

European Social Partners Framework Agreement on Active Ageing and an Inter- generational approach: Implementation actions

15. December 2021.

Virtual Conference

Czuglerne Ivany, Judit (legal vice president of MOSZ Hungary)

First steps – preparations

- Translation of the Framework Agreement by the Translation Fund on the joint request of the social partners and the joint approval of the Hungarian text (after some modification: the use of social partners instead of civil partners and) – May 2017
- Dissemination of the text to our member organisations
- Having still rather few experiences in the field of „ageing” – we (trade unions) began to study the topic and collect as many informations on it as we could (e.g. results of earlier projects, seminars, studies, the documents of the European Year of Active Ageing and Solidarity between Generations from 2012 and conferences about health and safety issues of ageing workers)
- Taking part on ETUC seminars helping the understanding and the implementation of the FA (2018 Budapest, Brussels 2018)
- One of the most important help was: Studying and analysing the Guide for the implementation made by the ETUC

Summary: the duration of the preparation procedure was rather long and unilateral (there were no joint actions by the social partners)

Joint meetings with the employers organisations (2021 spring) – real improvement in the implementation procedure

- MGYOSZ invited the representatives of the trade unions to take part on their Conference held in the issue of the Framework Agreement (presenting the results of a survey in the topic and a study of the legal aspects of ageing in Hungary)
- Meaningful joint on-line discussions between the social partners on the possible implementation of the FA with concrete proposals, we also determined deadlines for us
- Preparation of the draft texts of our agreements and the finalisation of them in May and June of 2021 (difficulties because of the pandemic situation)
- Final signature of the two social partners' agreements in September 2021.

Results of our discussions

Two agreements between the national level social partners (after fruitful discussions):

1. On the implementation of the Framework Agreement (in general)
2. On the setting up and operation of the joint social partners website

Trade union perspectives

Our focus was on the inter-generational approach at the workplaces:

- to strengthen the appreciation of elder workers
- to help young workers in the integration to the work organisation
- to give the experiences of elder workers
- to raise of well being of every workers in the work
- „age-management“ approach
- to increase the efficiency of the company

Other aims:

Awareness raising at all levels (national, sectoral and workplace)

Dissemination of informations

To help with proposals our members

To increase collective bargaining (where it is possible) in the field of inter-generational approach

Cooperation with other civil organisations

Additional special topic was

How to involve other trade union organisations – insted of ETUC member organisations - to the implementation of the FA.

Some differences between the social partners' approaches

- The possibility of collective bargaining
- How to tackle the sectoral and the workplace level
- Content of the joint website (in the future)
- Role of trade unions in the age-management approach at the workplace level