


REPORT ON FIRST NATIONAL WORKSHOP

- ❖ National meeting was organized by KSS and NLE in frame of the project activities Project VS 2019/0007
 - ❖ Around 16 participants took place and answered the questions from the questionnaires that were disseminated before the workshop.
 - ❖ Workshop has started with introduction of the general aim of the project and the role of KSS in this project
- 



WORKSHOP Presentation of the Agreement



Active Ageing and Inter Generational Approach

- ▶ Afterwards the NLE took place and provide presentation on general aspects of the framework agreement on Active Ageing and an Inter-generational Approach
- ▶ Discussion was open and lot of questions were raised especially in regard what is the real practical experience in the EU countries towards implementation of the agreement.
- ▶ Almost 90% of the participants are not familiar with the existence of the framework agreement on Active Ageing and an Inter-generational Approach.



- ▶ 60% of the answers given by the participants regarding the possible implementation of framework agreement on Active Ageing and an Inter-generational Approach in North Macedonia answered that the agreement could be useful tool in Active Ageing process and an Inter-generational Approach and also should be considered as starting points that should influence in change of our legislation in this regard.
- ▶ On the question which are the measures taken by the employers in order to ensure healthy and qualitative working environment for the elderly workers 55% of the given answers were negative responding that it is very small amount of measures taken by the employers to secure healthy and qualitative working environment.



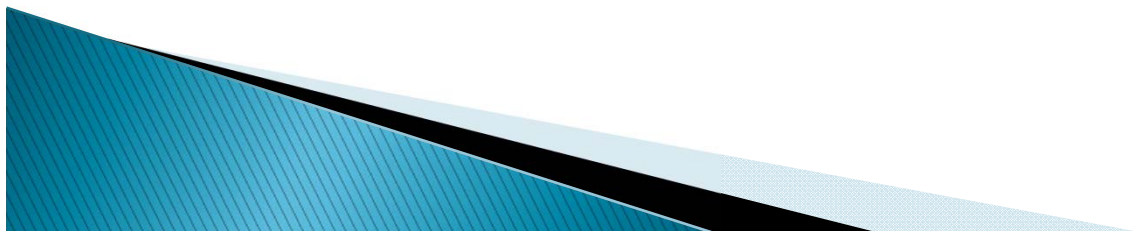
- ▶ Lack of shared commitment of employers, workers and trade unions in providing necessary agreement on active ageing and intergenerational approach as detected throughout the discussion during the workshop.
- ▶ Lack of institutional measures which are going to create environment for soft and easy way of transferring the knowledge from the elderly experienced workers to younger was also detected as huge shortcoming in the strategic approach in overcoming the intergenerational gap .
- ▶ ACTION ACTIVITIES
- ▶ Increasing mutual commitment of employers, workers and trade unions in achieving agreement on active ageing



- ▶ According to unofficial research it is more than obvious that amongst the institutions or firms there are no annual demographic analyses or strategic assessments of workforce demography which causes lack of relevant information needed to understand and address the demographic trends in labor market in North Macedonia.

- ▶ **ACTION ACTIVITIES**

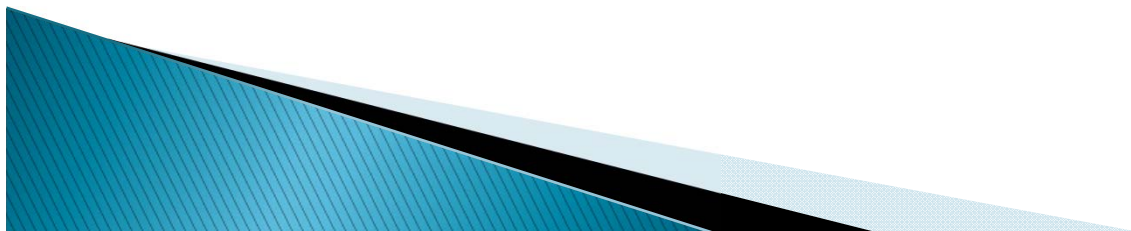
Trade unions shall negotiate with relevant social partners to develop a strategic assessment of workforce demography.




- ▶ Regarding the actions taken to ensure that the workers remain to work till their legal retirement , 90% of the participants during the workshop gave positive answers in regarding this question.

- ▶ **ACTION ACTIVITIES**

Establishing effective strategies and risk assessment as well independent commission of health and safety representatives involved in reviewing the effectiveness and appropriateness of health and safety measures in the workplace.



ACTION PLAN

- ▶ Demographic strategic assessment of workforce in North Macedonia
 - ▶ Training of health and safety representatives who will review the appropriate and effective measures to secure health and safe work place
 - ▶ Training of trade union representative in developing negotiation skills on implementation of the agreement
 - ▶ Raising awareness towards the management and workers of active aging process and intergenerational approach.
 - ▶ Preparing national strategy which will increase mutual commitment of employers, workers and trade unions in achieving agreement on active ageing and inter-generational approach
- 

THANK YOU
by Angel Panev

