a lifelong learning perspective. Promote specific training actions in particular through programmes and measures supported by Interprofessional Funds, Bilateral Bodies and resources linked to the NextGenerationEU.

Start a joint reflection aimed at devising solutions which offer specific support for SMEs using public and private resources, also taking advantage of the opportunities related to the Recovery Fund Plan.

Promote an information campaign for employers and trade union representatives aimed at enhancing the specific characteristics of each age group on the workplace and to overcoming mutual prejudices and stereotypes, encouraging the transmission and exchange of knowledge and skills in an inclusive climate.

Commitments

Intergenerational Approach

Support and monitor the transfer of knowledge and skills between generations on the workplace, also through *mentoring* and *reverse-mentoring*.

Promote the study, development and adoption (through collective bargaining) of 'inclusive' digital platforms to support job shadowing, through which mature workers can support their colleagues by offering their experience, knowledge and advice in activities regarding direct production and/or sale of products and/or services.

Transversal Commitments

Jointly urge institutions, especially local ones, to guarantee that the policies adopted regarding active ageing also take place at territorial level through actions developed on the workplace

Encourage and promote social participation among workers, especially the elderly, by guaranteeing flexible working hours and shifts to enable voluntary work in third sector organisations in accordance with Article 17, paragraph 6 of Legislative Decree 117/2017.

Transversal Commitments

Monitor the initiatives in favour of mature workers and the generational exchange foreseen in company and territorial bargaining (by including specific indicators in the observatories regarding bargaining promoted by the Social Partners) also in order to acquire and disseminate a shared catalogue of good practices

Reporting duties

The parties undertake to forward this protocol to the Ministry of Labour and Social Affairs, for the requested initiatives to support territorial, company and sectoral collective bargaining, and to include it in the annual report concerning the implementation of the European Autonomous Framework Agreement on Active Ageing and the Intergenerational Approach, to be forwarded to the European Social Dialogue Committee (ESD), in accordance with the provisions of the Agreement itself.

Thank you

Project materials

<https://www.centrostudi.cisl.it/progetti-europei/461-vs-2019-0007-initiating-of-activities-for-implementation-of-the-autonomous-framework-agreement-on-active-ageing-and-an-inter-generational-approach.html>

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