



Minutes of the February Meeting

Proposed by Norbert Kreuzkamp

Draft Version, 12th April, 2010

General Information of the Meeting

Project

EUROPEAN COMMISSION

DG Employment, Social Affairs and Equal Opportunities

Social dialogue, social rights, working conditions, adapting to change

Social dialogue - industrial relations

Industrial Relations and Social Dialogue Reference: VP/2009/001

Budget Heading 04030301

Subprogram II: Improving expertise in the field of industrial relations

Granted Projects 2009

GOOD OLD EUROPE

ACTIVE AGEING AND DEMOGRAPHIC CHANGE
IN SELECTED COUNTRIES

ARBEITSBEZIEHUNGEN UND SOZIALER WANDEL
IN AUSGEWÄHLTEN LÄNDERN

Title of the Meeting

February Meeting

Transnational Seminar in conclusion of the Preparatory Phase of the Project

Place and Time

Stuttgart, Haus Birkach

Monday, 22nd February, and Tuesday, 23rd February, 2010



Participants

Transregional Partners	Regional Partners
ACO <ul style="list-style-type: none">• Mr. Jean-Pierre CAPARROS	ACLI Baden-Württemberg <ul style="list-style-type: none">• Mr. Pino TABBÌ
CCOO <ul style="list-style-type: none">• Ms. Cristina FACIABEN LACORTE	DGB Baden-Württemberg <ul style="list-style-type: none">• Ms. Katrin DISTLER• Mr. Dimitrios GALAGAS
CGT <ul style="list-style-type: none">• Mr. Jean Jacques GUICON	enaip <ul style="list-style-type: none">• Ms. Barbara BASSI• Mr. Norbert KREUZKAMP• Mr. Francesco SANSONETTI• Ms. Emanuela TIERNO• Mr. Duilio ZANIBELLATO
CFTD <ul style="list-style-type: none">• Mr. Claude VILLECOURT	Eberhard Karls Universität Tübingen <ul style="list-style-type: none">• Mr. Stewart GOLD• Mr. Harald KOHLER• Mr. Josef SCHMID
CISL <ul style="list-style-type: none">• Mr. Luis LAGEDER	Evangelische Akademie Bad Boll <ul style="list-style-type: none">• Ms. Dagmar BÜRKARDT
ENAIP United Kingdom <ul style="list-style-type: none">• Ms. Margherita TOMA	KAB Rottenburg-Stuttgart <ul style="list-style-type: none">• Mr. Peter NIEDERGESÄSS
Grad Zagreb <ul style="list-style-type: none">• Mr. Andrija PETROVIĆ	Katholische Betriebsseelsorge <ul style="list-style-type: none">• Mr. Wolfgang HERMANN (justified)
IZ <ul style="list-style-type: none">• Mr. Michal PALÉNIK	Magic Garden <ul style="list-style-type: none">• Mr. Christoph KUSCHE• Mr. Andreas STRÄHLE
TANDEM PLUS <ul style="list-style-type: none">• Ms. Stéphanie ABIS	

Proposed Programme

Sunday, 21st February, 2010

- Arrival & Transfer
- Welcome

Monday, 22nd February, 2010

9:00 – 12:00 Morning session

- **Presentation of the partners**
- **Presentation of the project GOE**
- Discussion

12:15 – 12:45 Lunch

14:00 – 15:30 First afternoon session

- **Working group of experts – part 1:**
Exchange of experience and expertise, selection of good practice

15:30 – 16:00 Coffee break

16:00 – 18:00 Second afternoon session

- **Working group of experts – part 2:**
Building up a work platform – first common ideas on objectives, contents, strategies, methodologies, resources and outcomes

20:30 Dinner



Proposed Programme

Tuesday, 23rd February, 2010

9:00 – 12:00 Morning session

- Synthesis of the 1st day
- **OnlineCheck, publication and transnational conference as envisaged milestones of the project:**
Presentation and discussion
- **Communication and diffusion**

12:15 – 12:45 Lunch

14:00 – 15:30 First afternoon session

- **Video Conferencing**
- **Evaluation**
- **Administrative and financial aspects**

15:30 – 16:00 Coffee break

16:00 – 18:00 Second afternoon session

- **Steering group**
- **Open questions and agreements**

20:30 Dinner

Wednesday, 24th February, 2010

- Returning home

List attached of Presentations and Papers

Project information

(in chronological order)

No.	AUTHOR	CONTENT	PAGES	FILE
1	Norbert KREUZKAMP Harald KOHLER	Application of the Project (German Original)	25	GOE-2009-08-31-Application-final- de.pdf
2	Norbert KREUZKAMP Harald KOHLER	Ausführliches Arbeitsprogramm (German Original)	23	GOE-2009-08-31-WorkProgramme- final-de.pdf
3	Norbert KREUZKAMP	Work Programme (Draft translation)	19	GOE-2009-08-31-WorkProgramme- final-en.pdf
4	Norbert KREUZKAMP	JanuaryMeeting Script (German Original)	2	GOE-2010-01-18-JanuaryMeeting- Script-Norbert-draft-de.pdf
5	Norbert KREUZKAMP	Stuttgart Impressions	38	GOE-2010-02-22-FebruaryMeeting- Stuttgart-Norbert-en.pdf
6	Norbert KREUZKAMP	February Meeting Script (English Version)	50	GOE-2010-02-22-FebruaryMeeting- Script-Norbert-draft-en.pdf
7	Christoph KUSCHE	WebSite Presentation by magic garden	26	GOE-2010-02-22-FebruaryMeeting- WebSite-Christoph-en.pdf

Partners' information

No.	ORGANISATION	AUTHOR	CONTENT	PAGES	FILE
1	ACLI	Pino TABBÌ	Structure and Projects of ACLI Baden-Württemberg	2	GOE-2010-02-22-FebruaryMeeting-ACLI-BW-Pino-Structure-de.pdf GOE-2010-02-22-FebruaryMeeting-ACLI-BW-Pino-Projects-de.pdf
2	ACO	Jean-Pierre CAPARROS	Action Catholique Ouvrière	5	GOE-2010-02-22-FebruaryMeeting-ACO-Jean-Pierre-final-en.pdf
3	Bad Boll	GOE	Protestant Academy Bad Boll	2	GOE-2010-02-22-FebruaryMeeting-BadBoll-Norbert-en.pdf
4	Bad Boll	GOE	Flyer	2	GOE-2010-02-22-FebruaryMeeting-BadBoll-Flyer-en.pdf
5	CCOO	Cristina FACIABEN LACORTE	Comissions Obreres de Catalunya	10	GOE-2010-02-22-FebruaryMeeting-CCOO-Cristina-en.pdf
6	CFDT	Claude VILLECOURT	CFDT Rhône-Alpes	12	GOE-2010-02-22-FebruaryMeeting-CFDT-Claude-en.pdf GOE-2010-02-22-FebruaryMeeting-CFDT-Claude-fr.pdf
7	CISL	Luis LAGEDER	CISL Lombardy	8	GOE-2010-02-22-FebruaryMeeting-CISL-Luis-en.pdf
8	DGB	Dimitrios GALAGAS	The DGB German Version	12	GOE-2010-02-22-FebruaryMeeting-DGB-Dimitrios-de.pdf
9	DGB	GOE	The German Trade Union Federation	2	GOE-2010-02-22-FebruaryMeeting-DGB-Norbert-en.pdf
10	enaip	Norbert KREUZKAMP	Berufsbildungswerk ENAIP e. V.	6	GOE-2010-02-22-FebruaryMeeting-enaip-Norbert-en.pdf
11	ENAIP UK	Margherita TOMA	ENAIP in Brief	4	GOE-2010-02-22-FebruaryMeeting-ENAIP-UK-Margherita-en
12	Grad Zagreb	Andrija PETROVIĆ	City of Health and Veterans	14	GOE-2010-02-22-FebruaryMeeting-GradZagreb-Andrija-final-en.pdf
13	IZ	Michal PÁLENÍK	Inštitút zamestnanosti	6	GOE-2010-02-22-FebruaryMeeting-IZ-Michal-en.pdf
14	KAB	GOE	KAB Baden-Württemberg	2	GOE-2010-02-22-FebruaryMeeting-KAB-Norbert-draft-en.pdf
15	TANDEM PLUS	Stéphanie ABIS	The Tandem Plus Network	9	GOE-2010-02-22-FebruaryMeeting-TandemPlus-Stephanie-en.pdf
16	Uni Tübingen	Norbert KREUZKAMP	Eberhard Karls Universität Tübingen	2	GOE-2010-02-22-FebruaryMeeting-Uni-Norbert-draft-en.pdf

Summary of the Major Results

- (1) The partners do agree on the **proposed agenda**.
- (2) The partners take the floor to give a **detailed presentation of their organisations**, their motivation in participating the project as well as some basic information on their local background. Where – for reasons of time – oral presentation was not possible, presentation slides have been handed out (cf. partners' information).
- (3) A **detailed presentation of the project**, the work during the preliminary phase and the January Meeting between the local partners and its results is given.
- (4) **Motivation, objectives and organisation of the project** have been discussed.
- (5) A **time table** of the main phase of the project with **transnational meetings** in Zagreb and Barcelona, a **final conference** in Stuttgart and **monthly video conferences** have been agreed (cf. pp. 26 – 29 of the Project Presentation).
- (6) A **project planning** with different **work packages** is presented (Gantt Diagramme) (cf. pp. 30 – 33 of the Project Presentation).
- (7) The **OnlineCheck** is presented and discussed as the first envisaged product (cf. pp. 40 – 42 of the Project Presentation).
- (8) The **publication** is presented as the second envisaged product.
- (9) Broken into three ad-hoc groups the overall work plan of the project is discussed as well as the topics to be pushed forward by **thematic working groups** during the project.
- (10) A detailed presentation of the **communication tools** – video conferencing and web site – is given and tested (cf. hand-out of magic garden). To ensure high quality of video conferencing, some technical tools (web camera, headset) are distributed to the partners.
- (11) The organisation by working group is discussed and agreed (cf. next pages).
- (12) Some organisational issues are raised, discussed and decided (cf. next pages).

The Tasks of the Working Groups discussed by the Ad-hoc Seminar Groups

A first task of the ad-hoc seminar groups was to discuss the shaping of thematic working groups: Please define the thematic groups (thematic areas). 3 or 4) What do you I want to bring to my every day work?

Ad-hoc Seminar Group 1

TOPIC 1

Employment of older people

- employability
- ageing appropriate work
- work and health
- sustainability of individual life work force
- lifelong learning programs

TOPIC 2:

Transition from work into retirement

- part time models and retirement
- early retirement
- knowledge transfer
- psychological preparation

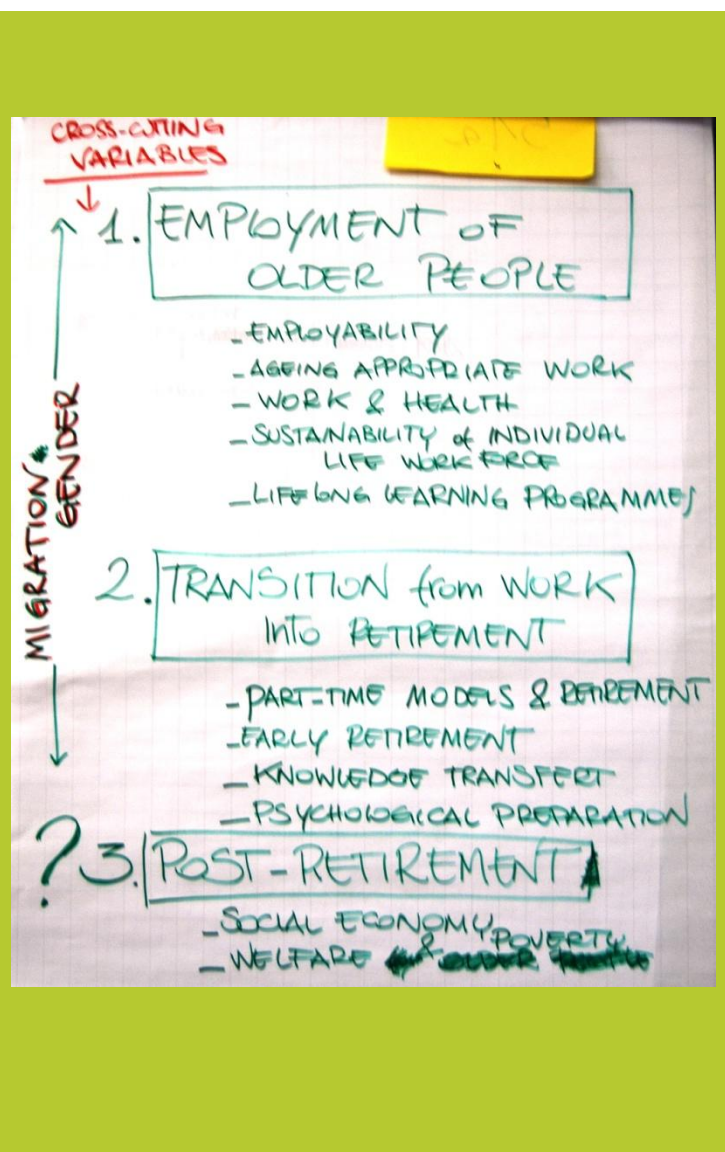
TOPIC 3

Retirement

- social economy
- welfare and poverty

Cross- cutting variables

- migration
- gender



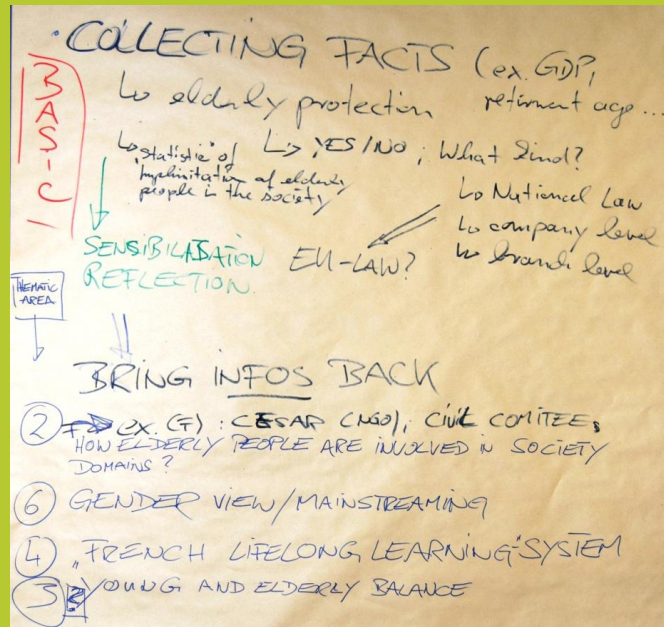
Ad-hoc Seminar Group 2

Collecting facts

- Ex GDP, retirement age, etc.
- Elderly protection (yes/no), what kind?, national law, company level, brand level
- Statistic of employability of elderly people in the society
- Sensibilisation and reflection

Bring info back

- ex (F): Cesar (NGO); civil committee.
- How elderly people are involved in society domains?
- Gender view and mainstreaming
- French lifelong learning system
- Young and elderly balance



Ad-hoc Seminar Group 3

(1)
**Strengthening the employment
of elderly people**

CISL
DGB

(2)
Transition from work to retirement

CISL

(3)
Ageing appropriate work:

CISL
DGB

(4)
Knowledge management

CISL (?)
ENAIIP
TANDEM PLUS

(5)
Ethnic minority

CISL (?)
ENAIIP
TANDEM PLUS

Handwritten notes on sticky notes and a paper strip. The notes are organized into five numbered sections, corresponding to the topics in the left panel. The top note is yellow and reads: "FIND ANSWERS TO DEMOGRAPHIC CHANGES (OVER) STRATEGIES & GOOD PRACTICE". Below it are five green circular sticky notes, each with a number in a circle and a title. The first green note is titled "Strengthening the employment of elderly people" and lists "CISL" and "DGB". The second is titled "Transition from work to retirement" and lists "CISL". The third is titled "AGEING APPROPRIATE WORK" and lists "DGB" and "CISL". The fourth is titled "Knowledge management" and lists "TANDEM PLUS", "CISL?", and "ENAIIP". The fifth is titled "Ethnic Minority" and lists "TANDEM PLUS", "CISL?", and "ENAIIP".

The partners agree to combine the different proposals and to start with 3 working groups:

NO.	PARTNERS	THEMATICAL AREA	TOPICS (to be selected)
1	Bad Boll (?) DGB (?) IZ (?) Uni Tübingen ...	Employment of Elderly People	<ul style="list-style-type: none"> • employability • age or ageing appropriate work • sustainability of individual life work force • lifelong learning programs
2	Bad Boll (?) KAB (?) CCOO (?) CFDT (?) CGT (?)	Transition from Work into Retirement	<ul style="list-style-type: none"> • part time models and retirement • early retirement • knowledge transfer • psychological preparation
3	ACLI BW CISL ENAIIP TANDEM PLUS ...	Employment, Employability and Work Life Strategies of Elderly Migrants (and Ethnic Minorities) A better and more specific definition of the work should be defined during the proposed video conferences.	<ul style="list-style-type: none"> • employment and employability of elderly (male and female) migrants • cross-generational knowledge transfer of migrant workers • age or ageing and culturally sensitive work • cross-cultural or intercultural aspects of strategies, able to strengthen the employability of elderly migrants • work-life-balance of elderly migrant workers (biographical and cultural aspects) • former education (lifelong learning) of elderly migrant workers • elderly migrants after active work life (retired migrants)
TRANS- VERSAL	TRANS- VERSAL		<ul style="list-style-type: none"> • gender awareness and gender mainstreaming • cross-generational balance between elderly and young people • knowledge management

Next Steps and Open Questions to Be Clarified discussed by the Ad-hoc Seminar Groups

A second task of the ad-hoc seminar groups was to discuss the following three questions:

- What should be discussed and clarified still within the February Meeting?
- What should be done within the next month?
- What are our requests for the first video conference?

On the basis of these questions some information are given by the project staff.

Agreements and Financial Aspects

- The project envisages a workload of ca. 20 working days (à 200,00 Euro) per transnational partner:
 - (a) 2 x 4 working days for the Seminars;
 - (b) 3 working days for the 6 video conferences.
 - (c) The remaining 9 working days are dedicated to the specific work on the OnlineCheck, the publication the Final Conference as well as on diffusion and mainstreaming.
- 50% of this workload is co-financed by the transnational partners.
- The travel expenses of the transnational partners are covered by the project.
- Bilateral agreements will be produced for the single partners according to their real involvement in the project.
- All colleagues are asked to send personal and bank account information for reimbursement of expenses.



The Video Conferences

- The major part of the common work will be co-ordinated within video conferencing communication.
- We will test different conferencing methods and break-downs per language or topic.
- Some rules will be proposed for that purpose. Dimitrios will do some proposal on this behalf.
- The timetable of the video conferences is confirmed. As common moment the time between 14.00 and 16.00 Middle European (Legal) Time is agreed.
- The video conferences should be reported; eventually some recording will be agreed.

The Collection of Basic Facts

- It is agreed that all working groups will start with a first collection of basic facts in our organisations, local and regional contexts. Harald will give some input on which information should be collected.

The Barcelona Declaration

- In solidarity with the Catalonian colleagues fighting against the augmentation of pension age up to 67 years, a Declaration is written, agreed and send.

The Next Video Conference

- The next video conference will be on Wednesday, 23rd March, 2010, 14.00 – 16.00 h.

Stuttgart, April 2010
Norbert Kreuzkamp.