



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 AIMS & EXPECTED RESULTS

## Paola Vinciguerra

FIRST , National Training Officer



## THE TRAINING GENERAL GOAL

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

- to **negotiate, manage, monitor and evaluate collective agreements** based on workers' needs by age and personal situation
- to encourage companies to build policies based on **AGE PLANS** applying the **JOB LIFE CYCLE MODEL**.



## THE COMPANY AGE PLAN

- ❖ It defines **actions and operating models** that takes into account **employees' age and life situation** and the related **needs and expectations**.
- ❖ It has an impact on **every aspect of the company organizational model and welfare system** (H&R, skill training, WLB, H&S, work time and contracts, environment, social relation, carrier ...)
- ❖ It help companies **see different age groups as a resource**, to develop supportive action and flexibility, to put in place policies for the **work** to become more **meaningful for the company workforce**



# THE COMPANY AGE PLAN ADVANTAGES



**FOR  
THE COMPANY**

**LESS PERSONNEL  
TURNOVER**

**QUALITY RECRUITMENT  
AND DETENTION**

**MORE PRODUCTIVITY**



**LONGER CAREERS  
MEANINGFUL WORK  
BETTER QUALITY OF LIFE**



**FOR  
WORKERS**



## THE COMPANY AGE PLAN

Our idea of COMPANY AGE PLAN is a system in which all the policies and services provided by the company are the **result of a collective agreement** and are **monitored and managed together with the workers' representatives** (bilateral bodies)



# 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



# THE TRAINING AIMS



## 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 match intergenerational solidarity with welfare policies** to create a **negotiated, inclusive and supportive system** of company services for the employees



# THE TRAINING EXPECTED RESULTS



At the end of the course, participants will be able to:

Understand and interpret the **European legislative framework**, the **scenario** and the **main age management policies and tools**

Identify **paths of contractual action** starting from the scenario data, the **company's population composition** (age, gender, professional role and position) and the **needs of the workers**.

Build a **NEGOTIATION ACTION PROTOCOL** on intergenerational solidarity, identifying the most appropriate tools for a **business/sector/group context**.





# THE TRAINING EXPECTED RESULTS



At the end of the course, participants will be able to:

Exercise and disseminate a trade union culture based on **participation** and **bilaterality**

Apply **innovative contractual instruments** at transnational level

Integrate the question of **intergenerational solidarity** with that of **negotiated and inclusive welfare**



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# THANK YOU!