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

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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
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.

European Social Fund through the Human Resources Development Programme

European Social partners’ autonomous framework agreement on active ageing and an inter-generational approach

Bulgarian Industrial Association and the Confederation of Independent Trade Unions of Bulgaria in cooperation

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.

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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
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
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.

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Guide for managing generational differences

Guide for mentors on techniques in the transfer of knowledge and experience between generations

Guides for adapting jobs and activities to the specific needs and capabilities of people with chronic diseases

Model for description, ergonomics and design (reorganization) of the workplace, in accordance with the needs of age and the promotion of longer working life and ability to work

Online digital tool for age-related safety and health risk assessment at the workplace

Online digital tool for assessing the factors in the work environment causing professional exhaustion (burnout)
National Framework Agreement on the implementation of the European social partners' autonomous framework agreement on active ageing and an inter-generational approach
Thank you!

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