



Minutes of the March Meeting

Proposed by Norbert Kreuzkamp

Draft Version, 15th April, 2010

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

March Meeting

First Project Video Conference

Place and Time

Tuesday, 23rd March, 2010, 14.00 – 15.30 H



Participants

Transregional Partners	Regional Partners
<p>ACO</p> <ul style="list-style-type: none">• Mr. Jean-Pierre CAPARROS (justified)	<p>ACLI Baden-Württemberg</p> <ul style="list-style-type: none">• Mr. Pino TABBÌ (no connection available)
<p>CCOO</p> <ul style="list-style-type: none">• Mr. Ricard BELLERA KIRCHHOFF• Ms. Cristina FACIABEN LACORTE (justified)	<p>DGB Baden-Württemberg</p> <ul style="list-style-type: none">• Ms. Katrin DISTLER (no connection available)• Mr. Dimitrios GALAGAS
<p>CGT</p> <ul style="list-style-type: none">• Mr. Jean Jacques GUICON (absent)	<p>enaip</p> <ul style="list-style-type: none">• Ms. Barbara BASSI (justified)• Mr. Norbert KREUZKAMP• Mr. Francesco SANSONETTI
<p>CFTD</p> <ul style="list-style-type: none">• Mr. Claude VILLECOURT (justified)	<p>Eberhard Karls Universität Tübingen</p> <ul style="list-style-type: none">• Mr. Stewart GOLD• Mr. Harald KOHLER
<p>CISL</p> <ul style="list-style-type: none">• Mr. Luis LAGEDER	<p>Evangelische Akademie Bad Boll</p> <ul style="list-style-type: none">• Ms. Dagmar BÜRKARDT (justified)
<p>ENAIP United Kingdom</p> <ul style="list-style-type: none">• Ms. Lucia BUGITTI (justified)• Ms. Margherita TOMA• Mr. Lazzaro	<p>KAB Rottenburg-Stuttgart</p> <ul style="list-style-type: none">• Mr. Peter NIEDERGESÄSS (justified)
<p>Grad Zagreb</p> <ul style="list-style-type: none">• Mr. Andrija PETROVIĆ	<p>Katholische Betriebsseelsorge</p> <ul style="list-style-type: none">• Mr. Wolfgang HERMANN (justified)
<p>IZ</p> <ul style="list-style-type: none">• Mr. Michal PALÉNIK (justified)	<p>Magic Garden</p> <ul style="list-style-type: none">• Mr. Christoph KUSCHE
<p>TANDEM PLUS</p> <ul style="list-style-type: none">• Ms. Stéphanie ABIS	

Proposed Programme

(1) Technical tests

(2) Greeting (Norbert)

- Who is with us
- Who cannot be with us
- The Rules collected by Dimitrios
- Some experiences of yesterday and this morning

(3) Presentation

- of all the participants (= 1st Round)

(4) Introduction (Norbert)

- WebSite finished for end of April 2010
- First presentation of the OnlineCheck Employability
- Calendars for the meetings
- Invitation to the 3 Working Groups
- Questions + Discussion
(=2nd Round)

(5) Working Groups

- topics, tasks and necessary information
- dating
- first idea of a work programme April – June
- Discussion
(=3rd round)

(6) Basic information

- about (un-)employment and elderly people to be produced
- general information
- questionnaire on pension system
- additional research on request of the Working Groups
- Further indications and requests by mail

List attached of Presentations and Papers

Project information

(in chronological order)

No.	AUTHOR	CONTENT	PAGES	FILE
1	Andrija PETROVIĆ	March Meeting Tables & Facts Croatia	2	GOE-2010-03-11-MarchMeeting- TablesAndFactsCroatia-Andrija- en.pdf
2	Dimitrios GALAGAS Norbert KREUZKAMP	March Meeting Rules for Video Conferencing (German Version)	3	GOE-2010-03-22-MarchMeeting-VC- Rules-Dimitrios-de.pdf
3	Dimitrios GALAGAS Norbert KREUZKAMP	March Meeting Rules for Video Conferencing	3	GOE-2010-03-22-MarchMeeting-VC- Rules-Dimitrios-en.pdf
4	Harald KOHLER	March Meeting Basic Facts	1	GOE-2010-03-23-MarchMeeting- BasicFacts-Harald-en.pdf
5	Harald KOHLER	March Meeting Employment Rate	1	GOE-2010-03-23-MarchMeeting- EmployRate-Table-Harald-en.pdf
6	Harald KOHLER	March Meeting Average Exit Age	1	GOE-2010-03-23-MarchMeeting- AvExitAge-Table-Harald-en.pdf
7	Norbert KREUZKAMP	March Meeting: Minutes	18	GOE-2010-03-23-MarchMeeting- Minutes-Norbert-Draft-en.pdf
8	Norbert KREUZKAMP	April Meeting Minutes PreConference ACO	?	GOE-2010-04-13-AprilMeeting-ACO- Norbert-Draft-en.pdf

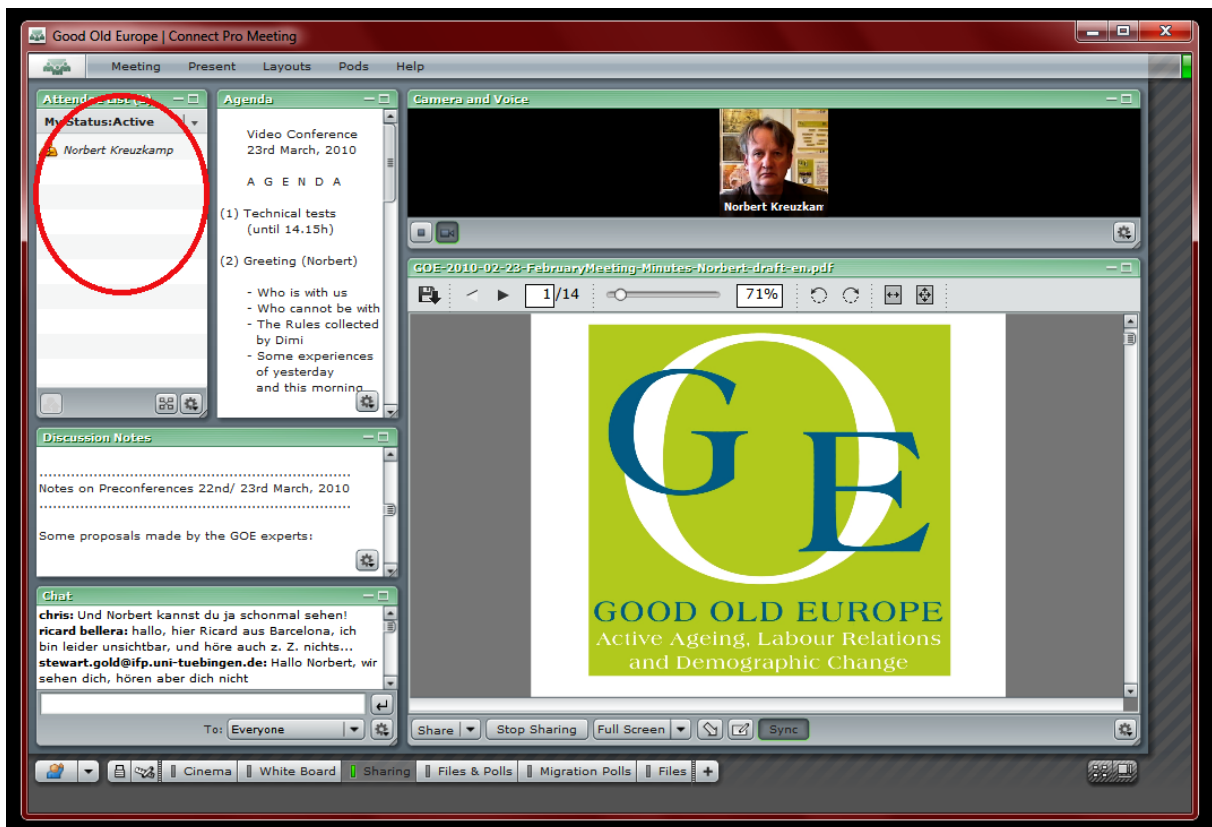
Conference Sharing Platform: Some Screen Shots

All colleagues are invited to join the Conference and Sharing Platform of GOOD OLD EUROPE using the Adobe Acrobat Connect Pro technology licenced to enaip. The link is:

<http://emea63455199.emea.adobe.com/goe/>

Your User-ID is your E-Mail-Address and the password is known. If you do not remember, please contact us. You should change the password so that only you do know it.

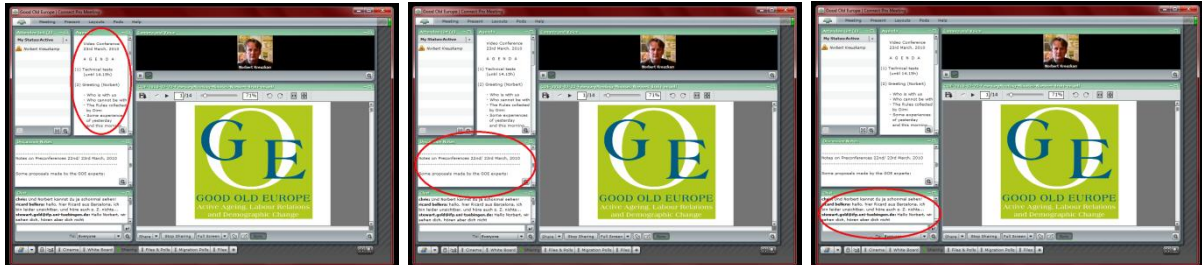
The Attendee List



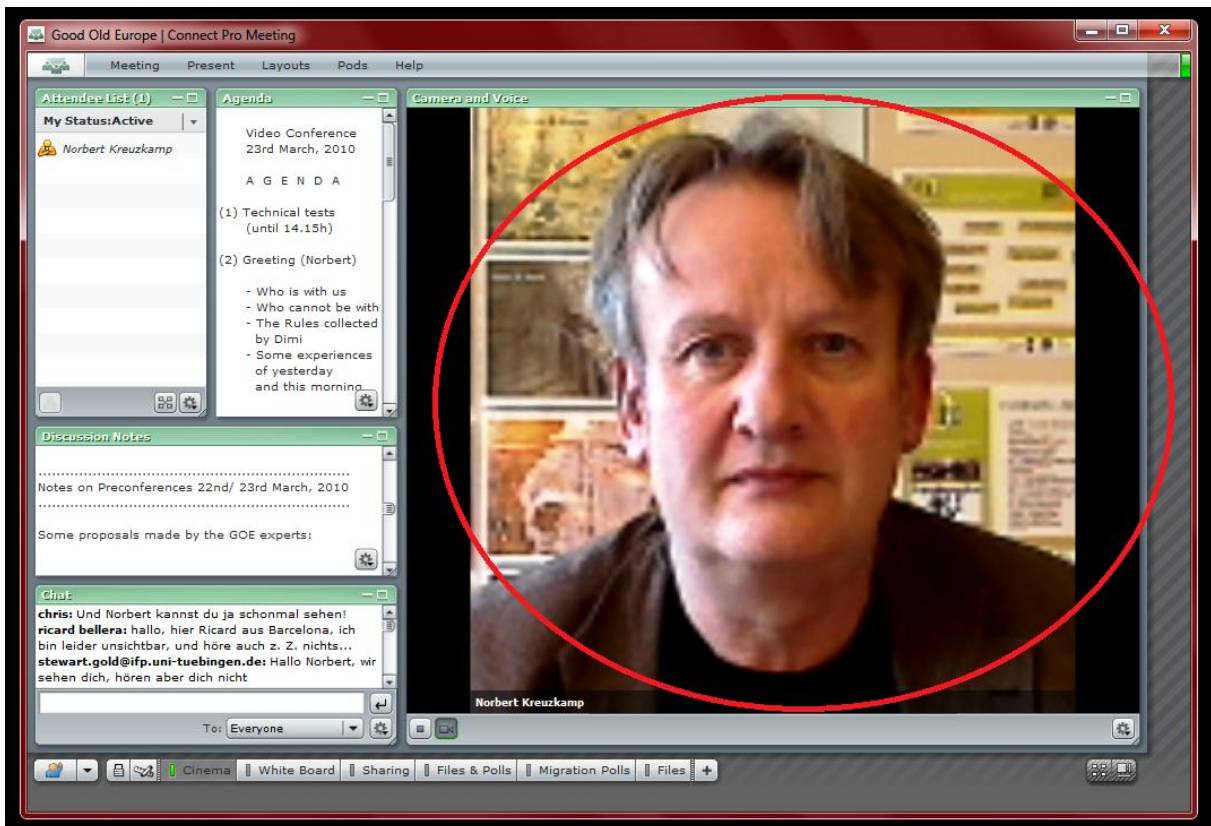
The Screen of the Platform is divided in so-called Pods (Podcasts). On the left-hand upper side the participants are listed.

The Agenda, the Discussion Notes and the Chat

Rather useful are the Pods with the “Agenda”, some “Discussion Notes” and the “Chat”.

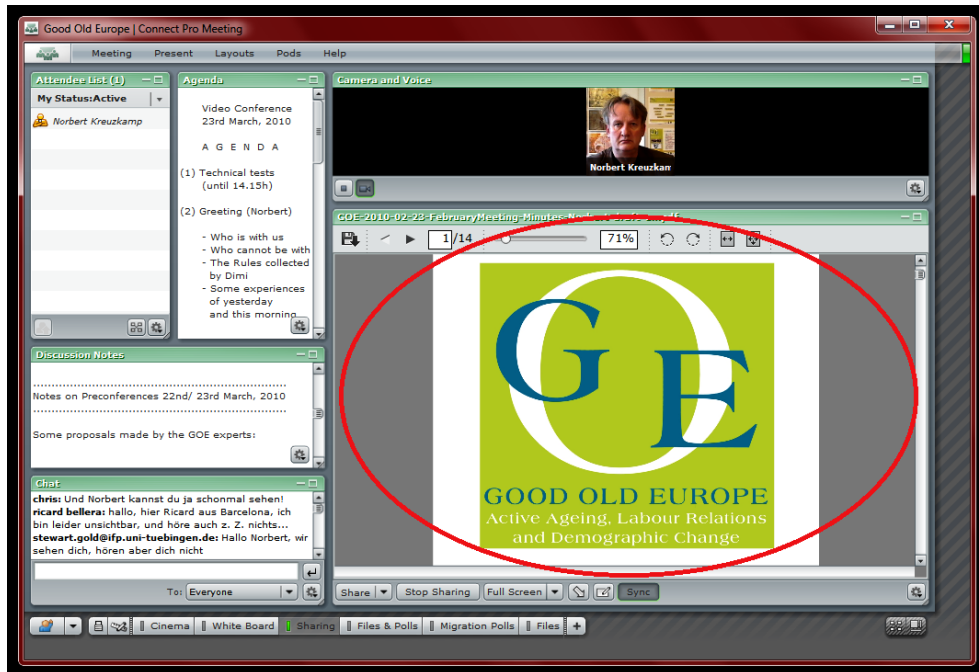


The Screen “Cinema”

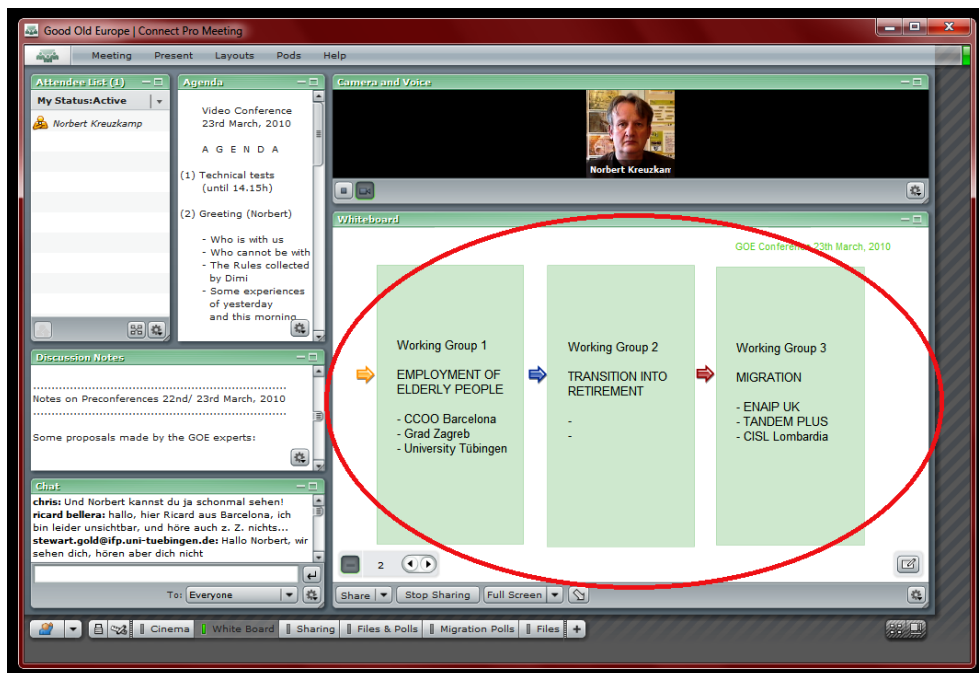


This screen offers large space for the participants to see one each other. The video camera has to be started by each participant and can be stopped in every moment by the same person.

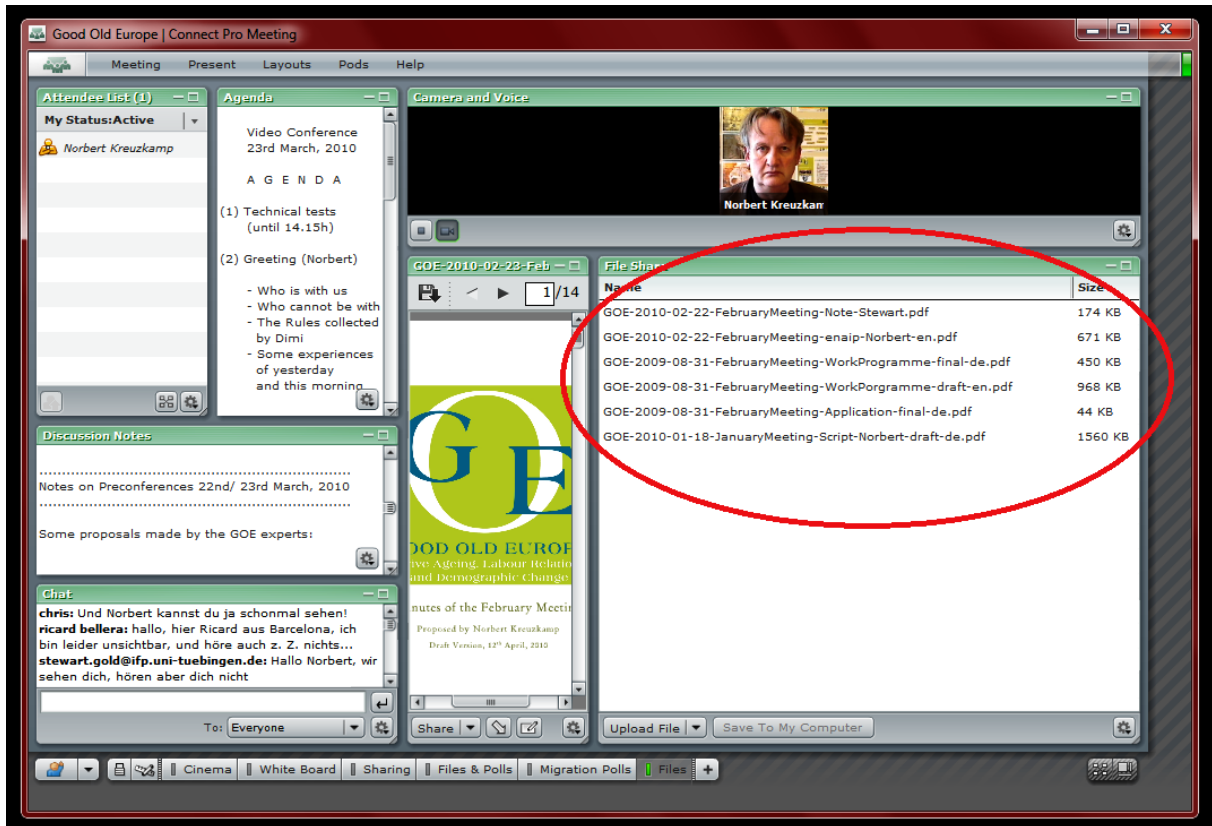
Sharing Screens and Files (Presentations, PDFs)



Very useful is to share in real time presentation or other files as well as full screens. A White Board feature is implemented that can be prepared in advance or used in real time by all the participants of the meeting.



Files Sharing



Very useful is the possibility to upload files that can be downloaded by all participants in moments during the meetings or also in a different moment.

Actually, all the files used in the seminars or meetings are available here for download.

Audio Communication

The Platform is prepared to work together with different audio systems: Voice-over-IP-Systems can be combined with telephone conference techniques. We have proposed to use SKYPE that allows also involving telephone partners, where PCs ore Internet are not available.

In the March Conference we had opportunity to have quite a relevant number of audio participants. It is not yet clear, how and if the number of attendees is limited and on what this physical limit depend.

In all cases the audio system is the most delicate because it causes most of the noise difficulties for the communication. Microphones have to be handled very carefully and – whenever possible – switched onto the mute mode in a way that only the speaking persons are heard.

Sometimes also the best microphones of a stereo system are not well working within the Internet-PC-conference system. This happened to myself last time and caused a quite bad level of audio quality.

The quality of the audio depends also on the quality and velocity of the local Internet link. DSL is a useful standard, UMTS might still work. If the Internet link is too small, telephone conferencing should be considered.

For the next Conferences the audio conference will be handled by Francesco SANSONETTI. All colleagues that want to join us should therefore send their Skype-ID to Norbert [norbertkreuzkamp] and to Francesco [franxescos7].

Some considerations of experts expressed during the pre-conferences

Andrija PETROVIĆ

I would like to collect and discuss from different countries statistical materials on elderly people as well as on transition into retirement.

Harald KOHLER

We should discuss and clarify technical questions as well as some basic facts on selected countries. Stewart will upload some tables that can be discussed together.

Francesco SANSONETTI

We might be able to confirm the technical possibilities. And we should see, if we can solve technical problems.

Ricard Bellera

Cristina wants to greet us all. Ricard wishes to get to know better all of us (the experts participating to the GOE experts' network) as well as to understand better what will be our common tasks within the next months.

Norbert Kreuzkamp

Norbert proposes to face for the first time a technical experiment and draw some pragmatic conclusions out of this first event. He would be happy to test and discuss an adequate use of the proposed technical platform also for sub groups. These could be also little conferences per working group and/or per language or other criteria.

Luis Lageder

Luis thinks we should decide how to work with this instrument and how to communicate also by writing and sharing documents.

Some Impressions out of the Chat Communications

... **Stewart Gold:** Hallo Norbert, wir sehen dich, hören aber dich nicht. **Ricard Bellera:** hallo nochmal, ich habe versucht, mit meiner E-Mail und dem vorgegebenen Password reinzukommen, es hat aber nicht funktioniert! Aber es funktioniert als Gast. **Stewart Gold:** Hi Andrija. **Stewart Gold:** Sorry, we have some sound problems. **Norbert Kreuzkamp:** Ciao Luis, forse ci vedi solo e non ci senti! **Stewart Gold:** Hallo Andrija, vielen Dank für die Zusendung deiner Daten zu Kroatien. Wir haben versucht, für alle anderen Länder ähnliche Daten zu finden für morgen. Vorerst viele Grüße auf diesen Weg. Vielleicht hören wir uns noch. **Luis Lageder:** Ciao, grazie. Sto litigando con la macchina informatica; sì, vi vedo. Ma non vi sento. **Andrija Petrović:** Hi Stewart. **Andrija Petrović:** Ja, selbstverständlich. Morgen hätten wir mehr Zeit. Tschüss. **Stewart Gold:** Das denke ich auch, Harald. **Norbert Kreuzkamp:** Caro Luis, la nostra comunicazione audio, l'abbiamo organizzato via SKYPE. **Norbert Kreuzkamp:** Hai tu un conto SKYPE che potremmo chiamarti? **Luis Lageder:** No, non ho Skype. **Luis Lageder:** Provo ad installarlo. **Norbert Kreuzkamp:** Va benissimo. Abbiamo avuto occasione di sentirti. **Luis Lageder:** Mi ha fatto piacere almeno vedervi. **Norbert Kreuzkamp:** Se tu, Luis, riesci installare un tuo conto SKYPE, potresti chiamarmi: il mio nome in SKYPE è: norbertkruzkamp. **Andrija Petrović:** wenn es nicht notwendig ist, könnte ich Schluss machen? **Christoph Kusche:** <http://www.good-old-europ-network.com> **Stewart Gold:** Sorry wir haben keinen Ton. **Luis Lageder:** Sì, ci sono, Francesco, stavo scrivendoti. **Luis Lageder:** Una mail di richiesta d'aiuto. **Luis Lageder:** Sento, sento, ma non capisco. **Luis Lageder:** Grande!!! Ma come si passa in privato? **Norbert Kreuzkamp:** Luis, ci sei ancora? **Luis Lageder:** Ci sono, ci sono. **Stewart Gold:** Hallo Norbert, ich muss auch jetzt weg. Bis morgen. Stewart vertritt mich weiter, viele Grüße, Harald. **Luis Lageder:** Bene, penso che chiederò spiegazioni a Francesco. **Norbert Kreuzkamp:** Hallo, Jean-Pierre! **Jean-Pierre Caparros:** Hello, Norbert. **Norbert Kreuzkamp:** Hallo, Jean-Pierre, tu es encore en ligne? **Norbert Kreuzkamp:** en ligne? **Jean-Pierre Caparros:** Oui, je teste avec la caméra. **Norbert Kreuzkamp:** Je te peux voir maintenant, c'est très bien. **Norbert Kreuzkamp:** Je ne sais pas, se je vais quitter maintenant Connect Pro, si tu peux encore continuer. **Jean-Pierre Caparros:** Ok ! Merci pour tout! **Norbert Kreuzkamp:** Allora, je te dis un bonne nuit parce-que je dois aller encore à ma maison. A bientôt, alors. **Norbert Kreuzkamp:** Qua possiamo scrivere... **Norbert Kreuzkamp:** Andrija, es wäre hilfreich, wenn du mit dem Ton in SKYPE gehen könntest. Danke. **Harald Kohler (privately):** Norbert ich kann die drei Tabellen nicht hochladen. **Luis Lageder:** Eccomi!!!!!!! Buongiorno. **Stéphanie Abis:** Norbert, non ti sento! **Margherita Toma:** we've got the same problem... **Margherita Toma:** No sound. **Stéphanie Abis:** Non ti sento più, Norbert. **Stéphanie Abis:** I've problem with the sound. **Luis Lageder:** Me too. **Stéphanie Abis:** Hallo, Andrija. **Margherita Toma:** Hi, Andrija! **Stéphanie Abis:** No sound. **Stéphanie Abis:** Ok. **Andrija Petrović (privately):** Sorry, I had a technical problem. **Stéphanie Abis:** Luis, non ci senti??? **Andrija Petrović (privately):** I have problems with to talk. **Luis Lageder:** Non vi sento. **Francesco Sansonetti (privately):** Norbert, ich muss jetzt leider zum Flughafen fahren und bin bis einschließlich Freitagabend in Berlin. **Norbert Kreuzkamp:** Luis, mi chiami sulla +497071793333? **Ricard Bellera Kirchoff:** The telephone number of Luis is: +393490908190.

Miriam Ferrari has spoken to him a few minutes ago and he had technical problems. **Luis Lageder:** Sto provando a chiamare, ma credo di avere problemi di linee generali. **Francesco Sansonetti (privately):** Lass uns nächste Woche telefonieren. Ciao Dimi. **Luis Lageder:** Grazie, Ricard. **Christoph Kusche:** Hello GOE-Team! :) **Christoph Kusche:** One moment... I will check my skype-account. :) **Christoph Kusche:** Norbert, can you see me at your Skype-account? **Harald Kohler (privately):** We have technical problems. **Harald Kohler:** I hear only some noise. **Harald Kohler:** Hallo all, we have a lot of background noise, please close your microphone, if you do not talk! Thanks! **Luis Lageder:** Ma, se io parlo, tu mi senti?? **Ricard Bellera Kirchhoff:** No, ti sento lontanissimo e male... **Francesco Sansonetti:** I also hear a lot of noise, just like a storm. **Ricard Bellera Kirchhoff:** There is a lot of noise. Perhaps there is somebody who could switch off his Skype microphone connection? **Luis Lageder:** Vi sento. **Luis Lageder:** Poco. **Harald Kohler:** We hear also a lot of noise, in Tübingen. **Francesco Sansonetti:** Ecco, ora va bene, o comunque va meglio. **Harald Kohler:** Our microphone is switched off, Norbert. **Francesco Sansonetti:** the strong noise started 15-20 minutes ago. **Harald Kohler:** Norbert, Stewart means that a lot of noise is coming from Luis. **Francesco Sansonetti:** Probably he's not wrong. **Ricard Bellera Kirchhoff:** Why don't we try to close the phone and clap our hands, so we can see which microphone is open? **Stéphanie Abis:** No sound. **Luis Lageder (privately):** Avevo scelto tutti e tre i gruppi. **Luis Lageder (privately):** E quindi mi dovrò organizzare per seguirli in futuro. **Norbert Kreuzkamp:** Io vi sento, sì! **Francesco Sansonetti:** Norbert ci sei? **Harald Kohler:** No noise. **Norbert Kreuzkamp:** I do hear you! **Francesco Sansonetti:** Non sentiamo te, però. **Luis Lageder:** Adesso non sento più niente. **Stéphanie Abis:** Non ti sento, Norbert. **Francesco Sansonetti:** Luis, sei stato barbaramente cacciato. **Ricard Bellera Kirchhoff:** Hi Norbert. We would like to work on employment and elderly people. Currently we have no sound, just somebody writing... Best regards. **Stéphanie Abis:** Norbert I would like to be in the migration group. **Ricard Bellera Kirchhoff:** Dimmi. **Andrija Petrović:** Norbert, I'd like to be in the employment elderly people. **Harald Kohler:** Yes. **Harald Kohler:** I do not hear Norbert. **Francesco Sansonetti:** Norbert, non so se sia un problema solo mio, ma ti si sente a tratti. **Margherita Toma:** Anche noi a tratti. **Ricard Bellera Kirchhoff:** I'll be in a meeting in Perpignan the 13th of April. **Stéphanie Abis:** I'll be in a meeting in Italy the week of the 12th April. **Stéphanie Abis:** No sound. **Francesco Sansonetti (privately):** Per Luis il 14 potrebbe andare bene, così come il 13, ma dipende dall'ora. **Stéphanie Abis:** Norbert, can you send us a minute of the decision, because I don't have sound. **Andrija Petrović:** No sound. **Stéphanie Abis:** No sound. **Stéphanie Abis:** No sound. **Margherita Toma:** Lazzaro agrees in working in smaller groups... **Andrija Petrović:** Bye. **Christoph Kusche:** HALLO... **Norbert Kreuzkamp:** ...

Summary of the Major Results

- (1) Some preparatory test conferences with a rather low number of participants had some **quite acceptable results**.
- (2) The **technical problem** could not be solved for all partners in real time and during the proposed video conference. All partners are invited to **check their equipment** and their Internet links to improve the communication quality.
- (3) The participating partners had opportunity to **share some experience** as well as to **do some few common steps**.
- (4) On behalf of the video conferences it is envisaged to distinguish between **plenary sessions** and **working group sessions**. The work organised by **smaller groups** should facilitate to **solve technical problems** as well as multiply and intensify the **communication surface and depth**.
- (5) Andrija has produced some **basic information on Croatia**. Thank you very much. The file will be made available on the platform.
- (6) Harald and Stewart have produced some **basic data** to be discussed during the next video conference. The **collection** of basic data **should be continued**.
- (7) Together with the colleagues of Magic Garden Norbert will work on the **communication platform** to make it still more useful for our purposes.
- (8) After the conference platform the **project website** will be updated and published.
- (9) Some minutes on a **Pre-Conference with ACO** on 13th April, 2010 will be produced and attached to these minutes.
- (10) All relevant papers and **documents** will be made **available on the communication platform**.

Commitment to the Working Groups

Whiteboard

Working Group 1 ⇒ EMPLOYMENT OF ELDERLY PEOPLE:

- CCOO Barcelona
- Grad Zagreb
- University of Tübingen

GOE Conference
23th March, 2010

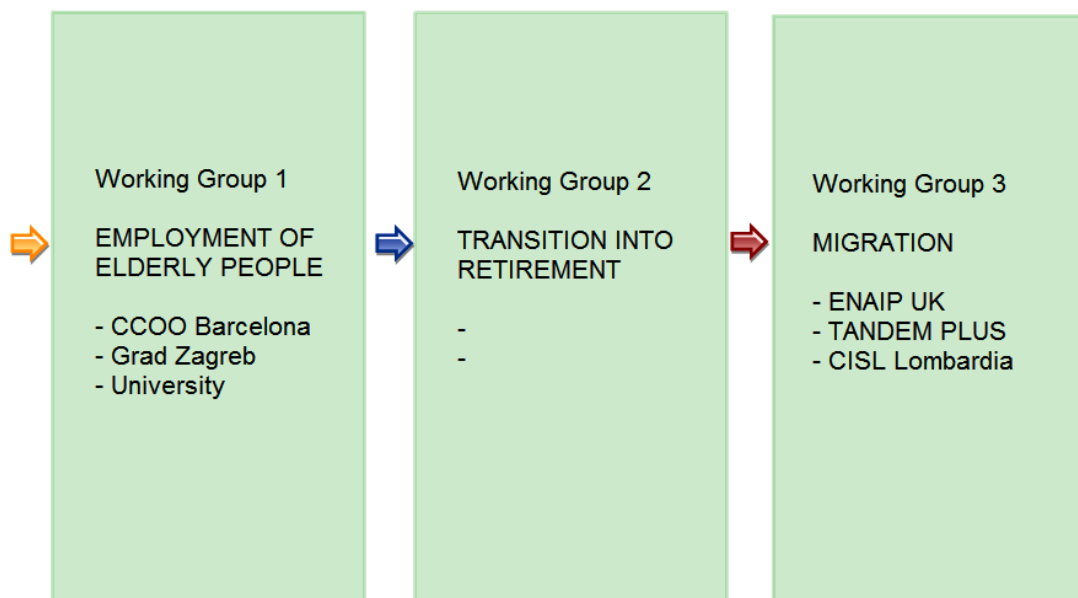
Working Group 2 ⇒ TRANSITION TO RETIREMENT

Working Group 3 ⇒ MIGRATION:

- Enaip United Kingdom
- CISL Lombardy
- TANDEM PLUS

Whiteboard

GOE Conference 23th March, 2010



Basic Facts

Proposed by Harald Kohler

(1) Employment: elderly people

- Employment rate of elderly workers (55-64 years) in the European Countries
- involved by the project partners (total and by gender)
- See also translation Application form page 12

(2) Retirement (transition)

- Average exit age from the labour market in the European Countries involved by
- the project partners (total and by gender)
- Ratio of population aged 65 and over to the total population

(3) Migration

- ...

Basic Data

Proposed by Harald Kohler

Employment rate of elderly workers (55-64 years) in the European Countries involved by the project partners (total and by gender)

Source: Eurostat 2009

Country	Employment rate	2000	2002	2004	2006	2008
Denmark	total	55,70	57,90	60,30	60,70	57,00
	female	46,60	50,40	53,30	54,30	49,80
	male	64,10	64,50	67,30	67,10	64,30
Germany	total	37,60	38,90	41,80	48,40	53,80
	female	29,00	30,60	33,00	40,60	46,10
	male	46,40	47,30	50,70	56,40	61,80
Italy	total	27,70	28,90	30,50	32,50	34,40
	female	15,30	17,30	19,60	21,90	24,00
	male	40,90	41,30	42,20	43,70	45,50
France	total	29,90	34,70	37,60	38,10	38,30
	female	26,30	30,80	34,00	35,90	36,10
	male	33,60	38,70	41,40	40,50	40,60
Spain	total	37,00	39,60	41,30	44,10	45,60
	female	20,20	21,90	24,60	28,70	31,10
	male	54,90	55,90	56,40	59,20	59,10
United Kingdom	total	50,70	53,40	56,20	57,30	58,00
	female	41,70	44,50	47,00	49,00	49,00
	male	60,10	62,60	65,70	66,00	67,30
Slovakia	total	21,30	22,80	26,80	33,10	39,20
	female	9,80	9,50	12,60	18,90	24,20
	male	35,40	39,10	43,80	49,80	56,70
Croatia	total	-	24,80	30,10	34,30	36,60
	female	-	16,90	21,00	25,70	25,60
	male	-	34,20	40,90	44,40	49,00

Basic Data

Proposed by Harald Kohler

Average exit age from the labour market in the European Countries involved by the project partners (total and by gender)

Source: Eurostat 2010

Country	Average exit age from the labour market	2002	2004	2006	2008
Denmark	total	60,9	62,1	61,9	61,3
	female	59,8	61,6	61,3	60,3
	male	61,9	62,6	62,5	62,3
Germany	total	60,7	61,3	61,9	61,7
	female	60,3	61,1	61,6	61,4
	male	61,1	61,4	62,1	62,1
Italy	total	59,9	:	60,2	60,8
	female	60,2	:	60	60,7
	male	59,7	:	60,5	60,8
France	total	58,8	59	59	59,3
	female	58,7	59,4	59,2	59,1
	male	58,9	58,6	58,7	59,4
Spain	total	61,5	62,2	62	62,6
	female	61,6	62,9	62,3	62,7
	male	61,4	61,5	61,8	62,5
United Kingdom	total	62,3	62,1	63,2	63,1
	female	61,8	61,4	62,6	62
	male	62,7	62,9	63,8	64,1
Slovakia	total	57,5	58,5	:	:
	female	55,7	57	:	:
	male	59,6	60,3	:	:
Croatia	total	:	60,9	59,9	59,9
	female	:	:	:	:
	male	:	:	:	: