



Working Group 1
“Employment of Elderly People”
Minutes of the April Meeting

Proposed by Norbert Kreuzkamp

Draft Version, 30th April, 2010

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

Working Group 1
“Employment of Elderly People”
April Meeting
Video Conference

Place and Time

Tuesday, 27th April, 2010, 12.00 – 13.30 H



Participants Working Group 1

Trans-regional Partners	Regional Partners
ACO <ul style="list-style-type: none">– Mr. Jean-Pierre CAPARROS CCOO <ul style="list-style-type: none">– Mr. Ricard BELLERA KIRCHHOFF (justified) CISL <ul style="list-style-type: none">– Mr. Luis LAGEDER (absent) Grad Zagreb <ul style="list-style-type: none">– Mr. Andrija PETROVIĆ	DGB Baden-Württemberg <ul style="list-style-type: none">– Mr. Dimitrios GALAGAS enaip Stuttgart <ul style="list-style-type: none">– Mr. Norbert KREUZKAMP– Mr. Francesco SANSONETTI Eberhard Karls Universität Tübingen <ul style="list-style-type: none">– Mr. Harald KOHLER

Proposed Agenda

- (1) Technical tests
- (2) Greeting and Introduction (Norbert & Harald)
- (3) Round of all attendees: Our common topics
- (4) Basic facts to be collected
- (5) Keyword for our Working Group to be discussed on the next video conference

Summary of the Major Results

(1) Technical tests

Mr. Francesco SANSONETTI (enaip Stuttgart)

- ... opens the audio channel of the conference by Skype and test bilateral and multilateral audio settings. All attendees are invited to optimise their audio settings within the Skype application and to mute their microphone where useful or necessary.

Mr. Norbert KREUZKAMP (enaip Stuttgart)

- opens the video and file sharing conference on the Acrobat Connect Pro platform and gives indications – where necessary or useful – for the use. All attendees are invited to use the “attendees’ status” in the “Attendee List” Pod and the chat function in the “Our Common Chat” Pod. All attendees are invited NOT to modify other pods and their contents. The audio function within the Connect Pro application should not be used for this conference.
- Sometimes the updating of the Connect Pro application or other software maintenance measures might cause unexpected behaviour of the platform. All users should also check, if the necessary Add-in has been installed or if their installation has to be renewed. In that case an advice should be seen on the upper right hand side of the window.
- The results of the technical tests on the audio, video communication are satisfying.
- If there are any technical questions or problems to be solved, the participants are invited to remain on the platform. Directly after the meeting Mr. Norbert KREUZKAMP will be available to give any technical support.

(2) Greeting and Introduction (Norbert)

Mr. Norbert KREUZKAMP (enaip Stuttgart)

- ... welcomes all attendees to the first video conference of the Working Group 1. All attendants agree on the proposed agenda.

Dr. Harald KOHLER (Eberhard Karls Universität Tübingen)

- ... invites all partners to give their statement about the proposed topics to be worked on:
- Employability
- Age and ageing appropriate work
- Sustainability of individual life and work force
- Lifelong learning (programme)

(3) Round of all attendees

Mr. Jean-Pierre CAPARROS (ACO Toulouse)

- I cannot read the text because the video is too small. I have old technology and a small size of screen. During the previous meeting for me the resolution was better. Now it is quite difficult.
- The technical problem has been solved by installation of the Add-in after the meeting. The text size of the “Proposed Agenda”, “Norbert’s Discussion Notes” and “Our Common Chat” Pods have been increased.

Mr. Ricard BELLERA KIRCHHOFF (CCOO Barcelona)

- We are not yet sure about the question, if we will work in Working Group 1 or 2. For today we will participate to both Working Groups.
- We would welcome it, if Dr. Harald KOHLER could give us some recommendation on useful publications on our issues/topics.
- CCOO is mostly interested in the topics 1 and 4.

Dr. Harald KOHLER (Eberhard Karls Universität Tübingen)

- The Tübingen University has the same preferences: topics 1 and 4.
- We would like to put a question to all the colleagues and partners: What do you know about and how do you use the term “employability”?

Mr. Luis LAGEDER (CISL Lombardia)

- I have some question and difficulty to understand, if and how to use these concepts.
- Maybe somebody should write some definitions in a way that they might be shared by all the Working Group.

Mr. Jean-Pierre CAPARROS (ACO Toulouse)

- I think I understand nearly all the words except “sustainability”.

Mr. Norbert KREUZKAMP (enaip Stuttgart)

- The different translations of the word are collected: sustainability = Nachhaltigkeit = sostenibilidad = durabilité = sostenibilità = održivost.
- Mr. Norbert KREUZKAMP produces some document (see annexes) that give an overview on the term and its history (cf. EU-keyword and glossary, Wikipedia English and German version).

Mr. Ricard BELLERA KIRCHHOFF (CCOO Barcelona)

- ... reminds some Wikipedia definition of sustainability.

Mr. Luis LAGEDER (CISL Lombardia)

- I think that sustainability has a dialectic concept.
- For a proper definition we have to take into consideration not only how we do understand the world but also how it is used in the world outside.

Mr. Ricard BELLERA KIRCHHOFF (CCOO Barcelona)

- There is also this new European 2020 Strategy discussed in the European Council Meeting on 25th and 26th March last.
- “Three priorities should be the heart of Europe 2020: smart growth, sustainable growth and inclusive growth:
- (1) Smart growth – developing an economy based on knowledge and innovation.
- (2) Sustainable growth – promoting a more resource efficient, greener and more competitive economy.
- (3) Inclusive growth – fostering a high-employment economy delivering economic, social and territorial cohesion.
- These three priorities are mutually reinforcing; they offer a vision of Europe’s social market economy for the 21st century.”
- So far the official document. Sustainable and inclusive growth seem to be very important for our strategy discussions.

Dr. Harald KOHLER (Eberhard Karls Universität Tübingen)

- Also employability is a concept of the EU.
- It is a concept that is more than workability on the specific work place where a person is. The concept means also the potentiality and opportunities of a person to do a work on a different work place.

Mr. Andrija PETROVIĆ (City of Zagreb)

- Maybe I would like to propose some issues for elderly employees or workers.
- I think it is important that elderly workers might be facilitated to find a new job and how there might be also possibilities of work abroad for elderly people.
- We come from different European countries. The situations might be different. All elderly people would like to know, if they will get some pensions in the future. Within this project so we should work to find some new or common proposals for solutions of these problems of elderly people.
- And I also think that these questions are very important for the sustainability of this project.

Mr. Jean-Pierre CAPARROS (ACO Toulouse)

- I think sustainability will only be reached, if we find some common ways.
- We have to manage in our mind that all the things we propose in the project to our organisations and to the public are acceptable for all of us. We have to think how to prevent and to avoid that some of our proposals and modifications might have any unexpected or bad impact.
- I think it is important for elderly people to move and to increase the geographical mobility possibilities. But in our countries our roles are not the same. Maybe for Andrija it is good to have in his country some people working and earning their money abroad. But perhaps in other countries this would not be so useful to let people go abroad because this might cause also a drain of knowledge.
- It is always very important to be careful, if we make some proposals. We have to look at the issues and analyse them very carefully. And the guiding question in this approach could be: Which balance could be touched by any proposed changes?

(...)

Mr. Norbert KREUZKAMP (enaip Stuttgart)

- The further text unhappily has been cancelled in Norbert’s notes in the GOE Platform by some attendee. All partners are invited not to touch these Pods. Otherwise the proposed transparent minutes taking cannot be continued. Thank you very much.
- Partners are invited to contribute to the reconstruction of the notes or minutes within the next Working Group conference.
