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
ACHIEVEMENT in HUNGARY

www.szocialispartnerek.eu

- 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.
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
✓ 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
Main outcomes of the AgeGap survey in the project countries (HU, SK, SI, HR, RO, MNE, MK)

- The study concluded that the digital generation has some problems with new solutions, but this is manageable by the organization.
- More than 20% of the respondents mentioned the loyalty of the younger generations; 40% of the respondents believe that the retraining of young employees is not a serious issue.
- Only 10% of the surveyed organizations have begun consultation with trade unions concerning aging workforce issues.
- More than 75% of the respondents believe that they appropriately engage in lifelong learning.
- More than 50% invest in 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.

Knowledge management is an issue in all approached countries, but large companies are more open to manage these issues.
Rating of generational problems

- The management does not focus on tapping the potential benefits of an ageing work force and co-
- The health status of the older employees is a concern.
- It is hard for the different generations to accept the work cultures of each other.
- There is reluctance among the older generation towards ICT solutions.
- The knowledge possessed by the older generation is sometimes outdated.
- Employment opportunities abroad are more attractive for the young generation than career-building in their...
- Fluctuation among young employees is very strong.
- The loyalty and motivation of the younger generation are not satisfactory.

Number of respondents

1 2 3 4 5
Partners

CONCORDIA
UNIJA POSLODAVACA
CEA
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