



*Working Group 2*  
“Transition  
from Work to Retirement”  
**Minutes of the April Meeting**

Proposed by Norbert Kreuzkamp

Draft Version, 30<sup>th</sup> 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

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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 2*  
“Transition from Work to Retirement”  
**April Meeting**  
Video Conference

### Place and Time

Tuesday, 27<sup>th</sup> April, 2010, 16.00 – 17.30 H



## Participants Working Group 2

| Trans-regional Partners  | Regional Partners   |
|--|---|
| <b>CCOO</b> <ul style="list-style-type: none"><li>– Mr. Ricard BELLERA KIRCHHOFF</li></ul>       | <b>ACLI Baden-Württemberg</b> <ul style="list-style-type: none"><li>– Mr. Pino TABBÌ</li></ul>                          |
| <b>CGT</b> <ul style="list-style-type: none"><li>– Mr. Jean Jacques GUIGON (justified)</li></ul> | <b>DGB Baden-Württemberg</b> <ul style="list-style-type: none"><li>– Mr. Dimitrios GALAGAS</li></ul>                    |
| <b>CFTD</b> <ul style="list-style-type: none"><li>– Mr. Claude VILLECOURT</li></ul>              | <b>enaip</b> <ul style="list-style-type: none"><li>– Mr. Norbert KREUZKAMP</li><li>– Mr. Francesco SANSONETTI</li></ul> |
| <b>CISL</b> <ul style="list-style-type: none"><li>– Mr. Luis LAGEDER</li></ul>                   | <b>Evangelische Akademie Bad Boll</b> <ul style="list-style-type: none"><li>– Ms. Dagmar BÜRKARDT</li></ul>             |
| <b>IZ</b> <ul style="list-style-type: none"><li>– Mr. Michal PÁLENÍK</li></ul>                   | <b>KAB Rottenburg-Stuttgart</b> <ul style="list-style-type: none"><li>– Mr. Peter NIEDERGESÄSS</li></ul>                |
|  | <b>Katholische Betriebsseelsorge</b> <ul style="list-style-type: none"><li>– Mr. Wolfgang HERMANN</li></ul>             |

## Proposed Agenda

- (1) Technical tests
- (2) Greeting and Introduction (Norbert & Dagmar)
- (3) First Round: Our common topics
- (4) Second Round: What about the necessity and possibility to continue our collection of basic information and facts?
- (5) Decisions on the next steps

## 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

### Mr. Norbert KREUZKAMP (enaip Stuttgart)

- ... welcomes all attendees to the first video conference of the Working Group 2 and gives the floor to Ms. Dagmar BÜRKARDT.

### Ms. Dagmar BÜRKARDT (Evangelische Akademie Bad Boll)

- ... welcomes all partners to the Working Group.
- All attendees agree on the proposed agenda.

## (3) *First Round:*

### Statement to the three proposed topics

### Ms. Dagmar BÜRKARDT (Evangelische Akademie Bad Boll)

- ... invites all partners to give their statement about the proposed topics to be worked on:
- (1) Retirement age: the actual retirement age and the debate on the raising of retirement age in different countries
- (2) Flexible transitions: different models (i. e. part-time models, specific solutions for workers with hard work conditions)
- (3) Knowledge transfer

**Mr. Ricard BELLERA KIRCHHOFF (CCOO Barcelona)**

- The CCOO does not yet know, if they will participate to the WG 2. They will decide later on.
- They are very much interested in the topic "knowledge transfer".

**Mr. Wolfgang HERMANN (Katholische Betriebsseelsorge Rottenburg-Stuttgart)**

- The Katholische Betriebsseelsorge is very much in contact with the colleagues in the companies. So they can contribute with what is discussed in the companies about retirement age.
- In a meeting with colleagues on 7th May next he will focus the attention on this issue.

**Mr. Claude VILLECOURT (CFTD Rhône-Alpes)**

**Mr. Peter NIEDERGESÄSS (KAB Rottenburg-Stuttgart)**

**Mr. Michael HERMANN (Katholische Betriebsseelsorge Rottenburg-Stuttgart)**

- We agree on all the three topics.

**Mr. Michal PÁLENÍK (IZ Bratislava)**

- In Slovakia the issue of raising the retirement age is not yet so strongly on the agenda. But Michal is very interested in because this is raising subject.

**Mr. Luis LAGEDER (CISL Lombardia)**

- Is very much interested in the second topic “flexible transition”. In Italy there are some examples of agreements between trade unions and single enterprises. In the future it will be important to create some common models for all.

- CISL is also very interested in knowledge transfer and Lifelong Learning. Here it is very important to link the life before and after retirement - all the life - of the people.

**Mr. Michael HERMANN (Katholische Betriebsseelsorge Rottenburg-Stuttgart)**

- Also for us the three topics are very important. As you might know, there is a German law on increasing the retirement age to 67 years. We all know from the industries that the workers will never work until that age. The consequence for them is that they will lose a part of their pensions. So this is a real big issue.
- We are very interested to understand and to follow how the situation is in other countries. We do need these inputs and experiences of the European colleagues for our working Germany.

**(4) *Second Round:***

**What about the necessity and possibility  
to continue our collection of basic information and facts?**

**Mr. Claude VILLECOURT (CFTD Rhône-Alpes)**

- In Dr. KOHLER's table on the retirement ages through European countries there is just one figure for men and women in France. But the real situation in my country there is at least five different systems for the different groups of workers.
- Mr. VILLECOURT will give us the detailed figures as a basis for common discussion.

**Mr. Luis LAGEDER (CISL Lombardia)**

- ... confirms this diverse situation also for Italy.

**Mr. Peter NIEDERGESÄSS (KAB Rottenburg-Stuttgart)**

**Mr. Michael HERMANN (Katholische Betriebsseelsorge Rottenburg-Stuttgart)**

- ... remember the colleagues that the collection of common information is also to discuss political background, the motivation of specific pressure groups as well as the consequences of the proposed raising of retirement age on the social conditions of elderly people (i.e. the risk of poverty).
- As a part of the basic facts we should also collect the information about the different political positions and debates in our countries.

**Mr. Michal PÁLENÍK (IZ Bratislava)**

- ... is also prepared to collect basic information and data selecting EuroStat statistics, i. e. the different amounts of pensions in Europe.

**Ms. Dagmar BÜRKARDT (Evangelische Akademie Bad Boll)**

- ... underlines that Harald is prepared to do some specific research on data and information on request of the working groups. All colleagues are invited to activate this offer of scientific service.

**Mr. Pino TABBÌ (ACLI Baden-Württemberg)**

- ... has already collected some interesting information, for example on the German pension system. They will send it to the colleagues.

**Mr. Claude VILLECOURT (CFTD Rhône-Alpes)**

- ... has some information produced by the national economic and social committee on these issues. These discussions might be of interest for us.

**Mr. Norbert KREUZKAMP (enaip Stuttgart)**

- All experts with interesting materials are invited to put this to disposal of the colleagues.
- Mr. KREUZKAMP will put all the files he receives on the GOE platform.

**Mr. Ricard BELLERA KIRCHHOFF (CCOO Barcelona)**

- Are we sure that there are not already some common studies (for example European Foundation on Working and Living Conditions in Dublin). So is our work already done?
- Are all the groups collecting the same information or different ones, one for the group public or for all colleagues? Is it really necessary and useful to split up in the proposed working groups?

**Mr. Norbert KREUZKAMP (enaip Stuttgart)**

- ... wants to do some considerations according the two questions of Mr. BELLERA.
- There is – without any doubt – already quite a certain amount of studies, publications and also knowledge about our topics around Europe. And without any doubt there should also exist some knowledge about the situations in the different regions and countries that participate to our project. It will be important, that we are aware of this and will also try to collect and read the available analytical and/or scientific knowledge. But there is also a second point of perspective: as social partners we do not have an objective and scientific view on the issues but an involved one that does not only aim on understanding but on political acting. It is very important that we do look from our point of view and acting in the world on the issue. In that case the objective is certainly not just an objective understanding but to learn for a better practice, to exchange promising or winning strategies and to improve our political way of doing.
- These both perspectives are complementary and will be needed in our project.

- The decision to work – beneath the plenary communication of all the partners – also in three Working Groups has quit pragmatic reasons: we wanted to enlarge the communication surface as well as give the partners the opportunity to focus on issues and topics that are really relevant to them. It will be quite probable that the lay-out of the thematical areas chosen by the Working Groups can and will cause some overlapping - maybe according to the objects to be discussed as well as to the approach and the proposed methods. It is therefore understood be important and useful to be aware of and to focus on possible synergy effects between the Working Groups. Transparency in the working process and common monitoring in plenary sessions and seminars are needed. It is proposed to discuss common issues and a methodological approach on how to organise synergy effects between the Working Groups in the next plenary session on 11<sup>th</sup> of May.
- All the experts agree on these proposals.

## (5) Decisions on the next steps

### It is decided

- (1) All experts will look for information and data on the discussed topic (retirement age and conditions of social security) available in their countries.
- (2) We will also gather information about the political background (interests and development and decisions in the different countries and on European level).
- (3) For the next video conference on 4<sup>th</sup> May the following agenda is proposed:
  - Given that we hardly will manage the former two tasks in only one week, all experts will report on their ongoing research process and on some first results.
  - We will focus the discussion on the second topic (Flexible transition from work to retirement) and follow the methodical approach to high lighten our commitments in the different local situations.