

Barcelona Conference, 13th – 14th September, 2010

THE ONLINE CHECK



GOOD OLD EUROPE

Active Ageing, Labour Relations
and Demographic Change

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Active Ageing, Labour Relations
and Demographic Change



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The Project Title

GOOD OLD EUROPE:

Active Ageing

Labour Relations and Demographic
Change in Selected Countries

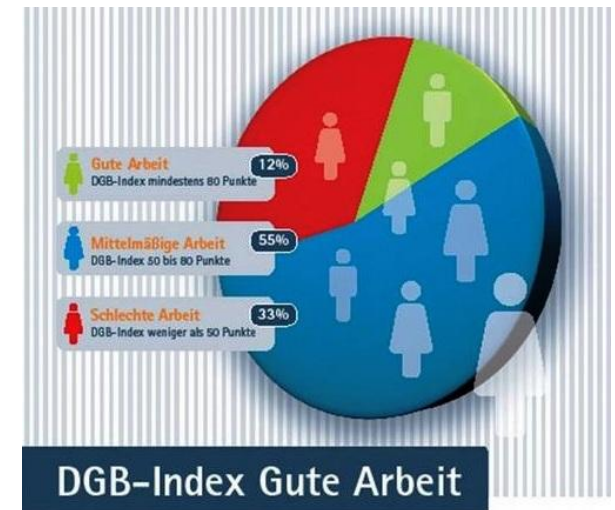
GOOD OLD EUROPE:

Aktives Altern

Arbeitsbeziehungen und demographischer
Wandel in ausgewählten Ländern



The development of an OnlineCheck Instrument based on former experiences.



In a transnational network of experts a multilingual and internationally useable instrument will be developed, experimented, localised and evaluated.



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The Task



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The Project

Survey Instrument and Feedback or Barometer Instrument (OnlineCheck)

- Design, plan, implement, analyse, document and evaluate short surveys;
- Preview ways to feed back examples of good practice models, proposals and recommendations;
- Design, plan, implement, test, localise, adapt, disseminate and evaluate “OnlineCheck” as international and transnational instrument for different target groups and local environments.





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The Benefits

The OnlineCheck instrument
should be used for the following purposes:

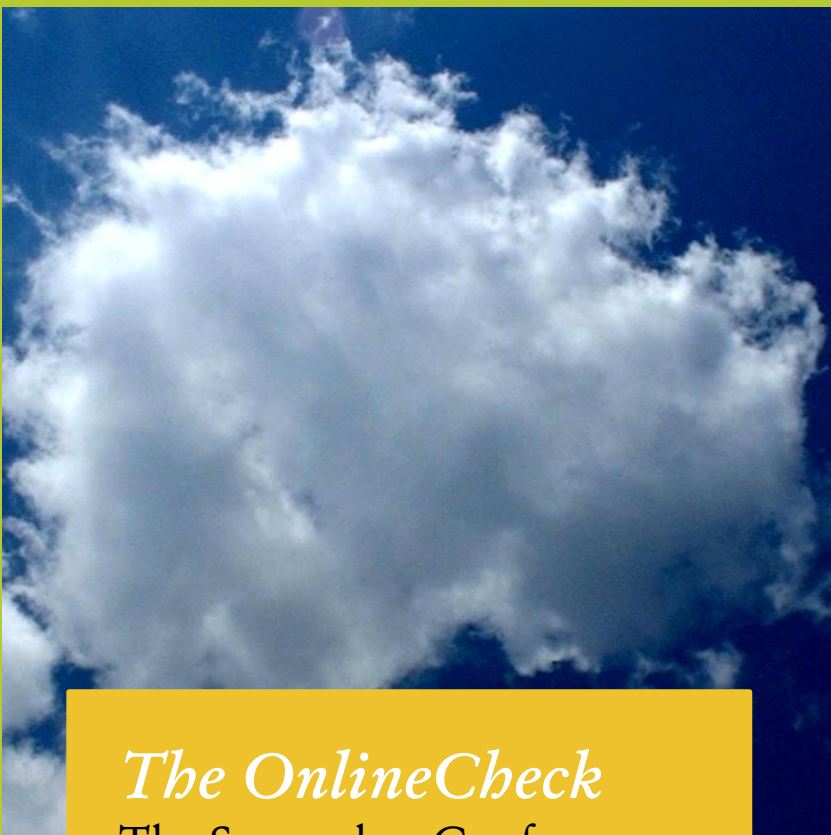
- to raise awareness of individuals;
- to wake interest for some basic information;
- widen up perspective on employability (spaces proximity & society);
- to test the acceptance of an OnlineCheck tool in general;
- get some trans-regional view on the issues;
- to mobilise some interested on the topics;
- to network some interested people in our organisations.





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The Welcome Note

Welcome to the OnlineCheck of the GOOD OLD EUROPE experts' network.

Experts of workers' organisations in Croatia, France, Germany, Italy, Slovakia, Spain and the United Kingdom have studied together regional and international conditions for active ageing, focussing on the following topics:

- Employability of elders
- Transition from work to retirement
- Migrant elders

The proposed OnlineCheck addresses workers and unemployed, employers and self-employed people, elders and young people, trade unions, workers' movement organisations, employers' organisations, researchers, political deciders, stakeholder of economic, employment, seniors' and social policies on local, regional, national and transnational level.

The OnlineCheck is offered to you as an instrument to support you in better understanding of questions of work and employability of elders facing demographic, technological, economic, social and physiological change. We propose these issues more than as risk as a challenge, more than as threats as an opportunities.

The OnlineCheck takes into account 4 different level:

- you as a single person, worker, elder
- your work place, colleagues, enterprise, company
- your neighbourhood, proximity, community, local economy and society
- national and transnational conditions and framework, economical, political, social aspects

You will need about 25 minutes for the survey. You have the possibility to interrupt and to continue afterwards.

Just press the continue-Button, when you are ready...





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The OnlineCheck takes into account 4 different level:

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Welcome Screen





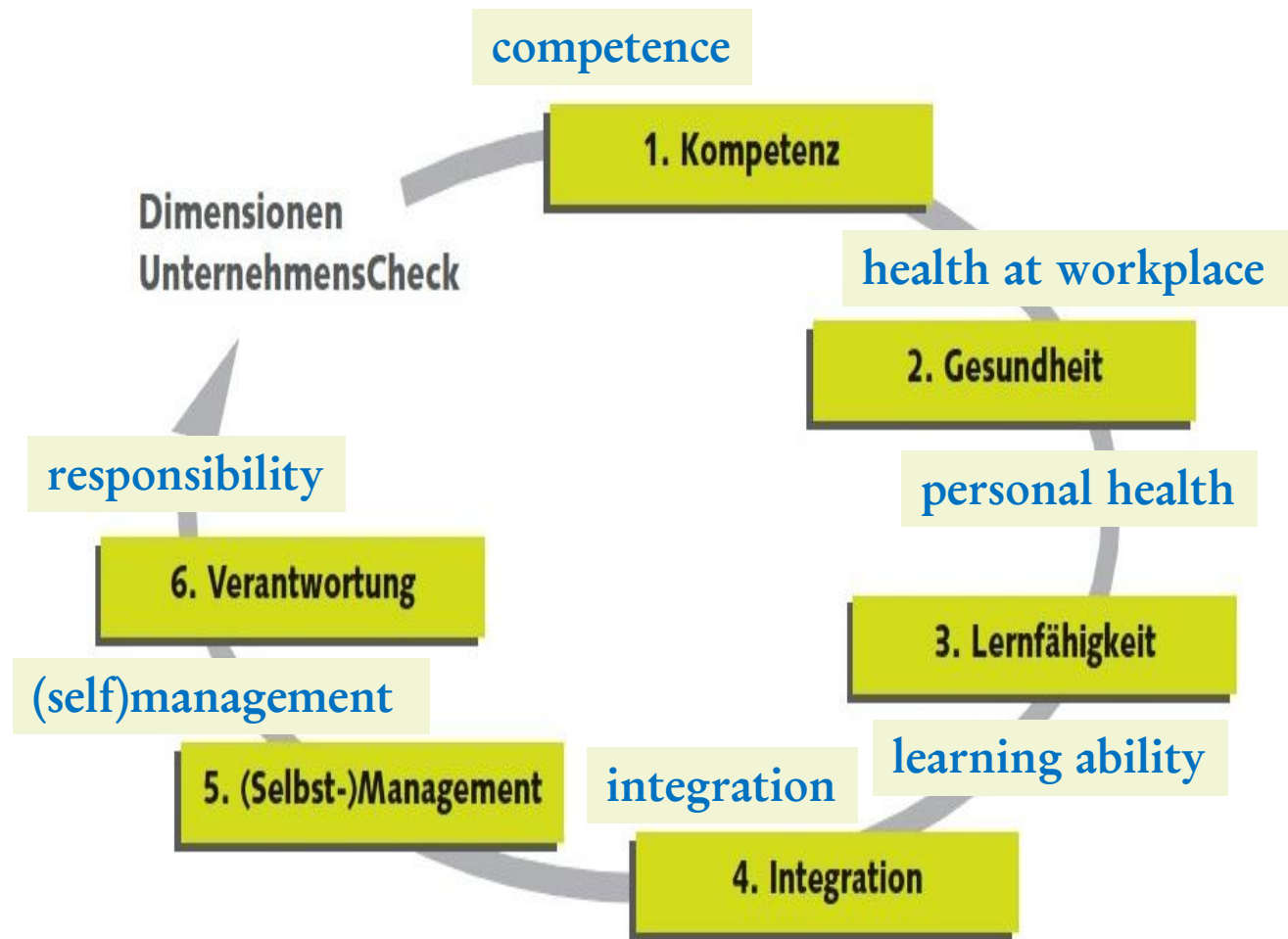
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Seven dimensions of employability





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The Survey

Welcome to the OnlineCheck of the GOOD OLD EUROPE experts' network.

In the first group you will find questions regarding 7 dimensions of employability of elders:

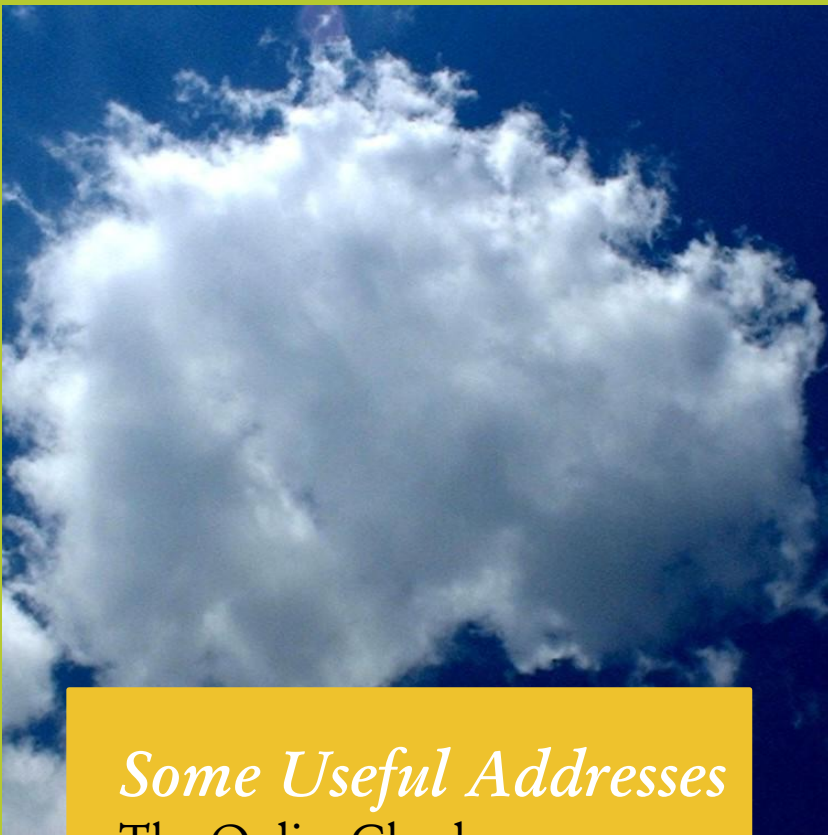
- professional competence
- social and personal competence
- health at the workplace
- personal health
- integration
- self management
- responsibility





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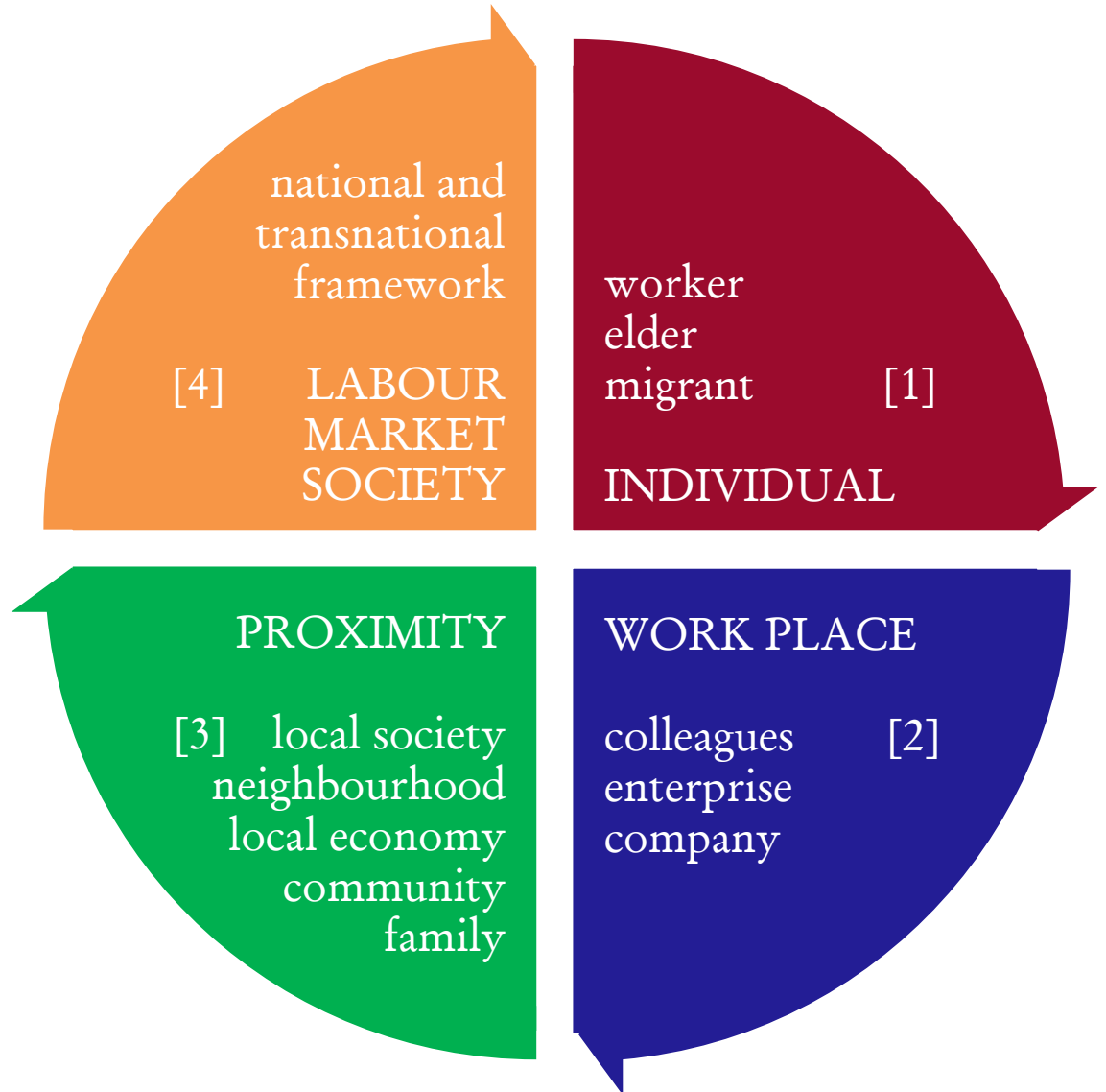
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Some Useful Addresses
The OnlineCheck

Four spaces

Individual and collective approach





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The statements (items)

Just some examples of “statements” (items):

“I can settle myself into a new workspace with unknown colleagues quickly and well.”

“I communicate often with other colleagues on technical issues.”

“I should do a presentation in a group of superiors, which is easy for me.”

“I can present complex things in a clear way.”

“It is easy for me to listen to others and let them represent their views.”

“At my workplace new colleagues are well supported to settle quickly.”

“At my workplace we communicate a lot on technical issues.”

“At my workplace we are quite accustomed to do presentations to colleagues and superiors.”

“My work has trained me in expressing complex things in a clear way.”

“At my workplace we are used / accustomed to listen to others and to let them represent their views.”

Possible Answers:

- I fully agree.
- I agree somehow.
- I am in a middle position between agreement and disagreement.
- I probably do not agree.
- I do not agree at all.
- No answer.



	INDIVIDUAL	WORKSPACE	PROXIMITY	SOCIETY
PROFESSIONAL COMPETENCE	communication skills, persistence, frustration tolerance, organisational skills, innovation, network thinking.	basic education, formal qualification, cooperation skills, process knowledge, problem-solving skills.	recognition in and support by family, community, local society and institutions.	formal qualification systems, legal and market-controlled framework, recognition of acquired competences.
HEALTH AT THE WORKSPACE	physical stress mental stress healthy design of work	physical and mental stress, healthy work, health-management behavior ageing jobs	Health, age-adequate proactive health services, recreation opportunities and culture, spas.	health system, proactive health management, work-medical legal framework.
PERSONAL HEALTH	individual physical complaints	Labour medicine, ergonomic and proactive health measures at the work place.	health favourable cultures and ways of life, local proactive services.	ageing adequate health and proactive health care measures and system.
LEARNING ABILITY	motivation, willingness and ability to take new tasks, learning experience.	promotion of learning work, learning friendly management culture, quality of continuous training.	accessibility of formal, informal and non-formal learning opportunities, local culture of learning.	legal and economical framework, learning contracts, accessibility to learning institutions.
INTEGRATION	social networks, willingness to transfer knowledge, consensus ability	Teamwork, ingroup and intergroup cooperation measures and culture.	participation, civil commitment, voluntary activities and cultures.	social integration framework, equality, diversity cultures
(SELF)MANAGEMENT	work-life balance, attitudes toward work and age, geographic mobility.	labour organisation, human resources development, age adequate work, leadership.	flexible and supporting attitudes and measures, to involve ageing communities.	awareness and valorisation of ageing skills, role of elders in society and economy.
RESPONSIBILITY	Decision-making and willingness and ability to assume responsibility.	job security, participation culture, ownership by employees.		



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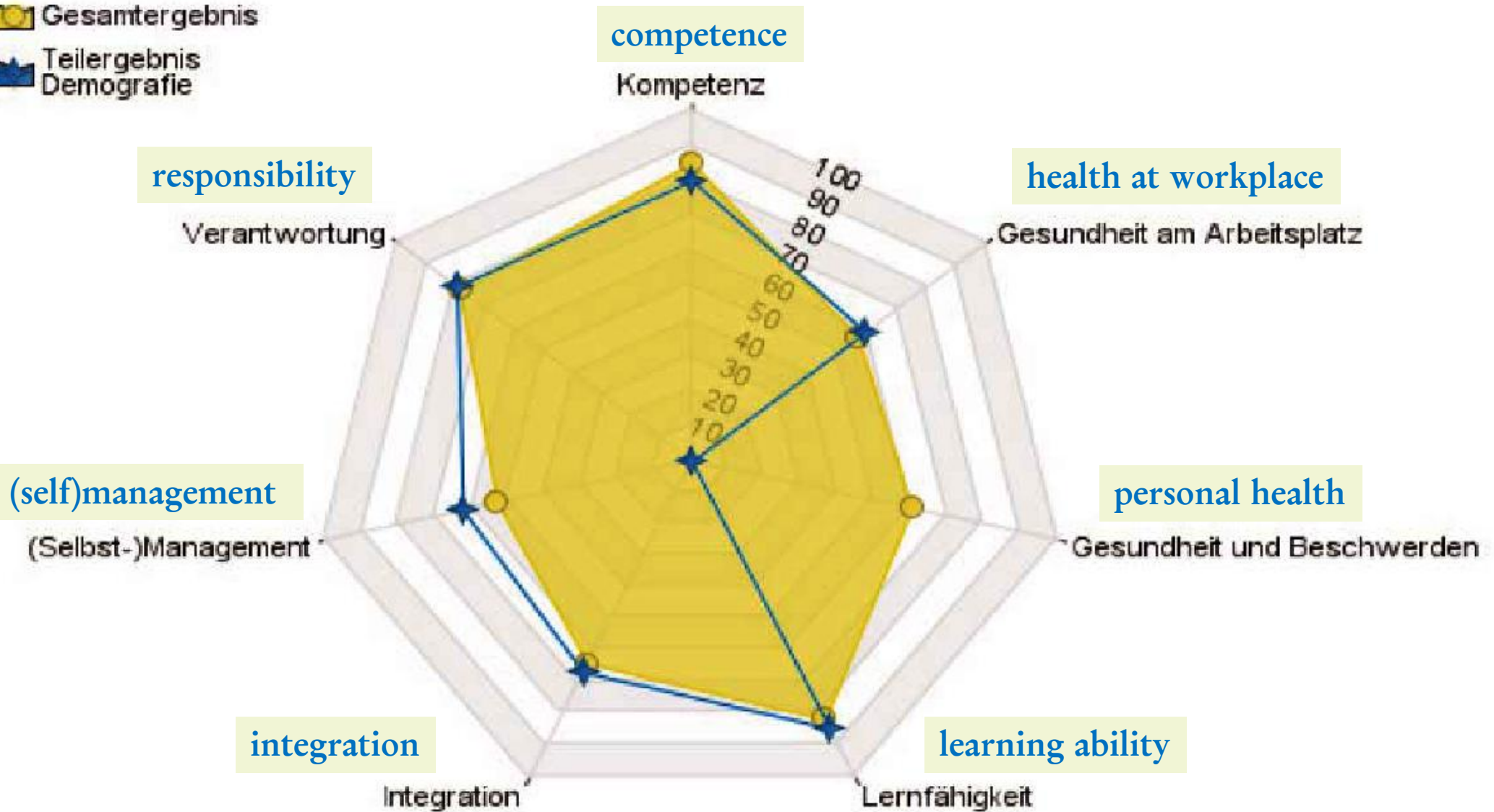
The Competences

	EMPLOYABILITY OF ELDER WORKERS	TRANSITION INTO RETIREMENT	MIGRATION AND ETHNIC MINORITIES
1.	professional competence	...	competence, experience, recognition of life performance
2.	health at the work place	...	culture sensitive health care, health education, “footprint”
3.	personal health	...	recognition of health consuming work lives, economical security
4.	learning ability	...	culture sensitive and specific approaches for low educated elders
5.	integration	...	integration & diversity, “intercultural opening”, antirassism, antidiscrimination
6.	(self)management	...	specific mobility needs, participation, economical security, extra performance
7.	responsibility	...	responsibility, entrepreneurship

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Seven Dimensions

 Gesamtergebnis
 Teilergebnis Demografie



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Presentation of Results



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The Survey

A	EMPLOYABILITY OF WORKING ELDERS	1	professional competence	4 spaces — 8 items
		2		4 spaces — 8 items
		3		4 spaces — 8 items
		4		4 spaces — 8 items
		5		4 spaces — 8 items
		6		4 spaces — 8 items
		7		4 spaces — 8 items
B	TRANSITION FROM WORK TO RETIREMENT	8		4 spaces — 8 items
		8		4 spaces — 8 items
		10		4 spaces — 8 items
		11		4 spaces — 8 items
		12		4 spaces — 8 items
		13		4 spaces — 8 items
		14		4 spaces — 8 items
C	MIGRAION AND ETHNIC MINORITIES	15		4 spaces — 8 items
		16		4 spaces — 8 items
		17		4 spaces — 8 items
		18		4 spaces — 8 items
		19		4 spaces — 8 items
		20		4 spaces — 8 items
		21		4 spaces — 8 items

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Employability of elders — Professional competence

Do you agree on the following statements on professional competence?



1 = I fully agree — 2 = I agree somehow — 3 = middle position — 4 = I probably do not agree — 5 = I do not agree at all

	1	2	3	4	5	No answer
I can settle myself into a new workspace with unknown colleagues quickly and well.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I communicate often with other colleagues on technical issues.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I should do a presentation in a group of superiors, which is easy for me.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can present complex things in a clear way.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is easy for me to listen to others and let them represent their views.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At my workplace new colleagues are well supported to settle quickly.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At my workplace we communicate a lot on technical issues.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At my workplace we are quite accustomed to do presentations to colleagues and superiors.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work has trained me in expressing complex things in a clear way.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At my workplace we are used / accustomed to listen to others and to let them represent their views.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Professional Competence





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The next steps

The working groups will be invited:

- To check the “dimensions” and “statements” (items);
- To participate at a pre-test;
- To give feedback (suggestions);
- To check translations.

The partners will be invited:

- To diffuse and to promote the OnlineCheck.





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Invitation

I invite to discuss the following issues:

- Does the proposal seem promising and do we want to produce the OnlineCheck?
- What benefit do we expect for us in our regions and our partner organisations?
- Do we want the tool in our own language? What contribution can we give for translation?
- What perspectives do we see for use and diffusion of the instrument in our regions?
- What extra request to we have on that behalf to the project?.

