



BRIDGING THE „AGEGAP” - DEVELOPMENT OF SOCIAL PARTNERS' INITIATIVES FOR MANAGING AGE RELATED CHALLENGES

The demographic challenge facing the European Union is that over the next 20 years the average age of the working population will increase and the number of people of working age will decline. At the same time, the strain on social security systems will grow with increasing life expectancy. To achieve more sustainable economic and social development, the EU has set itself the target of increasing the employment rate of older people. For this to be successful, governments, social partners and organisations need to work together to develop the skills and employability of older people, while maintaining the health, motivation and capacities of workers as they age.

European social partners (BusinessEurope, SME United, CEEP and ETUC) approved a framework agreement on active ageing and an intergenerational approach on 8th March 2017. The agreement is to ensure a healthy, safe and

productive working environment and work organisation to enable workers of all ages to remain in work until legal retirement age. It is to facilitate the transfer of knowledge and experience between generations at the workplace and takes into account the changing national demographic and labour market realities.

The AGEAP project is a partnership of Hungarian, Slovenian, Slovakian, Croatian, Romanian, Montenegrin and North-Macedonian employers' organisations with the target of the providing assistance to national social partners in implementing the framework agreement of the European social partners.

The project is co-funded by the European Commission. Please visit our project website for more information:

www.agegap.eu

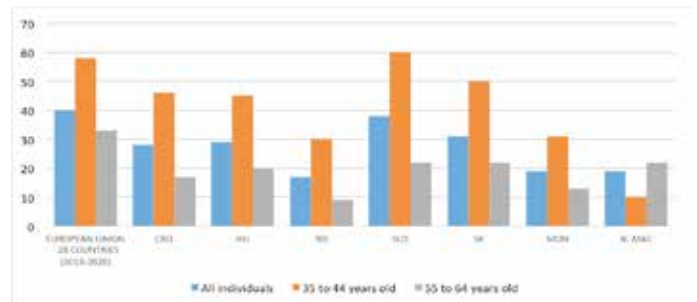
SOME KEY LABOUR MARKET INDICATORS IN THE AGEGAP PARTNER COUNTRIES, BY AGE GROUPS

Length of working life in 2015 and 2019, (number of years)



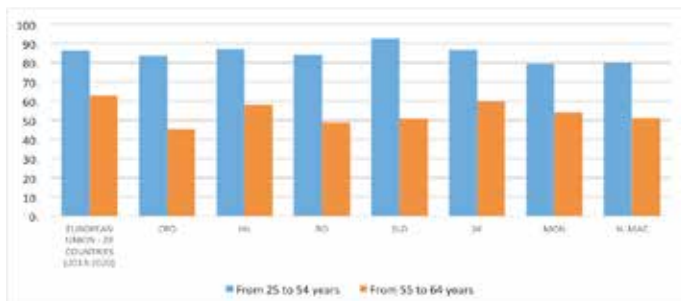
Source: EUROSTAT [lfsi_dwl_a]

% of individuals used computers, laptops, smartphones, tablets or other portable devices at work in 2018



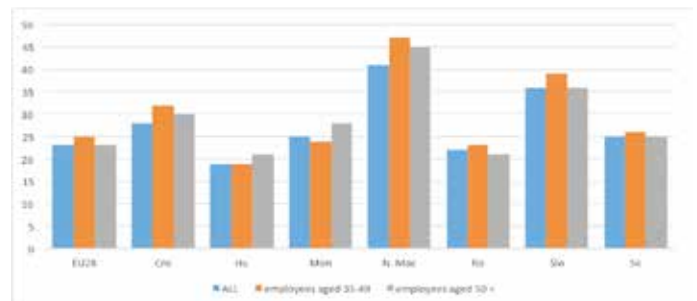
Source: EUROSTAT [isoc_iw_ap]

Activity rate (%), 2019



Source: EUROSTAT [LFSI_EMP_A]

Percentage of employees who think that their health or safety is at risk because of their work, 2015



Source: European Commission: Public Health ECHI Data Tool





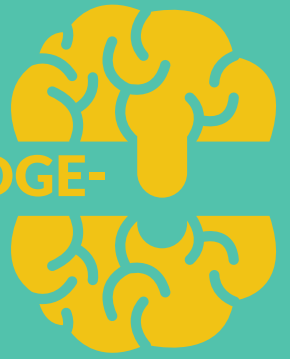
MAIN OUTCOMES OF THE AGE GAP SURVEY IN THE PROJECT COUNTRIES (HU, SK, SI, HR, RO, MNE, MK)

The study concluded that the older generation has some problems with new **IT SOLUTIONS,** but this is manageable by the organisation.



Respondents in the region agree that the older generations possess the sufficient professionalism/knowledge. Skills are amplifying each other, respondents strongly believe in

KNOWLEDGE-SHARE along different generations.



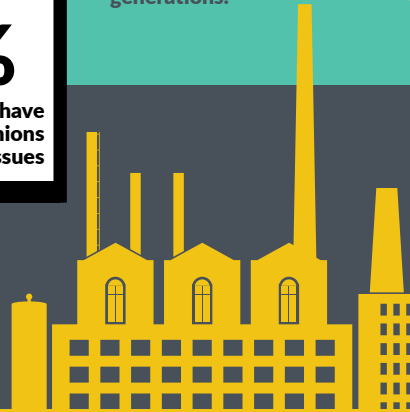
More than 20% of the respondents criticised the

LOYALTY OF THE YOUNGER GENERATIONS,

while respondents agree in every country that the fluctuation of young employees is not a serious issue.

ONLY 10%

of the surveyed organisations have begun consultation with trade unions concerning ageing workforce issues



40% of the respondents have no

AGE MANAGEMENT

within their organisations, large companies are more open to manage these issues



75% of the respondents believe that they appropriately engage in lifelong learning.

More than **50%** motivate their staff to improve their digital skills

and more than **50%** provide trainings regardless of the age of employees.

MORE THAN **500** RESPONDENTS IN THE **7** COUNTRIES

77% of respondents were employers,

13% trade unions

10% NGOs

