



Barcelona's meeting – Monday, 13<sup>th</sup> and Tuesday 14<sup>th</sup>, September  
ACO's contribution

EMPLOYMENT and EMPLOYABILITY of ELDERLY PEOPLE (Group#1)

**Introduction**

First of all, my intention was to work on our table<sup>1</sup> at the end of this document, and then, thinking about the last events in France about retirement and some stories told in ACO's team at Toulouse, I found some important points I want to submit to you. Because I think that some social matters can affect our work approach : in fact, transitions from labor to retirement in Europe are changing now due to the crisis and some specific social characteristics in each country, in my example, in France. According to actual stories, we can see how unemployment situations may become retired situation, and how political events cause collective consciousness through national strikes as in Spain !

**Actual stories told from ACO's teams**

“Catherine, a 42 years old librarian, was in temporary contract with a region development department at Marseille since one year. She was a lot involved in her job, and her chief would keep her in the service. Due to budget management, she couldn't continue and left the department. She went to Pôle Emploi, the french unemployment structure, but she has to redo her personal file, because the development department is a

---

<sup>1</sup> However, the following can be integrated also, in the table cells, but I had not enough time to do that.

public service. When she asked for that matter to the department, a responsible answered to her that a special contract was already made with Pôle Emploi; so there is nothing more to do to get an inscription for unemployed state to Pôle Emploi. Then the Pole Emploi people said : “We didn't know that; you'll receive your new personal file at the end of the summer holidays of the responsible.” During this time, Catherine has no salary, no more money to leave. Fortunately, their parents can help her. Also, she is supported by a librarian association and a trade union.”

“Pole Emploi workers themselves don't have enough training to do their jobs after ASSEDIC and ANPE merged into Pôle Emploi.”

“A 55 years old people have a job because of allocation during a training step. As the training period is ended, the job is over : there is not enough money (without subvention) to maintain the job.”

“A woman told : in our office, we can see many temporary people : they work during few days and leave. They aren't in trade union, they are isolated. They are sub-workers in our society.”

### **Leaving transitions from labor to retirement**

The French social systems for retirement, unemployment, social and health insurance have budget deficit. So, what these stories demonstrate is the system isn't able to give correct or complete solution to support retired, unemployed and healthy deficient people : these people have to find help in their family or in any out of public way. As an important consequence, they disappear from the visible social statistics. We can say, for example, Eurostat haven't the right statistics about French unemployment !



Barcelona's meeting – Monday, 13<sup>th</sup> and Tuesday 14<sup>th</sup>, September

ACO's contribution

Now, what we can observe as effects of the crisis is company closures, either because of financial trouble, either because activity transfers to low-cost countries. That makes a great increase of unemployment in France (as in Europe) for young and elderly people, the first affected worker categories. Also, as there are a lot of unemployed people, the salaries decrease.

### **In France, we have two opposite matters**

1. Due to salary decrease and unemployment increase, the contribution amounts from salaries to pension are lower. Due to their relative high salaries of elderly people (in fact, this is the other worker categories which are not well paid !), they are dismissed or, fortunately, retired according to special company agreements (they are less and less ones!).
2. Due to low salaries, the consumption ratio doesn't progress as economical experts want : after 2009's recessionary period, French growth remains lower than expected. Industrial activity stagnating, unemployment ratio being still high, salaries remaining low have great consequences on our retirement system. In addition of demographical matter ("papy boom", i.e. retired people increase unusually for 5 to 10 years), pension amounts is hardly to be paid.



Barcelona's meeting – Monday, 13<sup>th</sup> and Tuesday 14<sup>th</sup>, September

ACO's contribution

### **Economical and social effects on transition from labor to retirement**

So, these matters have effects to the work activity to retirement transition. That's why French people weren't impressed by the recent retirement reform : big strikes occurred in the country on June and on September, 7<sup>th</sup>.

Also, retirement system (in fact, there are 26 retirement systems) should be changed several years ago, when economical conditions were more easy (or less difficult) : now, due to the world economical crisis, the french public administration has a great budget deficit and has to change the system rather rapidly.

French people rather want a new retirement law which takes into account the actual hard work conditions, better ways for training all during professional life, equality between different professional branches, i.e. worst branch retirement system get best conditions as administration or public branches which are considered as "normal" ones or as models, also man/woman equality. That's why people refuse the reform.

*By the way, at Zagreb's meeting, I've proposed to create into GOE's group, a sub-group to work on the particular woman life condition impacted by active to retirement transition. Could you think about that ?*

In France, more and more people go to strikes and to conflicts. The president popularity decreases. The "social climate is in depression". Most of people are afraid to lose his job, other unemployed go down to precarious life, and then disappear from the society. A lot of people are discouraged to fight for a job or their work rights.



Barcelona's meeting – Monday, 13<sup>th</sup> and Tuesday 14<sup>th</sup>, September  
ACO's contribution

**ACO's 2010 to 2014 trends**

ACO's movement is “anchored” in a collective consciousness and try to be visible and involved inside the People life.

That's why, in May, we vote for our 2010 to 2014 movement's trends.

ACO's National Meeting – Poitiers (France) 2010

Two movement's trends

**“People together, to resist and to hope”**

**“To make something new in ACO”**

To achieve **“People together, to resist and to hope”**, we have four goals :

- Goal A : to show the collective action power, the power received by the others and of the power source from Gospel.
- Goal B : to resist to the dehumanizing economical and political decisions, to denounce what hurts the Man in his dignity.



Barcelona's meeting – Monday, 13<sup>th</sup> and Tuesday 14<sup>th</sup>, September  
ACO's contribution

- Goal C : To understand the environment where we live in France and in the world
- Goal D : to engage people to be an actor in the world respecting people differences

To achieve the second trend “**To make something new in ACO**”, we have three goals :

- Goal A : to adapt the way to propose the ACO's project in the world, now
- Goal B : to adapt the movement's life to the women and the men who make it
- Goal C : to open new ways to propose the movement for people who are not yet in ACO

Hereafter, an extract of the Bishop's homily from the celebration on Sunday, May, 25<sup>th</sup> at ACO's national meeting<sup>2</sup>

Extrait de l'homélie d'Albert Rouet, évêque de Poitiers, à la Rencontre Nationale de l'ACO, le 23 mai 2010, dimanche de Pentecôte :

---

<sup>2</sup> I've not enough time for translation, sorry !



Barcelona's meeting – Monday, 13<sup>th</sup> and Tuesday 14<sup>th</sup>, September

ACO's contribution

*« Parce que le travail, ce n'est pas simplement de la production, ce n'est pas simplement de la rentabilité ; parce que si le travail n'était que cela, il finirait - il l'est déjà – par être un esclavage et par déshumaniser . Le vrai travail c'est de faire de l'humanité, c'est de construire entre les hommes les conditions qui permettent aux hommes d'être, ensemble, un peu plus humains, un peu plus frères, un peu plus vrais. Et lorsqu'on blesse ce travail, par des cadences excessives qui déshumanisent, par des horaires hachés, par la captation des produits du travail, on déshumanise l'Humanité.*

*Et un des grands paradoxes de notre temps, c'est, qu'alors que nous avons des possibilités techniques considérables, nous les utilisons de manière à déshumaniser ceux qui sont chargés de les mettre en œuvre.*

*C'est le contraire de la Pentecôte.*

*Par conséquent, nous ne pouvons pas laisser faire que le travail devienne le lieu inhumain qui ne profite qu'à quelques uns sur le dos des autres. Tous ont droit à la parole le jour de la Pentecôte. C'est le signe que Dieu traite chacun avec le maximum de respect et de dignité.*

*Nous sommes les serviteurs de cette dignité-là. »*

Sorry not to be with you.

I hope Cyril from the CGT Isère will have a good day with you.

Have a good meeting in Barcelona !

**Group#1 table from Zagreb's meeting**

How elderly people can be more employable (i.e."how elderly people to stay or to return to the job").

1. Employment situation
2. Unemployment situation

Employment situation	Comment	Country condition life
Training	To look at himself working on the machine to use the machine secure and to give to the person a wellbeing feeling.	
Ability	Action on High level or structure level	
Qualification	Action on individual level	
Competence	Related to technical	

ACO's contribution

	knowledge	
Health prevention	<ol style="list-style-type: none"> <li>1. To adapt the working condition for elderly people</li> <li>2. To avoid professional disease</li> </ol> <p>At company level : ergonomy approach on each working place</p>	
Working time organization	<p>To all people. Specially to elderly people (balanced work life: family, physical, ...).</p> <p>Elderly people may transfer knowledge to young people (e.g. student)</p> <p>-&gt; benefits :</p> <ol style="list-style-type: none"> <li>1. To share the work (hours</li> </ol>	<p>Italy : a law exists to reduce working hours for elderly workers, and give job for young people, both in part time. But this law was not applied.</p> <p>Germany : in a company, a time management is used, and spare time may be used for retirement. But the spare</p>



Barcelona's meeting – Monday, 13<sup>th</sup> and Tuesday 14<sup>th</sup>, September  
 ACO's contribution

	decrease for elderly people) 2. For elderly people, to prepare transition to retirement. 3. Young people can also transfer to elderly people new technology knowledge	time can't be transferred to another company if you change for another job)
New strategy for city		

Unemployment situation	Comment	



Barcelona's meeting – Monday, 13<sup>th</sup> and Tuesday 14<sup>th</sup>, September  
 ACO's contribution


Social and politic matter		
New strategy for city development to mix working, living, ... areas	Effect : elderly people in building area can leave with families in workers area : so, young and old people can leave together and share experiences and new knowledges.	Italy : friend community share people competences and create different relationship with the work.