



EUROPEAN UNION
EUROPEAN
SOCIAL FUND

Project: Joint actions of the social partners for adapting the working environment to the specific ageing needs of different generations with the aim to promote a longer working life and workability
BG05M90P001-1.051-0006-C01



THE BULGARIAN EXPERIENCE IN IMPLEMENTATION THE EUROPEAN SOCIAL PARTNERS' AUTONOMOUS FRAMEWORK AGREEMENT ON ACTIVE AGEING AND AN INTER-GENERATIONAL APPROACH



24 November 2020

**Svetlana Doncheva –
Bulgarian Industrial Association –
Union of the Bulgarian Business**

www.eufunds.bg



EUROPEAN UNION
EUROPEAN
SOCIAL FUND

Project: Joint actions of the social partners for adapting the working environment to the specific ageing needs of different generations with the aim to promote a longer working life and workability
BG05M90P001-1.051-0006-C01



OPERATIONAL PROGRAMME
HUMAN RESOURCES
DEVELOPMENT

The Bulgarian context

- Older persons (aged 65 or over) - **21.3 %** share (an increase of **3.3 %** for a period of 10 years)
- Employment rate for the age group 55-64 is **65%**
- The retired people who still work is 270 000 – **8.8%** of the employed

www.eufunds.bg

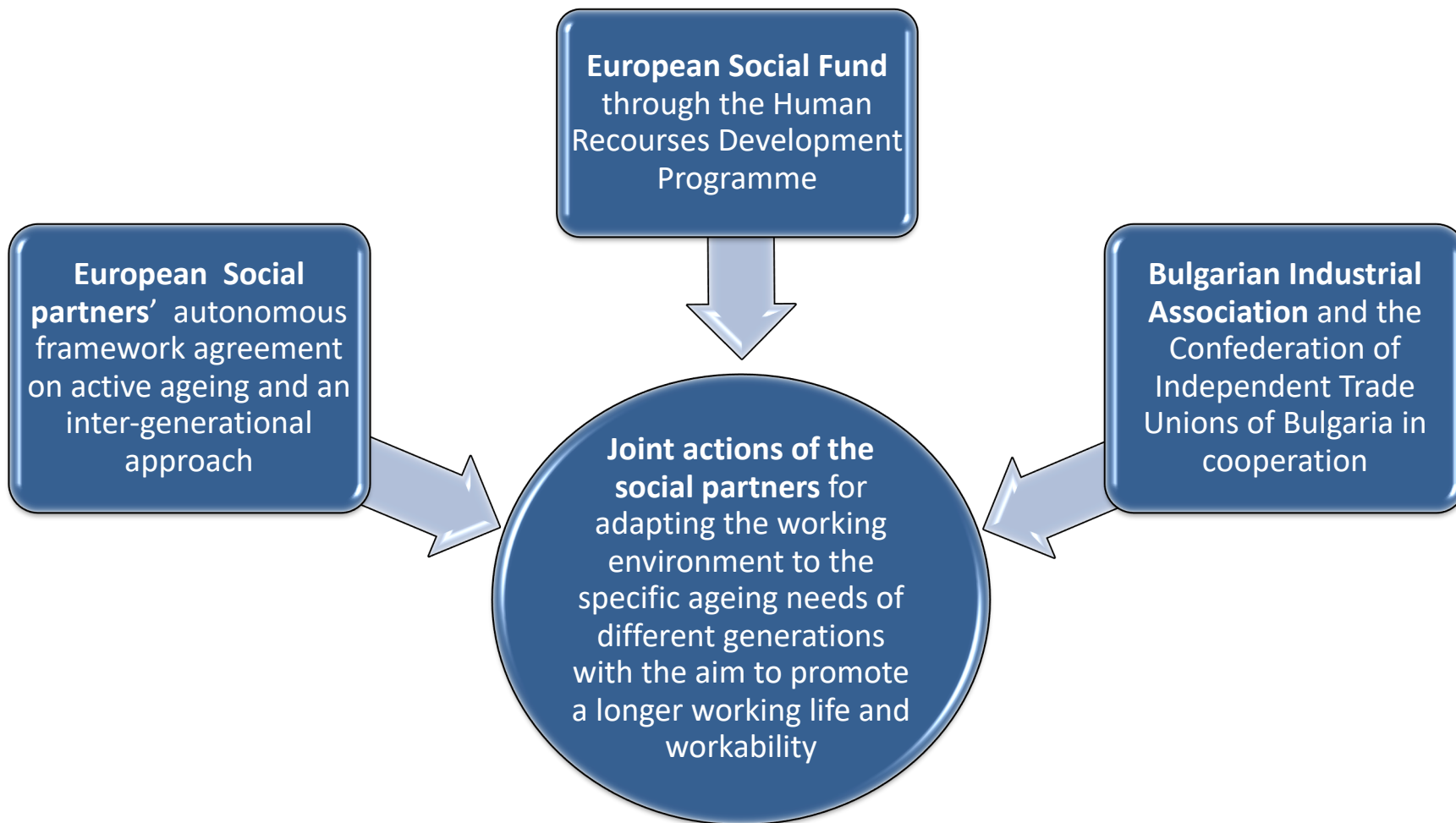


EUROPEAN UNION
EUROPEAN
SOCIAL FUND

Project: Joint actions of the social partners for adapting the working environment to the specific ageing needs of different generations with the aim to promote a longer working life and workability
BG05M90P001-1.051-0006-C01



OPERATIONAL PROGRAMME
HUMAN RESOURCES
DEVELOPMENT



www.eufunds.bg





EUROPEAN UNION
EUROPEAN
SOCIAL FUND

Project: Joint actions of the social partners for adapting the working environment to the specific ageing needs of different generations with the aim to promote a longer working life and workability
BG05M90P001-1.051-0006-C01



OPERATIONAL PROGRAMME
HUMAN RESOURCES
DEVELOPMENT

The project objectives:

- **Adaptation of human resources management policies and industrial relations to changing demographic trends and ageing workforce**
- **Creation of favourable environment for the development of the so-called "silver economy" through active social partnership**

www.eufunds.bg



EUROPEAN UNION
EUROPEAN
SOCIAL FUND

Project: Joint actions of the social partners for adapting the working environment to the specific ageing needs of different generations with the aim to promote a longer working life and workability
BG05M90P001-1.051-0006-C01



Study and strategic assessment of the regional demography of the labour force in Bulgaria by sectors (model for a regional age pyramid)



Study on the specific needs for new policies and approaches to adapt the work environment to ensure longer working lives and the ability to work of people with chronic diseases



Study of the generational characteristics of the labour force in Bulgaria



Research on international practices and experience in relation to the intergenerational approach and the promotion of a longer working life and workability

www.eufunds.bg



EUROPEAN UNION
EUROPEAN
SOCIAL FUND

Project: Joint actions of the social partners for adapting the working environment to the specific ageing needs of different generations with the aim to promote a longer working life and workability
BG05M90P001-1.051-0006-C01



OPERATIONAL PROGRAMME
HUMAN RESOURCES
DEVELOPMENT



Methodological guidelines for the introduction of partnership policies and practices in human resource management, with an emphasis on providing a working environment tailored to the specific age needs of different generations and promoting a longer working life and ability to work



Sectoral strategic documents for social partnership and introduction of policies and practices in human resource management related to active workforce ageing and the intergenerational approach



Sectoral (branch) meetings of the social partners

www.eufunds.bg

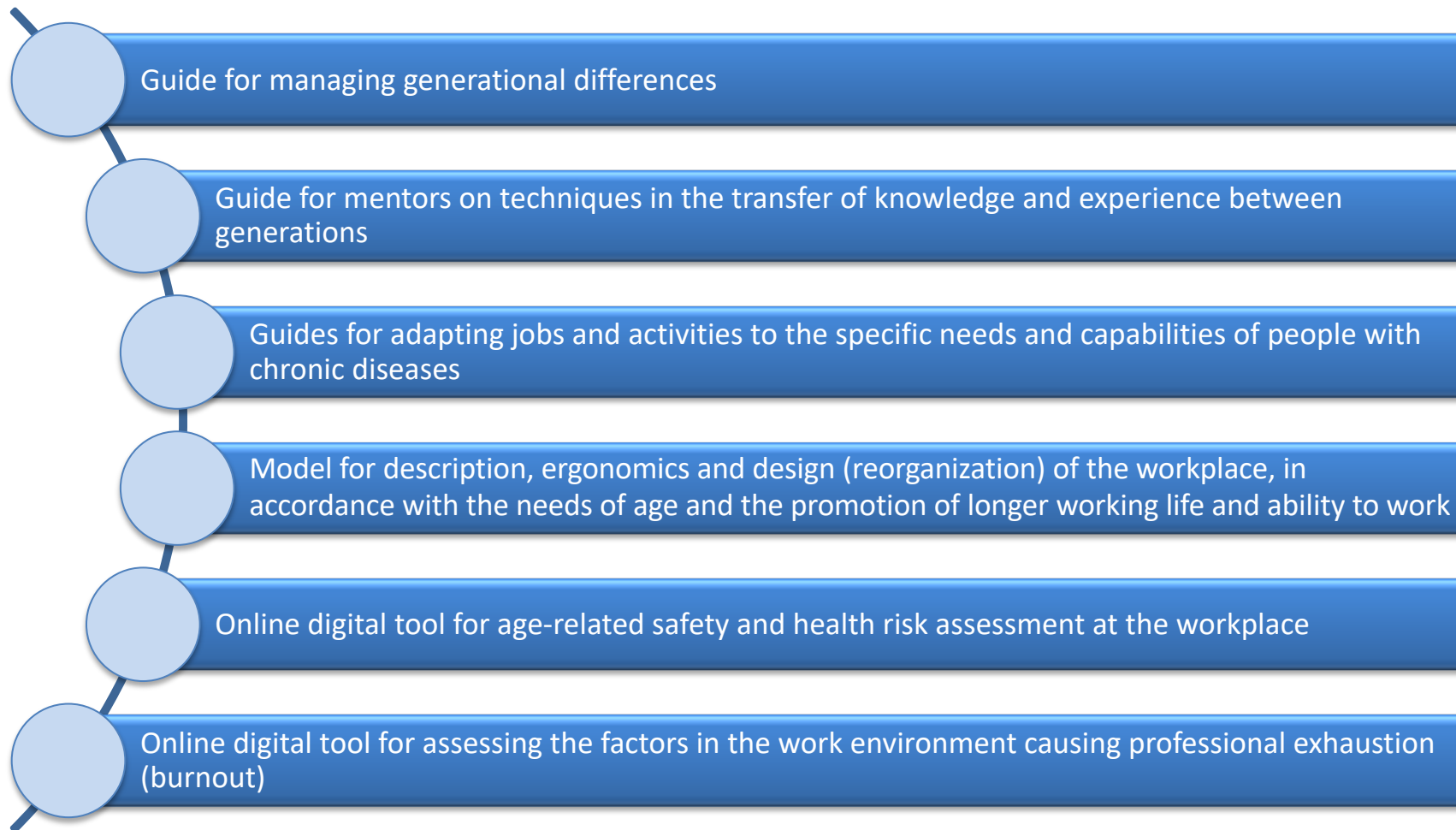


EUROPEAN UNION
EUROPEAN
SOCIAL FUND

Project: Joint actions of the social partners for adapting the working environment to the specific ageing needs of different generations with the aim to promote a longer working life and workability
BG05M90P001-1.051-0006-C01



OPERATIONAL PROGRAMME
HUMAN RESOURCES
DEVELOPMENT



www.eufunds.bg





EUROPEAN UNION
EUROPEAN
SOCIAL FUND

Project: Joint actions of the social partners for adapting the working environment to the specific ageing needs of different generations with the aim to promote a longer working life and workability
BG05M90P001-1.051-0006-C01



OPERATIONAL PROGRAMME
HUMAN RESOURCES
DEVELOPMENT

National Framework Agreement on the implementation of the European social partners' autonomous framework agreement on active ageing and an inter-generational approach

www.eufunds.bg



The project is financed by the Human Resources Development Programme,
co-financed by the European Union through the European Social Fund





EUROPEAN UNION
EUROPEAN
SOCIAL FUND

Project: Joint actions of the social partners for adapting the working environment to the specific ageing needs of different generations with the aim to promote a longer working life and workability
BG05M90P001-1.051-0006-C01



OPERATIONAL PROGRAMME
HUMAN RESOURCES
DEVELOPMENT

Thank you!

Svetlana Doncheva

s.doncheva@bia-bg.com

www.bia-bg.com

<https://activeageing.bia-bg.com/en/>

www.eufunds.bg



**BULGARIAN
INDUSTRIAL
ASSOCIATION**

SUPPORTING BULGARIAN BUSINESS SINCE 1980

The project is financed by the Human Resources Development Programme,
co-financed by the European Union through the European Social Fund

