



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

Proposed by Norbert Kreuzkamp

Draft Version, 10th May, 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”
May Meeting
Video Conference

Place and Time

Tuesday, 4th May, 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 (justified)	DGB Baden-Württemberg <ul style="list-style-type: none">– Mr. Dimitrios GALAGAS (justified)
CCOO <ul style="list-style-type: none">– Mr. Ricard BELLERA KIRCHHOFF	enaip Stuttgart <ul style="list-style-type: none">– Mr. Norbert KREUZKAMP
CISL <ul style="list-style-type: none">– Mr. Luis LAGEDER	Eberhard Karls Universität Tübingen <ul style="list-style-type: none">– Mr. Harald KOHLER– Mr. Stewart GOLD
Grad Zagreb <ul style="list-style-type: none">– Mr. Andrija PETROVIĆ (justified)	

Proposed Agenda

- (1) Greeting and Introduction (Norbert & Harald)
- (2) Round of all attendees: Our common topics

Summary of the Major Results

(1) Greeting and Introduction (Norbert)

Mr. Norbert KREUZKAMP (enaip Stuttgart)

- ... welcomes all attendees to the video conference of the Working Group 1.
- ... remembers the colleagues who had announced that they could not stay with us today (Mr. Dimitros GALAGAS).
- ... given there is no comment or request to change, the proposed minutes will become the final version of the minutes.

Dr. Harald KOHLER (Eberhard Karls Universität Tübingen)

- ... invites all partners to give their statement about the proposed topics to be worked on:
- Employability

(2) Round of all attendees

Mr. Luis LAGEDER (CISL Lombardia) on employability

- The concept of employability might be too specific.
- It seems, that training to keep and develop employability in Italy will normally be offered by a company only at the level of managers and only in case that fis might be functional to the objectives of the company.
- In other cases it is up to the single worker or employee to think about; there hardly will be offered an institutional support or financing.
- Maybe some training might be offered for people that are to lose their job, in case of firing people.

- Sometimes there will be offered measures of re-training for lower positions without a real monitoring or control of its effective impact and its efficiency.
- It might be that Italy on this behalf is very far away of other situations in the rest of Europe.

Mr. Ricard BELLERA KIRCHHOFF (CCOO Barcelona) on further training offered by the companies

- In Spain we might have a similar situation like in Italy.
- There are three types of education in Spain: (a) vocational education at school, (b) vocational further training (formaciòn continua) and (c) re-training (formaciòn ocupacional).
- Employability is not only a personal or individual question, but it is linked to the market.
- If we do have a high unemployment rate of 20% in Spain, it is clear that also the criteria of employability are quite high and difficult to be reached.
- I would like to remember us that the European 2020 strategy is to implement three priorities: intelligent growth, sustainable growth and integrative growth.
- There are 7 guiding initiatives then, always linked to one of the three priorities.
- What seems interesting to us, our working areas as partners and network as well as to our discussion on employability, is linked to the third priority on integrative growth and the 6th initiative: the agenda for the new competences and new employment opportunities, it is linked to the competence as well to implement transition from one work to another work.

Dr. Harald KOHLER (Tübingen University)

- ... agrees on the relevance of the Europe 2020 strategy that might be still focused more during our discussion.

Mr. Luis LAGEDER (CISL Lombardia)

- ... agrees totally.

- The first concrete objectives to be reached might be: (a) reduction of 25% of the poverty rate, (b) the creation of 5,5 million new jobs, (c) the raising of the activity rate to 75% for the population between 20 and 60 years of age as well as (d) the social cohesion.
- I would be very happy to come to Zagreb with a really better understanding how our specific issues on elderly employed people could or will find a role within the Europe 2020 strategy.

Mr. Ricard BELLERA KIRCHHOFF (CCOO Barcelona)

- ... returns to the Europe 2020 strategy, also if we are moving in our discussion on a scientific level.
- The strategy envisages more economical control. This will have a certain impact on the everyday work of trade unions without any doubt.
- We might discuss our contents and topics of GOOD OLD EUROPE also by focusing on the question, how the strategy is faced, approached, discussed and finally implemented country by country.

Mr. Norbert KREUZKAMP (enaip Stuttgart)

- Also if there is still a an ongoing process of decision and implementation, the Europe 2020 strategy has to be considered as road map for the future of European Union. It will be necessary and useful for us to focus our attention within this framework on elderly workers and elderly people and employability and, in the case of our Working Group, on those with migration background.
- Within this context I would like to an operative proposal: We might work on some geography, on some maps of keywords that will show, (a) how definitions, understandings, key concepts and issues are to be changed by the new strategy and how this is discussed (b) in our countries and (c) in our partner organisations with which maybe new positions.
- This new “mapping” of Europe’s strategies affecting elderly workers might certainly also include and be aware of changes caused by the bank and finance induced economical crises as well as the starting and ongoing crises of the depts of total countries (like Greece) and the European currency Euro.

Dr. Harald KOHLER (Tübingen University)

- ... considers the „map of terms“ a very interesting and feasible action.
- He offers himself to work on a first draft paper for our Barcelona meeting.
- If we think on Germany on that behalf, we will certainly have two situations and mappings, in the Western and in the Eastern regions.
- The so focused analysis of the positions and actions of our single partner organisations takes into the account the wish of the colleagues to a real exchange of practice.

Mr. Ricard BELLERA KIRCHHOFF (CCOO Barcelona)

- ... agrees.
- As we all know, the Europe 2020 still has to be presented in summer.
- Therefore there is no well-defined position paper of CCOO yet. But without any doubt we might still report on the ongoing discussions in our organisations.
- A document of the European Trade Union Confederation (ETUC/EGB) will be put to the attention of the colleagues and partner organisations.
-

Mr. Luis LAGEDER (CISL Lombardy)

- ... agrees on these suggestions.
- In Italy at the very moment there is no ongoing discussion on nothing because of crises, nor in Italy nor in the CISL union. The emergency of the economical crises is so strong that it does not permit to discuss real strategies.
- The only subject to be discussed in the moment is, if and how the social state might persist after the crises will come to an end.

Dr. Harald KOHLER and Mr. Stewart GOLD (Tübingen University)

- ... confirm the suggestion to focus in our discussion on the elderly workers
- ... are convinced that the key word mapping might be an exciting challenge.