

# Implementation

of the EU level Autonomous Framework Agreement  
on Active Ageing and an Intergenerational Approach

HUNGARY

MGYOSZ-BusinessHungary



## STEPS OF IMPLEMENTATION

1. Translating the Agreement
2. Endorsing the translation on both sides
3. Preparing a joint declaration
4. Signing the declaration
5. Setting up joint SD website
6. Running a 2-year international project



## ACHIEVEMENT in HUNGARY

- Signed a Joint Declaration between SPs
  - ✓ 5 trade union and 4 employers' organizations (all with EU SP memberships)
  - ✓ jointly endorsing the Framework agreement
  - ✓ joining efforts in implementing its goals, cooperating in disseminating, updating related information among their members
  - ✓ social partners at national level continuously assist and support their members at sectoral and workplace level in finding and applying concrete practical solutions

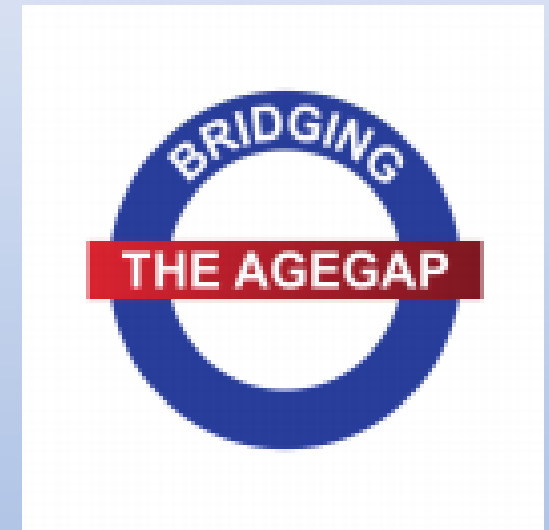


- Launching a joint bipartite information WEBSITE on EU social dialogue topics
  - ✓ design, content and management jointly between TUs & EOs
  - ✓ to inform Hungarian employers and workers on topics of social dialogue
  - ✓ to regularly disseminate the outputs of EU level social dialogue
  - ✓ to be used as a knowledge center for SPs, publishing own and jointly endorsed publications on SD



PROJECT  
**BRIDGING THE „AGEGAP”**  
DEVELOPMENT OF SOCIAL PARTNERS’ INITIATIVES  
FOR MANAGING AGE RELATED CHALLENGES

The project was co-funded by the European Commission,  
in frame of the program VP/2018/001  
„Support for social dialogue”



## MAIN OUTPUT OF THE PROJECT

- The project involved employers' organizations from seven countries, aimed to help national **transposition** of the framework agreement.
- The program included a large-scale, **science-based study** of employers 'and employees' experiences of intergenerational collaboration in the field of best corporate and collective bargaining practices.
- The knowledge related to the topic is also expanded by the professional study mapping of the international and Hungarian **legal solutions** prepared in the project.
- The results of the research were shared by the employers and discussed with the trade unions in online **consultation**, and the trade unions were also invited to the international conference concluding the research.

BRIDGING THE „AGEGAP”

DEVELOPMENT OF SOCIAL PARTNERS'  
INITIATIVES FOR MANAGING AGE RELATED  
CHALLENGES – VS/2019/0031



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## THE MAIN OUTCOMES OF THE PROJECT

- ✓ 2-year project (2019-2021)
- ✓ Project leader : BusinessHungary
- ✓ 7 PARTNERS : Slovakia, Slovenia, Croatia, Montenegro, North-Macedonia, Romania, Hungary
- ✓ 5 project meetings (in Brussels, Budapest, Ljubljana, Bratislava)
- ✓ 10 national seminars
- ✓ Online Surveys in 7 countries
- ✓ 7 National Studies based on the surveys
- ✓ Comparative study based on the national studies
- ✓ Online Leaflet with infographics (in 7 languages)
- ✓ Project thematic website : [www.agegap.eu](http://www.agegap.eu)
- ✓ Labour law guidelines (in Eng) on age discrimination cases and collective bargaining  
*Bridging the age gap – in the light of the equality principle of the EU*

## BRIDGING THE „AGEGAP”

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## MAIN OUTCOMES OF THE AGE GAP SURVEY IN THE PROJECT COUNTRIES (HU, SK, SI, HR, RO, MNE, MK)

The study concluded that the older generation has some problems with new **IT SOLUTIONS**, but this is manageable by the organisation.



Respondents in the region agree that the older generations possess the sufficient professionalism/knowledge. Skills are amplifying each other, respondents strongly believe in **KNOWLEDGE-SHARE** along different generations.



More than 20% of the respondents criticised the **LOYALTY OF THE YOUNGER GENERATIONS**,

while respondents agree in every country that the fluctuation of young employees is not a serious issue.

**ONLY 10%**  
of the surveyed organisations have begun consultation with trade unions concerning ageing workforce issues



**40%**  
of the respondents have no

## AGE MANAGEMENT

within their organisations, large companies are more open to manage these issues



**75%** of the respondents believe that they appropriately engage in lifelong learning.

More than **50%** motivate their staff to improve their digital skills

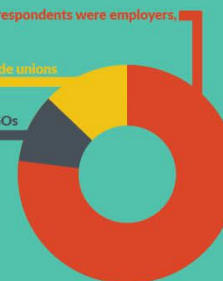
and more than **50%** provide trainings regardless of the age of employees.

MORE THAN **500** RESPONDENTS IN THE **7** COUNTRIES

**77%** of respondents were employers.

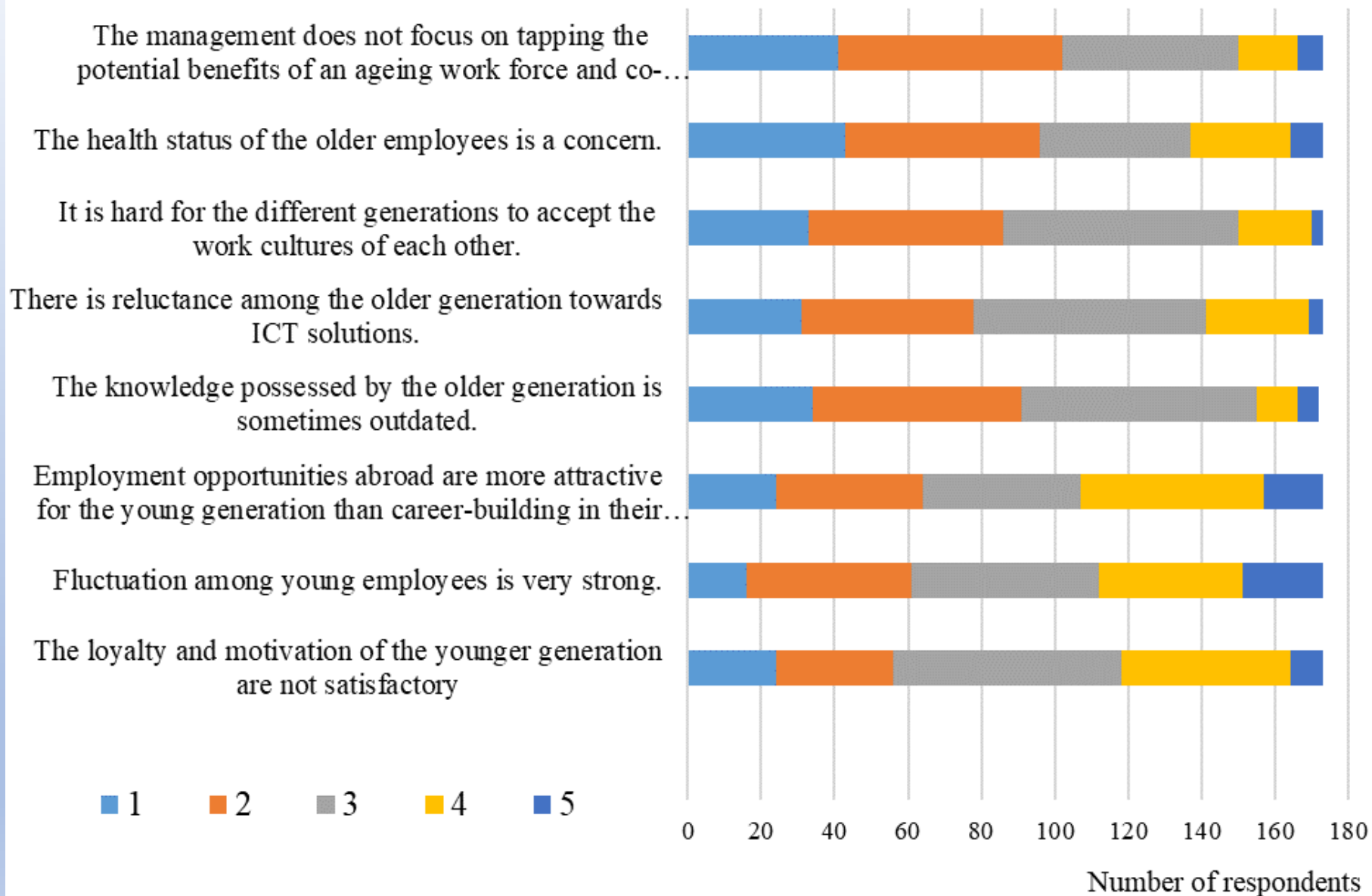
**13%** trade unions

**10%** NGOs





## Rating of generational problems



## Partners



[CONCORDIA](#)



[MGYOSZ](#)



[UNIJA POSLODAVACA](#)



CEA  
Croatian Employers' Association

[HUP](#)



[ZDS](#)



[RÚZ](#)



[OPM](#)



**MAIN OUTCOMES OF THE AGE GAP SURVEY  
IN THE PROJECT COUNTRIES  
(HU, SK, SI, HR, RO, MNE, MK)**

Thank you!

Borbala VADASZ  
BusinessHungary

