



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***

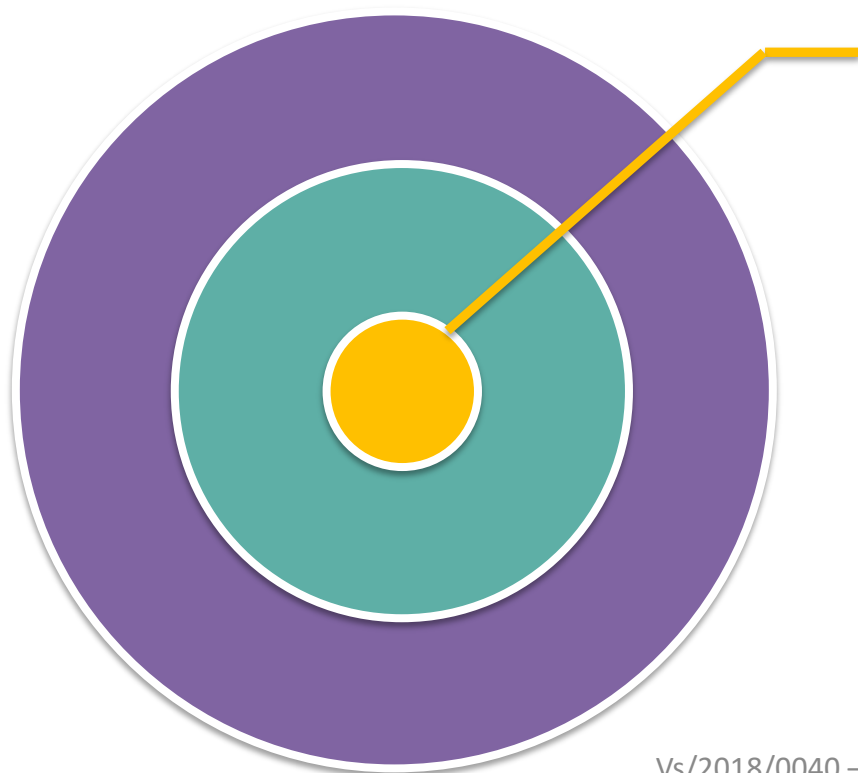
# THE TRAINING COURSE OUTCOMES & THE DISSEMINATION ACTIVITIES

Paola Vinciguerra

FIRST , National Training Officer

# The action 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

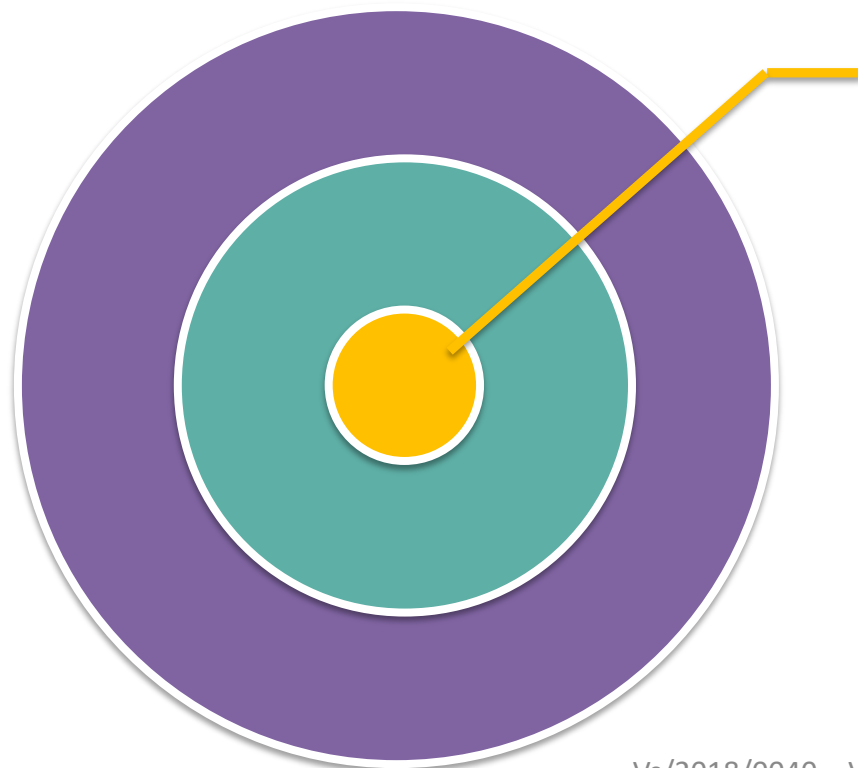
**Age Management policies**

and

**Intergenerational solidarity**

# The action general aims

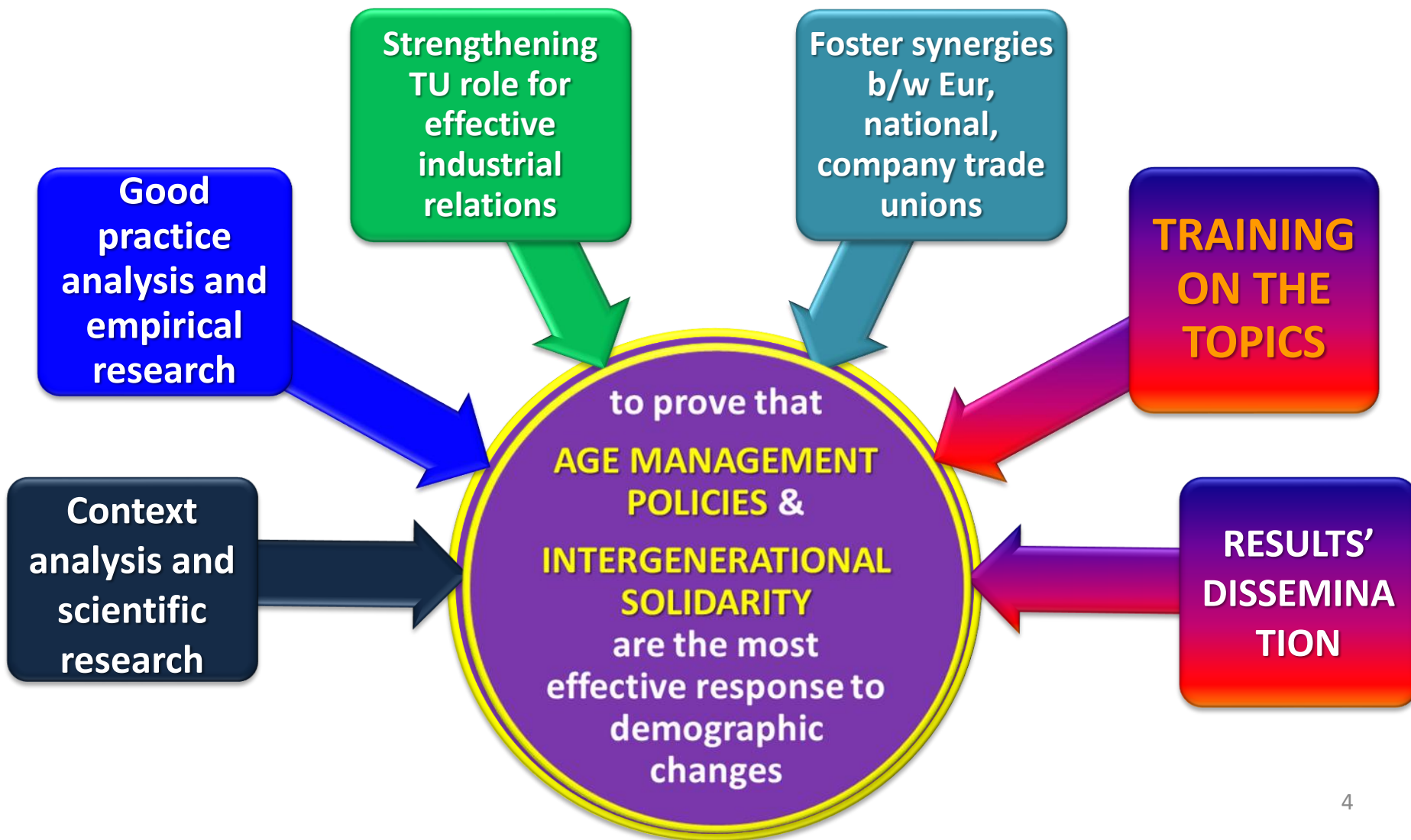
## From an **operational** point of view



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

**to negotiate** companies policies for aged and young workers in order **to manage changes in work in a supportive and inclusive way**

# Expected results



# The Training aims

ROMA 18-19  
SEPTEMBER  
2019



Improve **knowledge** on the  
**EUROPEAN SCENARIO** and  
the **MAIN POLICIES** of  
**intergenerational solidarity**

**EXCHANGE EXPERIENCES**  
among partners on their  
company systems

Reinforce the **participants'**  
**awareness** of their role of  
**AGENTS OF KNOWLEDGE &  
CHANGE.**



## THE TRAINING GENERAL GOAL

To help participants develop a specific **sensitivity** and **innovative tools**:

- to negotiate **COMPANY COLLECTIVE AGREEMENTS** based on workers' needs by age and personal situation
- to manage, monitor and evaluate company policies based on **AGE PLANS**.

# THE TRAINING AIMS



## 1. TRAINING AIMS ON KNOWLEDGE

Improve participants' knowledge on:

- the **European legislative framework** on intergenerational solidarity and age management in the workplace
- **the scenario and possible future development in the** European financial sector due to the impact of digitalization and demographic changes in the labour market
- the main types of intergenerational solidarity policies (**glossary**) and a **COMPANY AGE PLAN** objectives and tools





## 2. TRAINING AIMS ON CAPACITY BUILDING

- To strengthen participants' awareness of their role as **agents of change** through the **acquisition of innovative negotiating and social dialogue tools** (AGE PLAN AND BILATERALITY)
- To develop their competence:
  - To build **NEGOTIATION ACTION PROTOCOLS** on intergenerational solidarity, **identifying the most appropriate tools and policies** for a company/group context.
  - to support the **creation** a **negotiated, inclusive and supportive system** of company services for the employees



## METHODOLOGY

inductive and participatory

IN **3 STEPS**

Identify workers' **needs** - set up a **TU platform**  
on **AGE PLAN** - Collective agreement's  
**management, monitoring and evaluation**



## TARGET GROUP

**24 trade unionists experts in company bargaining** coming from leading companies in the finance sectors of the project partners countries





# Training in action





# Training evaluation system

**1.  
reaction**

- On line training evaluation questionnaires



**2.  
learning**

- during the training (group activities & observations and debate )



**3.  
behaviour**

- the Dissemination activity



**4. results**

- Work methods implementation
- Negotiation initiatives on intergenerational solidarity



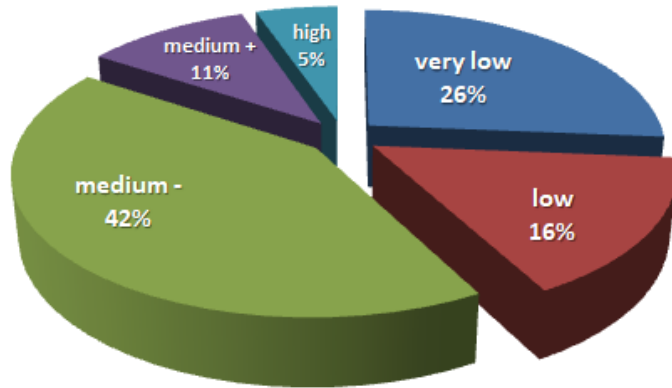
# 1. reaction

## Participants' evaluation



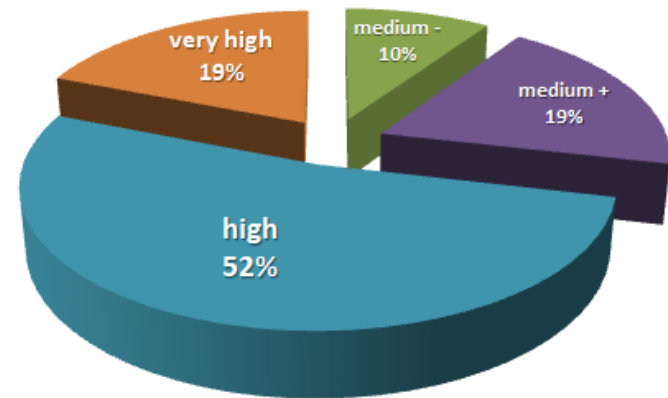
### Question 1.

What level of knowledge on the topics did you have before the training?



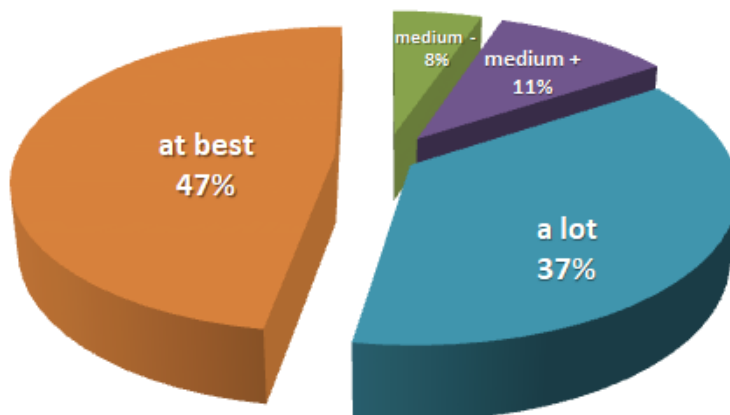
### Question 2.

What level of knowledge on the topics do you have now after the training?



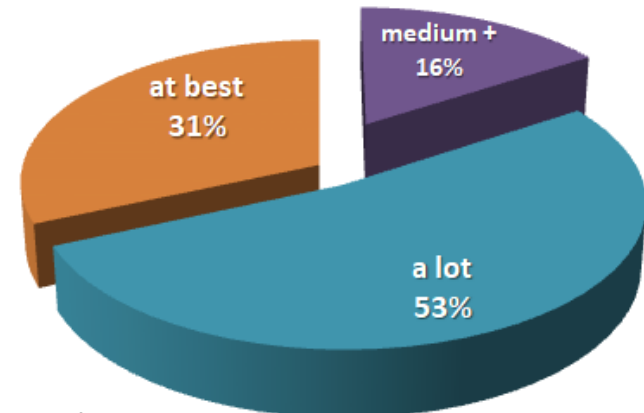
### Question 3.

The training has achieved its objectives?



### Question 4.

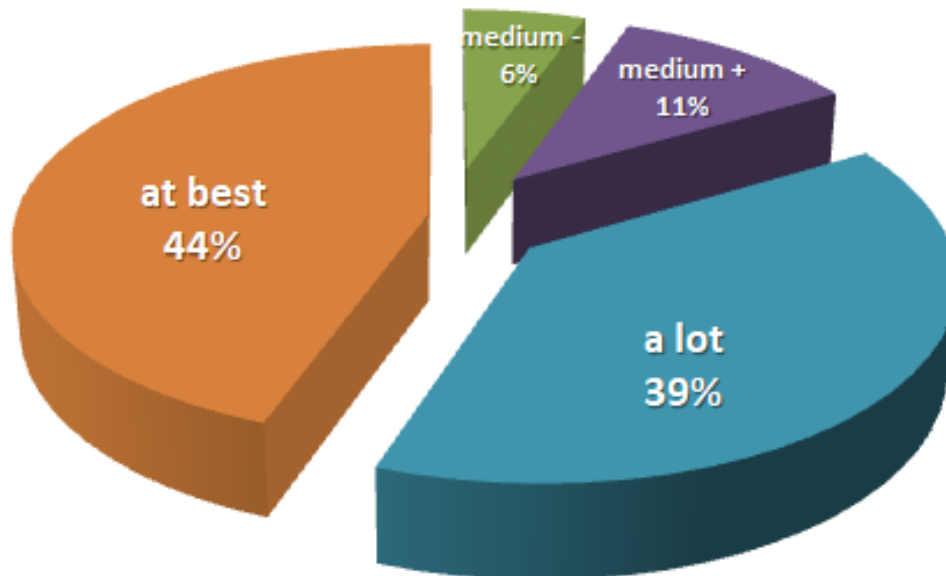
Have the subjects been treated in a clear and detailed way?





## Question 5.

Do you think that the topics are **USEFUL** to your role in the TU? Why?



- **Topics discussed are common** especially flexibility , generational gap issues, social demands and workers expectations
- **the age plan management** because I didn't have any information of it before the course
- **possible ways to keep older colleagues at work**, as an alternative to **displacement**, which is the only form proposed by the banks
- Workers' age in EU, ways to deal with the issue.
- What **factors** are interesting **to motivate the employees.**
- Realizing **the importance of carrying out intergenerational policies in companies**

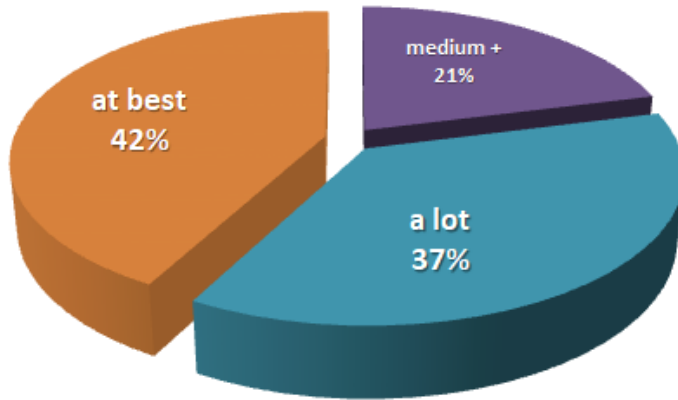
# 1. reaction

## Participants' evaluation



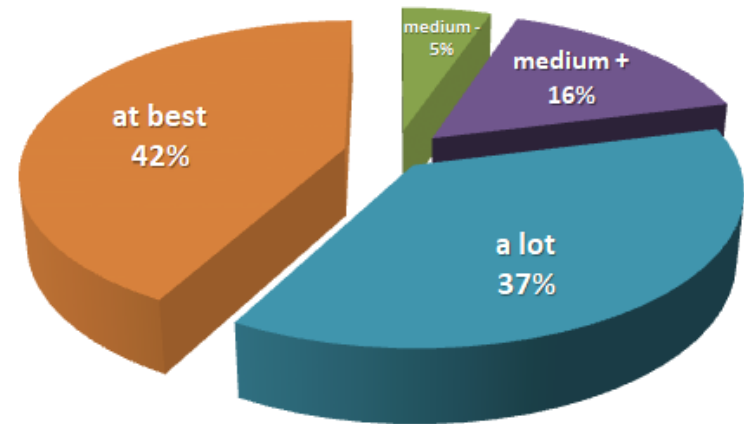
### Question 6.

The training allowed me to **expand knowledge on theoretical and conceptual topics**



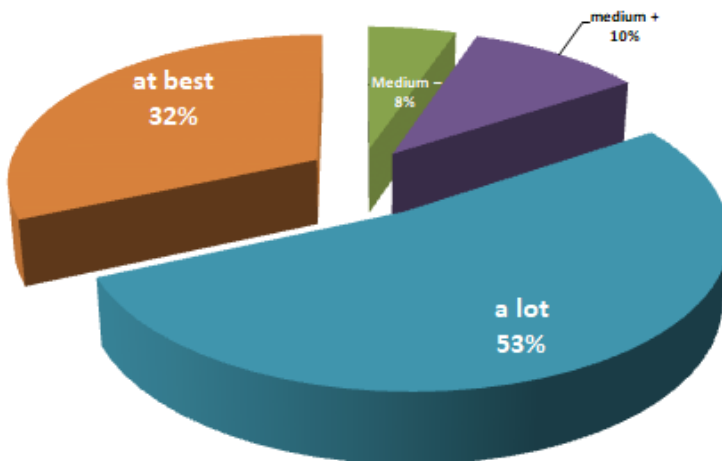
### Question 7.

The training allowed me to **acquire greater capacity of analysis**



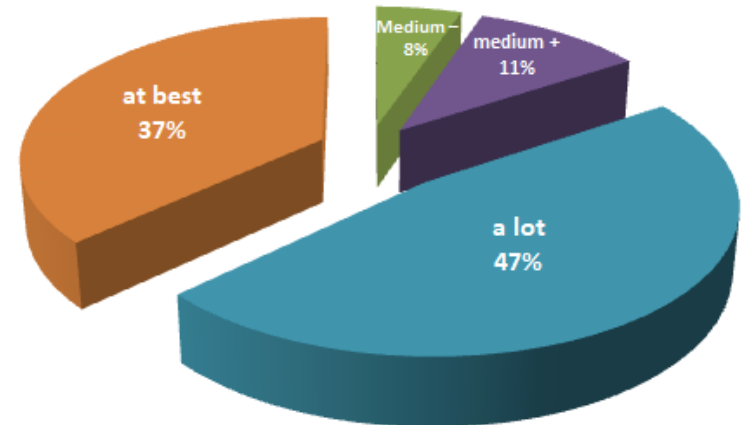
### Question 8.

The training has called me in **further training needs with respect to theoretical knowledge**



### Question 9.

The training has called me in **further training needs with respect to skills development**





## What PROGRESS did the course allow you to make?

- Better **negotiating skills, broader ideas** that come from **shared experiences** can be taken on board and adapted .
- **Awareness of the reality in the company at European level.**
- Speak about the subject with my young colleagues, make them aware of the impact of aging and take measurements for this.
- Identify the ageing workforce issue in EU level + discuss ways **on how to deal with the issue.**
- To give information to **HR** about the international circumstances and **what ideas were told which could be adapted for solution.**
- To identify the same problem in other European countries, and **try to get common approaches based on best practices**
- Overall to be able to see this issues from **a different perspective**



1.  
reaction

**Participants'  
evaluation**



What PROGRESS did the course allow you to make?

**CONFIDENCE**  
**SCIENTIFIC APPROACH**  
**STRATEGY**  
**PROJECTWORK**  
**ANALYSIS**  
**ENTHUSIASM** **POWER** **SHARING**  
**TEAMWORK**  
**AWARENESS**  
**PERSONAL GROWTH** **NEW IDEAS**

## 2. learning

# Learning outcomes

The participants well succeeded in increasing:



their knowledge of the **EU legislative framework** , the **demographic scenario** and the **ETUC position** on the issue



Their confidence in applying the difference policies on **intergenerational solidarity (GLOSSARY)**



their knowledge and skills on how to **build, manage, monitor and evaluate** a **COLLECTIVE AGREEMENT** based on **AGE PLAN**



Their expertise on innovative contractual instruments **based on worker needs and the context analysis**



their awareness on a **trade union culture** based on **solidarity, participation and bilaterality**



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# THE DISSEMINATION ACTIVITIES

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FIRST , National Training Officer

# The project dissemination activities



It is one of the  
**MOST  
IMPORTANT  
ACTION**  
for the  
**EUROPEAN  
COMMISSION**

# Social partners' dissemination activity

to spread the **project guidelines and outcomes** in the partners' workplaces at **European level**

To improve **social dialogue** and help TUs **increase their positive impact** on workers' well-being

To disseminate a **trade union culture based on solidarity, participation and bilaterality**

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# Social partners' dissemination activity



## ACTIONS

- TU Meetings
- Members Meetings
- Social Dialogue Initiatives
- Informal Occasion

## CHANNELS

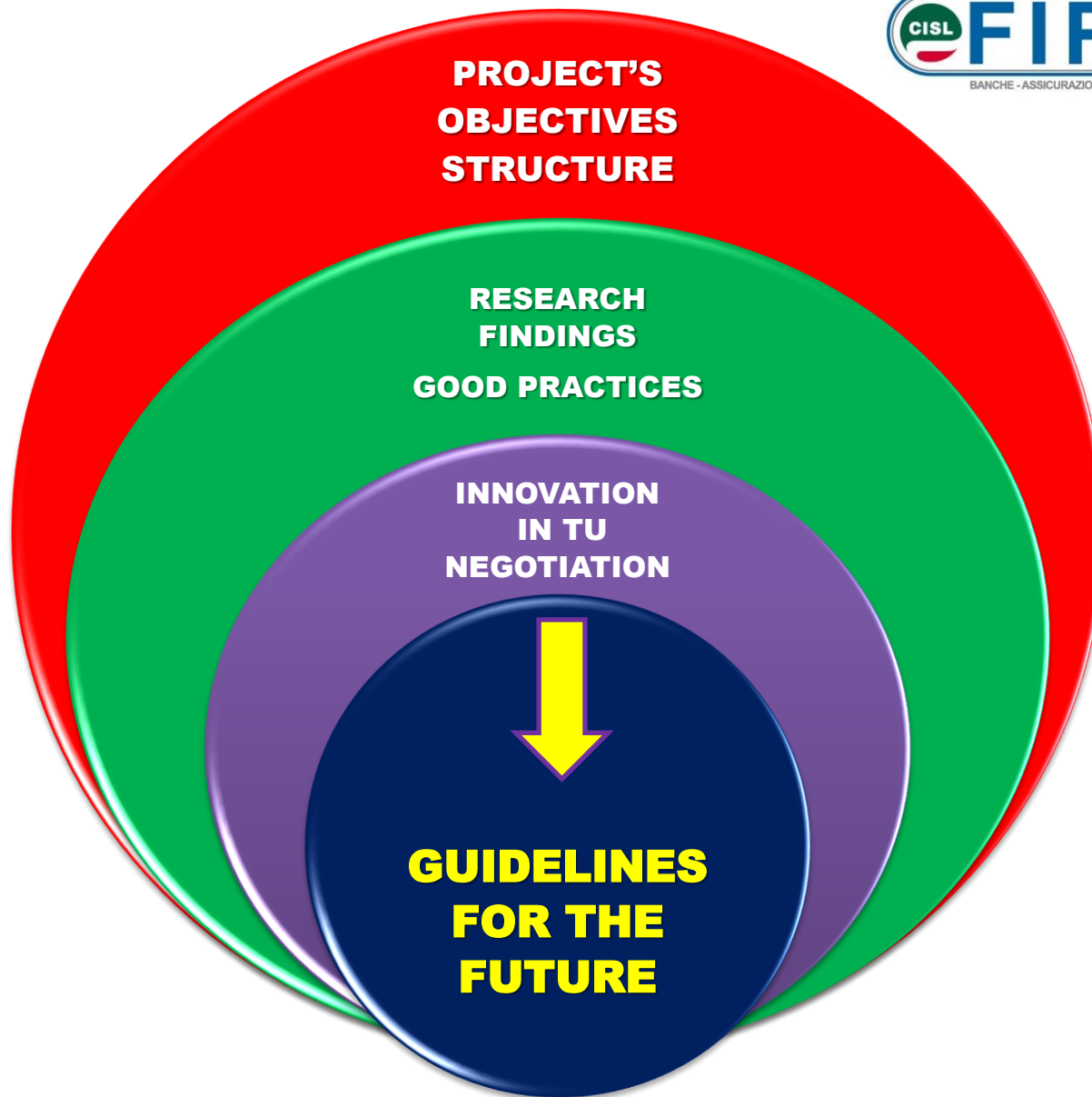
- Mass-media
- Internet & Social media
- TU newsletter, intranet, web site
- Email, WhatsApp...

## TARGET GROUP

- company management
- others trade unions
- TU colleagues
- company workers
- general public, etc.

## TOOLS

- leaflet
- trade union statements
- Publications
- **DISSEMINATION TOOL**



## THE DISSEMINATION TOOL STRUCTURE



**CHAPTER 2.**



**GUIDELINES  
FOR THE  
FUTURE**

**THE DISSEMINATION TOOL**

# Scientific partners' dissemination activity

## ADAPT

### SCIENTIFIC PUBLICATIONS

- **on-line special edition of ADAPT INTERNATIONAL BULLETIN NEWSLETTER**, including both open access materials and original contributions by Ms. Ferrieri Caputi, Margherita Roiatti and by the other scientific partners

### MASS MEDIA

- **Interview by Radio Radicale** (an important Italian national radio broadcaster) about the active aging issue taking as a basis the project

### WEB & SOCIAL MEDIA

- **social media channels** (notably twitter and instagram, mainly in English)

# Scientific partners' dissemination activity

## UNIVERSITY OF LODZ

### SCIENTIFIC PUBLICATIONS

- Iwa Kuchciak, Izabela Warwas, *Premises for popularising the concept of age management in the banking sector*, złożony do Journal of Ageing and Society
- Iwa Kuchciak, Justyna Wiktorowicz, *Multigenerational transfer of knowledge in the banking sector, opportunities and challenges* (submitted to the special issue on active aging and generation management, Human Resources Management, number 2)
- Collaboration at the Adapt newsletter and on its basis preparation a short note for the University of Lodz newsletter.

### WEB & SOCIAL MEDIA

- Placing notes on LCD monitors in the Faculty of Economics and Sociology (30 monitors available to students and academic staff)
- Placing a note about the conference in Vico on the faculty website as well as on Facebook and Twitter.



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# THANKS!