

# Autonomous Framework Agreement on Active Ageing and an Inter-generational Approach

*(adopted in March 2017)*

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# Outline

- The negotiation process
- The signatories
- The content of the agreement



# The negotiation process

EU SOCIAL PARTNERS WORK PROGRAMME 2015-2017

*“The ability of older workers to stay longer on the labour market, healthy and active as long as possible should be significantly improved”.*

**In response to demographic and active ageing challenges**  
*“measures need to be implemented, where necessary at national, sectoral and company levels, to make it easier for older workers to actively participate and stay in the labour market”.*

**In parallel, EU Social Partners believe that it is important for** *“measures to be taken in order to ease inter-generational transitions in the context of high youth unemployment”.*

# The negotiation process

EU SOCIAL PARTNERS WORK PROGRAMME 2015-2017

**When?**

**Negotiations lasted 9 months, from March 2016 to December 2017**

**Who?**

**More than sixty representatives of national employers and trade unions**

***→ Approved by the respective decision-making bodies and officially signed in the context of the Tripartite Social Summit on 08/03/2017***

# The signatories

## REPRESENTING EUROPEAN WORKERS



**The European Trade Union Confederation**

Established **1973**

**89** member organisations in **39** countries

**10** European Industry Federations  
Liaison Committee CEC/Eurocadres (professional & managerial staff)  
FERPA (retired & older people)

**60 million** workers

# The signatories

## REPRESENTING EUROPEAN EMPLOYERS

 The Confederation of European Business	 The European Centre of Employers and Enterprises providing Public services	 The European Association of Craft, Small and Medium-sized Enterprises
Established <b>1958</b>	Established <b>1961</b>	Established <b>1981</b>
<b>40 member</b> federations from <b>34</b> countries	Enterprises and authorities from the EU, Norway and Turkey (associated member) and several European associations (individual members)	Over <b>80</b> federations (40 full members and 42 associate members)
	Public services providers employ 30% of the EU workforce	More than 12 million enterprises

# Content of the FA

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- 2. Aims**
- 3. Description**
- 4. Social partners' tools, measures and actions**
  - Strategic assessments of workforce demography
  - *Health and safety at the workplace*
  - *Skills and competence management*
  - *Work organisation for healthy and productive working lives*
  - *Inter-generational approach*
- 5. Implementation and follow up**

# Content of the FA

## INTRODUCTION

- A response to the challenges deriving from demographic change
- A contribution of the social partners to EU policies and actions
- A shared commitment on the part of employers, workers and their representatives
- Responsibilities for EU and national public authorities and other actors as well



# Content of the FA

## INTRODUCTION

### **EU SP note that:**

- Measures need to be implemented, where necessary at national, sectoral and/or company levels, to make it easier for older workers to actively participate and stay in the labour market until the legal retirement age
- And at the same taken in order to ease inter-generational transitions

*"Such measures should aim at significantly improve the ability of workers of all ages to stay in the labour market, healthy and active until the legal retirement age, as well as strengthening the culture of responsibility, commitment, respect and dignity in all workplaces".*

### **How:**

- The agreement outlines tools/measures to be taken into account by social partners and/or HR managers
- In context of national demographic and labour market realities and in accordance with national management- labour practices and procedures

# Content of the FA

## AIMS

### A general action-oriented framework, aiming at:

1. Increasing the awareness and understanding of employers, workers and their representatives of the challenges and opportunities deriving from demographic change;
2. Providing employers, workers and their representatives at all levels with practical approaches and/or measures to promote and manage active ageing in an effective manner;
3. Ensuring and maintaining a healthy, safe and productive working environment;
4. Fostering innovative life-cycle approaches with productive and quality jobs to enable people to remain in work until legal retirement age;
5. Facilitating exchanges, mutual cooperation and fostering concrete actions to transfer knowledge and experience between generations at the workplace.

# Content of the FA

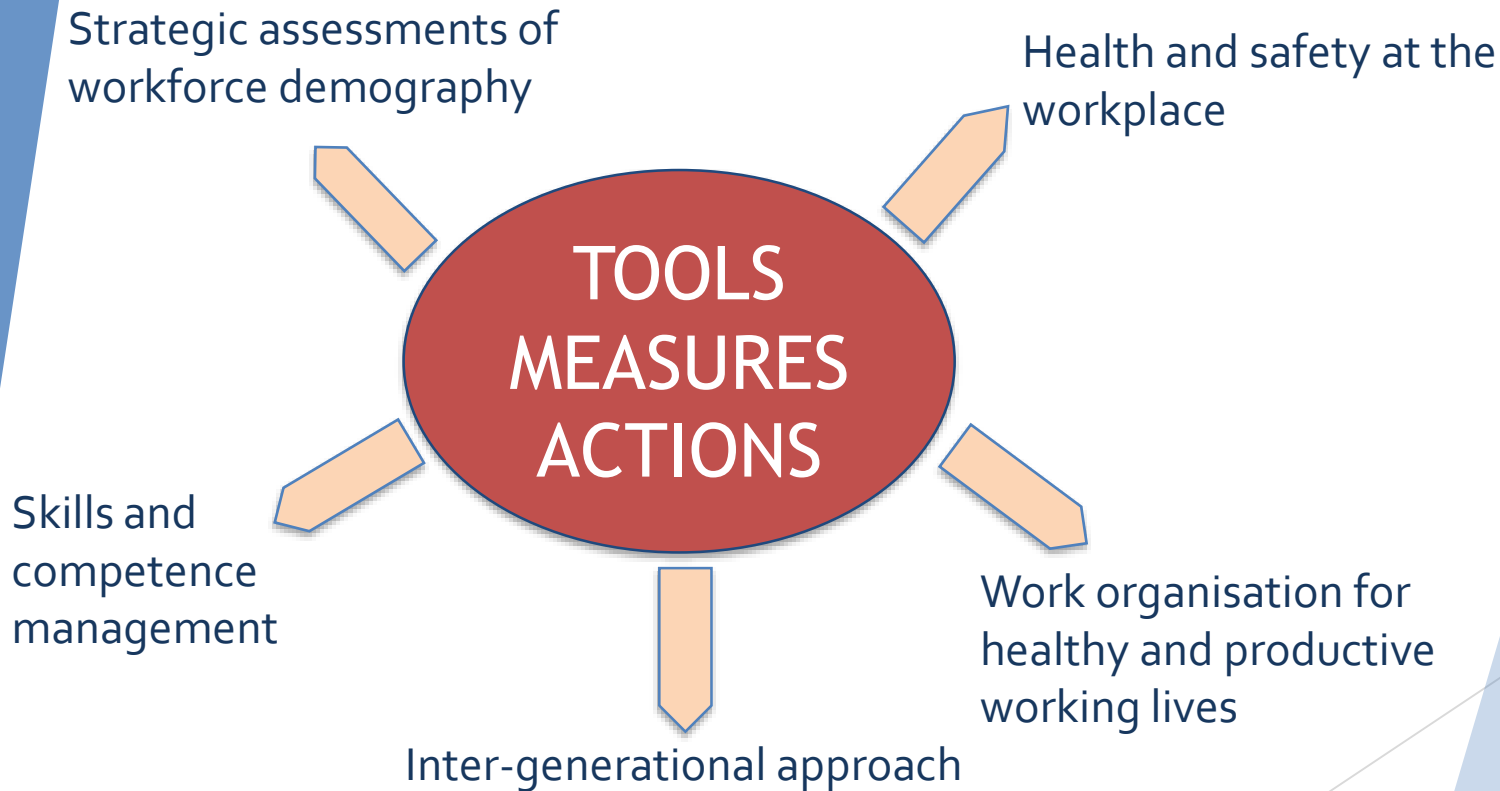
## DESCRIPTION

**Active ageing** is about optimising opportunities for workers of all ages to work in good quality, productive and healthy conditions until legal retirement age, based on mutual commitment and motivation of employers and workers.

**Intergenerational approach** refers to building on the strengths and the objective situation of all generations, improving mutual understanding and supporting cooperation and solidarity between generations at the workplace.

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## SOCIAL PARTNERS' TOOLS, MEASURES AND ACTIONS



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## A - Strategic assessments of workforce demography

- “Added value of strategic assessments of workforce demography, carried out and periodically updated at the appropriate levels, in accordance with national practices and procedures”

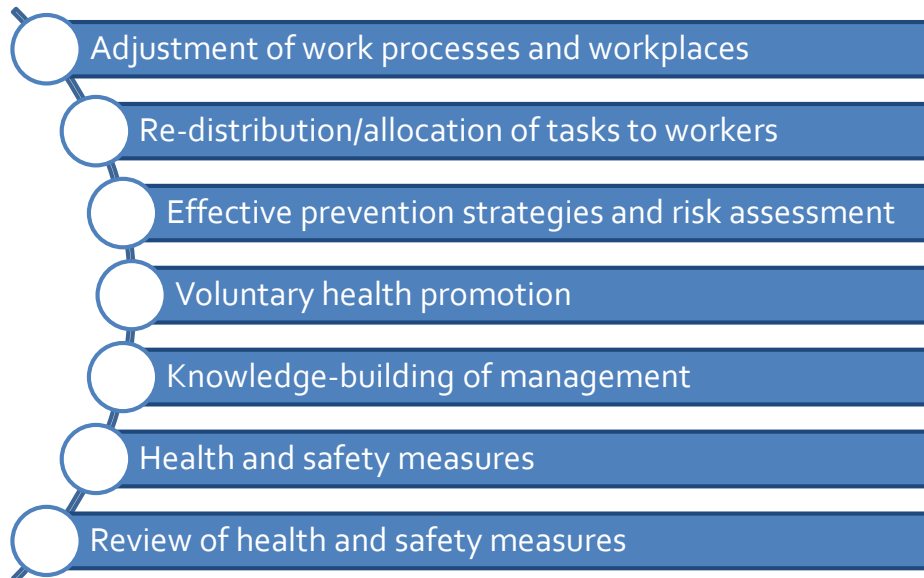
### They could amongst others include:



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## B - Health and safety at the workplace

**Tools/measures to support health and safety at the workplace could amongst others include:**

- 
- Adjustment of work processes and workplaces
  - Re-distribution/allocation of tasks to workers
  - Effective prevention strategies and risk assessment
  - Voluntary health promotion
  - Knowledge-building of management
  - Health and safety measures
  - Review of health and safety measures

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## C - Skills and competence management

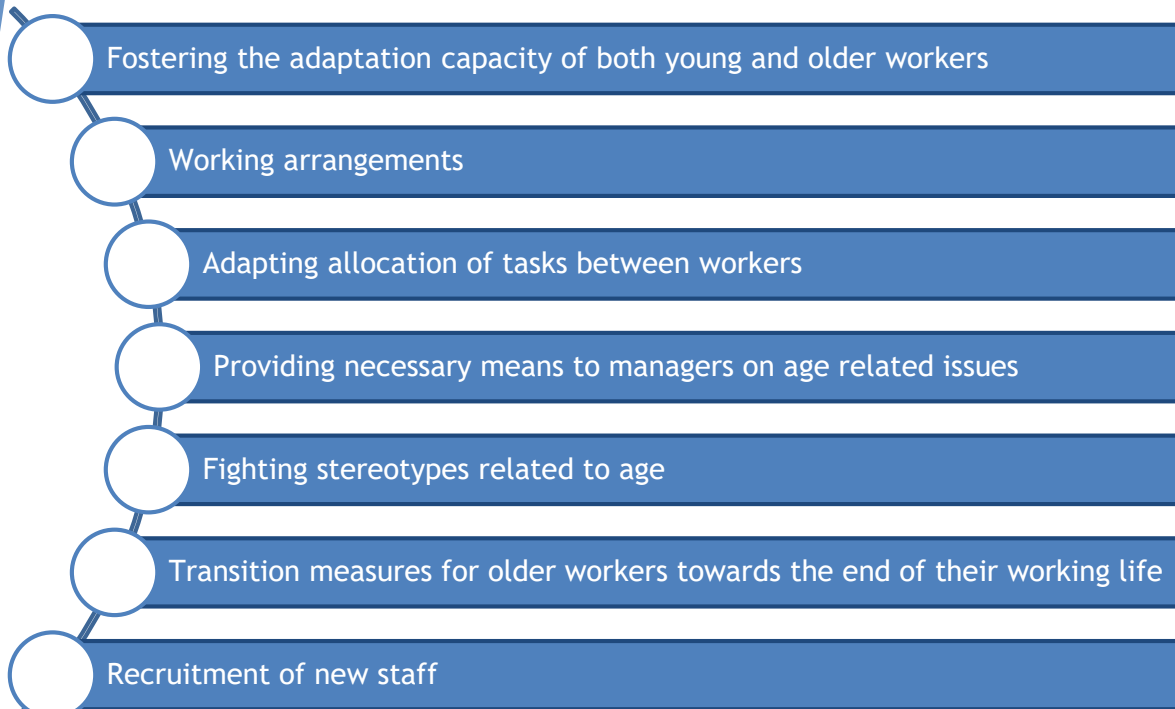
**Tools/measures to support skills and competences management could amongst others include:**

- Awareness-raising towards management and workers' representatives of skills needs in an age perspective
- Training for workers of all ages
- Facilitate and support personal career development and mobility
- Motivate and increase participation in training
- Embedding age management into broader skills development
- Identifying formal and informal competences

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## D - Work organisation for healthy and productive working lives

**Tools/measures on work organisation for healthy and productive working lives could amongst others include:**


- 
- Fostering the adaptation capacity of both young and older workers
  - Working arrangements
  - Adapting allocation of tasks between workers
  - Providing necessary means to managers on age related issues
  - Fighting stereotypes related to age
  - Transition measures for older workers towards the end of their working life
  - Recruitment of new staff



# Content of the FA

## E - Inter-generational approach

**Tools/measures to achieve inter-generational solidarity could amongst others include:**

- 
- Distributing tasks according to ability/skills/knowledge
  - Tutoring/mentoring/coaching schemes
  - Knowledge/skills transfer programmes
  - Awareness-raising on the importance of being age positive and promotion of age diversity
  - Collaboration with education institutions or public employment services

# Content of the FA

## IMPLEMENTATION AND FOLLOW-UP

- Reference to article 155 of the Treaty
- Joint commitment of BUSINESSEUROPE, UEAPME, CEEP and ETUC (+ liaison committee EUROCADRES/CEC) to promote and implement the agreement
- Implementation within four years
- Report on the implementation of this agreement to the cross-industry Social Dialogue Committee (SDC) on a yearly basis and final report in the fourth year
- Evaluation and review of the agreement at any time after the five years following the date of signature, if requested by one of the signatory parties
- Non regression / Avoid unnecessary burdens on SMEs
- **NEW** "In case of no reporting and/or implementation after four years and after evaluation in, and when supported by, the SDC, the EU SP will engage in joint actions together with the national SP of the countries concerned in order to identify the best way forward in implementing this framework agreement in the national context"

For more information, please contact ...



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