

Implementation of the European Framework Agreement on Active Aging and the Intergenerational Approach in Poland

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Implementation context

- little tradition and practice of bilateral dialogue
- 3 main 'umbrella' trade unions affiliated with the ETUC, but only 3 (out of 6) main employers' organizations affiliated at EU level
- implementation of European agreements - over the years through ad hoc negotiations
- this time the new formula - bilateral dialogue within the tripartite institution (Social Dialogue Council -RDS)
- common understanding the importance of the subject of the European agreement - deteriorating demographic situation on the Polish labour market



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Implementation activities (selected)

- 2019-21: Disseminating knowledge about the agreement - a joint international project of Solidarność and Lewiatan (plus SP from Belgium, Italy, Latvia, Northern Macedonia)
- From 2017: Beginning of bilateral discussions within the RDS - agreeing the translation, identifying threads of the European agreement relevant from the Polish perspective
- 2019: Debates on specific initiatives (including possible legislative proposals) in RDS thematic teams
- June 2020: Signing of a national bilateral agreement providing a road map of the social partners' activities



National Agreement

- agreement between workers' and employers' organizations, members of Social Dialogue Council (SDC) on active ageing
- national partners jointly recognised the need to implement solutions for active ageing in Poland
- scope of agreement:
 - measures to improve employment conditions (additional break, co-financing of a part of investments aimed at adapting workplaces to the needs of older workers in the workplace)
 - measures to support the employment of older persons (discussion and developing tax and social security solutions and subsidies)



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Implementation activities (selected)

- scope of agreement:
 - managing skills and competences (support for investment in human capital in enterprises, implementation of the so-called mentoring agreement)
 - health promotion at workplace and beyond (health risk audit - extended prevention, reduce the strenuousness of performing the particular activities, providing additional access to health care taking into account the specificities of the employer's activities, raising awareness of mental health problems and promoting preventive measures).



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