



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***

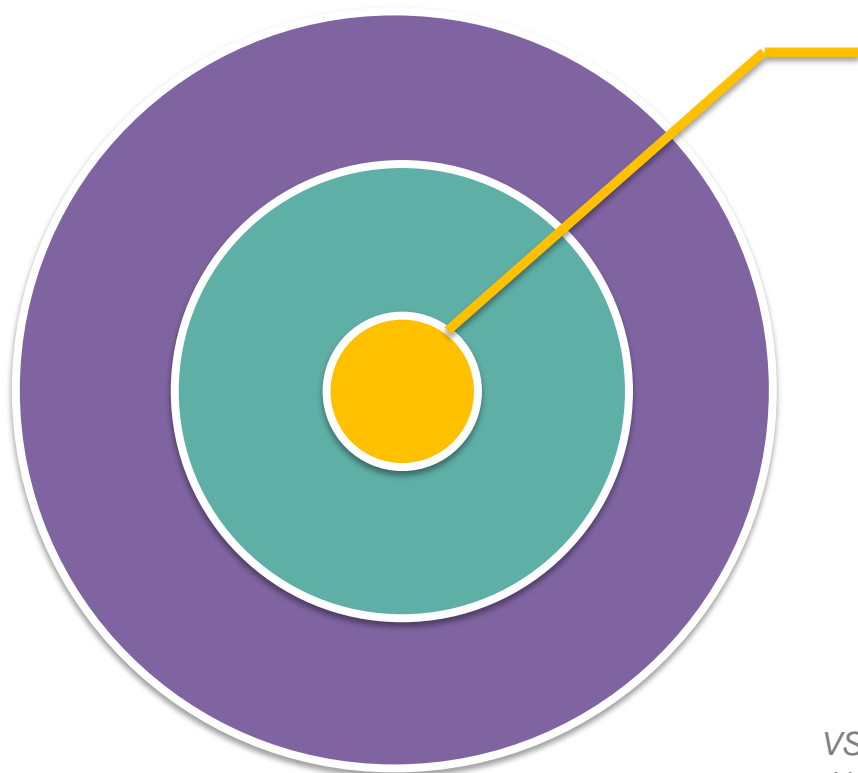
# THE SOCIAL PARTNERS' ACTIVITIES

Paola Vinciguerra

FIRST , National Training Officer

# 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

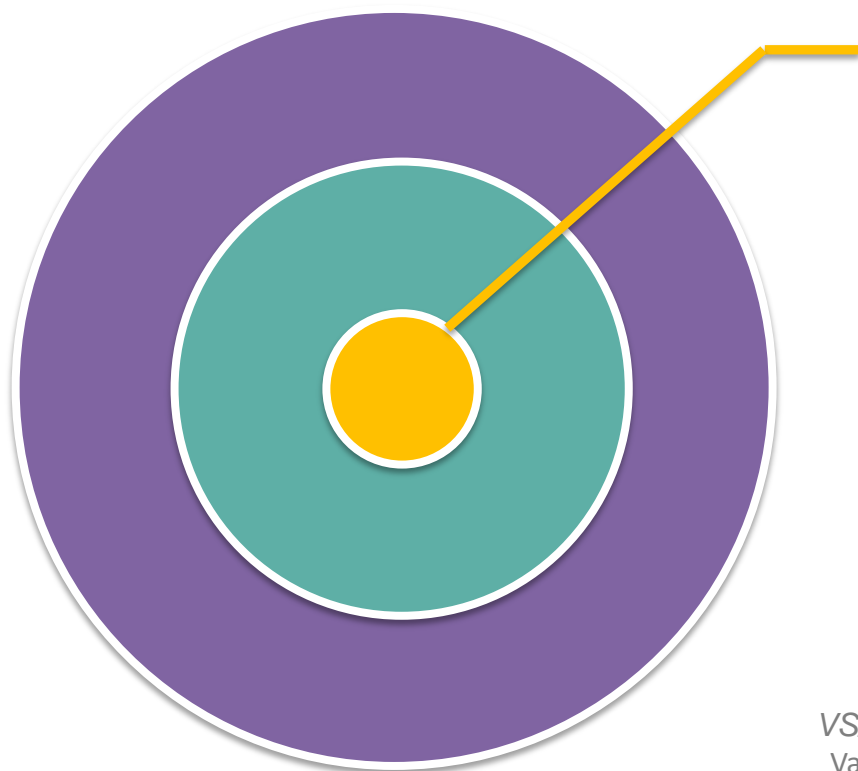
**Age Management policies**

and

**Intergenerational solidarity**

# The project general aims

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



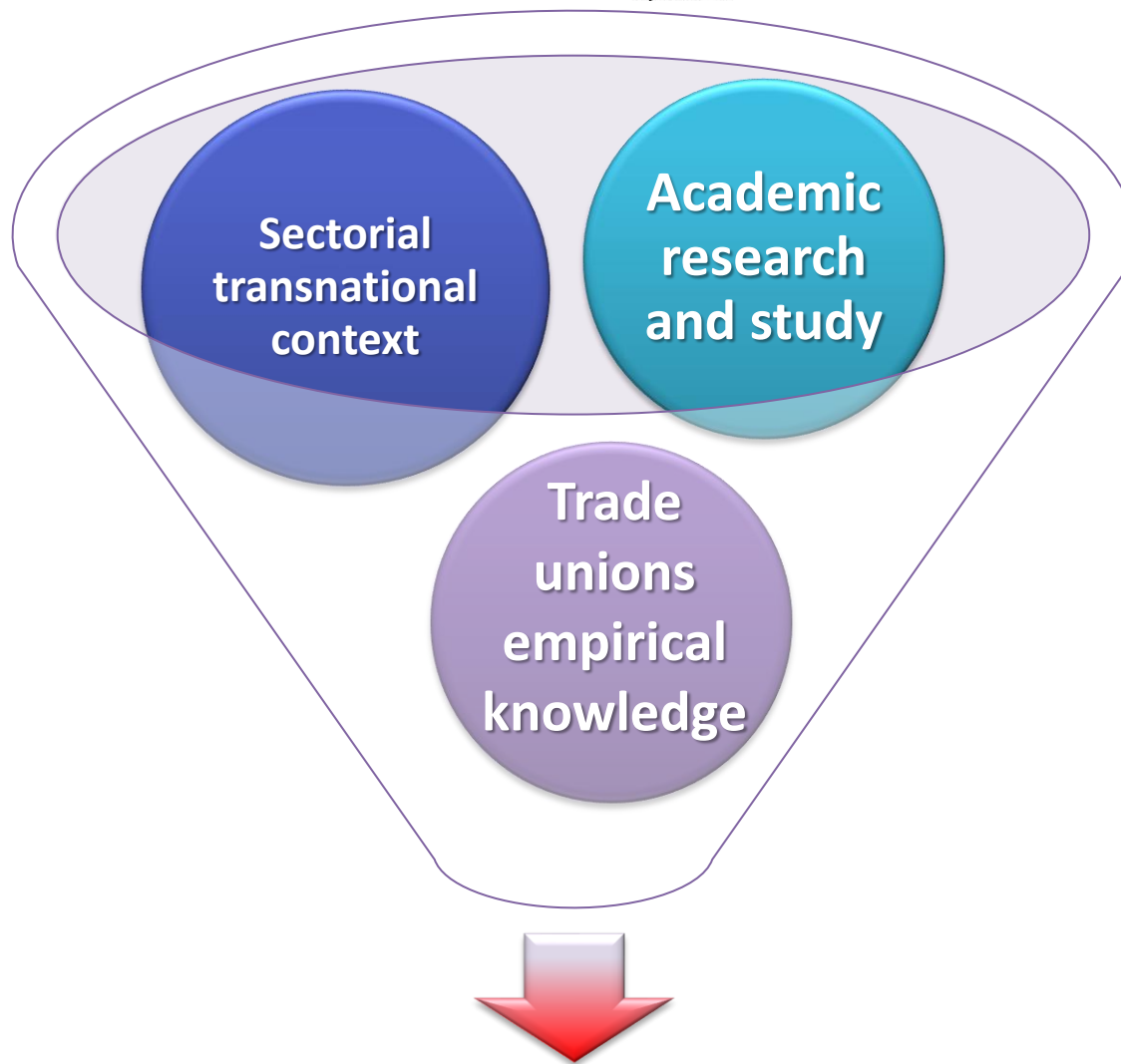
to identify a "virtuous circle" between **European, national and company trade unions and EWCs**

**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**

# The project structure



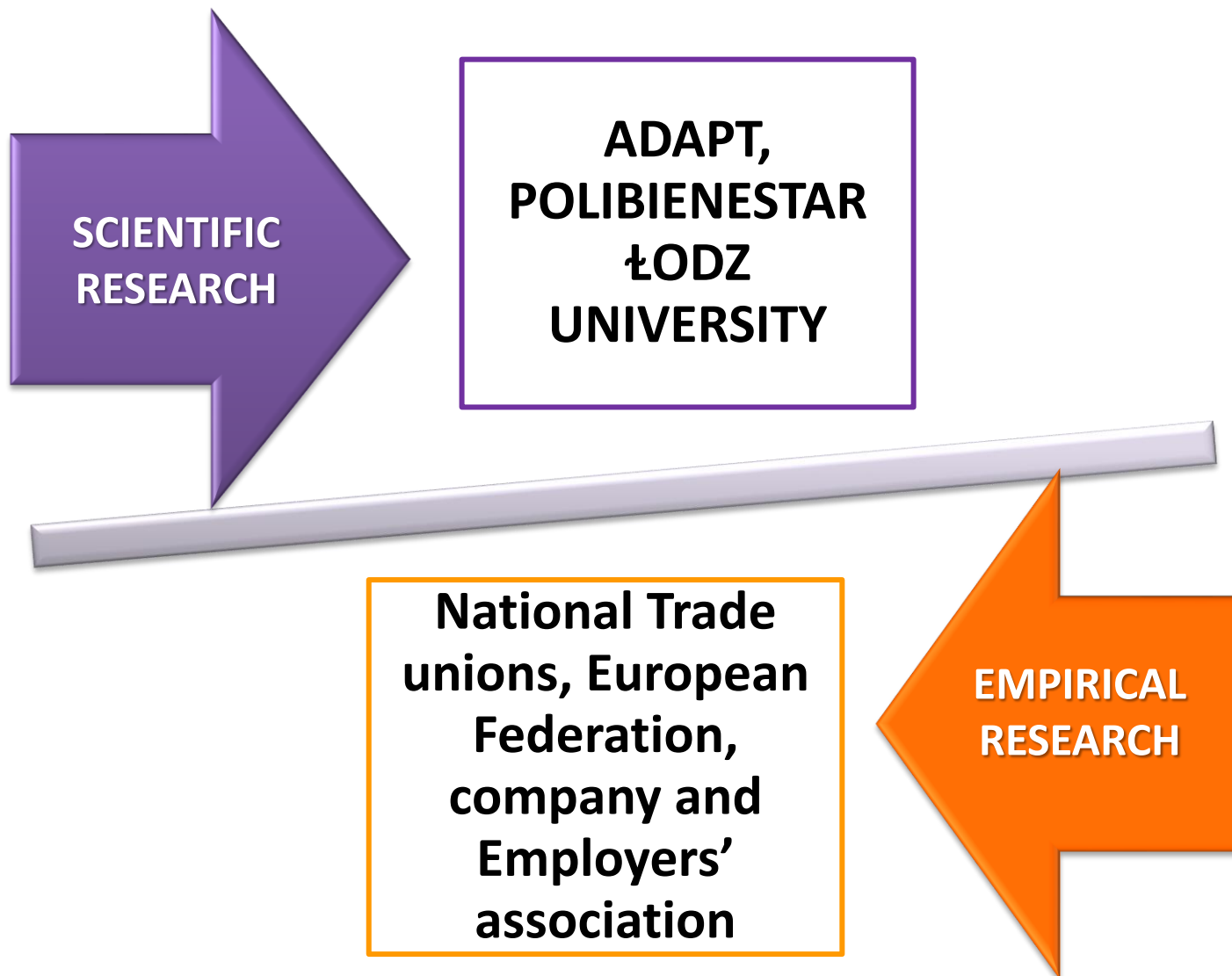




RESERCH  
& DISTANCE  
WORK  
Virtual  
agorà  
Jun 2018-  
Jan 2019

**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

**EMPIRICAL  
RESEARCH**



**EMPIRICAL  
RESEARCH**

## 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**

## 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 facilitators

**Paola Vinciguerra (FIRST CISL)**



## 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
- 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 WG1 consists of trade unionists coming from:

- FEC FO (Francia)
- BASISEN (Turchia)
- PRO (Finlandia)
- OTOE (Grecia)



**1 facilitators**

**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 tools

### 1. The Analysis Form

A questionnaire, prepared by the facilitator of each group, 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**



## The Social partners WGs' task

# THE WORK AT DISTANCE

## Working tools

### 2. The SWOT Analysis

through which the groups will evaluate:

- **S**trengths and **W**eaknesses of the collected materials and their **level of innovation and effectiveness** with respect to workers' needs
- **O**pportunities and **T**hreats of the existing agreements on **intergenerational solidarity**
- How to **minimize** the weaknesses and commute the **threats into opportunities**
- How to **replicate** the **best practices** into other contexts/companies/countries



## The Social partners WGs' task

### THE SURVEY

An **open survey via web** will be carried out to collect **workers' experiences and the points of view** on their **needs** and on the **policies** implemented by their companies.

The survey's questionnaire will be **translated in each partner's language** and spread in metal and financial sector throughout Europe.

Each member of the 2 WGs will be in charge of **promoting** and **smoothing the survey progress** in their own company/organization.

The WGs' facilitators will coordinate and address the work.



# The follow up meeting

In **winter 2019** the **Steering Committee** will:

- **analyze** the works done by the groups
- **evaluate** the outcomes
- **prepare a complete synthesis** bringing them to unity
- **select** the most interesting **good practices**
- Identify the operational method to **build up the synergy among actors of the social dialogue**
- **launch the open via web survey**

Taking into consideration all that, **choose the topics to be tackled** and design the next **workshop (Eurofound, Dublin March 2019)**

# NEXT STEPS AND DEADLINES

The groups'  
research at  
distance

**By the 5<sup>th</sup> of June**  
you will test your  
password and  
username to  
**access the Virtual  
Agora**

**By the 10<sup>th</sup> of June**  
the groups'  
facilitators will  
send you the  
**questionnaire**  
(The analysis form )

**By the 10<sup>th</sup> of  
October**  
The groups'  
facilitators will  
make an  
**intermediate  
evaluation** and  
send you the  
**SWOT analysis  
template**

**By the 10<sup>th</sup> of  
December**

All the materials  
and the  
questionnaires  
must be **uploaded**  
**on the Virtual  
Agora**



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***

**See you on the Virtual Agora!**

for any questions or doubts:

Mob. +393939613725

Email [paolavinciguerra66@gmail.com](mailto:paolavinciguerra66@gmail.com)

Skype paola.emilia.vinciguerra