



With EU Contribution



***The European social dialogue and the development of the solidarity between generations of workers: focus on “over 55” and young workers in the finance sector. Sustainable Growth and generation gap VS/2018/0040***

# THE PROJECT PRESENTATION AND MIDTERM RESULTS

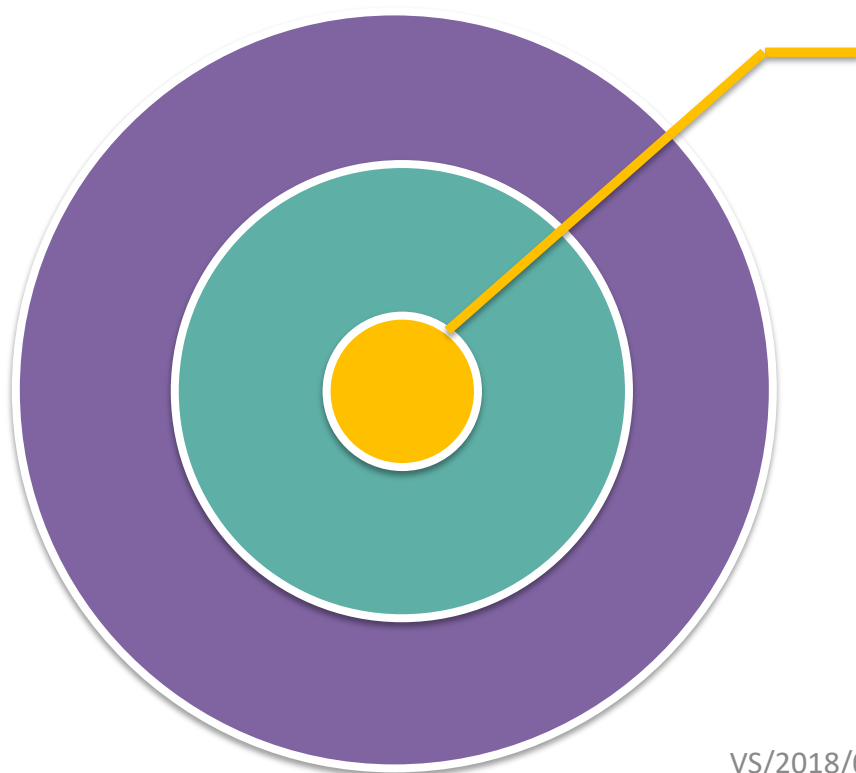
Paola Vinciguerra

FIRST , National Training Officer

VS/2018/0040 Budapest – PV

# The project general aims

## From a **theoretical** point of view



to prove that

the **most effective response** to demographic changes is **taking care of the ageing working population** through

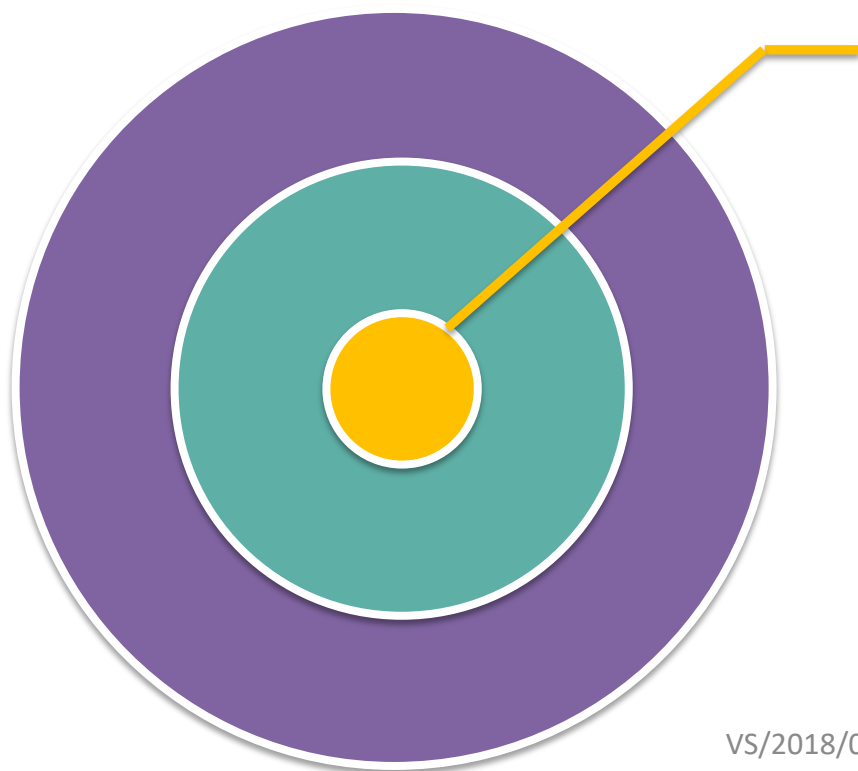
**Age Management policies**

and

**Intergenerational solidarity**

# The project general aims

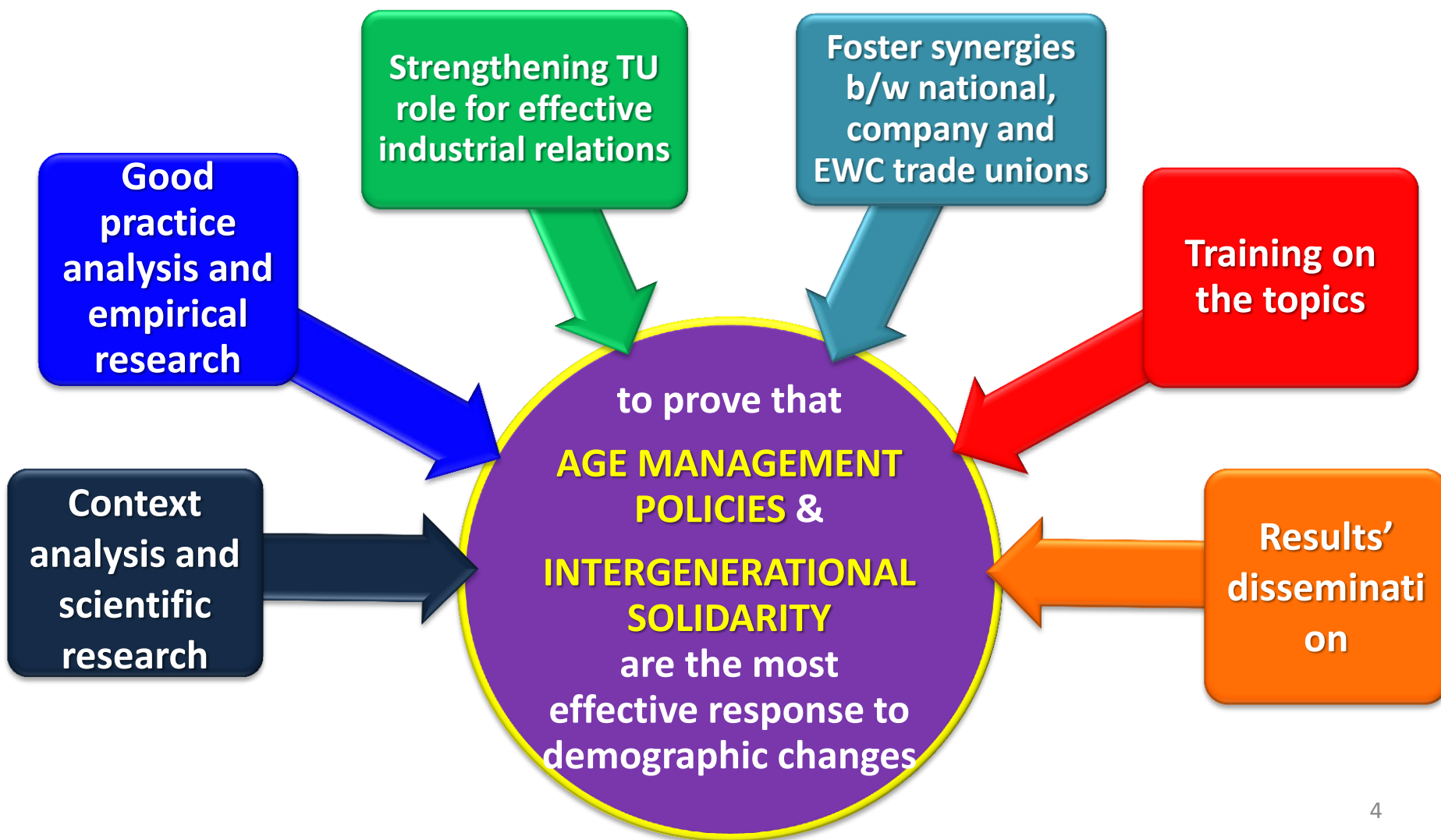
## From an **operational** point of view



to identify a "virtuous circle" between **European, national and company trade unions and EWCs**

**to negotiate** with companies a **flexicurity system for "aged" workers** to **integrate public social security systems** and to anticipate and manage changes in work in a **supportive and inclusive way**

# Expected results



# The project structure





# Partnership

**APPLICANT**

- **FIRST CISL - Italy**



**COAPPLICANT**

- **POLIBIENESTAR -Valencia,**
- **ŁODZ UNIVERSITY – Poland**
- **ADAPT - Italy**

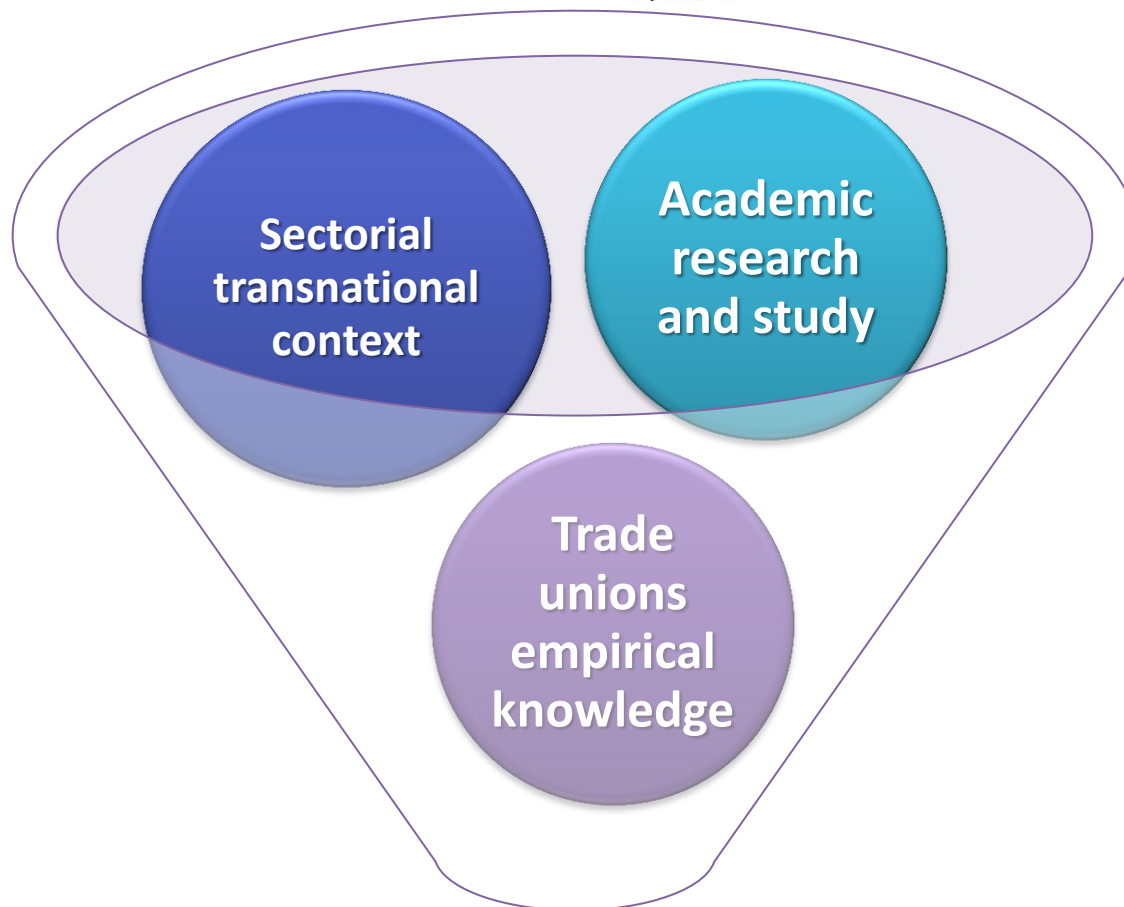


**8  
TRADE  
UNIONS**

- **OTOE – Greece**
- **PRO - Finland**
- **BBDSZ – Hungary**
- **FEC-FO - France**
- **MUBE – Malta**
- **UPA – Romania**
- **UGT – Spain**
- **BASISEN – Turkey**





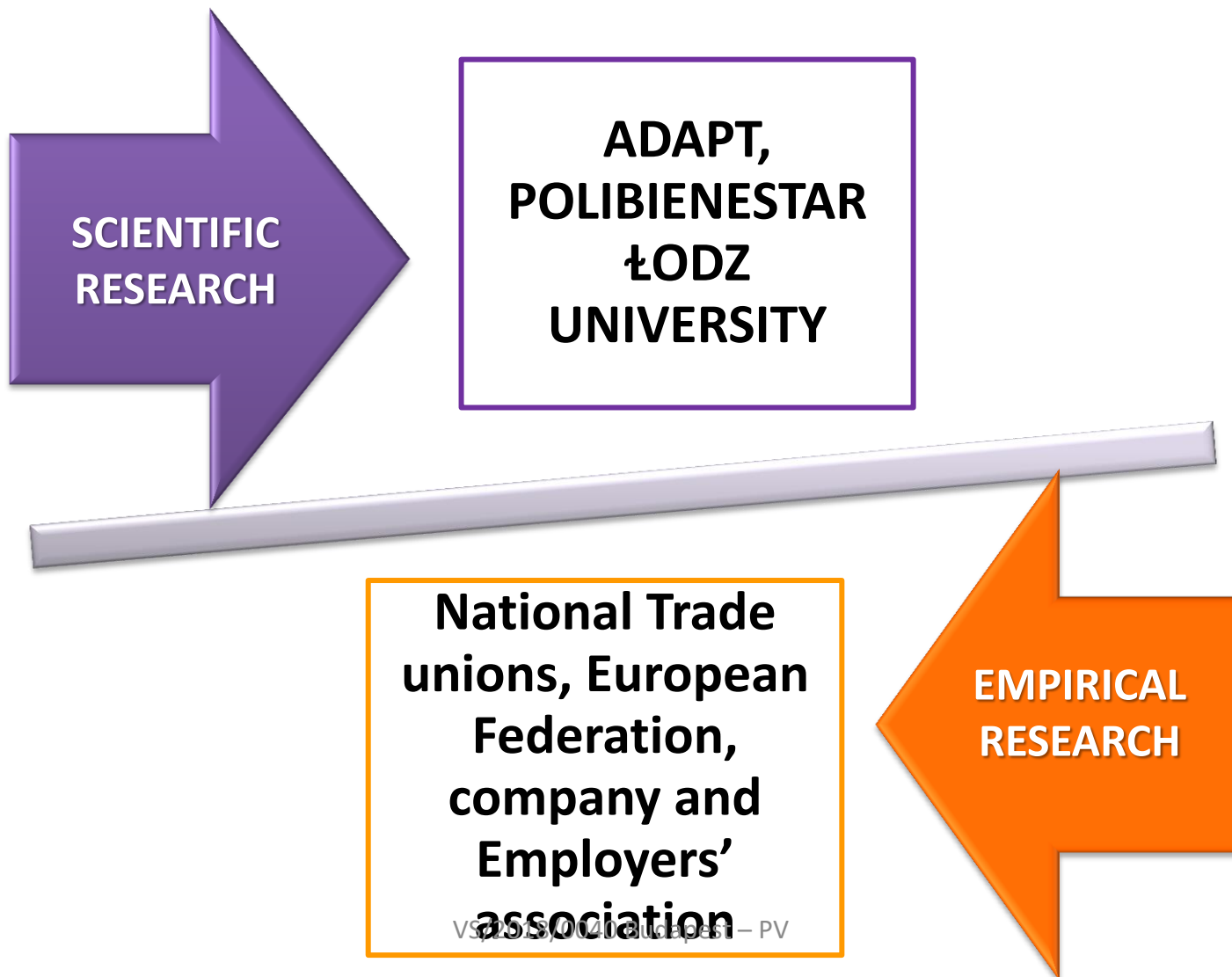


**RESEARCH & DISTANCE WORK**  
Virtual agora  
Jun 2018 - Jan 2019

# Project innovative approach



# The project research activities



# The project research activities



**SCIENTIFIC  
RESEARCH**

## Context analysis:

- The variables at stake (demographic, economic, social, case-law, etc.);
- Possible medium/long-term developments;
- Scenarios' design and comparative analyses among the various European countries



**Identification of good practices  
and development of a synergic  
"virtuous circle"**

between European, national and company trade unions and EWCs to negotiate with companies a flexicurity system for "aged" workers

VS/2018/0040 Budapest – PV

**SCIENTIFIC  
RESEARCH  
TASK**

## ADAPT

1. Evaluation of the effects of intergenerational solidarity tools implemented in the various European countries to manage the intergenerational balance.
2. Analysis of the "Digital Revolution in the Banks" and the linked development of new skills and new professional roles in the face of the challenges of generational gap among workers
3. GLOSSARY

**SCIENTIFIC  
RESEARCH  
TASK**

## **POLIBIENESTAR – UN. VALENCIA**

1. Description of the **demographic context** and medium-long-term trends at European level and **banking/financial employment trends** analysis in relation to demographic changes and digitization.
2. Description of the **socio-economic dynamics** and the resulting **employment trends** in the finance sector over the past **ten years** paying particular attention to the dynamics that affected the young ( $\geq 18 \leq 32$  years old) and elder workers ( $\geq 55$ )

**SCIENTIFIC  
RESEARCH  
TASK**

## UNIVERSITY OF ŁÓDZ (ULO)

1. Analysis of **the role and position of the social partners in the search for Age Management solutions for elder workers** to ensure a sustainable working life, both in terms of quality of work and ability to work.
2. Analysis of **the role and position of the social partners over measures that can ensure the proper transmission of experiential baggage and skills of elder workers to younger colleagues with specific reference to the financial sector.**

**EMPIRICAL  
RESEARCH  
TASK**

## The social partners' task 1

To collect and identify "**good practices**" in **Age Management** and **intergenerational solidarity** in the **financial and banking sectors**.

The good practices will involve:

- **company agreements** aimed at giving value to "**over 55**" human resources
- **measures** to encourage and enable "**over 55**" workers to stay longer or return to the labour market,
- **company agreements** aimed at giving value to generational differences and **promoting dialogue and solidarity among generations** of workers.

**EMPIRICAL  
RESEARCH  
TASK**

## The social partners' task 2

to identify and develop a "**virtuous circle**" between European, national and company trade unions and EWCs

**to negotiate** with companies a **flexicurity system** for "aged" workers to integrate public social security systems and to anticipate and manage changes in work in a supportive and inclusive way





## SOCIAL PARTNERS' WORKING GROUP 1

EMPIRICAL  
RESEARCH

WGs



## SOCIAL PARTNERS' WORKING GROUP 2



## SOCIAL PARTNERS' WORKING GROUP 1

The WG1 consists of the previous project's organizations partners:

- BBDSZ (Hungary)
- UGT FESMC (Spain)
- MUBE (Malta)
- UPA (Romania)
- FIRST (Italy)



### 1 facilitator

**Paola Vinciguerra (FIRST CISL)** VS/2018/0040 Budapest – PV



## SOCIAL PARTNERS' WORKING GROUP 1

# The WG1 field of investigation

Taking into account the results of the previous project (2012),

the group will **research** and **analyze** the **actions/activities implemented** - in the five-year period 2013-2018 - on Age Management and intergenerational solidarity in the financial and banking sectors **in response to the solicitation and knowledge** that the 2012 European project produced (**follow-up activities**).

# The 2012 European project highlights

**“Developing solidarity between generations of workers: good practices to increase employment rates of youth and of workers over 55. The case of the banking sector”**

**VS/2011/0430**

## Main objectives

- **to demonstrate** the possibility of a **solidarity between generations of workers**
- **to identify and share good practices** of generational solidarity among the partners
- To individuate measures **to improve expertise** in the field of industrial relations
- to strengthen the capacity of social partners **to contribute the European social dialogue** with particular attention to new Member States

## Partnership

- ETYK, Cyprus
- Fes UGT, Spain
- UPA, Romania
- BBDSZ, Hungary
- MUBE, Malta
- FABI, Italy
- APF FIBA, Italy

# The 2012 European project highlights

“Developing solidarity between generations of workers: good practices to increase employment rates of youth and of workers over 55. The case of the banking sector”

VS/2011/0430

## Main outcomes

- 560 pages of reports (studies and analysis)
- 23 good practices identified
- 1 workshop with 60 people and 1 European Conference with 80 people
- **a website** dedicated to the dissemination of results – **a significant survey**
- the creation of a network of collaboration with the National Coordinators of the European Year 2012 for Active Ageing
- Being **included in the official website of the European Commission** for the European Year of "Active Ageing“

## The most significant result

**The approval of a funding of EUR 10,000,000.00 by FBA**, the Italian Bilateral body of Training (Banks and Trade Unions) **to finance training courses in the banks for "over 55" workers** along the lines emerged from our project



## SOCIAL PARTNERS' WORKING GROUP 2

The WG2 consists of trade unionists coming from:

- FEC FO (France)
- BASISEN (Turkey)
- PRO (Finland)
- OTOE (Greece)



**1 facilitator**

**Antonio Masciale (FIRST CISL)**



## SOCIAL PARTNERS' WORKING GROUP 2

# The WG2 field of investigation

Taking into account the European framework,  
the group will **research** and **analyze** laws, European,  
national and company agreements and social  
**dialogue good practices** related to Age Management  
and intergenerational solidarity in the financial and  
banking sectors.



## The Social partners WGs' task

# THE WORK AT DISTANCE

## Methodology

The facilitator of each group will coordinate the research and the group debate on the web through out the **Virtual Agora**, a virtual square where the group :

- will **share information** and the **gathered material** about the subject.
- will **debate** and exchange opinions about the work outputs.



## The Social partners WGs' task

# THE WORK AT DISTANCE

## Working tool

### The Good Practice Card

A questionnaire, prepared with the collaboration of University of LODZ, to guide the research and extract the **key features** of the analyzed issues and materials, with a **special focus** on **good practices** about:

- **social dialogue** and **company agreements** on **Age Management** and **intergenerational solidarity** in the financial sectors at national and transnational level
- **measures to enable "over 55" workers to stay longer** or return to the labor market and to **promote solidarity** among **generations of workers**



# What we will do today

MEETING  
TO SHARE  
RESULTS AND  
BUILD  
UNITARY  
DOCUMENT  
Budapest  
12 feb  
2019

**Presentation** and **comparison** of the results of the scientific and empirical research in order **to build a unitary document** as harmonious and comprehensive as possible to be presented at the workshop in Dublin on March 15.

# What we will do at Eurofound in Dublin

WORK  
SHOP  
EUROFOUND  
- Dublin  
15 March  
2019

**"Policy recommendations"** related to **the first reading of the research results presentation.**

Very significant will be the comparative analysis between the results of our research and the results of the surveys conducted by **EUROFOUND:**

- the European Company Survey ECS,
- the Quality of Life in Europe survey EQLS
- the survey on working conditions in Europe EWCS.

# Today agenda

Opening, welcome

- BBDSz – Hungary

**Work in progress: a critic reflection about halfway of the Project**

- Paola Vinciguerra – FIRST CISL

**The economic and demographic context: The contribution of UVEG**

- Sandra Martínez Molina – University of Valencia

**Age Management and the mutual transmission of knowledge**

**between generations of workers**

- Izabella Warwas – University of Łódź

**The digitalisation process in the financial sector: the development of new business models and challenges for the female workforce**

- Elena Prodi – ADAPT

**10:45 – 11:00 coffee break**

**General discussion on the results of the reports submitted**

Session Coordinator: Francesco Discanno – FIRST CISL

**Proposal for a univocal glossary on age management practices and intergenerational solidarity**

- Elena Prodi – ADAPT

**Discussion – Questions & answers**

Session Coordinator: Paola Vinciguerra - FIRSTCISL

**The contribution of the social partners: Good practices in age management and intergenerational solidarity**

planned interventions:

- Manuel Leon – FeSMC
- Marian Ilie – U.P.A. Sindicatul*
- *Sébastien Busiris - FEC FO*
- *Sandor Toth – BBDSZ*
- *Jarmo Paananen – PRO*
- *William Portelli - MUBE*
- *Giorgos Togias – OTOE*
- *BASISEN - Turkish trade union*

Session Coordinator: Antonio Masciale – FIRSTCISL

**A first summary of the work carried out in view of the Dublin Workshop in EUROFOUND**

- Domenico Iodice – Scientific Director - APF FIRSTCISL



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# THANK YOU!