



## CALL FOR INTEREST

### TAKE PART IN THE BEOLD FINAL CONFERENCE IN BUCHAREST!

The end of the BeOld project is approaching! Should you be available and interested, the BeOld consortium is happy to invite you to the BeOld Final Conference, which will take place in Bucharest on 17th September 2019, Ramada Majestic Hotel.

The event will aim to provide participants with an overview of the BeOld findings and results, as well as to present the BeOld trainings and policy recommendations.

To get more info, please contact the BeOld partner in your country: [www.beold.eu/partner-e-contatti](http://www.beold.eu/partner-e-contatti)



# THE BEOLD CONSORTIUM DELIVERED THE TRAININGS FOR HUMAN RESOURCES MANAGERS!

Prepared by our partner from Cyprus, CARDET, the training aims to provide human resources managers, managers, coordinators, and directors with resources to adapt the organizational environment to all generations, as well as to fight stereotypes on older workers and to organize intergenerational mentoring programs.

The training was tested on 59 persons from the five EU countries of the consortium: Cyprus, Greece, Italy, Spain, and Romania from April to July 2019. Each pilot lasted 8 hours and it took place in one day (four hours in the morning and four in the afternoon).



Participants of the BeOld training in Spain

According to the participants who tested it, the training helps HR Managers, Team Leaders, Directors and other key representatives of companies to better understand the needs of senior workers in the work place, to think about whether their working environment suits all generations or whether and how it should be adapted to the new needs of the ageing population.



Participants of the BeOld training in Romania

The training also helped participants value the role of senior workers in the work place and the importance to treasure the internal know-how of companies by promoting mentoring

programs and other activities in companies. Finally, the training provided practical guidance on how to develop age management strategies, as well as opportunities to exchange HR good practices.

# INTELLECTUAL OUTPUT 4 – GUIDE WITH RECOMMENDATIONS FOR PUBLIC POLICIES FOR SUPPORTING OLDER WORKERS

Based on the research carried out during the project, the partners from the five countries, Romania, Cyprus, Greece, Italy and Spain made a series of policy proposals in favor of the older workers. In drafting the public policy presented, the Romanian partner Confederatia Nationala Sindicala Cartel Alfa grouped more than thirty punctual proposals within four pillars.

The measures we have proposed under the first pillar, maintaining the health of the workers, are very important because many of the older workers would like to continue their active life even after the legal retirement age. Therefore, the continuous improvement of working conditions must be a priority for all Member States.

A longer professional life and fighting discrimination against older workers is the second pillar, within which measures such tighter legislation for combating all forms of discrimination, research to establish whether the low employment rate among older people is an effect of discrimination on the labour market, or initiatives and campaigns focused on up-skilling women to facilitate their return to work after a break, can be taken.

Within the third pillar, a vocational training system that allows the adaptation of skills and competences in relation to the dynamics of technologies, all interested actors governments, social partners, civil society organizations, local authorities can play an important role in all stages of the process.

The fiscal stimulus policies included in the fourth pillar are additional measures to those in the first three pillars. Used intelligently they can encourage older workers to significantly continue their professional activity. These measures can be implemented by national legislation or by collective agreements concluded by the social partners.

We are aware that some of our policy proposals can be found in some EU Member States. However, we consider that, at national level, this policy proposal is sufficiently flexible and will allow governors or legislators to choose different combinations of one-off proposals that would best suit the context.

Considering that in the five Member States from which the project partners come from, many of the policy proposals for older workers are currently lacking, this policy guide can be a useful tool for all stakeholders interested in promoting policies for older workers.

[Download the ebook](#)



# THE MEETINGS OF THE BEOLD PROJECT

The partners of the BeOld Project meet every six months to monitor the project's activities. The last meeting will take place in Bucharest on 18th September 2019, back to back to the BeOld final conference.

## DO YOU WANT TO GET MORE INFORMATION ON THE PROJECT?

Take a look at the [project's leaflet](#) which is available in English, Greek, Italian, Romanian, and Spanish. You can also like the [BeOld facebook page](#) or check the [BeOld website](#). On the website, you can also find the [list of the partners of the project](#) and their contact details should you wish to get more information on the BeOld activities in specific countries.

## KEEP ON USING THE BEOLD MATERIAL!

Even if this will be the last month of the BeOld project, we strongly encourage all our readers to keep on using the trainings and the other documents that the project has produced so far. You can find the full list of documents by clicking the following link: <http://www.beold.eu/outputs/>.

We take this occasion to thank you for your interest in our activities and we look forward to further cooperating with you on these topics in the future! Goodbye!