



Education and Culture DG

Lifelong Learning Programme

GRUNDTVIG LEARNING PARTNERSHIP

“Continuous education for the Over 45s:
a European comparative perspective”





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1. INTRODUCTION TO THE PROJECT

The aims of this Grundtvig Learning Partnership are to study and discuss the demographic situation in Europe (Germany, Italy and Spain) with reference to the labour market changes and especially to Over 45 workers.

It is presently very crucial to attract people of this target group, increase their participation in Long Life Learning programmes and continuous education as well as improving the accessibility to training in order to keep them in the labour market.

The proposed Learning Partnership, Fondazione Aldini Valeriani - Bologna (Italy), Fundació Eduard Soler - Ripoll (Spain), Kreisvolkshochschule Verden - Verden (Germany), aimed to create an active network of organisations interested in examining issues involved in active ageing and employment issues of the Over 45s to facilitate a mutual exchange of experience and good practices regarding ‘effective’ training measures as well as the implementation of this know-how into partners institutions, stakeholders and territories in which the project partners operate.

The sharing and exchange of knowledge on the Over 45s topic were based on the acquisition of the state-of-the-art in the three different European areas involved in the project and this encouraged the development of innovative practices in the adult education sector and the transfer of these practices from one context to another. The partnership work contributed to refine partners’ own strategic and organisational objectives.

The organisations involved in the Partnership are keen to extend their areas of activity to other relevant local areas and to a specific trans-national context of common interest. All institutions presented interesting experiences in terms of involvement in European projects either as promoters or as partners.

The development of organisational areas specifically dedicated to European projects requires real and effective contacts. To consolidate and maintain these contacts over time a relationship of trust that can only be achieved through personal contact is needed in addition to information technology-based communication (web sites, teleconferences, web conferences, on-line thematic forums, etc.). It is clear that only through personal acquaintance it is possible to establish empathetic relations which continue over time and ensure collaboration in the framework of the 2007-2013 Long Life Learning Programme of the European Commission.

The ultimate objective is, then, to discuss and debate an issue of common interest to the partners, so as to construct the base for future collaboration in the belief that, irrespective of its aims, size, duration, scope or

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local impact, a European project is always a highly enriching experience precisely in view of the enormous European added value that it ensures.

As a result of the state-of-the-art about the labour situation of the 45+ working population we perceive the need to include in the analysis also the unemployment rate inside this age-target. At the beginning we understood that different situations in terms of economic and social needs generate different policies and measures so we decided to analyse and compare some economic and demographic indicators.

The difficulty to access the labour market particularly affects the population with a disadvantaged position. This is the case of people with disabilities, ethnic minorities, as well as immigrants and people older than 45 years. The groups to which we will refer in this Desk Research are at least 45 years old. We divided our research into special groups not only by age, but primarily because of the imbalance that exists between their job skills, training and the real needs of the current labour market.

1.1. SPECIFIC PROJECT AIMS

- Exchanging significant experience and sharing good practices to benchmark activities to insert or re-insert currently unemployed workers, comparing current conditions in the different partner countries;
- Identifying new training approaches and good practices at different levels, individual, organisational and political-institutional, to favour the transfer of skills within employment contexts from older to younger workers;
- Acquiring new project development skills to be used locally in the design and provision of innovative training courses, measures and valid content for continuing education, as well as promoting new initiatives at a local level;
- Analysing several innovative quality and performance indicators for adult education in the different countries and identifying during the trans-national meetings (by means of brainstorming, focus groups, etc.) further quality indicators to introduce, test and apply to subjects at risk of exclusion from the labour market as a result of age or the obsolescence of their professional skills;
- Identifying in other contexts/countries company development models based on the valorisation of human resources;
- Discussing support for future trans-national projects addressing the roles and tasks that continuing education and its practitioners at various levels (governance, promotion, provision and fruition) are required to satisfy the current European context.

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1.2. EXPECTED PROJECT OUTPUTS

- Desk research on the state-of-the-art in the European countries involved (Germany, Italy and Spain) assessing the situation and specific policies activated in each area to increase the involvement of adults in continuing education;
- Collection of best practices regarding training measures for adult workers, particularly for the Over 45s;
- Creation of a solid network for future partnerships.

1.2.1. OVER 45 WORKERS DESK RESEARCH DESCRIPTION

The situation of unemployed people aged over 45 often presents high skills and low academics degrees, and with family in charge. They tend to be men who have been active for a long time, with unexpected unemployment situation, with unawareness of the current labour market and who often recognize the need for further training but are not sure of their ability to do so, causing low expectations of success and low levels of motivation.

Regardless of the profile, this group tends to develop social isolation, low motivation, low self-esteem, exclusion from productivity and consumption, and in general they carry out a poor quality of life. They also have a tendency to depression and alterations of the personality and behaviours.

This profile has to be kept in mind to design and develop the right actions to favour the “employability” of these people, understanding this word as “employment ability”, that is to say the real chance to get a job and the ability to adapt themselves to the career opportunities currently available on the market.

Unemployment is traditionally understood as a social and economic phenomenon resulting from the imbalance between supply and demand. Work policies act primarily in areas promoting economic development to favour the creation of jobs and other mechanisms like the change in working contracts, free dismissals and so on.

The activation of strategies for the employment of elder workers which were initially pursued in Europe above all through social security measures (mainly by raising the retirement age and limiting the extensive early retirement measures used in the 1980s and 1990s) later also involved the start-up of active policies under the European Employment Strategy (EES).

It is well-known that this initiative along with other European and national policies, seeks to sustain the evolution of social protection from a passive to an active mode, following an approach that assumes a strong

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and effective development of governance services and capacities at local level, without which the critical elements of various magnitude linked to social exclusion and unemployment could increase with time.

For this reason, the real palatability of different countries to manage what could be defined operationally as the second stage of a strategy to lengthen working life needs to be verified empirically.

This difficulty seems to emerge in rendering fully operational and effective local actions to manage social inclusion and the employment market actively as networks to recover, re-insert and sustain individuals expelled from work and in need of ex post re-qualification in the face of the fragility of being ‘too old to work and too young to receive a retirement pension’.

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2. EU-27 POPULATION COMPARED TO WORLD POPULATION

In comparison to other regions, the EU's population is growing at a relatively slow pace. Between 1960 and 2005 the world's population more than doubled, rising from 3,032 million inhabitants to 6,515 million, while the corresponding rate of change in the EU-27 was an overall increase of 21.9% to reach 491 million inhabitants. The fastest expansion in world population during the last 45 years was reported in particular for countries in Africa, Asia, Latin America and the Caribbean.

The relative weight of the EU-27's population fell from 13.3% of the world total in 1960 to 7.5% by 2005. This trend is projected to continue, such as that by 2050, the EU-27 will account for around 5% of the world's population. The proportion of the world's population that are Chinese is also expected to decline to around 15% by 2050, almost 5 percentage points down on its share of 2005; although the total number of Chinese people is projected to increase by almost 100 million over the period considered. In contrast, population growth in India is more pronounced. The UN projects this pattern will continue, and India is likely to become the most populous nation on the planet before 2050, when its population is expected to be over 1,650 million persons. The world's population growth peaked in the period 1985-1990, when the number of global inhabitants increased, on average, by 87.9 million persons per annum. By 2050 the rate of population growth is expected to have slowed considerably, such that each year will see an additional 33.1 million inhabitants on the planet. The world's population is projected, nevertheless, to grow by 41.1% overall between 2005 and 2050. The fastest growing population is projected to be that of Africa, where by 2050 the UN foresees the number of inhabitants being more than twice as high as in 2005. For means of comparison, the UN projects that the populations of Asia, Latin America and the Caribbean, North America, and Oceania will rise by between 34% and 46% overall between 2005 and 2050.

This pattern is unlikely to be observed in the EU-27, Japan or the Russian Federation, where the population is projected to decline between 2005 and 2050. (Sources: *Europe in figures* — “Eurostat yearbook 2008”)

Table 1 : World population

	1960	1965	1970	1975	1980	1985	1990	1995	2000	2005
World	3 032	3 343	3 699	4 076	4 451	4 855	5 295	5 719	6 124	6 515
Europe (1)	605	635	657	676	693	707	721	729	729	731
Africa	282	320	364	416	480	554	637	726	821	922
Asia	1 704	1 899	2 139	2 394	2 636	2 896	3 181	3 452	3 705	3 938
Latin America and the Caribbean	220	253	288	325	364	404	444	484	523	558
Northern America	204	219	232	243	256	269	284	300	316	332
Oceania	16	18	20	21	23	25	27	29	31	33
EU-27	403	420	435	447	457	464	470	476	482	491
China	657	729	831	928	999	1 067	1 149	1 214	1 270	1 313
India	446	494	549	614	689	771	860	954	1 046	1 134
Japan	94	99	104	112	117	121	124	125	127	128
Russian Federation	120	127	130	134	139	143	149	149	147	144
United States	186	199	210	220	231	243	256	270	285	300

(1) EU-27, Albania, Andorra, Belarus, Bosnia and Herzegovina, Croatia, Faeroe Islands, Iceland, Liechtenstein, the former Yugoslav Republic of Macedonia, Republic of Moldova, Montenegro, Norway, the Russian Federation, Serbia, Switzerland and the Ukraine.

Source: Eurostat (demo_pjan), United Nations, Population Division of the Department of Economic and Social Affairs

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Table 2: Population and population projections

(million)

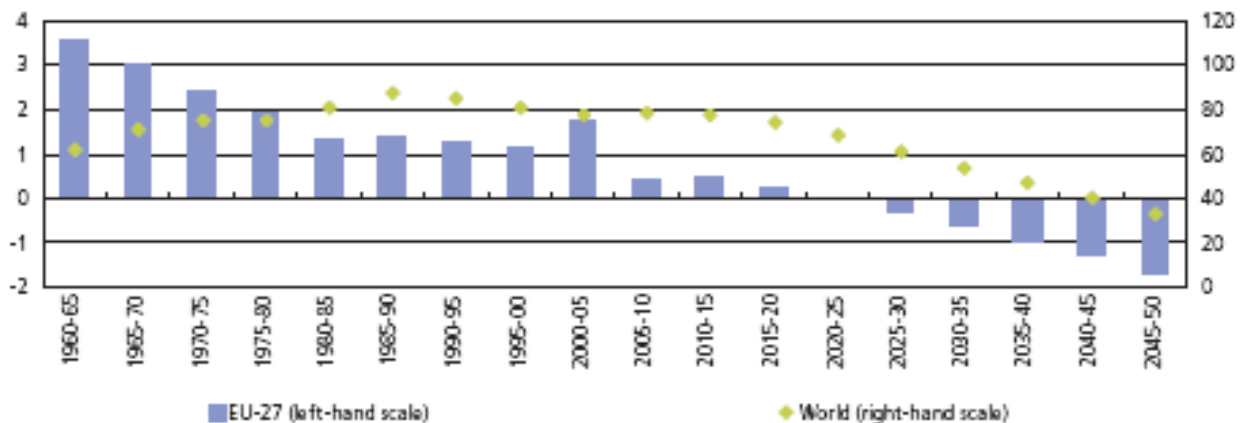
	2005	2010	2015	2020	2025	2030	2035	2040	2045	2050
World	6 515	6 907	7 295	7 667	8 011	8 318	8 587	8 824	9 026	9 191
Europe (1)	731	730	727	722	715	707	698	687	676	664
Africa	922	1 032	1 149	1 271	1 394	1 518	1 643	1 765	1 884	1 998
Asia	3 938	4 166	4 389	4 596	4 779	4 931	5 052	5 148	5 220	5 266
Latin America and the Caribbean	558	594	628	660	688	713	733	750	762	769
Northern America	332	349	364	379	393	405	417	427	436	445
Oceania	33	35	37	39	41	43	45	46	48	49
EU-27	491	493	495	496	496	495	492	487	481	472
China	1 313	1 352	1 389	1 421	1 446	1 458	1 458	1 448	1 431	1 409
India	1 134	1 220	1 303	1 379	1 447	1 506	1 554	1 597	1 632	1 658
Japan	128	128	127	124	122	118	115	111	107	103
Russian Federation	144	140	136	132	128	124	120	116	112	108
United States	300	315	329	343	355	366	376	386	394	402

(1) EU-27, Albania, Andorra, Belarus, Bosnia and Herzegovina, Croatia, Faeroe Islands, Iceland, Liechtenstein, the former Yugoslav Republic of Macedonia, Republic of Moldova, Montenegro, Norway, the Russian Federation, Serbia, Switzerland and the Ukraine.

Source: Eurostat (proj_tbp_pop), United Nations, Population Division of the Department of Economic and Social Affairs

Table 3: Population change

(average annual change, million)

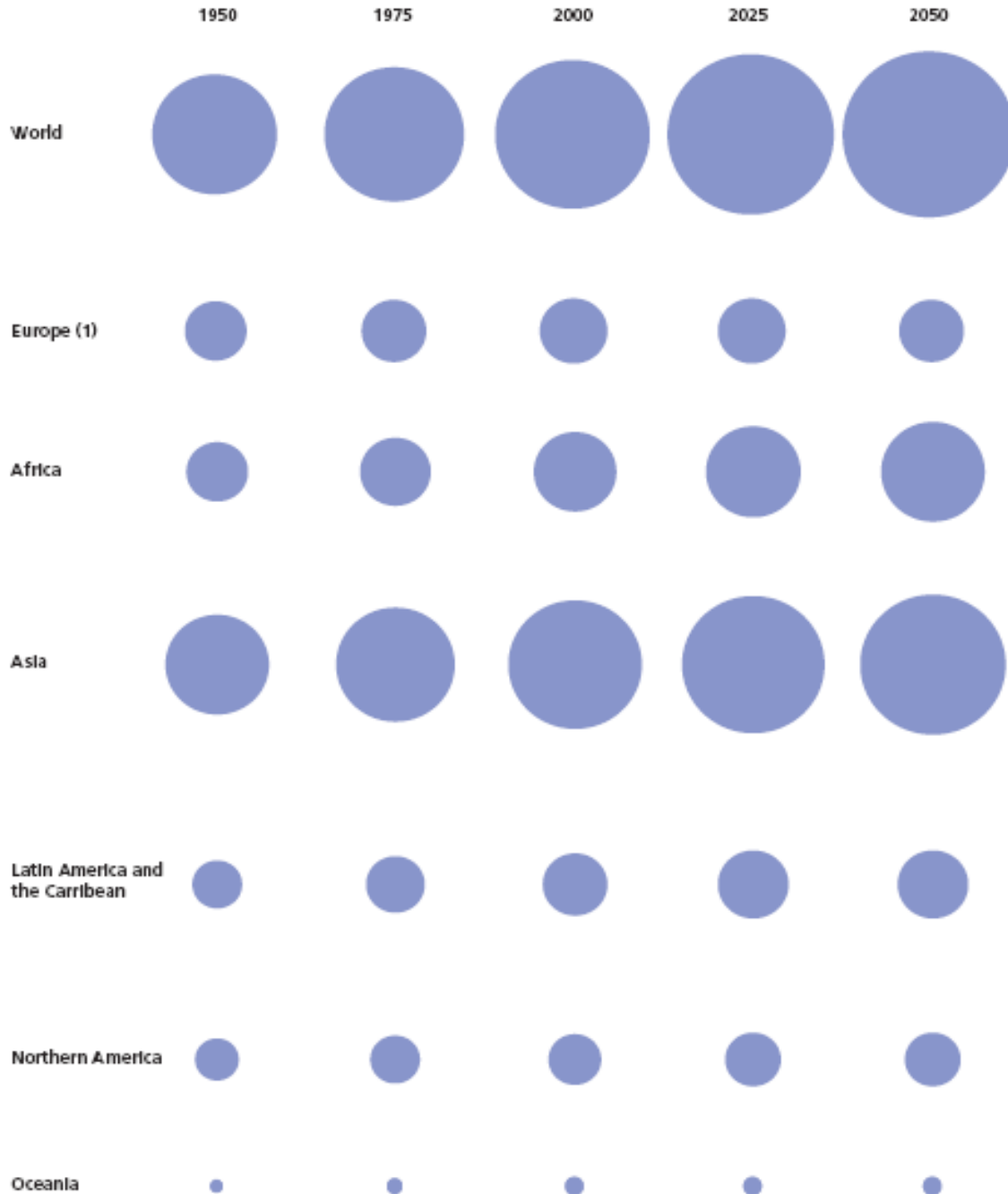


Source: Eurostat (demo_pjan), United Nations, Population Division of the Department of Economic and Social Affairs

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Figure 1: Population and population projections (million)



(1) EU-27, Albania, Andorra, Belarus, Bosnia and Herzegovina, Croatia, Faeroe Islands, Iceland, Liechtenstein, the former Yugoslav Republic of Macedonia, Republic of Moldova, Montenegro, Norway, the Russian Federation, Serbia, Switzerland and the Ukraine.

Source: Eurostat (demo_pjan and proj_ibp_pop), United Nations, Population Division of the Department of Economic and Social Affairs

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2.1 EU-27 POPULATION ESTIMATES AND TRENDS

The current EU-27 population profile is the result of many years of high, followed by low birth rates, accompanied by a steady, gradual increase in life expectancy. The social and economic changes associated with population ageing are likely to have profound implications for the EU, stretching across a wide range of policy areas – among others, impacting on the school-age population, changes in family structures, labour force participation, healthcare, social protection and social security issues, government finances, and economic competitiveness.

Over the last 40 years much of the European labour force has been made-up of members of the baby-boom generations, who have formed a high proportion of the working age population.

This demographic characteristic is projected to end during the coming decades, as the baby-boom generation take their retirement. Europe's fertility rates have been in decline since the 1970s, and the number of young people entering the labour market has become progressively smaller.

The proportion of people of working age in the EU-27 is shrinking at the same time as those who are taking their retirement expands. The challenges posed by this shift in demographics largely fall into the competence of the Member States, however the EU aims to support national policy efforts. It promotes employment through social and economic policies that reinforce each other to deliver growth, more and better jobs and social cohesion, and uses the instruments available to promote a better balance between the generations and between working and family life. The European Commission's Green Paper *'Confronting demographic change and a new solidarity between the generations'* highlights increased investment in the young, alongside encouraging older generations to remain active for longer as possible solutions to alleviate the challenges associated with an ageing population. **Many Member States have recognised a need to raise employment rates and extend working lives, through initiatives that aim to create more flexible pathways to retirement and encourage individuals to prolong their economic activity.**

During the last 45 years, the population of the EU-27 has grown from about 403 million in 1960 to just over 495 million by 2007. Population growth in the EU-27 was strongest at the beginning of this period in the 1960s, when average annual increases were generally over 3 million persons per year, peaking at 4.2 million in 1963. The rate of population change slowed down significantly in the 1970s, such that by the 1980s the average increase in population was around one million persons each year. This level of population growth continued during much of the next 20 years, although there was a slight reversal in the trend observed during the period 2003 to 2006, as the number of EU-27 inhabitants rose by approximately 2 million a year.

Germany has the largest population among the Member States with almost 17% of the EU-27 total in 2007, followed by France, the United Kingdom and Italy with 12 to 13% each. These four countries together comprised almost 54% of the total population of the EU-27. The 12 Member States that have joined the EU

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since 2004 represented almost 21% of the EU-27's population in 2007, some 103.3 million persons. The population is still growing in a majority of European countries, although the situation is varied across Member States.

Some 16.0% of the EU-27's population were aged less than 15 years in 2006. Ireland (20.5%) had the youngest population, followed by Denmark, France, Luxembourg and Cyprus – all reporting that those aged less than 15 accounted for between 18% and 19 % of their total population.

People of a working age (between 15 and 64 years old) accounted for 67.2% of the EU-27's population; while the remaining 16.7% of the population were aged 65 or over.

Eurostat projects that the EU-27's population will rise to a high of 496.5 million persons during the period 2021-2023 and fall thereafter down to about 472 million inhabitants by 2050; note these projections depend to some degree on variable factors, such as net migration, which are difficult to forecast.

The changes in population levels will not be distributed equally across the Member States, as the populations of Cyprus, Ireland, Malta, Luxembourg and Sweden are all forecast to rise considerably (by more than 10% overall) during the period considered. France, the United Kingdom, the Netherlands, Belgium and Austria are also likely to have larger populations by 2050.

On the other hand, the number of inhabitants in the Baltic States, Slovakia, the Czech Republic, Hungary and Poland might fall by more than 10% overall between 2005 and 2050, while the largest declines in population are projected for Bulgaria (an overall reduction of 33.8%) and Romania (21.2%).

In absolute terms, the biggest population losses are foreseen for Germany (-8.0 million persons) and Italy (-5.5 million persons), where the number of inhabitants is expected to fall by almost 10%.

In recent decades Europe has had a relatively large proportion of its population in working age (15 to 64 years old).

In 2005 the largest five-year age group of the population for both men and women was those persons aged 35 to 39, accounting for just fewer than 4% of the total population. As this relatively large cohort becomes older and moves towards retirement, the proportion of older persons in the EU will increase – as shown by the pyramid for 2030 and 2050. The importance of the very old (80 years or more) will be considerable by 2050, when this age group is likely to account for 11.2 % of the EU-27's population. At the end of the ageing transition (see the population pyramid for 2050), the baby boom generation will be standing on a relatively narrow working age population. Map 1 shows changes in population over the period 2005 to 2030. Some of the most rapid population growth in the EU-27 over this period may be expected in the Southern and Eastern coastal regions of Iberia, the Spanish islands, as well as a number of urban regions, and the whole of Ireland. Aside from Stockholm (Sweden) and Vienna (Austria), urban population growth is projected to be concentrated away from capital cities. For example, in Germany some of the highest population growth rates are expected in cities such as Köln, Karlsruhe, Bremen or Stuttgart, while Berlin and many other cities in

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eastern Germany are likely to experience population reduction. (Sources: *Europe in figures — “Eurostat yearbook 2008”*)

Table 4. EU 27 total population
(at 1st January, million)

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
EU-27 (1)	478.1	480.4	481.1	482.2	483.0	484.5	486.5	488.6	490.9	493.0	495.1
Euro area (1)	302.2	304.5	305.2	306.2	307.5	309.0	310.9	312.9	314.9	316.7	318.4
Belgium	10.2	10.2	10.2	10.2	10.3	10.3	10.4	10.4	10.4	10.5	10.6
Bulgaria	8.3	8.3	8.2	8.2	7.9	7.9	7.8	7.8	7.8	7.7	7.7
Czech Republic	10.3	10.3	10.3	10.3	10.3	10.2	10.2	10.2	10.2	10.3	10.3
Denmark	5.3	5.3	5.3	5.3	5.3	5.4	5.4	5.4	5.4	5.4	5.4
Germany	82.0	82.1	82.0	82.2	82.3	82.4	82.5	82.5	82.5	82.4	82.3
Estonia	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.3	1.3	1.3
Ireland	3.7	3.7	3.7	3.8	3.8	3.9	4.0	4.0	4.1	4.2	4.3
Greece	10.7	10.8	10.9	10.9	10.9	11.0	11.0	11.0	11.1	11.1	11.2
Spain	39.5	39.6	39.8	40.0	40.5	41.0	41.7	42.3	43.0	43.8	44.5
France (1)	59.7	59.9	60.2	60.5	60.9	61.3	61.7	62.1	62.5	63.0	63.4
Italy	56.9	56.9	56.9	56.9	57.0	57.0	57.3	57.9	58.5	58.8	59.1
Cyprus	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.8	0.8
Latvia	2.4	2.4	2.4	2.4	2.4	2.3	2.3	2.3	2.3	2.3	2.3
Lithuania	3.6	3.6	3.5	3.5	3.5	3.5	3.5	3.4	3.4	3.4	3.4
Luxembourg	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.5	0.5	0.5	0.5
Hungary	10.3	10.3	10.3	10.2	10.2	10.2	10.1	10.1	10.1	10.1	10.1
Malta	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4
Netherlands	15.6	15.7	15.8	15.9	16.0	16.1	16.2	16.3	16.3	16.3	16.4
Austria	8.0	8.0	8.0	8.0	8.0	8.1	8.1	8.1	8.2	8.3	8.3
Poland	38.6	38.7	38.7	38.7	38.3	38.2	38.2	38.2	38.2	38.2	38.1
Portugal	10.1	10.1	10.1	10.2	10.3	10.3	10.4	10.5	10.5	10.6	10.6
Romania	22.1	22.0	21.9	21.9	21.9	21.8	21.8	21.7	21.7	21.6	21.6
Slovenia	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0
Slovakia	5.4	5.4	5.4	5.4	5.4	5.4	5.4	5.4	5.4	5.4	5.4
Finland	5.1	5.1	5.2	5.2	5.2	5.2	5.2	5.2	5.2	5.3	5.3
Sweden	8.8	8.8	8.9	8.9	8.9	8.9	8.9	9.0	9.0	9.0	9.1
United Kingdom	58.2	58.4	58.6	58.8	59.0	59.2	59.4	59.7	60.1	60.4	60.8
Croatia	4.6	4.5	4.6	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.4
FYR of Macedonia	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0
Turkey	63.5	64.6	65.8	66.9	67.9	68.8	69.8	70.7	71.6	72.5	73.4
Iceland	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3
Liechtenstein	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Norway	4.4	4.4	4.4	4.5	4.5	4.5	4.6	4.6	4.6	4.6	4.7
Switzerland	7.1	7.1	7.1	7.2	7.2	7.3	7.3	7.4	7.4	7.5	7.5

(1) Break in series, 1998.

Source: Eurostat (tps00001)

The inhabitants of a given area on 1 January of the year in question (or, in some cases, on 31 December of the previous year). The population is based on data from the most recent census adjusted by the components of population change produced since the last census, or based on population registers.

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TABLE 5: Population change in 2008

Population change in the EU Member States, candidate and EFTA countries in 2008

	Population 1.1.2008, thousands	Crude birth rate, ‰	Crude death rate, ‰	Crude natural change rate, ‰	Crude net migration rate, ‰	Crude total change rate, ‰	Population 1.1.2009, thousands
EU27	497 455.0	10.8	9.7	1.1	3.3	4.4	499 673.3
EA15 + Slovakia	326 921.1	10.4	9.3	1.2	4.0	5.1	328 597.3
Belgium	10 666.9	11.5	9.5	2.0	5.0	6.9	10 741.0
Bulgaria	7 640.2	9.4	14.2	-4.8	-0.2	-5.0	7 602.1
Czech Republic	10 381.1	11.3	10.1	1.2	7.7	9.0	10 474.6
Denmark	5 475.8	11.8	9.9	2.0	6.0	7.9	5 519.3
Germany	82 217.8	8.3	10.3	-2.0	0.1	-1.9	82 062.2
Estonia	1 340.9	12.2	12.8	-0.6	0.1	-0.4	1 340.3
Ireland	4 401.3	18.1	6.1	12.0	14.1	26.1	4 517.8
Greece	11 213.8	9.8	9.3	0.6	3.8	4.3	11 262.5
Spain	45 283.3	11.0	8.7	2.3	10.2	12.5	45 853.0
France	63 753.1	12.9	8.4	4.5	1.0	5.5	64 105.1
Italy	59 619.3	9.6	9.8	-0.2	8.1	7.9	60 090.4
Cyprus	789.3	10.4	6.6	3.9	11.7	15.5	801.6
Latvia	2 270.9	10.8	14.0	-3.2	-1.1	-4.3	2 261.1
Lithuania	3 366.4	10.5	13.2	-2.6	-2.1	-4.8	3 350.4
Luxembourg	483.8	11.2	6.9	4.3	11.9	16.2	491.7
Hungary	10 045.4	9.9	13.0	-3.1	1.5	-1.5	10 029.9
Malta	410.3	9.2	7.7	1.5	4.2	5.6	412.6
Netherlands	16 405.4	11.3	8.2	3.1	1.5	4.6	16 481.1
Austria	8 331.9	9.2	8.8	0.4	2.6	3.0	8 356.7
Poland	38 115.6	10.8	10.0	0.8	-0.4	0.4	38 130.3
Portugal	10 617.6	9.6	9.7	0.0	1.4	1.3	10 631.8
Romania	21 528.6	10.4	11.9	-1.5	0.1	-1.5	21 496.7
Slovenia	2 025.9	10.0	9.1	0.9	12.6	13.5	2 053.4
Slovakia	5 401.0	10.4	9.8	0.6	1.2	1.9	5 411.1
Finland	5 300.5	11.2	9.2	1.9	2.7	4.6	5 325.1
Sweden	9 182.9	11.9	9.9	2.0	6.3	8.3	9 259.0
United Kingdom	61 186.0	13.0	9.3	3.6	3.3	6.9	61 612.3
Croatia	4 436.4	9.6	11.9	-2.3	1.3	-1.0	4 432.0
Former Yug. Rep. of Macedonia	2 045.2	11.0	9.2	1.8	0.1	1.8	2 048.9
Turkey	70 586.3	:	:	:	:	:	:
Iceland	313.4	14.5	5.8	8.7	13.9	22.6	320.5
Liechtenstein	35.4	9.6	5.9	3.8	5.6	9.4	35.7
Norway	4 737.2	12.6	8.7	3.9	9.6	13.5	4 801.4
Switzerland	7 593.5	10.0	8.0	2.0	7.7	9.7	7 667.7

: Data not available

1. Eurostat, Data in Focus, 49/2008, "First demographic estimates for 2008", available free of charge in pdf format on the Eurostat web site.
2. The euro area (EA15) consists of Belgium, Germany, Ireland, Greece, Spain, France, Italy, Cyprus, Luxembourg, Malta, the Netherlands, Austria, Portugal, Slovenia and Finland. Slovakia will join the euro area on 1 January 2009 and is included in the figures for the euro area.

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Table 6: Population by age class (2006)
(% of total population)

	0 to 14 years	15 to 24 years	25 to 49 years	50 to 64 years	65 to 79 years	80 years and more
EU-27	16.0	12.7	36.4	18.1	12.6	4.1
Euro area	15.6	11.9	36.8	18.0	13.2	4.5
Belgium	17.1	12.1	35.6	18.1	12.8	4.4
Bulgaria	13.6	13.6	35.5	20.1	13.9	3.3
Czech Republic	14.6	13.2	36.9	21.0	11.1	3.1
Denmark	18.7	11.2	35.1	19.9	11.1	4.1
Germany	14.1	11.8	36.5	18.4	14.8	4.5
Estonia	15.1	15.6	34.7	17.9	13.5	3.3
Ireland	20.5	15.2	37.8	15.5	8.4	2.7
Greece	14.3	12.0	37.6	17.6	14.9	3.6
Spain	14.5	11.9	40.4	16.6	12.3	4.4
France	18.6	12.9	34.4	17.9	11.6	4.6
Italy	14.1	10.3	37.5	18.3	14.6	5.1
Cyprus	18.4	15.8	37.1	16.6	9.4	2.6
Latvia	14.3	15.7	35.5	17.6	13.6	3.2
Lithuania	16.5	15.6	36.1	16.5	12.4	2.9
Luxembourg	18.6	11.6	38.3	17.1	11.0	3.3
Hungary	15.4	12.9	35.8	20.1	12.3	3.5
Malta	17.1	14.4	34.9	20.0	10.5	3.0
Netherlands	18.3	12.0	36.5	19.0	10.7	3.6
Austria	15.9	12.3	37.7	17.6	12.1	4.4
Poland	16.2	16.2	36.0	18.2	10.6	2.7
Portugal	15.6	12.2	37.3	17.7	13.2	3.9
Romania	15.5	15.2	37.0	17.4	12.3	2.5
Slovenia	14.1	13.1	38.0	19.2	12.4	3.2
Slovakia	16.6	15.9	38.0	17.8	9.3	2.4
Finland	17.3	12.5	33.2	21.1	12.0	4.0
Sweden	17.3	12.4	33.3	19.7	11.9	5.4
United Kingdom	17.8	13.2	35.2	17.8	11.6	4.4
Croatia	15.8	13.1	35.3	18.9	14.0	3.0
FYR of Macedonia	19.4	16.1	36.8	16.6	9.6	1.5
Turkey	28.3	17.7	37.3	10.8	:	:
Iceland	21.8	14.6	36.0	15.9	8.6	3.1
Liechtenstein	17.4	12.3	39.4	19.4	8.7	2.9
Norway	19.5	12.4	35.2	18.2	10.1	4.7
Switzerland	16.0	11.8	37.4	18.8	11.5	4.5

Source: Eurostat (tps00010)

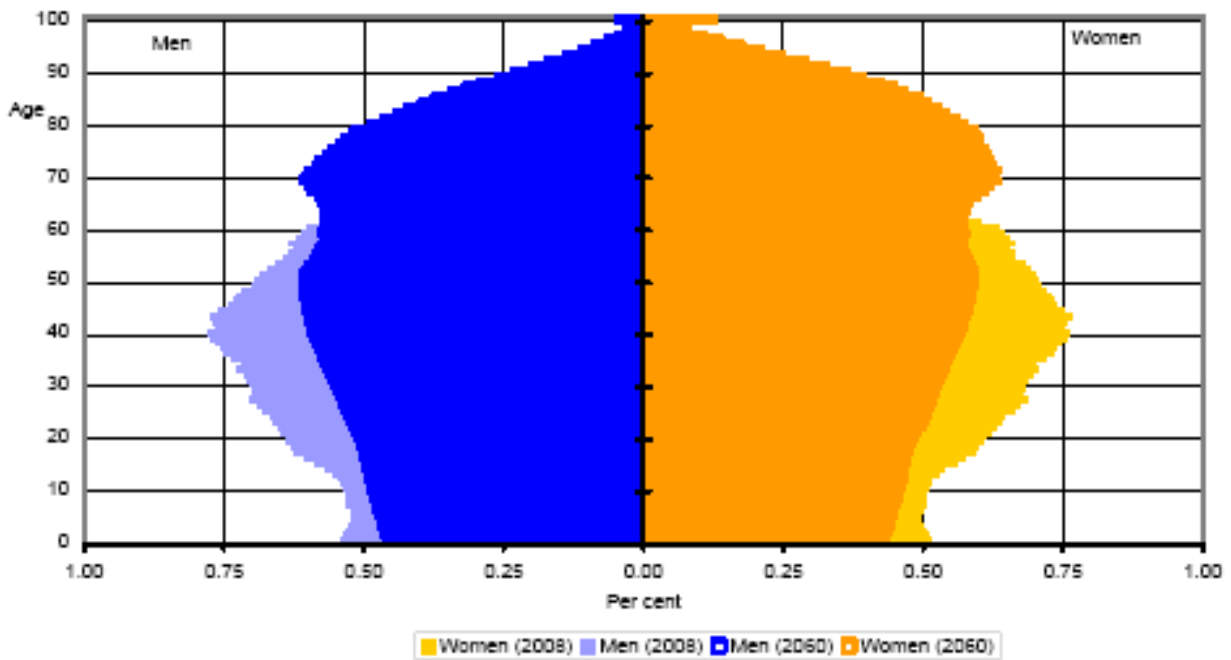
It is possible to notice that the population class 25 to 49 years is the highest in Germany, Italy and Spain.

Among the three countries involved in our research the oldest population is the Italian one.

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Figure 2: Population pyramids, EU 27 2008-2060



Source: Eurostat, EUROPOP2008 convergence scenario

Population pyramids show the population distribution by sex and usually by single year of age or year of birth. Each bar corresponds to the share of the population at that age, by sex, in the total population.

As Figure 5 shows, the population for the EU27 continues to age. The 2008 population pyramid appears more as a rhomboid due to the baby boomer cohorts of the 1960s which are significant on account of their size.

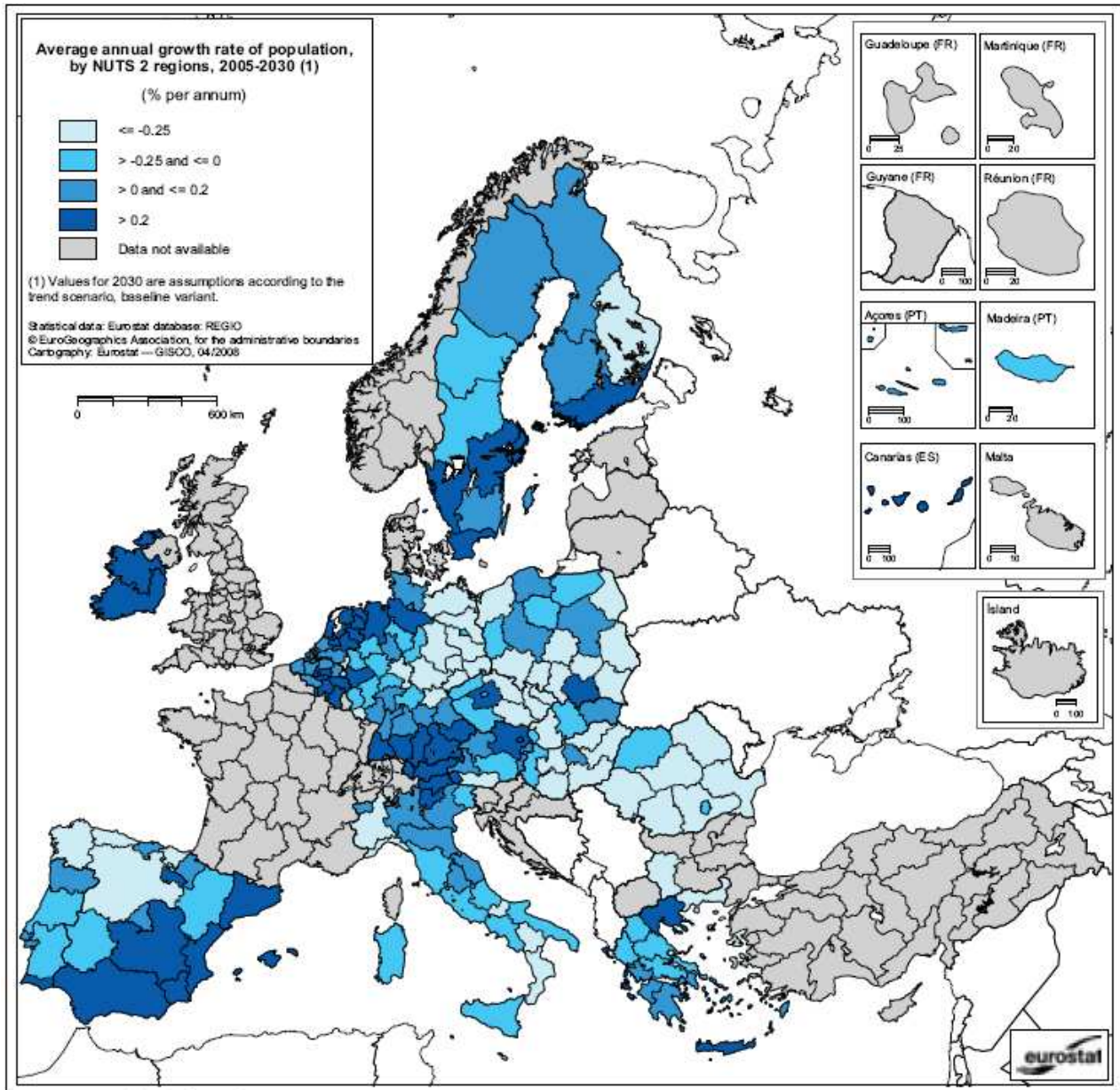
In the coming decades, the high number of ageing baby boomers will swell the number of elderly.

Thus, this population pyramid for the EU27 shows how the baby boomer bulge is moving up while the middle part (working age population, ages 15-64) and the base (ages 0-14) of the pyramid are projected to narrow considerably by 2060.

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Map 1: Average annual growth rate of population, by NUTS 2 regions, 2005-2030



Source: Eurostat (proj_rtbp_pop)

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The demographic evolution (or better said, involution) of EU 25 points to a **major concentration** of people in the older age bands, compared to a collapse in **the younger age groups**. This will lead to problems not only with regards to welfare, but above all in the employment market.

By 2030, the 71 million over-65s of the year 2000 in EU 25 will become 110 million, while the working age population will be 280 million compared to 303 million. This will have a direct impact on our ability to sustain long-term economic growth. The ‘over 50s’ will constitute a much higher percentage of the potential workforce, while the number of young people entering the job market will fall.

Table 7: Europe’s demographic challenges
(absolute values in thousands in brackets)

	2005-2050	2005-2010	2010-2030	2030-2050
TOTAL POPULATION	- 2.1% (- 9,642)	+1.2% (+5,444)	+1.1% (+4,980)	-4.3% (-20,066)
Children 0-14 years	-19.4% (- 14,415)	-3.2% (-2,391)	-8.9% (-6,411)	-8.9% (-5,612)
Adolescents 15-24 years	-25.0% (- 14,441)	-4.3% (-2,488)	-12.3% (6,815)	-10.6% (-5,139)
Young adults 25-39 years	-25.8% (- 25,683)	-4.1% (-4,037)	-16.0% (-15,271)	-8.0% (-6,375)
Adults 40-54 years	-19.5% (- 19,125)	+4.2% (+4,170)	-10.0% (-10,267)	-14.1% (-13,027)
Older adults 55-64 years	+8.7% (+4,538)	+9.6% (+5,024)	+15.5% (+8,832)	-14.1% (-9,318)
Senior citizens 65-79 years	+44.1% (+25,458)	+3.4% (+1,938)	+37.4% (+22,301)	+1.5% (1,219)
Eldest citizens 80+ years	+180.5% (34,026)	+17.1% (+3,229)	+57.1% (+12,610)	+52.4% (18,187)

Source: Eurostat

The activation strategies for the employment of older workers which were initially pursued in Europe above all through social security measures (mainly by raising the pension age and limiting the extensive early retirement measures used in the 1980s and 1990s) later also involved the start-up of active policies under the European Employment Strategy (SEO).

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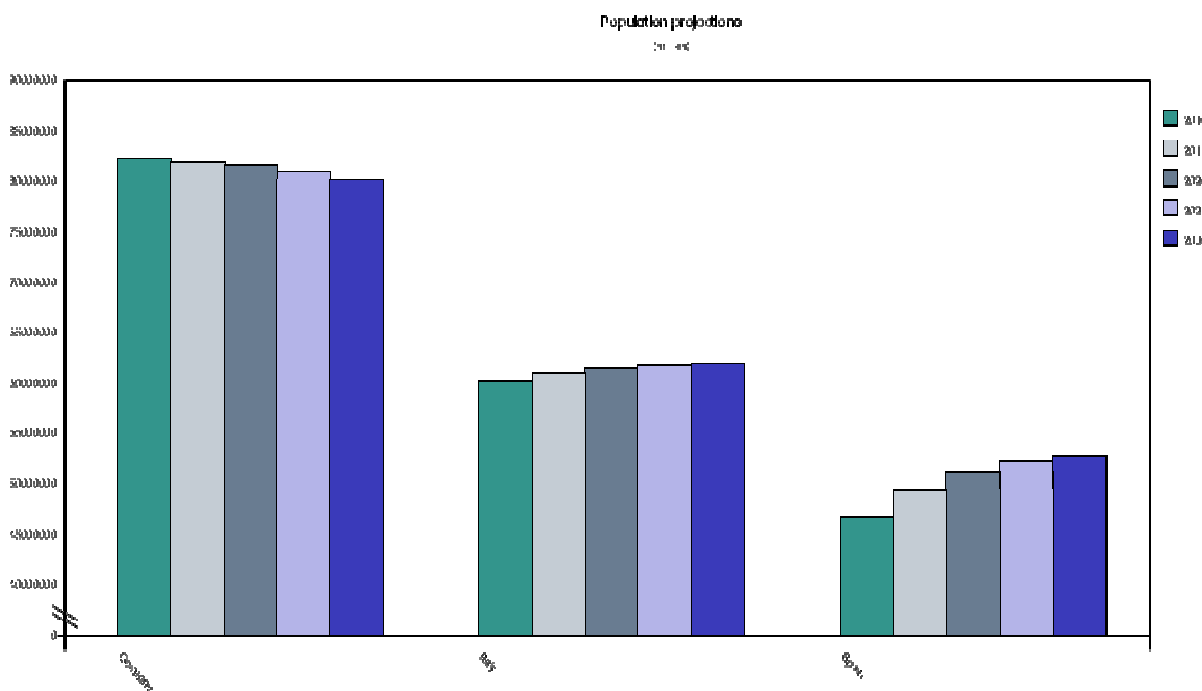
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It is well-known that this initiative, as other European and national policies, seeks to sustain the evolution of social protection from a passive to an active mode, following an approach that assumes a strong and effective development of governance services and capacities at local level, without which the critical elements of various magnitude linked to social exclusion and unemployment could increase with time.

For this reason, the real capacities of different countries to manage what could be defined operationally as the second stage of a strategy to lengthen working life need to be verified empirically. This difficulty seems to emerge in rendering fully operational and effective local actions to manage social inclusion and the employment market actively as networks to recover, re-insert and sustain individuals expelled from work and in need of ex post re-qualification in the face of the fragility of being ‘too old to work and too young to receive a pension’.

Table 8: Population projection 2008 – 2030 for countries involved in the project
(Million)

COUNTRY	2008	2010	2015	2020	2025	2030
Germany	82,217,800	82,144,902	81,857,964	81,471,598	80,907,345	80,151,642
Italy	59,619,300	60,017,346	60,928,533	61,420,962	61,683,410	61,868,177
Spain	45,283,300	46,673,372	49,381,307	51,108,563	52,100,856	52,660,674



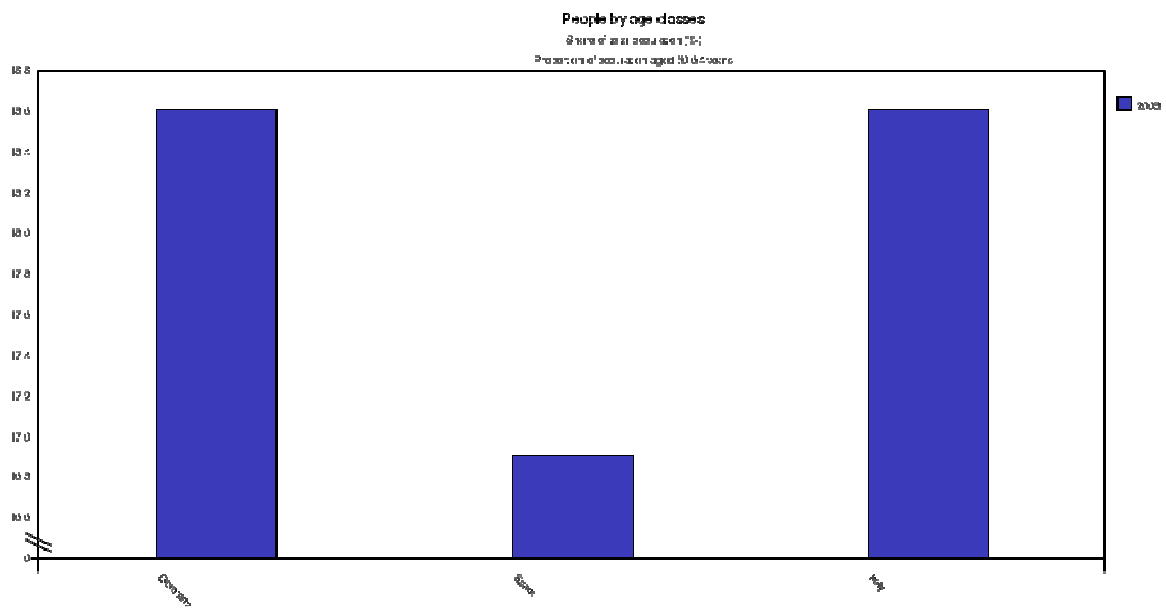
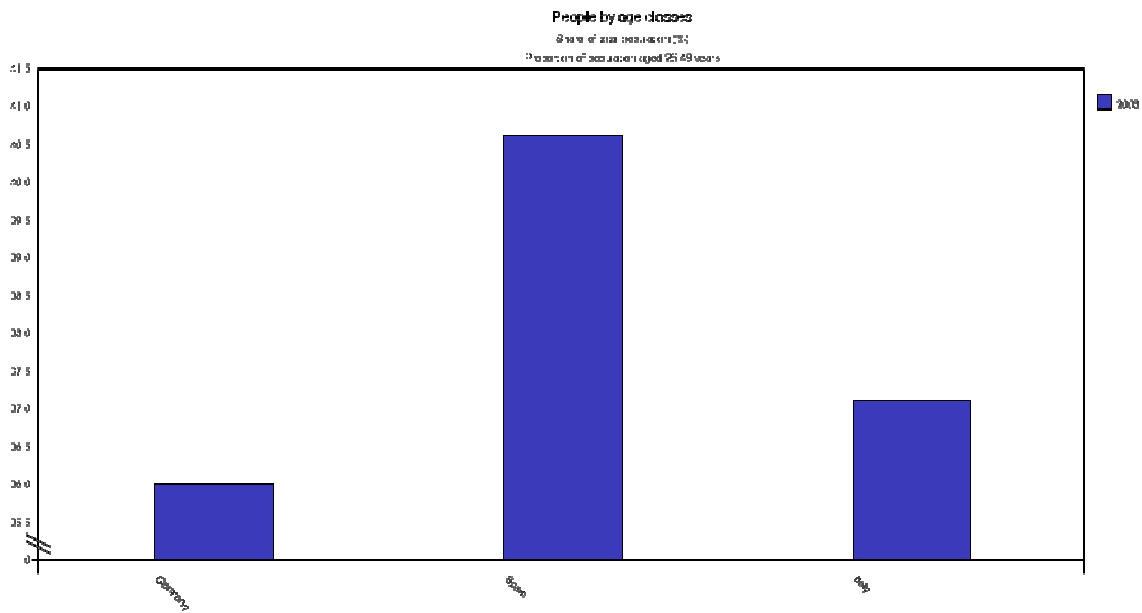
Source: Eurostat

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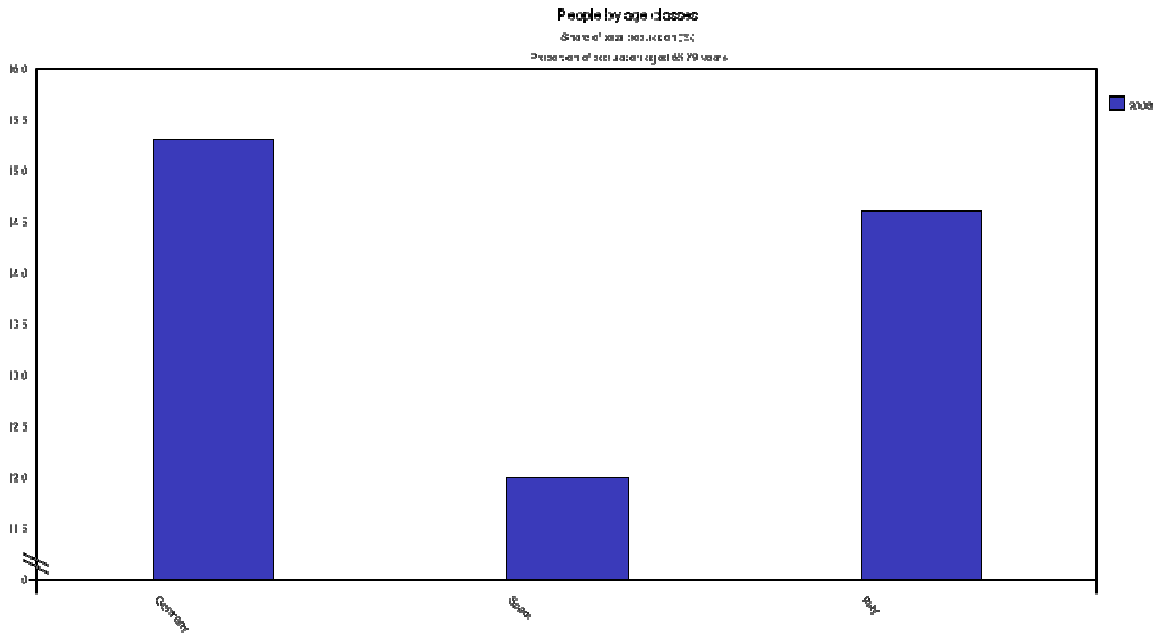
Table 9: Percentage of population by age classes (2008)

COUNTRY	25-49 years	50-64 years	65-79 years	80 + years
Germany	36.0	18.6	15.3	4.8
Italy	37.1	18.6	14.6	5.5
Spain	40.6	16.9	12.0	4.6



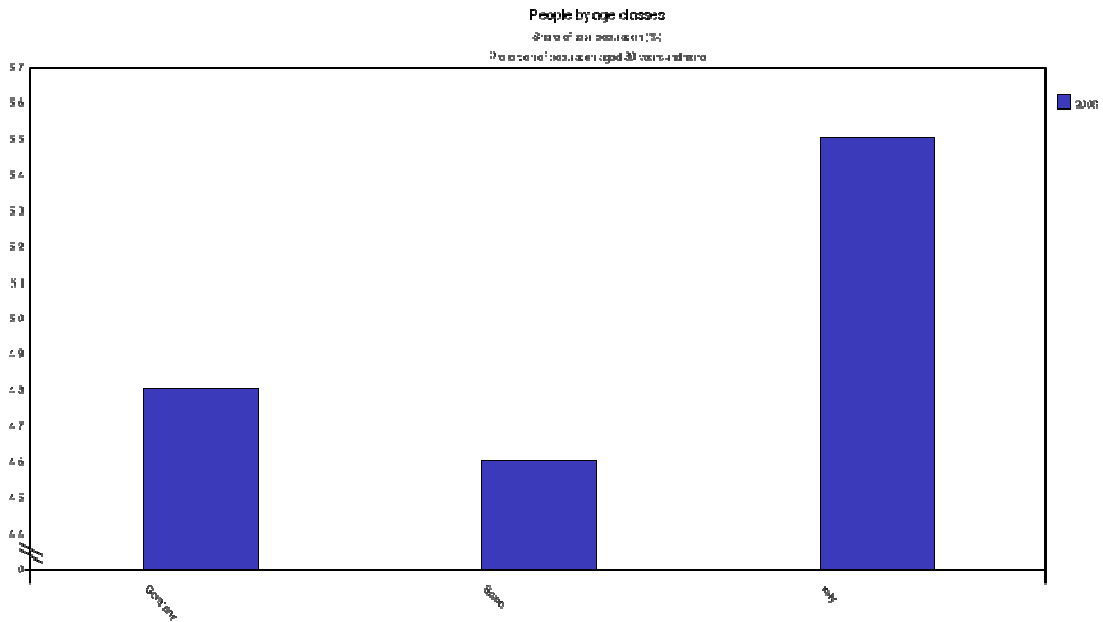
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Source: Eurostat/U.S. Bureau of the Census

Source: Eurostat/U.S. Bureau of the Census



Source: Eurostat/U.S. Bureau of the Census

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2.2 COUNTRIES DEMOGRAPHIC DATA AND PROJECTIONS

		Inhabitants																		
Year		2000						2007						2020						
		Germany		Italy *		Spain		Germany		Italy +		Spain		Germany		Italy		Spain		
		%	1 000 Pers	%	1 000 Pers	%	%	%	1 000 Pers	%	1 000 Pers	%	1 000					%		
	Total	100	82260	100	56996	100	40499,8	100	82316	100	59619	100	43758,3			81472		61421	%	51109
	Men	48.8	40157	48.4	27587	48,9	19821,4	49	40301	48.6	28950	49,3	21561,3							
	Women	51.2	42103	51.6	29409	51,1	20678,4	51	42014	51.4	30670	50,7	22197,0							
		Working population																		
All		47.6	39144	41.4	23598	44,6	18050,7	48.3	39737	41.5	24728	50,7	22190							
		Unemployed population																		
All		10.3	3851	4.2	2388			18.6	4861	2.5	1506	4,7	2039							
		Over 45 population																		
All		42.5	34970	23.7	13503			46.9	38541	45.9	27359					55.7	32397			
		Working population Over 45																		
All		19.8	5483	18.8	4455			22.9	6026	35.8	8855									
		Unemployed population Over 45																		
All		18.5	714	19.6	469			11.9	581	2.6	579		754,4							

***) Das Stat. Bundesamt hat zwei Varianten errechnet. Differenz ergibt sich aus einem höheren Außenwanderungssaldo. *) Stand August 2006

*) Data concerning Italy in 2000 are to be referred at 31/12/2001 +) Data concerning Italy are to be referred at 01/01/2008

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Inhabitants																			
Year	Age	2000						2007						2020					
		Lower Saxony		Emilia – Romagna *		Catalonia		Lower Saxony		Emilia – Romagna **		Catalonia		Lower Saxony		Emilia - Romagna		Catalonia	
		%	1 000 Pers	%	1 000 Pers	%	1 000 Pers	%	1 000 Pers *)	%	1 000 Pers	%	1 000 Pers	%	1 000 Pers	%	1 000 Pers	%	No. Pers
All	Total	100	7926,2	100	3983	100	6343,1	100	7982,7	100	4223	100	7094,2	100	796,2	100	4669	100	7434,1
	Men	48.9	3876,0	48.3	1925	49	3106,5	49	3914,8	49.7	2055	49,5	3511,1	48,9	389,5	49.1	2291	49,5	3683,4
	Women	51.1	4050,2	51.7	2058	51	3236,6	51	4067,9	51.3	2168	50,5	3583,1	51,1	406,7	50.9	2378	50,5	3750,7
Working population																			
All		44.5	3525,4	46.6	1855	48	3092	45.2	3606,6	47.6	2011	53	3756,7					64,8	4.815,4
Unemployed population																			
All		14	350	2.38	44			19.7	457	1.12	47								
Over 45 population																			
All		42	3358	48.8	1942			46.2	3716	57	2412					53.2	2484		
Working population Over 45																			
All		19	501	32.4	601			21.8	501	37	745								
Unemployed population Over 45																			
All		20.6	62	20.2	8.9			19	47				104,7						

*) Stand 31.12.2006 **) Stand August 2006

*) Data concerning Emilia-Romagna in 2000 are to be referred to 31/12/2001++) Data concerning Emilia-Romagna in 2007 are to be considered as medium values 2007

+) In National Ambit (Spain) No data by sex were found for the 2020 projection

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Inhabitants																			
Year	Age	2000						2007						2020					
		Verden		Bologna *		Ripollès				Bologna		Ripollès		Verden		Bologna		R	
		%	1 000 Pers	%	%	%	1 000 Pers	%	1 000 Pers	%	1 000 Pers	%	1 000 Pers	%	1 000 Pers	%	1 000 Pers	%	1 000 Pers
All	Total	100				100	26,1	100	134	100	964,06	100	26,4	100	133,2	100	1,035	%	1 000 Pers
	Men	49.1			173			49.2	65,9	48.2	464.76	-	-	48.9	65,1	48.5	501.8	100	24,9
	Women	50.9			199			50.8	68,1	51.8	499.31	-	-	51.1	68,1	51.5	532,8	50,2	12,5
Working population																			
All		43.1	57,2	47.1	160			42.2	56,5 **)	47,3	456	48,5	12,8					65,1	16,2
Unemployed population																			
All		8.4	3,84	1.09	4.086			15.8	6	9,2	42,07								
Over 45 population																			
All		41.7	55	53.4	199			46.8	63	58.2	561,24					54.8	567,76		
Working population Over 45																			
All		21	10	0.29	47.8			24.8	9,4										
Unemployed population Over 45																			
All		20	0,78	24.5	1			12.9	0,77	26.8	11,29								

*) Stand 31.12. 2006 **) Stand 2005 *) Data concerning Bologna in 2000 are to be referred to 31/12/2001

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2.3 SOCIO-DEMOGRAPHIC ANALYSIS IN PARTNER COUNTRIES

2.3.1. GERMANY and the region of Lower Saxony

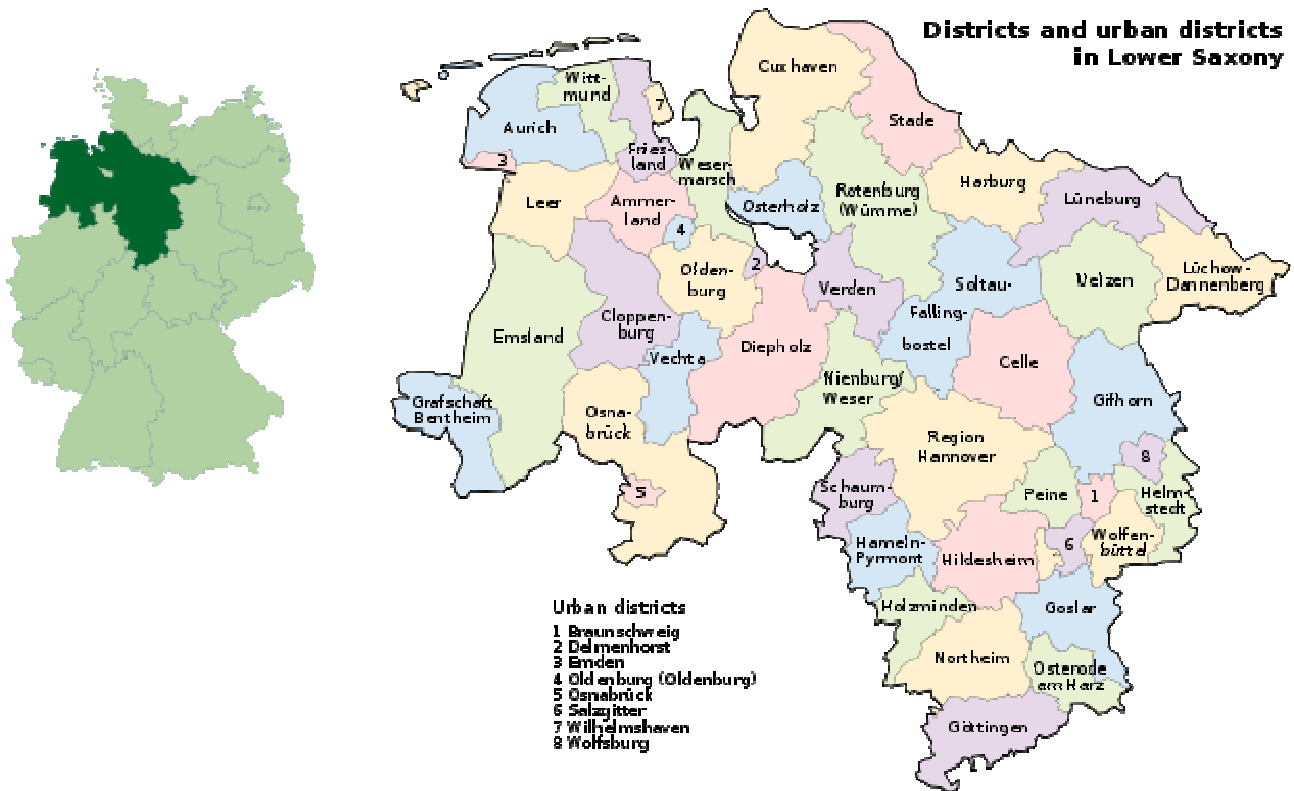


Table 10: German demographic data for 2007

31. December 2007 (Germany)				
	Inhabitants		Working population	
	%	1000	%	1000
Total	100	82,217.8	49	40,360.0
Men	49	40,274.3	26	21,431.16
Women	51	41,943.5	23	18,928.84

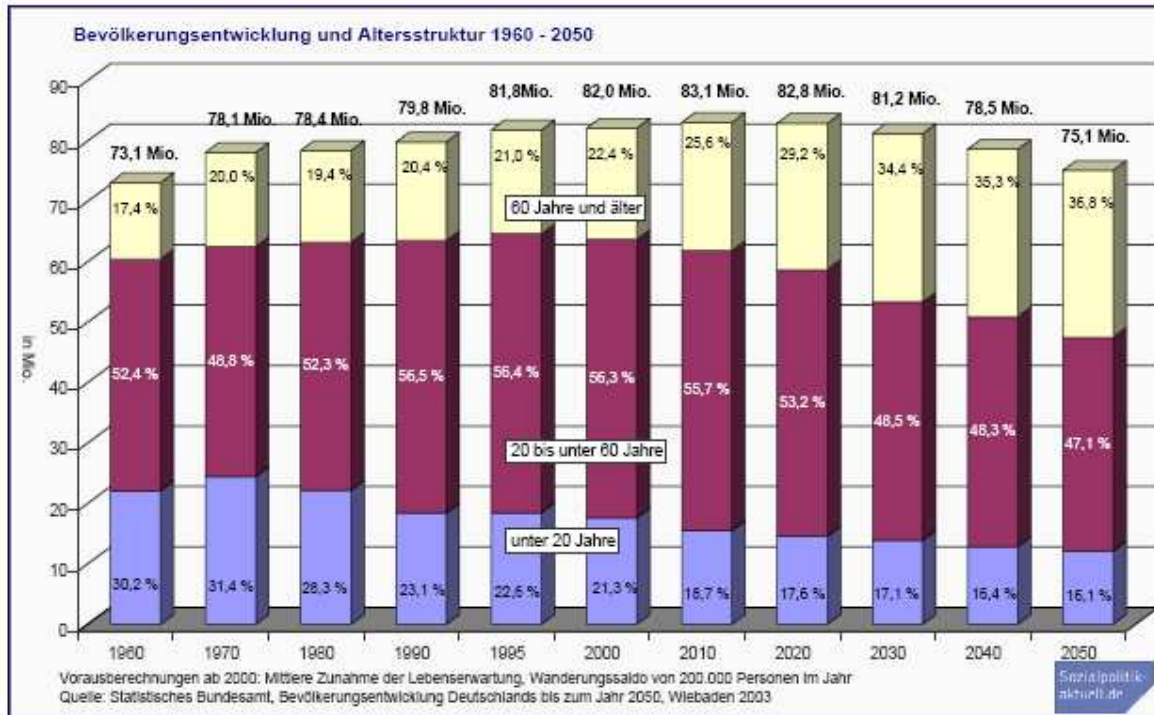
Source :

<http://www.destatis.de/jetspeed/portal/cms/Sites/destatis/Internet/DE/Navigation/Statistiken/Bevoelkerung/Bevoelkerungsstand/Bevoelkerungsstand.psm1>

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Figure 3: Development of the population and age structure from 1960 to 2050



In 2007 approximately 82 218 000 inhabitants lived in Germany. These were 97 000 or 0.1% less than at the end of 2006 (82 315 000). This evolution of the population results partly from the births and deaths and on the other side from the migration (into and out of the country). The decline in population in 2007 is due to the birth deficit of 142 000 people and only a migration surplus of 44 000 people stood opposite. Since the reunification in Germany every year there were more deaths than births. Since 2003, now the population numbers due to the small immigration surplus decline. The population decline in 2007 mainly affected the new country (-107 000 people respectively -0.8% compared to 2006) and thus the development of 2006 compared to 2005 (-101 000 people) continues. The population figures reduced also in North Rhine-Westphalia, Lower Saxony, Rhineland-Palatinate, Saarland and Bremen. A population increase recorded Bavaria, the city states of Berlin and Hamburg and Baden-Württemberg and Schleswig-Holstein. In Hessen, as well as in the former Federal territory as a whole, the population remained almost constant.

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Demographic development at national level

If you look at the birth rate per 1000 inhabitants, Germany takes worldwide the last place, same as 30 years ago. This measure is important because it gives information about the situation of the young generation who is responsible for solving the problems of the future. The relationship between retired people and those who have to care for them is extremely negative in Germany.

There is a big competition between the regions. In a national study 24 indicators were analysed to value the regions. The indicators show demographic, social and ecological features. The south of Germany seems to get the best grading. One reason are the number of migrant workers who support the economical growth. Also in Lower Saxony we have one district who is under the top 20 regions, it is Vechta, because of the high birth rate. Extremely bad is the situation in the new lands, because people move, the income is low and the administration has no money to improve the infrastructure. Exceptions are the big cities Berlin, Leipzig, Dresden.

Overall at current rates the German population will fall from the current 82.4 million to between 69 million and 74 million, the office said in a new study. The number of births will fall from 685,000 a year at present to about 500,000 in 2050.

The study assumes that birth rates remain steady at 1.4 children per woman and that net annual immigration to Germany remains between 100,000 and 200,000.

The life expectancy of citizens aged 65 in 2050 will be 4.5 years longer than 65-year old people today. The average age will rise from 42 to 50, and the number of people aged over 80 will increase from 4 million to 10 million.

The life expectancy shift will contribute to a drop of at least 22% in the working population - aged 20 to 64 - down to 39 million from today's 50 million, the statistics office reported.

Successive leaders have cited falling population figures and the dwindling number of taxpayers as an argument why Germany needs to radically overhaul its generous welfare and health systems.

Realization is also spreading that some of the youngest, most skilled and most educated Germans are leaving the country. While many reasons are cited and speculated, it is clear that low relative income to skills, reduced skilled job prospects and high taxes are significant contributing factors.

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Former Chancellor Gerhard Schroeder introduced unpopular cuts in unemployment benefits. His successor, Angela Merkel, has announced more financial support for families and she lifted already the retirement age gradually by two years to 67.

"Living longer and longer without working longer: this just doesn't work," Interior Minister Wolfgang Schaeuble said. The aging society "forces us to make fundamental adjustments in the economy and society."

Stubbornly high unemployment has blunted calls for an aggressive increase in immigration to make up the shortfall. Low and semi-skilled immigration is currently at the lowest levels since 1990.

There have been many calls from German industry and business over the past several years to make major changes in the immigration system to attract highly skilled immigrants. However, politically the subject is highly volatile with the electorate and most politicians are reluctant to address the subject directly for fear of ramifications on their careers.

While there is a lack of skilled labour, nationwide 1.2 million unemployed people over 50 had been registered in 2005. 580,000 of them were 55 years old. This trend is rising. This is because of:

- no adequate use of potentials and resources of Over 45s
- no updates of the knowledge and professional skills
- low intra-and inter-enterprise-training opportunities
- continuity of prejudices against mental and physical abilities of Over45
- Over 45s are pushed earlier from the labour market than younger employees
- Over 45s have a poor chance of re-employment opportunities after losing their jobs
- Over 45s often quit the working life after a job loss and take the opportunity of early retirement (§ 428 SGB III and BGBI. I S. 2494
- disproportion between the unemployment and employment rates of the Over 45s
- necessity of more political engagement

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LOWER SAXONY

Table 11: Lower Saxony data for 2007

31. December 2007 (Lower Saxony)				
	Inhabitants		Working population	
	%	1000	%	1000
Total	100	7,997.6.947.996.94	45%	3,613.1
Men	49	3,918.8	26	2,079.4
Women	51	4,078.8	23	1,839.4

Source: http://www.nls.niedersachsen.de/html/basisdaten_niedersachsen.html

The Lower Saxony State Office for Statistics reports on the subject “Population with migration background”. 16% of the population of Lower Saxony has a migration background, while the proportion of the male population was slightly higher (16.5%) than the female population (15.5%). More than half (51.5%) of employed people with an immigrant background are working in the industrial sector. Only 26.4% of the rest of the population is employed in that field.

Lower Saxony / Landkreis Verden

Demographic development at regional/local level

Although the absolute number of inhabitants in the district of Verden was growing between 1968 and 2006 from 95.000 to 133.000 the percentage of growth is stagnating or even decreasing. The reasons a lower birth rate and transferring to the big cities of Bremen and Hannover. Especially people aged between 25 and 35 are moving away. The forecast for 2020 is that there will be 20% less children and young people. Retired people increase for about 30 % and it is expected to have the number of over 80 years old people doubled.

A study for a family friendly region recommends the following:

- Human resource measures reinforcing elderly people’s skills and education of young people
 - Increase of percentage of elderly workers (50-65 years) from 27,5% to 36,4%.
 - That means reduction of percentage of young employed (15 till 25 years) from 17,5 % to 15,5 % in the year 2020
 - New staff is necessary in the moment when the population and the quantity of workers already goes down.
- The Human Resource Management in the private and public companies has to integrate the needs of elderly citizens, concerning:

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- Recruitment of staff
- Personnel development
- Style of leadership

Legislative measures and policies in Germany for 50plus generation

The Federal programme "Perspective 50plus - Employment pacts for older people in the regions" is the follow-up programme of "Initiative50+" and was financed with 257billion Euros.

The targets of this programme concerns:

- o Part time job for elderly people without reduction of pension: For people born in 1951 or earlier there is the possibility to reduce the working time per week or to finish the working life earlier. The national administration and the job centre gave financial support to create working places for young people.
- o Elderly people should prepare a slow transfer to the time of retirement
- o Age-related work and personnel policy
- o Improve the cooperation among different age groups within the company
- o Balanced age structures (age-mixed teams) and innovation ability of companies
- o Employment and new fields of occupation for older employees
- o Increase job chances for older employees
- o Activate and promote vocational competencies for the entire occupational biography

Several federal ministries like the the Federal Ministry of Labour and Social Affairs (BMAS) or the Federal Ministry of Education and Research (BMBF) and 237 regional and local representatives as well as networks and initiatives are involved in this programme.

To achieve these targets the government started several legislative measures. An instrument to encourage employers is for example an inclusion subsidy (Eingliederungszuschuss), regulated in §§ 217 SGB III (Social Code, in addition §§ 421f in 2007). Employers can receive a grant to look at the skills and experience of older workers. They can be paid for the financial risk to employ a worker who is age-related unemployed or has limited capacity. It assumes the employment of up to 70 percent of employer contributions for a period of max 60 respective 96 months. The employer gets the inclusion subsidy, when

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the employee is difficult to transmit, for example as a long-term unemployed or physically disabled person and when the worker is over 50 years of age. The conditions of the subsidy are fixed by the legislation. The employee needs a special induction by the employment agency. There is no fundamental duty to promote. The government started several projects like the initiative New Quality of Work (INQA), which deals with age-related health care, work protection and ergonomic and the transfer of knowledge. The partners within the INQA are health insurance companies, social securities and enterprises.

Jobs are getting less, people have to work longer

- the beginning of the retirement is changing from the age of 65 to 67
- elderly people have difficulties to find a new job from the age of 45+.
- to solve this problem the federal agency for employment created some supporting measures, called „Initiative 50plus“.
- the law is called „Law for better employment chances of elderly people“, which was implemented in 2007. Law contents:
 - Safety of salary for employees over 50 years: the unemployed person gets a time limited subsidy and a part of the insurance fee from the state if he enters into a lower paid job
- - The employer gets a subsidy when he creates a working place for a 50plus person
 - vocational education for employees 45 plus
- Limited working contracts for persons 52 plus without reason

German legislation concerning “EU social funds”

From 2007 till 2013 the ESF will promote the priority “access to employment” with 2,946 billion Euros in Germany. The national input will be 2,140 billion Euros. The target group are among others long-term unemployed and elderly workers.

In Germany 41% of the promotion will be for measures in the labour market and 8 % for projects concerning lifelong learning.

There are several German programmes dealing with these topics.

The German programme “Experience the Future - An initiative on demographic change” started in 2005. The experience, knowledge and skills of elderly people must be more respected. The joint initiative by the Federal Ministry of Family, Seniors, Women and Youth, for Health, Economy and Technology, Education and Research, and of Labour and Social Affairs and the Press and Information Office of the Federal Government want to create a new image of getting old in the society. Besides the importance of lifelong

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learning, health prevention and voluntary commitment, the initiative focuses on employment and business start-ups of older people.

Another programme with similar targets will start in 2010 “Plus Point Experience: A win for all”

The programme “Qualifying university graduates for the job” (AQUA) realized by the Otto-Benecke-Stiftung in Bonn, started in 2006. For example: With the "Academic Training for Older graduates" the Ministry of Science Baden-Württemberg offers training opportunities for older university graduates (aged over 45) at the universities of the country. The aim is to increase the incentive to up-date the scientific knowledge and carry out new training forms. This programme was started in May 2008.

The programme training in research will start in 2009 with the competition “lifelong scientific qualification” Stubbornl. Funding policy objectives of the programme are the establishment and development of lifelong learning structures at the universities.

2.3.2. ITALY and the Emilia-Romagna region



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ITALY

CONTEXT DESCRIPTION

Relevant demographic index and data

Table 12: Italian demographic data for 2008

1 st January 2008 (Italy)				
	Inhabitants		Working population	
	%	1000	%	1000
Total	100	59,619.3	41.5	24,728
Men	48.6	28,949.8	24.8	14,779
Women	51.4	30,669.5	16.7	9,949

Source: <http://demo.istat.it/>

As a result of the progressive increase in life-expectancy, Italy is one of the countries with the highest percentage of older people, while it also has one of the lowest fertility rates.

At January 1st 2008 the percentage of individuals with 65 years and over was 20% (in 1995 it was 16.5%), while the percentage of underage individuals sank to 18% (18.4% in 1995). According to the most recent projections, there will be such consequences in the aging population trend in Italy that by 2050 the percentage of individuals with 65 years and over will rise to 34% and in parallel the percentage of underage individuals could shrink to 15.4%.

The old-age index, which measures the numerical ratio between old and young people is constantly increasing, rising from 127 old people per 100 young in 2000, to 146 in 2010, 242 in 2030 and the considerable figure of 301 in 2050. These results are due to less young generations as fecundity is getting lower and lower and elderly people have a longer life expectancy than in the past. This situation also has an impact on the working age population (15-64 years). It should be remembered that a further effect in the future will be a reduction in the working age period and a significant process of ageing within the population. After a growth period registered in the past, in short-term period the active population will decrease from 67% to 65% between 2001 and 2011.

Population aged between 15-39 years will also decline from 35% to 29% of total population, while the age group of 40-64 years old will increase from 32 to 36%.

Over 45 working population in Italy

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With regards to mature work, Italy presents two diversified trends, within which there are some recurrent elements. The different trends are recorded on indicators according to which performances are measured by the population growth of adult age groups and the lengthening of the retiring age.

As far as the return to work is concerned, Italian results in comparison with Europe are weak, while with regards to the lengthening of working life, the comparison is more satisfactory and ‘aligned’. This means that mature employment in Italy has grown less than the average figure for Europe, proof that employment policy has so far paid little attention to the issue.

The Italian employment rate in 2005 for the target group 55-64 years old is lower than the EU average (31,4% vs. 44,1%), and it is the lowest overall compared to all 15 EU member countries.

Looking at the characteristics of ‘new’ adult employment, the growth in fixed-term contracts is particularly evident. As far as reported on the “Report about the labour market of the National Council of Labour and Economy for 2005” (Consiglio Nazionale Economia e Lavoro, 2006), this form of employment has grown among people of 35 and 54 years of age compared to the previous year of 9.1% to 9.6% among 35-44 years of age workers; to 6.2% among 45-54 years of age workers and to 6.5% among 55-64 years of age. “Open-ended” contracts have also grown up to 3.4% for workers between 35 and 54 years of age. Also part-time contracts have an increase of 13.1% for workers between 35 and 54 years of age, while for people over 55 years old the increase is of 2%.

The percentage of mature people among the long-term unemployed is relatively small and stable between 2004 and 2005. Figures for 2005 are 2.6% for the 35-55 year olds, and 1.8% for the over-55s (compared to 10.4% and 4.8% for the 15-24 year olds and the 25-34 year olds, respectively).

According to a research by the Institute of Economical and Social Research (Istituto di Ricerche Economiche e Sociali), the profile of an over 45 unemployed worker is defined by the following features:

- As far as the gender is concerned, women are mainly on the North of Italy and men on the South as well as the Centre of Italy.
- As far as education is concerned, it is mainly people with low qualifications (secondary education only).
- It is mainly long-term unemployed people. Their professional competences are quite obsolete compared to what the present job market requires, their salaries are lower than the national average, and as a consequence they are identified as weak subjects on the labour market.
- This tendency is more prevalent in the South of the country than in the North.

Economic data for the year 2007

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Working force

The job supply calculated on a yearly basis had an increase of 0.9% (+136,000 units) as far as male workers is concerned and 1.2% (+118,000 units) for female workers. A relevant increase has been pointed out in the Northern part of the country (+1%, 126,000 units), even more in Central regions (+2.6%, 128,000 units) while in the Southern part of the country on one hand the male supply has decreased (-0.4%, -21,000 units), on the other hand the female supply has slightly increased (+0.8%, 21,000 units).

Activity rate

As far as the working group between 15 and 64 years of age, the activity rate for the 4th trimester of 2007 was at 63%, 1/10 less than the previous year. The male component's activity rate was slightly higher (from 74.5% of the 4th trimester of 2006 to 74.6%), while there was a weak increase for the female component's activity (from 51.2% to 51.4%).

Employment trend

The employment trend for the male component was +1.3%, 181,000 units, while the female component was +1.4%, 127,000 units. The main increase on annual basis has been for foreign employment up to 201,000 units (98,000 men and 103,000 women). In Northern Italy there was an average increase of 1.2%, 144,000 units, in Central Italy it was +3%, 138,000 units and in Southern Italy a moderate increase of 0.4%, 25,000 units) which mainly involved women.

Employment rate

Taking into consideration the 15-64 age group, the employment rate for the 4th trimester of 2007 went from 58.5% of 2006 to 58.7%. The male employment rate increased on annual basis up to 70.6%; while the female one went from 46.7% of the 4th trimester of 2006 to 46.9%. As far as foreign employees is concerned, the employment rate was of 67.6%, 83.3% for male workers and 52% for female workers.

Employment per working position and sector

The main increase during the 4th trimester of 2007 was for employees (+2.3%, 389,000 units) while self-employment decreased (-1.3%, -81,000 units). Talking about specific sectors, agriculture had a reduction up to 7.9% (-81,000 units), which both concerned employed and self-employed workers. The industrial sector also had a general employment reduction up to 0.6% (-30,000 units). The building sector compared to the 4th trimester of 2006 had an increase in employment up to 2% (+39,000 units), more in terms of employment than self-employment, especially in the South of Italy. The tertiary sector had a considerable increase up to an annual basis of 2.5% (+379,000 units) mainly in Northern and Central Italy.

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Employment type

During the 4th trimester of 2007 the number of full time employees registered a general increase compared to the previous year up to 0.8% (+165,000 units). The increase concerned only employees with an open-ended jobs (+253,000 units) and mainly those who are over 50 years of age (+164,000). Part-time employees also increased up to 4.6% (+143,000 units). There was a certain stability concerning employees with temporary contracts and a reduction for self-employed workers. As far as open-ended employment is concerned, the growth registered on annual basis for the year 2007 for part-time workers was of 7.1%, 165,000 units), which was mainly seen in the tertiary sector and for female employees. The incidence of open-ended employees on the number of total employees was of 13.2%, 4/10 less compared to the 4th trimester of 2006.

Italian training policies and tools for Over 45 population

In Italy, **continuing education is not sufficiently available for the Over 45s**. Even among the regional and local initiatives for the over-45s, operations are rather slow with activities unevenly spread across the country and with different recognition from one area to the next.

In other words, the question of mature workers continues to involve a set of inertia resulting both from the **traditional ‘passivity’ of Italian social policy**, in which attention tends to be focused more on individual risks, than on the advantages of activating collective policies.

Recent (and not so recent) reforms regarding the management and creation of new figures in the employment market concerned mature workers no more than marginally, while specific forecasts for this group have been inserted only recently.

Employment policy is probably still perceived as an area outside the conditions and needs of mature individuals who have enjoyed a ‘normal’ working life, i.e. based on a Fordist employment and social model.

It is often taken for granted that older people have a stable and consolidated job and that they are outside risk or replacement situations, meaning that active policy measures on the part of the extended public sector are not necessary.

This underlines the problems of how the welfare is managed in Italy: more efficient reformations and a rebalance between “passive” and “active” working policies would give more credibility and trust to achieve some long-term results. The slow implementation of ‘*activating actions*’ confirms the need to back up reforms in the welfare system with local, broad-based, efficient and effective measures.

According to a newspaper article appeared on the national paper “La Repubblica” on 01.06.08, there will be more flexibility for elderly workers and more opportunities for young ones. Young people nowadays are with an inadequate education system, a labour market that discriminates them to favour older workers, a

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productive organisation that does not reward people for their merit and capacities. They are more and more in a precarious situation and they cannot plan anything stable for their future.

Another issue deals with the huge amount of pensions paid to citizens with less than 65 years of age, which amounts to 30%. Only 19% of Italian citizens between 60 and 64 years old is currently working, compared to 33% of Spanish and German citizens, 45% of British citizens and 60% of Swedish ones. There is therefore an urgent need of removing all bonds and disincentives in continuing working activities, postponing the retirement age and encouraging flexible forms of employment with timetables for different individual needs, which would enable workers with a high experience to continue working and transferring their knowledge to younger workers.

In a long-term period a rise in the average retirement age would give a precious contribution in public expenses' reduction and would limit the discrepancy between older pensioners and workers still in activity.

EMILIA-ROMAGNA

Context description

Relevant demographic index and data

Table 13: Emilia-Romagna demographic data for 2008

1 st January 2008 (Emilia-Romagna)				
	Inhabitants		Working population	
	%	1000	%	1000
Total	100	4.275.843	47%	2.011.000
Men	48,6	2.079.966	26,5%	1.131.000
Women	51,4	2.195.877	20,5%	880.000

- Regione Emilia-Romagna residents on January 1st 2008: 4,275,843
- Regione Emilia-Romagna female residents on January 1st 2008 : 2,195,877
- Number of families on 31.12.2007 (ISTAT): 1,879,750
- Regione Emilia-Romagna foreign residents on January 1st 2008: 365,720 > 8,5%
- Regione Emilia-Romagna population density on January 1st 2008 (RER): 193 inhabitants/km²
- Regione Emilia-Romagna area (ISTAT): 2,211,734 hectares
- Used agricultural area (2007, ISTAT): 1,052,585 hectares
- Provinces: 9

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- Municipalities: 341
- GDP (2006) (ISTAT): € 128,795 millions
- GDP per inhabitant (2006) (ISTAT): €30,626
- Activity rate (average 2007, ISTAT): 72.4%
- Female activity rate (average 2007, ISTAT): 64.6%
- Employment rate (average 2007, ISTAT): 2.9%
- Companies (average 2006 ASIA archive): 382,215
- Agricultural enterprises (2007, ISTAT): 81,962

Population and labour market in Emilia-Romagna

Emilia-Romagna's population is 4,275,843 inhabitants (+7,2% compared to the last 10 years) and it is distributed in an homogeneous way along the territory with a density of 193 inhabitants/km². Thanks to the growing foreign migration there was an increase in birth-rate in the last few years. **The level of education is higher than national average: the attendance rate of higher education in 2005 was of 94.8%** (in 1995 it was 85.5%) even though drop-outs during first year of high school are still high (9.4%).

The percentage of technical-scientific graduates compared to 20-29 years old population had a considerable increase from 8.7% in 2000 to 16.5% in 2005 (value considerably higher than national average and North-East Italy area).

A deep analysis of the labour market in Emilia-Romagna underlines how positive have been the main indicators of the European Employment Strategy concerning labour dynamics. In Emilia Romagna, the activity and occupation rates are higher than the national average: **the total employment rate is 72.4%**, i.e. very close to the objective of 70%. 61% are employed in the services, 34.5% in industry and 4% in agriculture.

The unemployment rate is the lowest in Italy (2.3%) and female unemployment is also below the national average.

The female employment rate has reached 60%, while employment among the 55-64 year olds is at 33.4%, compared to a European target of 50%.

Nevertheless, it should be noted that, although still some way from the European objective and the average in other European countries, **the employment rate among the over-55s has started to rise again significantly since 2000, moving from 29% to 38%**.

However, there is a difference between the situation of the 45-54 year olds and the 55-64 year olds.

The former reflects the positive conditions in the job market with high rates of activity (85.6% compared to the national figure of 74.8%) and employment (83%, compared to 72.2 in Italy).

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The older group, however, suffers from the pension policies which mean that in Emilia-Romagna, too, the activity rate and the employment rates are below the averages for Europe (34.1% compared to 45.5% and 33.5% compared to 42.5%, respectively).

The positive results were obtained also thanks to the effectiveness of the activities of the employment services, the availability of various active policy tools in the field of employment, e.g. information, guidance, skills profile, customised measures, etc. and the significant impact on employment of training activities and the set of tools introduced between 2000-2006.

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Table 14, 15, 16 and 17: Emilia-Romagna activity rate, employment rate, unemployment rate and employment rate for 55-64 age group during the year 2008

Activity rate	Emilia-Romagna	Italy	EU 25 average
Male	79.8	74.7	78
Female	64.9	50.7	63.1
Total	72.4	62.7	70.5

Employment rate	Emilia-Romagna	Italy	EU 25 average	EU Lisbon objectives
Male	78.5	71.3	72	
Female	62.7	46.9	57.3	60
Total	70.7	59.1	64.7	70

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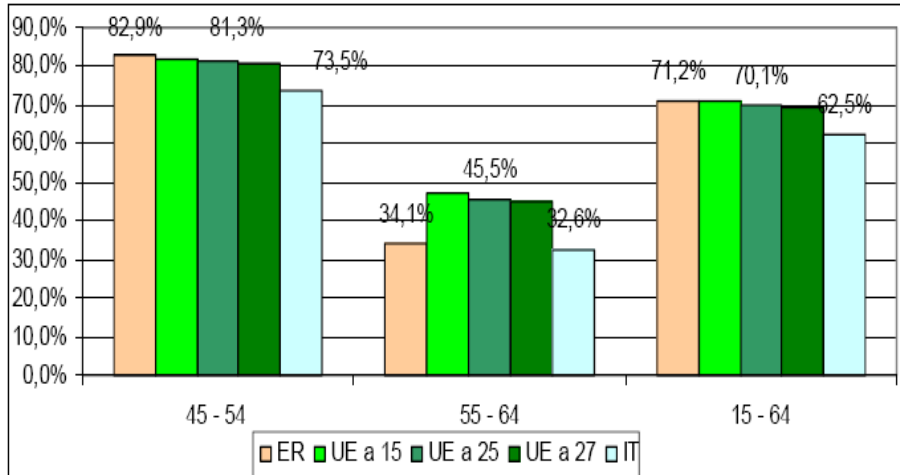
Unemployment rate	Emilia-Romagna	Italy	EU 25 average
Male	1.5	4.4	7.1
Female	3.5	7.4	9
Total	2.3	5.6	7.9

Employment rate	Emilia-Romagna	Italy	EU 25 average	EU Lisbon objectives
55-64 age group				
Male	44.2	43.7	52.8	
Female	26.7	21.9	34.9	
Total	35.2	32.5	43.6	50

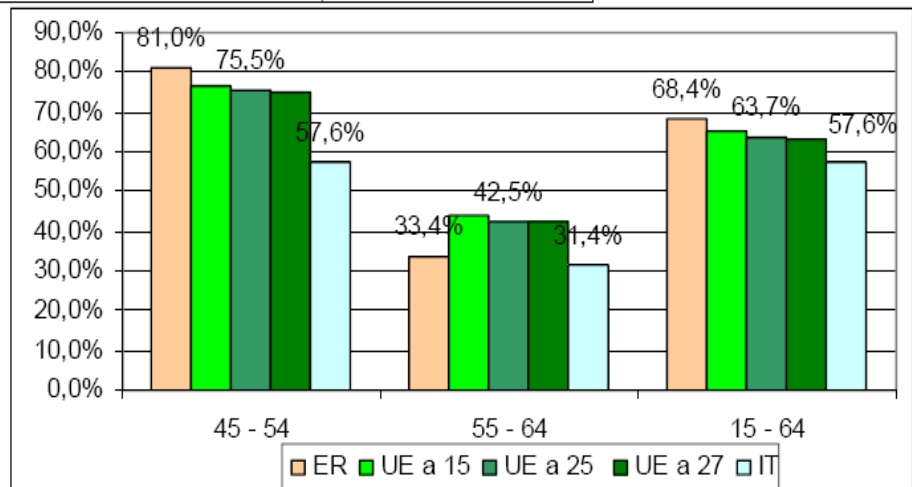
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Figures 4 and 5: Over 45s employment situation in Emilia-Romagna

Condizione occupazionale degli over 45 in Emilia-Romagna



Tassi di occupazione



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Table 18: Social-economic context: 2003 EES Emilia-Romagna specific indicators (Reference year 2005)

Indicators	EU 2010 Objectives	EU 15	EU 25	Emilia Romagna	North-East	Italy
Total employment rate	70	64,7	63,8	68,4	66	57,4
Female employment rate	60	56,8	56,3	60	56	45,3
55-64 employment rate	50	44,1	42,5	33,4	29,9	31,4
Unemployment rate	-	7,9	8,8	3,8	4	7,7
Long-term unemployment rate	-	3,4	4,1	1,1	1,2	4
Incidence of long-term unemployment on total unemployment	-	41,6	45,3	28,8	30,9	48,3
High school education rate	85	74,6	76,9	73,5	75,5	71,1
Graduates in science and technology	-	13,6 (*)	12,7 (*)	16,5	12,2	10,9
Adults participants in Long-life Learning	12,1	12,1	11	5,7	6,1	5,9
Attendance rate in high school education	85	86	-	98,8	89,7	92,1
Poverty incidence	-	-	-	2,5	4,8 (*)	11,1
R&D expenditure (public and private) in GDP %	3	2	1,9	1,2 (**)	0,5	0,5
Childhood services (% children less than 3 years old)	33	-	-	27,7	-	6
Childhood services (% children from 3 to 5 years old)	90	-	-	96,4	98,5	98

(*)data from 2004

(**) data from 2003

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Social-economic context: from weaknesses and threats to priorities

- Inadequate involvement of precarious workers in vocational and professional training courses and initiatives;
- Lack of specific measures and policies for active ageing;
- Risk of further qualitative and quantitative mismatch between job demand and supply;
- Strengthening of the gender inequity;
- Difficulty to address disadvantaged people/workers, especially those not yet covered by legislative measures;
- Decreasing participation in continuous and permanent training and learning activities;
- Inadequate integration between active working policies and employment structural policies;

These weaknesses have to be considered priorities in regional development plans and as a consequence in the regional operative programmes for the European Social Fund (ESF) and the European Regional Development Programme (FERS).

The desk research of this GRUNDTVIG Learning Partnership “Continuous education for the Over 45s: a European comparative perspective” aims to analyse only policies, measures, activities and projects financed by the first fund, the ESF, as it concerns supporting actions to anticipate and manage economic and social changes.

Regional Operative Programme (POR): local policies and measures financing initiatives and projects through ESF 2007-2013

ESF policy framework

The links between the ESF and the policy framework – the European Employment Strategy – are being reinforced so that the ESF can contribute more effectively to the employment objectives and targets of the “Lisbon Strategy for Growth and Jobs”. Particular importance is being placed on the strategy's three main objectives of full employment, quality and productivity at work, social cohesion and social inclusion.

The scope of ESF intervention

The new ESF regulation for 2007-2013, which provides a common framework for ESF interventions throughout the Union, is more focused than the current regulation. Throughout the Union, under both the

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'Convergence' and the 'Regional Competitiveness and Employment' objectives, the ESF will provide support for anticipating and managing economic and social change. Its intervention will focus on four key areas for action:

- increasing adaptability of workers and enterprises
- enhancing access to employment and participation in the labour market
- reinforcing social inclusion by combating discrimination and facilitating access to the labour market for disadvantaged people
- promoting partnership for reform in the fields of employment and inclusion

In the least prosperous regions and Member States, the Funds will concentrate on promoting structural adjustment, growth and job creation. To this aim, under the 'Convergence' objective and in addition to the priorities mentioned above, the ESF will also support:

- efforts to expand and improve investment in human capital, in particular by improving education and training systems
- action aimed at developing institutional capacity and the efficiency of public administrations, at national, regional and local level.

Reform of title V of the Italian Constitution

With the constitutional law n° 3 of 18 October 2001 the title V, second part of the Italian Constitution concerning regional, provincial and municipal legislations has been reformed. This new institutional text provides a specific allocation of competences at a national, regional and local level. This is an answer to the principles of subsidiarity, federalism and partnership indicated on a European level on the White Book of Governance. From now on, regions and local authorities have a wider legislative power to plan and implement new and more efficient solutions of active working policy. Regions have a new exclusive legislative power in terms of competences and safety at work, education and vocational training.

Regional Operative Programme (POR)

Among the achieved results of the previous Regional Operative Programme 2000-2006 it is worth mentioning the following ones:

- as far as education and training policies for young people and adults is concerned, positive results have been achieved thanks to the empowerment of employment services and tools (e.g. vocational and professional guidance; vocational and non formal assessment, customized actions and activities, etc.)

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- as far as Long Life Learning is concerned, the Emilia-Romagna region is in an excellent position compared the rest of the country but still a little behind EU benchmark, mainly because of skills and competences obsolescence in the digital context
- as far as the Over-45s are concerned, the challenge is to increase the employment rate among older workers and raise the average age at which people leave work, ensuring not only that a greater percentage of the current 55-64 year olds remain in work, but also improving the employment opportunities of today's 40 and 50 year olds.

Priorities (Action type)

- **Adaptability**
- **Employability**
- Social inclusion
- Human capital
- Transnationality and interregionality
- Technical assistance

Adaptability

Specific and Operational objectives

- Developing VET systems and sustain workers adaptability
- Implementing continuous training actions towards technological and organisational innovation
- Developing continuous education targeting Over 45 and workers with low skills level
- Enhancing equal opportunities (access, stability in the labour market and career paths)
- Promoting job stability for precarious workers

Employability

Local employment policies and measures aiming at strengthening and sustaining accessibility to the local labour market privilege and finance projects and initiatives in the following areas:

- Concentrate measures on difficult subjects: long-term unemployed, the elderly and people with medium-low qualifications;
- Measures aimed at reducing the time that young people wait to enter the world of work and at further strengthening accessibility for the more highly qualified, so as to avoid the risk of 'intellectual under-employment');

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- Sustain measures (obviously co-ordinated with those supporting competitiveness permitted under the FESR funded Programme) that can help to increase the demand for more highly qualified professional figures;
- Measures to increase the employment rate of over-45 workers and rise the average age at which people leave work.

Regional Operative Programme Specific and Operational objectives

The priorities that the Emilia-Romagna Region intends to actuate in this Axis fit with the following specific objectives:

- Increase the effectiveness, efficiency, quality and comprehensiveness of the employment market institutions;
- Actuate policies for active and preventive work, with particular attention to the integration of migrants and women in the employment market, to active ageing, to self-employment and to the start up of new companies.

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2.3.3 SPAIN and the region of Catalonia/Ripollès



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SPAIN

CONTEXT DESCRIPTION

Situation of the “Over 45s” in Spain

In Spain, the employment situation of workers aged over 45 is cause for reflection today. It is well known that the population is aging slowly and the effects of this ageing will be noted especially in the workforce, which in the coming decades will be significantly diminished.

The Spanish constitution (art. 14) and the Workers' Statute (art 17) consider these treatments unfavorable to older workers as prohibited discrimination.

But in the recent decades a continuous process of discrimination against older workers has been increasing, and there was a drop in their expectations and opportunities of employment.

Currently one of the major problems of the Spanish labour market is the discrimination against older workers, who were systematically expelled from their jobs increasingly treating them as a collective without and with loss of work capacity.

Some companies are inclined to recruit and promote their younger workers; extending this until those workers aged over 45 will begin to have trouble in finding an employment.

The Institute for Public Employment Service in Spain (INEM) produced a monograph report on the status of people over 44 years of age in 2007, which made particular reference to:

- The number of applicant's employment of this group had experienced a growth of 13% over the previous year.
- Although differences between men and women are not very large, were unfavorable to women this year.
- The study by employment shows that for each sector of activity the most in demand are those of lower skill and without specialty:
 - Agriculture: an agricultural worker, except orchards
 - Construction Sector: unskilled laborers
 - Industry Sector: unskilled laborers in manufacturing.,
 - General Services Sector: Women, waiter cleaning. Cleaners in general.

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- The employability of students in vocational training older than 44 years is considerably lower (26% less) than the entire population.
- The highest percentage of insertion of this group is produced in men between 45 and 50 years of age, corresponding to the level of training of professional grade I (while for the whole of the national population is given in the Grade II) and the construction sector (while the least percentage is given in the service sector)

Unemployed women aged Over 45

In the framework of the reinsertion of workers over 45 years of age, the Spanish government has developed a series of specific measures, especially for the group “Women older than 45 years”. The Government has adopted a battery of measures to facilitate access to unemployed women aged over 45 to the labour market. This plan is included in the **National Reform Programme of Spain** to be referred to the European Commission.

These measures encourage re-employment of women who have left their jobs for at least five years, or who have never worked, and that the agreement will be presented to companies and employers for consideration within the bureau of social dialogue.

Also, the government will develop training programmes to promote re-employment and vocational adjustment to achieve the current demands of the labour market and review the policy bonuses to fixed contracts for this group of women.

The battery of measures also include the design of specific subsidies to support part-time employment, and aid to offset costs by displacement or other similar costs arising from the transit from inactivity to employment.

In addition, the Government will conduct a special programme of integration within the manpower needs arising from the Law Unit and the extension of primary education, and create a dedicated website with information of professional opportunities occupation and means of access to information, among other things.

Finally, they are creating mentoring programmes or accompaniment to the insertion of women aged over 45 with career guidance specialist, as well as promotional campaigns for reconciling work and family life, while

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distributing family burdens at home and drawing the use of paternity leave and services and employment opportunities.

Relevant demographic index and data

Table 19: Spanish demographic data for 2008

1 st January 2008 (Spain)				
	Inhabitants		Working population	
	%	1000	%	1000
Total	100	45,283.3	100	22,848.3
Men			50,46	13,031,7
Women			49,44	9,816.5

Source: <http://www.idescat.cat/>

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Table 20: Age structure as of 1st January 2008

		2006	2007	2008
<i>Catalonia</i>	<i>From 0 to 14</i>	14,5	14,7	14,9
	<i>From 15 to 24</i>	10,8	10,5	10,4
	<i>From 25 to 49</i>	41,2	41,4	41,4
	<i>From 50 to 64</i>	16,9	17,0	17,1
	<i>From 65 to 79</i>	12,1	11,9	11,8
	<i>From 80 and older</i>	4,4	4,5	4,6
<i>Spain</i>	<i>From 0 to 14</i>	14,5	14,5	14,6
	<i>From 15 to 24</i>	11,9	11,5	11,2
	<i>From 25 to 49</i>	40,4	40,5	40,6
	<i>From 50 to 64</i>	16,6	16,8	16,9
	<i>From 65 to 79</i>	12,3	12,1	12,0
	<i>From 80 and older</i>	4,4	4,5	4,6
<i>Eurozone (16)</i>	<i>From 0 to 14</i>	15,6	15,5	15,5
	<i>From 15 to 24</i>	12,0	11,8	11,7
	<i>From 25 to 49</i>	36,8	36,7	36,6
	<i>From 50 to 64</i>	18,0	18,2	18,4
	<i>From 65 to 79</i>	13,2	13,2	13,2
	<i>From 80 and older</i>	4,4	4,6	4,7
<i>European Union (27)</i>	<i>From 0 to 14</i>	16,0	15,8	15,7
	<i>From 15 to 24</i>	12,7	12,6	12,4
	<i>From 25 to 49</i>	36,4	36,3	36,2
	<i>From 50 to 64</i>	18,1	18,3	18,6
	<i>From 65 to 79</i>	12,6	12,6	12,6
	<i>From 80 and older</i>	4,1	4,3	4,4

Units : % over the total population. Source: idescat and eurostat

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There seems to be some measures for the insertion and other measures that are clearly scanty for that group of older than 45 years in unemployment situation.

It is very serious that the fact that they are more *productive* thanks to the experience and qualification that they have acquired along their working life is not kept in mind.

Nevertheless, at the Community level, the raise of the pensionable age rises from the age of 65 to the age of 67, and even there the increase of the weekly hours at work has "been explored".

In Spain, the situation of this group is a matter of concern, so much for men as women, exceeding 50 % the number of unemployed people of this segment

Table 21: Active population of 16 years and over (first trimester of 2007 to first trimester of 2008)

Age	Active population 1 st trim. of 2007	Active population 1 st trim. of 2008	Inter-annual variation	
			Absolute value	Percentage
16 to 19	75.500	81.600	6.100	8,07
20 to 24	306.500	289.600	-16.900	-5,51
25 to 34	1.107.900	1.122.200	14.800	1,33
35 to 44	1.104.900	1.056.800	41.900	4,12
45 to 54	764.200	807.200	43.000	5,62
55 +	441.600	467.900	26.300	5,95
Total	3.710.100	3.825.300	115.200	3,1

Source: own elaboration from EPA information

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Economic data for the year 2007

Table 22: Spanish working force

	Activity rate			Annuals average value		
	2006	2007	2008	2006	2007	2008
Total Active population	58,3	58,9	59,8	21.584,8	22.189,9	22.848,3
From 16 to 64	71,9	72,6	73,7	21.435,0	22.043,0	22,689,4
From 16 to 24	52,7	52,4	52,5	2.474,0	2.434,0	2.408,0
From 25 to 34	85,9	86,4	87,3	6.479,9	6.593,6	6.678,1
From 35 to 44	83,2	84,0	85,0	5.930,3	6.150,3	6.372,2
From 45 to 54	75,6	76,9	78,2	4.373,1	4.605,7	4.835,7
55 +	19,6	19,9	20,8	2.327,6	2.406,3	2.554,4
Male Active population	69,1	69,3	69,5	12.534,1	12.802,5	12.031,7
From 16 to 64	82,5	82,7	83,0	12.431,8	12.702,1	12.933,5
From 16 to 24	57,1	57,2	56,6	1.373,7	1.361,6	1.330,7
From 25 to 34	92,4	92,6	92,7	3.601,2	3.657,0	3.662,8
From 35 to 44	94,3	94,3	94,2	3.416,9	3.525,4	3.612,7
From 45 to 54	90,5	90,5	90,5	2.604,0	2.696,9	2.788,1
55 +	28,9	28,7	29,6	1.538,3	1.561,7	1.637,4
Female Active population	48,0	48,9	50,5	9.050,7	9.387,4	9.816,5
From 16 to 64	61,1	62,3	64,1	9.003,2	9.341,1	9.756,0
From 16 to 24	48,1	47,4	48,1	1.100,4	1.072,4	1.077,3
From 25 to 34	78,9	79,7	81,6	2.878,7	2.936,6	3.015,3
From 35 to 44	71,7	73,2	75,3	2.513,4	2.624,9	2.759,5
From 45 to 54	60,8	63,4	65,9	1.769,0	1.908,9	2.047,6
55 +	12,1	12,7	13,6	789,3	844,7	917,0

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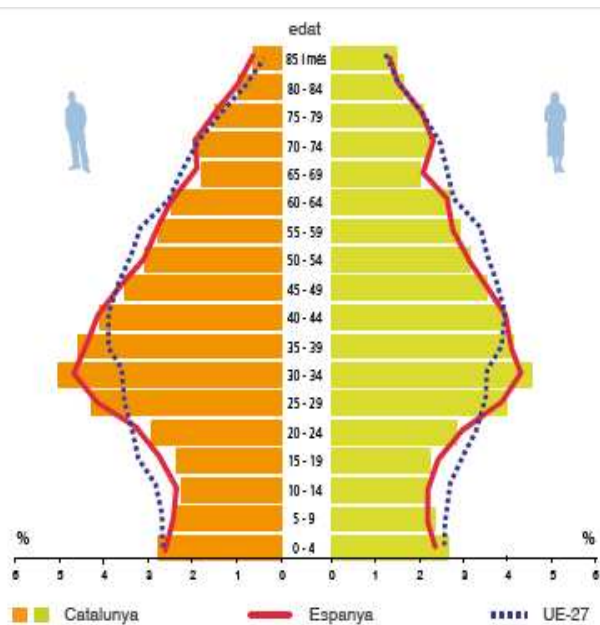
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Table 23: Population data in 2007 in Catalonia, Spain and EU 27

Population 2007			
	Catalonian	Spain	EU - 27
Population density (hab./km ²)	229	91	115
Inhabitants (1.000) ¹	7.354	46.064	497.482
Men (%)	49,7	49,5	48,8
Women (%)	50,3	50,5	51,2
Migration balance ²	18,1	15,3	3,3
Natural growth ²	3,4	2,2	0,9
Total growth ²	21,5	17,5	4,2
Birth rate ²	11,7	11,0	10,6
Children per woman	1,46	1,39	1,52
Death rate ²	8,3	8,6	9,7
Live expectancy ³	81,4	80,5	78,4
Men	78,2	77,2	75,2
Women	84,5	83,7	81,5

1) official population at 1/01/2008 2) Per 1.000 inhabitants 3) 2004

Figure 6: Population age pyramid in Catalonia, Spain and EU 27



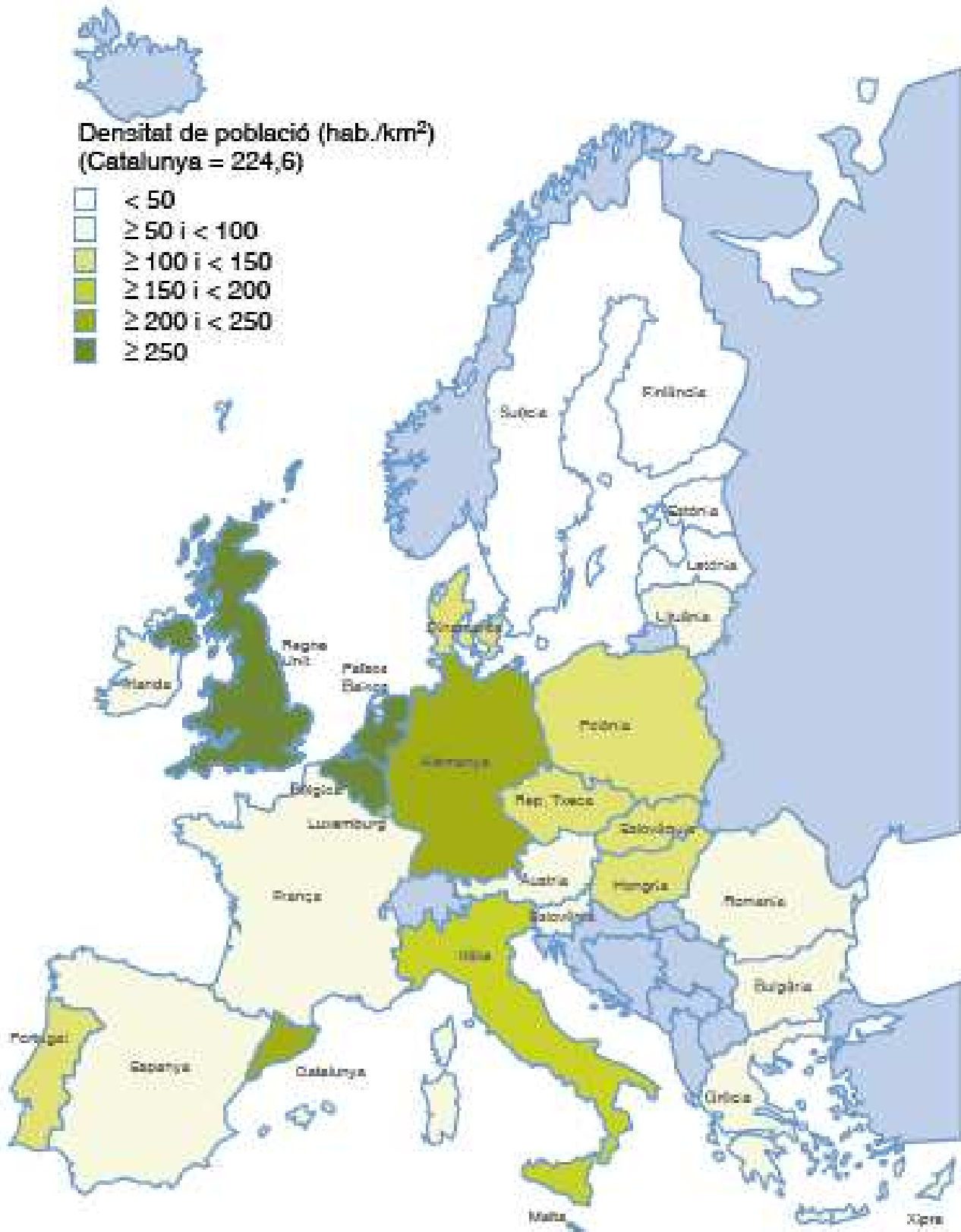


Education and Culture DG

Lifelong Learning Programme

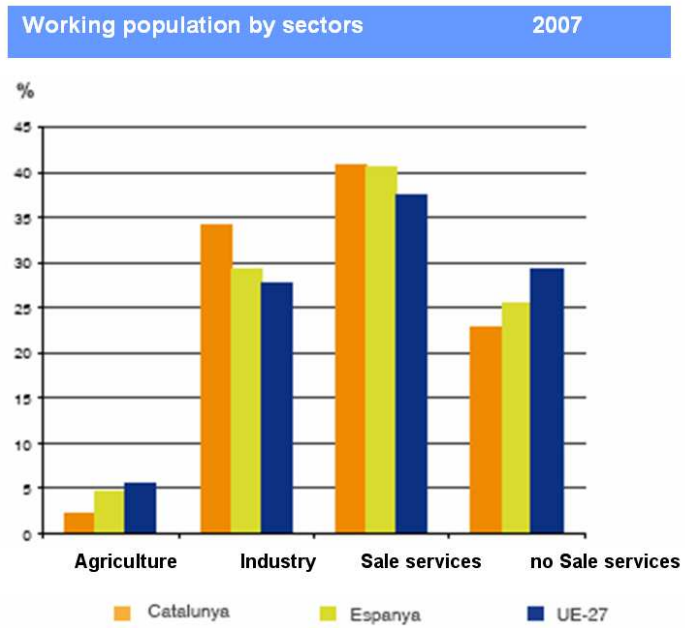
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Map 2: Population density (hab./km²) 2006



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Figure 7: Working population by sectors in Catalonia, Spain and EU 27



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Figure 8: GDP per inhabitant (according to the purchase power) in Catalonia, Spain and EU 27

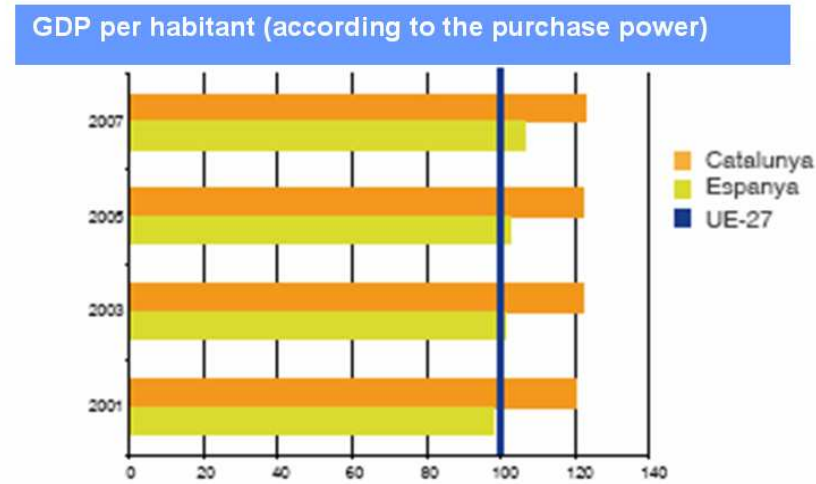


Table 24: Catalanian, Spanish and EU-27 working force

Work		2007		
	Catalonian	Spain	EU - 27	
Active population (1.000)	3.757	22.190	235.186	
Activity rate (%) ¹	61,8	58,2	57,3	
Men (%)	71,4	68,4	65,3	
Women (%)	52,6	48,4	49,8	
Working population (1.000)	3.511	20.356	218.451	
Agriculture	2,2	4,5	5,6	
Industry and construction	34,2	29,3	27,6	
Services	63,6	66,2	66,6	
Unemployment rate (%)	6,5	8,3	7,1	
Men (%)	5,6	6,4	6,5	
Women (%)	7,8	10,9	7,8	
<25	13,5	18,2	15,5	

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Table 25: Catalanian working force

	Activity rate			Annuals average value		
	2006	2007	2008	2006	2007	2008
Total Active population	62,2	62,5	63,2	3. 660,3	3.756,6	3.840,4
From 16 to 64	76,5	77,0	77,9	3,628,9	3.733,2	3.817,1
From 16 to 24	57,9	57,1	56,7	400,3	394,1	387,0
From 25 to 34	88,7	89,2	89,6	1.081,9	1.104,1	1.101,9
From 35 to 44	86,9	87,5	88,0	983,4	1.026,1	1.056,7
From 45 to 54	81,1	81,3	82,9	752,5	777,4	813,1
55 +	23,1	23,3	24,3	442,2	454,3	481,7
Male Active population	72,2	72,2	72,3	2.087,3	2.136,2	2.159,4
From 16 to 64	85,8	86,1	86,3	2.065,3	2.120,8	2.144,3
From 16 to 24	61,8	61,5	60,5	219,6	218,1	211,6
From 25 to 34	93,8	94,9	94,5	596,0	613,4	603,4
From 35 to 44	95,6	95,4	95,4	555,6	577,4	591,5
From 45 to 54	93,7	93,9	93,6	430,0	445,3	455,1
55 +	33,2	32,1	33,3	286,1	282,0	297,8
Female Active population	52,5	53,1	54,4	1.573,0	1.620,4	1.681,1
From 16 to 64	66,9	67,6	69,3	1.563,6	1.612,5	1.672,8
From 16 to 24	53,7	52,5	52,7	180,8	176,1	175,4
From 25 to 34	83,1	82,9	84,4	485,9	490,8	498,4
From 35 to 44	77,7	79,1	80,1	427,7	449,2	465,3
From 45 to 54	68,8	68,9	72,5	322,5	332,0	358,0
55 +	14,8	16,1	16,9	156,2	172,4	184,0

Unity: thousand people

Source: Idescat, from the active population survey of INE

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Information services, guidance and counselling in Spain

Actions concerning the labour market and social policies pursued by the government in Spain include information services, guidance and counseling aimed at the unemployed and disadvantaged groups (women, workers over 45, disabled and immigrants).

Other authorities such as city councils or provincial councils offer guidance and counseling services specifically for self-employment and launching new ventures, like the Catalonia Government is currently doing.

Public resources for information and guidance are delivered through specific programmes, workshops, as well as subsidies whose beneficiaries are diverse field of collaborating agencies (NGOs, social partners, non-profit organizations. Etc.). Our Institution Eduard Soler Foundation, Escola del Treball del Ripollès is working with these resources.

The main efforts are aimed at the guidance to the unemployed (inexperienced young, long-term unemployed and unemployed people aged over 45). The rest of underprivileged groups in which there are "young adults" also receive special treatment but at the time they find a job, orientation is losing importance to such an extent that does not exist.

Another point to emphasise is that elderly people make little use of scarce guidance services, they are often unaware or because of its difficult access (for example, there are some services over the internet and therefore aimed at younger people).

Measures towards integration and maintenance of older people in the labour market

Within the framework of action of the National Action Plans for the occupation (PNA) measures have been implemented aimed at the employability of older people aged over 45 and their retention into the labour market, even after 65 years of age. Specifically in the PNA of 2002 the following measures are proposed within the guideline 3 "activities with the highest":

- Reform of partial retirement allowing retirees development work, while they do so by applying for a reduction in pension.
- Change in the way of calculating the pension, so who continues working after 65 receives a higher pension.
- To encourage employers to employ older workers a new rules of reduction in social security contributions have been established.
- If a person over 55 is dismissed within a work regulatory file, the employer must pay a portion of the contributions until the employee meets 61 years of age.

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In addition to these measures there are 3 types of programmes to increase the insertion of this group into the labour market:

1-Active Income Programme Insertion (RAI): unemployed people aged over 45 leading registered as applicants having more than 12 months without income can apply for this income provided they pledge to carry out actions promoting employability.

2- Occupational Workshops: programmes combining training and employment.

Joint measures to promote the participation of this group on vocational training

If the Spanish employment rate has been improving in the years of implementation of the European Strategy mainly by the increased participation of women, older people had fewer progression to reach the objectives set at Lisbon and Stockholm. The employment rate in 2004 for citizens aged 55 to 64 years is 41.2% (increased by 7.2% compared to 1997). For its part PNE 2004 incorporates the first targets in terms of employment rates to be reached in 2005, on the path to reach full employment in 2010. In the group of people from 55 to 64 years it is estimated to reach an employment rate of 41.7% (0.5% more than in 2004). Although the priorities of the PNA in 2004 failed to mention the special group of older workers, it is envisaged in three of its guidelines (Guideline 5: Increase the supply of labour and promote active ageing, Guideline 8 : Making work pay through incentives which make attractive employment and Guideline 9: undeclared work into regular employment).

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Measures taken by the Catalonian government

The Catalonian service for occupation, named SOC, offers aid for the citizenship and businesses.

They provide a public service in employment, managing job offers, and guiding people looking for a job.

They provide occupational training, job placement, and self-employment. People aged over 45 have an additional difficulty in entering or re-joining the workforce.

For these circumstances some specific strategies have been developed for the integration of this group into the labour market.

1 –Self-employment: it has been developed in a specific aid line for this group, especially focused in the part of the group with trainings and with a right profile, to create their own businesses or micro enterprise, taking advantage of their excellence baggage on an individual basis as much as autonomous or collectively. Many people in a situation of unemployment of this group are people with a lot of working experience and often very good professionals in their area.

2 - Profits in the type of recruitment: by employees, the administration encourages the employment of people aged over 45, making available to that undertaken by their recruitment bonuses.

3 - Plans for specific training fully subsidized: This training offer, regardless of the employment situation, both for workers or for unemployed, contributions in improving their working conditions (in the case of workers) or simply by facilitating access to the working environment.

The county of Ripollès suffers a crisis in the textile sector, which has left many people in situation of unemployment. The **ETR** tries through training courses for unemployed, totally subsidized by the SOC, to provide training because these people can be incorporated into other sectors especially for the metal-mechanic).

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Context description

Relevant demographic index and data

Table 26: Catalanian demographic data for 2008

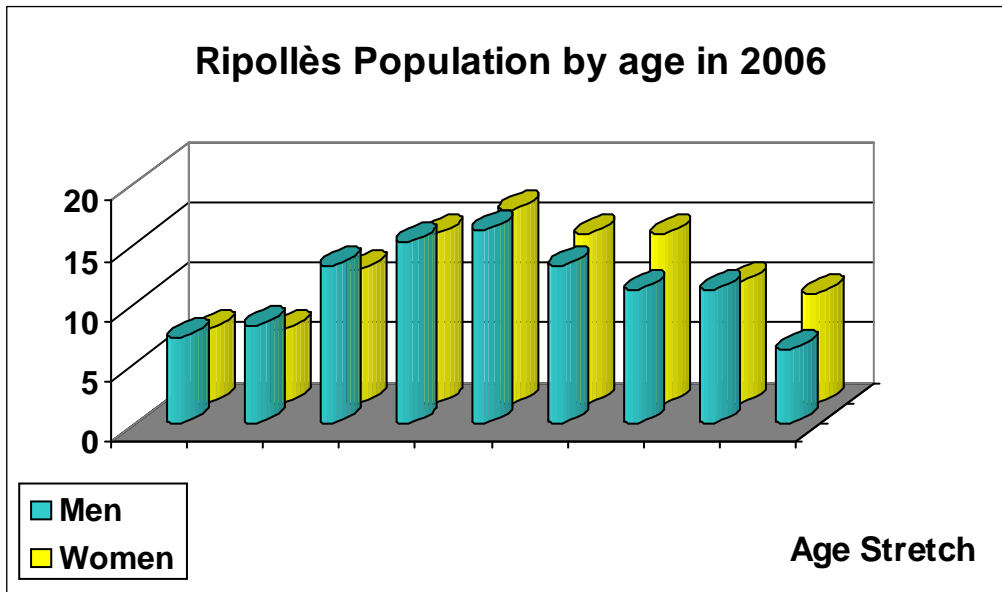
Unemployed population over 45						
Catalonian						
	2005		2006		2007	
	No. Person	%	No. Person	%	No. Person	%
Male	113,0	42,6	109,3	41,9	106,5	41,5
Female	152,5	57,4	151,6	58,1	149,9	58,5
Total	265,5	100	260,8	100	256,4	100
Spain						
	2005		2006		2007	
	No. Person	%	No. Person	%	No. Person	%
Male	818,0	39,5	788,2	38,6	791,8	38,8
Female	1.251,8	60,5	1.251,2	61,4	1.247,2	61,2
Total	2.069,9	100	2.039,4	100	2,039,0	100

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Specific considerations for the region of Ripollès

Figure 9: Ripollès population by age groups during the year 2006



The physical structure of the Ripollès region, within the valleys of the Ter and Freser, determines the economical vocation of this region; contributing to the industrial and tourism sectors so preferred.

Ripollès with 26,366 inhabitants is the Catalan region where the population has grown at least during the past 15 years, and introduced a rate of population ageing being the highest of Catalonia.

Whereas the depopulation along with the high rate of ageing, is regarded as a stage before a high rate of structural unemployment, which calls into question the future of the territory.

All this circumstance makes imperative hard term solutions and actions to curb this trend. If to this situation the crisis in the textile sector is added, which had been one of the most important sectors in the local industry and now there is only a small representation of the industry, as well as occupied people over 40 years, especially women.

Catalonian Government initiatives for the local economic development and for the employment activation are the following ones.

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The Government has agreed to boost the District, with a Local Revitalization Initiatives (CDI) developed for the four counties of Catalonia with the greatest need for economic revival: Anoia, Pallars Jussà, Ripollès and Terra Alta.

The IDC wants to encourage the backbone of the territory, offset inequalities, and promote the development of areas with fewer economic dynamism or particularly depopulated Catalan territory. The Government believes that all regions of Catalonia must have the same opportunities to own development, without which its geographical position, peculiarities of its productive structure or their demographic characteristics may be that the conditional elements in a negative way. From there territorial balance and social cohesion can be reached. For this reason, a series of actions integrated into specific plans have been decided with the objective of encouraging the development of these counties, both from a social point of view and economically.

This plan will come to fruition in the period from 2008 to 2010.

The local speed up initiative plan for the Ripollès County wants to stimulate the economic and business activity of these towns by supporting the productive industries and local production, bring forward the timetable for the improvement of some of the planned infrastructure, and develop a socio-economic environment that helps the continued stay of the population in this territory.

Contents of each specific plan

1. The calendar forward of execution of certain actions planned for territories that have a bearing on the economic revitalisation of the territories in the short and medium term, provided that they are implemented, to the extent possible, inside of legislature.
2. Encouragement of the economic activity. There will be a yearly notice aid to guide the economic performances in selected counties.

The aid will be aimed at two areas:

- a) Scope of the local public sector: aid will be allocated to development projects to provide business and economic industries of the territory support for the development of its business or its future projects.
- b) Scope business (by private companies) will support initiatives to boost business-generating occupation and to act as an engine of business development in the region. In total, the Catalonian government allocated 24 million of Euros to be shared among the four counties, 6 millions by region over three years. 75% of the amount will be in the form of loans with preferential terms and the remaining 25% in the form of investment subsidy.

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3. Constitution of a Monitoring Committee for the actions of each region. The task force, an inter-agency basis, will be different format by representatives from the departments involved in developing the plan. The working group will be the charge of keeping track of the proceedings and participate in the decision making process of the call for the revitalisation of aid district, and will meet at least twice a year.

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3. COMPARISON OF SOME GOVERNMENTAL MEASURES AND POLICIES FOR 45 PLUS

Germany

From 2007 till 2013 the European Social Fund will promote the priority “access to employment” with 2,946 billion Euros in Germany. The national input will be 2,140 billion Euros. The target groups are among others long-term unemployed and elderly workers.

In Germany 41% of the promoting measures will be in the labour market and 8% for projects concerning lifelong learning.

There are several German programmes concerning these topics currently ongoing.

The German programme “Experience the Future - An initiative on demographic change” started in 2005. Experience, knowledge and skills of older people must be more respected. The joint initiative by the Federal Ministry of Family, Seniors, Women and Youth, for Health, Economy and Technology, Education and Research, and of Labour and Social Affairs and the Press and Information Office of the Federal Government is willing to create a new image of getting old in the society. Besides the importance of lifelong learning, health prevention and voluntary commitment, the initiative focuses on employment and business start-ups of older people.

Another programme with similar targets will start in 2010 “Plus Point Experience: A win for all”.

The programme “Qualifying university graduates for the job” (AQUA) realized by the Otto-Benecke-Stiftung in Bonn, started in 2006. For example: With the "Academic Training for Older graduates" (started in May 2008) the Ministry of Science Baden-Württemberg offers training opportunities for elder university graduates (aged over 45) at the universities of the country. The intention is to increase the incentive to update scientific knowledge and carry out new training forms. The training programme in research will start in 2009 with the competition “lifelong scientific qualification”. Funding policy objectives of the programme are the establishment and development of lifelong learning structures at universities.

The federal programme "Perspective 50plus - Employment pacts for older people in the regions" is the follow-up program of “Initiative50+” and is financed with 257 billion Euros.

The target of this programme applies to all its initiated projects as the main aims and goals are:

- o Age-related work and personnel policy
- o Improving the cooperation among different age groups within the company
- o Balanced age structures (age-mixed teams) and innovation ability of companies
- o Employment and new fields of employment for older employees
- o Increasing working opportunities for older employees

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o Activating and promoting vocational competencies for the entire employable biography
Several federal ministries like the Federal Ministry of Labour and Social Affairs (BMAS) or the Federal Ministry of Education and Research (BMBF) and 237 regional and local representatives as well as networks and initiatives are involved in this programme.

To achieve these targets the government implemented several legislative measures. An instrument to encourage employers is for example an inclusion subsidy (Eingliederungszuschuss), regulated in §§ 217 SGB III (Social Code, in addition §§ 421f in 2007). Employers can receive a grant to look at the skills and experience of older workers. They can be paid for the financial risk to employ a worker who is age-related unemployed or has limited capacity. It assumes the employment of up to 70 percent of employer contributions for a period of max 60 resp. 96 months. The employer gets the inclusion subsidy, when the employee is difficult to reemploy, for example as a long-term unemployed or physically disabled person and when the worker is over 50 years of age. The conditions of the subsidy are fixed by the legislation. The employee needs a special induction by the employment agency. There is no fundamental duty to promote. The government started several projects like the initiative New Quality of Work (INQA), which deals with age-related health care, work protection, ergonomics and transfer of knowledge. The partners within the INQA are health insurance companies, social securities and enterprises.

Italy

As far as Italy is concerned, there are currently no specific national measures dealing with Over 45s. Following the amendment of the Title V of the Italian National Constitution, regions and local authorities have their own decisional power also on this matter.

The Emilia-Romagna region, despite being overall prosperous and with a high employment rate, it still does have some occupational problems, mainly concerning the reintegration of over 45 workers into the labour market, especially women; job centres spread across the region particularly focus on this target group, both using the classical tools of active working policies, vocational training as well as direct supportive actions such as career records, career guidance and support in finding an employment.

The Province of Bologna together with the technical assistance of Italia Lavoro has designed a project with an analysis of the specific features of over 45 unemployed workers; furthermore a reintegration plan has been set up to insert workers in companies with a lack of personnel. As far as unemployed workers is concerned, some outplacement paths have been implemented, with a specialised consultant and a focus on the worker's career objectives.

The region of Tuscany has approved a set of measures concerning the ageing population. A particular focus has been given to over 45 workers with a set of funds to increase long-life learning activities. Within their

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Regional Plan 2006-2010 the Region supports all projects and actions aiming at improving their professional skills, experimenting innovative methods in managing companies with a particular focus on senior workers; enabling the reintegration of over 45 workers in stand-by phase or unemployed due to downsizing or economical crisis. Extra resources will be available for alternative solutions to exiting the labour market and to raise awareness in companies about the potential of ageing workers.

<p>Country</p> <p><input checked="" type="checkbox"/> Italy</p> <p><input type="checkbox"/> Germany</p> <p><input type="checkbox"/> Spain</p>
<p>Government level</p> <p><input checked="" type="checkbox"/> Central Government (specify the Ministry):</p> <p><input type="checkbox"/> Regional government (specify the Ministry)</p> <p><input type="checkbox"/> Local/Municipal Government</p>
<p>Law/ measure name</p> <p>Legge 23/7/1991 n. 223 del “Norme in materia di cassa integrazione, mobilità, trattamenti di disoccupazione, attuazione di direttive della Comunità europea, avviamento al lavoro ed altre disposizioni in materia di mercato del lavoro” – (Law n. 223 “Legislation concerning stand-by phase, labour mobility, unemployment, EU directives implementation, labour market insertion and other measures concerning the labour ,market”)</p>
<p>Founded in</p> <p>EC Directive n. 75/129 (repealed by Dir 98/59/CE)</p>
<p>Brief description of the law aim</p> <p>The national Law n. 223/1991 has regulated arrangements and procedures for collective redundancies and the measures designed to alleviate the consequences of redundancy for workers.</p>
<p>Target group</p> <p>The duration of the allowance varies according to the worker's age and the employer' s geographical location.</p> <p>The allowance is paid for a period of 24 months for employees aged between 40 and 50, rising to 36 months for employees aged over 50. The period of allowance can be raised for workers dismissed in depressed areas such as Southern Italy. The allowance is financed by the State.</p>
<p>Expected results</p> <p>Give financial support to dismissed workers made redundant as a result of economical and organisational reasons and to support workers to go back into work enhancing people's employability.</p>
<p>Threats and difficulties</p> <p>The national Law n. 223/1991 is not adequate to face the labour market challenges in the present economic downturn.</p>

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<p>Government level</p> <p><input type="checkbox"/> Central Government (specify the Ministry):</p> <p><input checked="" type="checkbox"/> Regional government (specify the Ministry) Provincia di Bologna</p> <p><input type="checkbox"/> Local/Municipal Government</p>
<p>Law/ measure name</p> <p>CAPITOLATO SPECIALE D’APPALTO - Affidamento di un servizio di ricollocazione di lavoratori in mobilità, in CIGS provenienti da aziende in crisi (TENDER SPECIFICATION – Allocation of a placement service for workers in a stand-by phase situation)</p>
<p>Founded in:</p> <p>January 2009</p>
<p>Brief description of the law aim</p> <p>The Province of Bologna, in the framework of the tenders granted by the European Social Fund 2007-2013, with an agreement among the Region and the provinces of Emilia-Romagna, identifying among the priorities within the Axis I – “Adaptability”, among others, the specific objective of “Developing measures and policies to anticipate and manage changes, to promote competitiveness and entrepreneurship”, aims to reinforce the interventions and measures towards the professional reemployment of workers proceeding from situations of crisis and/or redundancy.</p>
<p>Target group</p> <p>The intervention programme is divided into the following phases:</p> <p>a. Preparation:</p> <p>a.1 Analysis of the situation of the addressees;</p> <p>a.2 Definition of an individual employment project.</p> <p>b. Individual path:</p> <p>b.1 Realisation of an individual professional project aiming to:</p> <p>c. Support the person in finding a new employment:</p> <p>c.1 Active policies finalised in employment reinsertion;</p> <p>c.2 Preparing and presenting offers of the local labour market to be proposed to the worker guaranteeing 3 interviews aimed to obtaining the job).</p> <p>d. Support in entering the new activity/employment:</p> <p>d.1 Individual or group support, for each candidate, even after employment reinsertion.</p> <p>Job centres will look after the individuals to be involved in this action.</p> <p>The minimum number of individuals to be involved in the activity programme is up to 1000 people. Individual and group meetings organised by job centres in cooperation with the contractor aim to explain the project objectives, presenting in detail the planned activities, acquire candidates, select the participants.</p> <p>Activities will be undertaken in the job centres of the Province of Bologna.</p>

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Expected results

The expected results by the end of the project can be so summarised:

- an attempt to solve the employment issue, answering needs and expectations of the individuals involved in the programme;
- validation of an intervention methodology that can be reused in other similar initiatives;
- sharing the specific know-how with the job centre operators with cooperation and exchange of methods and views.

The contract will last 15 months.

Threats and difficulties

Not applicable as action is just being started at the moment.

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Spain

In Spain, the employment situation of workers aged over 45 is cause for reflection today. It is well known that the population is aging slowly and the effects of this ageing will be noted especially in the workforce, which in the coming decades will significantly diminish.

Spain is in an environment where companies are increasingly inclined to recruit and promote their younger workers and have progressively lowered the level of which is considered to be "higher" at work in Spain.

Measures towards integration and maintenance of older people in the labour market

Within the framework of action of the National Action Plans for Employment (PNA) measures have been implemented aimed at the employability of older people aged over 45 and their retention in the labour market, even after being 65 years of age. Specifically in the PNA of 2002 the following measures are proposed within the guideline 3 "activities with the highest":

- reforming partial retirement allowing retirees to continue working, while they do so by applying for a reduction in pension.
- calculating pensions in a way that who continues working after 65 receives a higher pension.
- encouraging employers to employ older workers: a new set of rules of reduction in social security contributions has been established.
- If a person over 55 is dismissed within a work regulatory file, the employer must pay a portion of the contributions until the employee meets 61 years of age.

In addition to these measures there are three kinds of programmes to increase the insertion of this group in the working environment:

- 1 Active Income Programme Insertion (RAI): unemployed people aged over 45 leading registered as applicants being more than 12 months without income can apply to receive this income provided they promise to carry out actions promoting employability.
- 2 Occupational workshops: programmes combining training and employment.
- 3 Joint measures to promote the participation of this group in vocational training: if the Spanish employment rate has been improving in the years of implementation of the European Strategy mainly by the increasing participation of women, older people have a lower progression towards the

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objectives set in Lisbon and Stockholm. The employment rate in 2004 for individuals aged 55 to 64 years is 41.2% (increased by 7.2% compared to 1997). For its part PNE 2004 incorporates the first targets in terms of employment rates to reach in 2005, on the path to reach full employment in 2010. The target group of people from 55 to 64 years is estimated to reach an employment rate of 41.7% (0.5% more than in 2004). Although the priorities of the PNA in 2004 failed to mention the special group of older workers, it is envisaged in three of its guidelines (Guideline 5: Increase the supply of labour and promote active ageing, Guideline 8 : Making work pay through incentives which make attractive occupation and Guideline 9: undeclared work into regular employment).

Catalonian government measures

The Catalonian service for occupation, named SOC, offers aid for citizenship and businesses. They provide a public service in employment, managing job offers, and guiding applicants in looking for an employment.

They provide occupational training, job placement, and self-employment. Individuals aged over 45 have an additional difficulty entering or re-joining the workforce.

For these circumstances some specific strategies for the integration of this group into the labour market have been developed.

1 – self-employment has been developed in a specific aid line for this group, especially focused on the part of the group with training and with a right profile to create their own businesses or micro enterprise, taking advantage of their excellence baggage on an individual basis as much as autonomous or collectively. Many people in a situation of unemployment of this target group are people with a significant working experience and often very good professionals in their field.

2 - advantages in the type of recruitment: by employees, the administration encourages the hiring of people aged over 45, using recruitment bonuses.

3 - plans for specific training fully subsidised: this training offer, regardless of the employment situation, both for workers or for unemployed people, able to improve their working conditions (in case of workers) or simply by facilitating access to the working environment.

The county of Ripollès is currently suffering a crisis in the textile sector, which has left many people in situation of unemployment. The ETR tries to alleviate the issue thanks to training courses for unemployed, totally subsidised by the SOC, providing training because these people can be incorporated into other sectors especially the metal-mechanical one.

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<p>Government level</p> <p><input checked="" type="checkbox"/> Central Government (specify the Ministry):</p> <p><input type="checkbox"/> Regional government (specify the Ministry)</p> <p><input type="checkbox"/> Local/Municipal Government</p>
<p>Law/ measure name</p> <p>Information services, guidance and counseling Law 24/200</p>
<p>Founded in:</p> <p>December 27 2001 (BOE 31-12-2001)</p>
<p>Brief description of the law aim</p> <p>Actions concerning the labour market and social policies pursued by the government in Spain: they include information services, guidance and counselling aimed at the unemployed and disadvantaged groups (women, workers over 45, disabled and immigrants). Public resources are available to give information and guidance with specific programs, workshops, as well as subsidies. The beneficiaries are different collaborating agencies (social partners, non-profit organisations, etc). One example is our institution Eduard Soler Foundation, Escola del Treball del Ripollès.</p> <p>This law exempt of the employer tax in 90% in case of hiring an unemployed person over 45 and 100% when employing women over 45 with a handicap.</p>
<p>Target group</p> <p>The main efforts are to provide guidance for the unemployed, inexperienced, young, long-term unemployed and unemployed people aged over 45.</p>
<p>Expected results</p> <ul style="list-style-type: none"> - wide spread use of guidance services - reduction of the difficulty in accessing working information - increase in workers' competences and skills
<p>Threats and difficulties</p> <p>Elderly people have a scarce participation to vocational training and to the continuous education.</p>

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<p>Country</p> <p><input type="checkbox"/> Italy</p> <p><input type="checkbox"/> Germany</p> <p><input checked="" type="checkbox"/> Spain</p>
<p>Government level</p> <p><input checked="" type="checkbox"/> Central Government (specify the Ministry):</p> <p><input type="checkbox"/> Regional government (specify the Ministry)</p> <p><input type="checkbox"/> Local/Municipal Government</p>
<p>Law/ measure name</p> <p>Measures towards integration and preservation of older people in the labour market</p>
<p>Founded in:</p> <p>2002</p>
<p>Brief description of the law aim</p> <p>Within the framework of action of the National Action Plans for the occupation (PNA) several measures have been implemented to favour employability of people aged over 45 and their retention in the labour market, even over 65.</p> <p>In addition to these measures, there are 3 types of programmes to increase the inclusion of this group in the working environment:</p> <p>1-Active Income Programme Insertion (RAI): unemployed people aged over 45 registered as applicants with more than 12 months without income can apply to get an income provided that they promise to carry out actions promoting employability.</p> <p>2- Occupational Workshops: programmes combining training and employment.</p> <p>3- Joint measures to promote the participation of this group on vocational training in order to:</p> <ul style="list-style-type: none"> - increase the supply of qualified employees and promote active ageing. - make work payments through incentives which make employment more attractive. - substitute the “Undeclared” work into regular employment.
<p>Target group</p> <p>Employed and unemployed people over 45.</p>
<p>Expected results</p> <ul style="list-style-type: none"> • reforming partial retirement allowing retirees to continue working, while they do so by applying for a reduction in pension. • calculating pensions in a way that who continues working after 65 receives a higher pension.

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- encouraging employers to employ older workers: a new set of rules of reduction in social security contributions has been established.
- If a person over 55 is dismissed within a work regulatory file, the employer must pay a portion of the contributions until the employee is 61 years old.

Threats and difficulties

- The unemployment rate keeps growing in this group of people.
- Elderly people have scarce assistance to vocational training and to continuous education.

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<p>Country</p> <p><input type="checkbox"/> Italy</p> <p><input type="checkbox"/> Germany</p> <p><input checked="" type="checkbox"/> Spain</p>
<p>Government level</p> <p><input type="checkbox"/> Central Government (specify the Ministry):</p> <p><input checked="" type="checkbox"/> Regional government (specify the Ministry)</p> <p><input type="checkbox"/> Local/Municipal Government</p>
<p>Law/ measure name</p> <p>The Catalanian Service for Employment, SOC (Servei d'Ocupació de Catalunya)</p>
<p>Founded in:</p>
<p>Brief description of the law aim</p> <p>This institution creates laws to offers aid to the citizens and businesses providing a public service such as a job centre, managing jobs offers, and guiding people looking for an employment.</p> <p>They provide occupational training, job placements, and support to self-employed people. People aged over 45 have increasing difficulties in entering or re-joining the workforce. This is why SOC generated some specifics laws for this group of workers, addressed to:</p> <p>1 - Self-employment: Specific measures have been developed especially focused on qualified people with the right profile to create their own businesses or micro enterprise, taking advantage of their excellence on an individual basis as well as collective. Many people of this target group, despite their being unemployed they are with a long working experience and often very good professionals in their field.</p> <p>2 - Advantage in the type of recruitment: the administration encourages the employment of people aged over 45, by recruitment bonuses.</p> <p>3 - Plans for specific training fully subsidized: this training offers, regardless of the employment situation, both for workers or for unemployed people, improvement of their working conditions (in the case of workers) or simply by facilitating access to the working environment.</p>
<p>Target group</p> <p>Employed and unemployed people aged over 45</p>
<p>Expected results</p> <ul style="list-style-type: none"> - increasing employability of this target group - integrating this group into the labour market - Increasing of self-employment - better competences and skills
<p>Threats and difficulties:</p>

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<p>Country</p> <p><input type="checkbox"/> Italy</p> <p><input type="checkbox"/> Germany</p> <p><input checked="" type="checkbox"/> Spain</p>
<p>Government level</p> <p><input type="checkbox"/> Central Government (specify the Ministry):</p> <p><input checked="" type="checkbox"/> Regional government (specify the Ministry)</p> <p><input type="checkbox"/> Local/Municipal Government</p>
<p>Law/ measure name</p> <p>Local Revitalization Initiatives (CDI)</p>
<p>Founded in:</p> <p>2008 to 2010</p>
<p>Brief description of the law aim</p> <p>The government has agreed to boost the district, with Local Revitalization Initiatives (CDI) developed for the four counties of Catalonia with the greatest need for economic revival: Anoia, Pallars Jussà, Ripollès and Terra Alta.</p> <p>The IDC seeks to encourage the backbone of the territory, offset inequalities, and promote the development of these areas with less economic dynamism or particularly depopulated in the Catalanian territory.</p> <p>The Government believes that all regions of Catalonia must have the same opportunities for their own development, without the consideration of their geographical position, peculiarities of its productive structure or their demographic characteristics, which may be a negative condition. This is to reach territorial balance and social cohesion. For this reason a series of actions have been integrated into specific plans with the objective of encouraging the development of these counties, both from a social and economical point of view. The local speed up initiative plan for the Ripollès County seeks to stimulate the economic and business activity of these towns by supporting the productive industries and local production, bringing forward the improvement of some of the planned infrastructure, and developing a socio-economic environment for the remaining of the population into the territory.</p> <p>In this way the elder unemployed people, that are one of the largest group, especially women, should be positively affected by receiving more support for vocational and labour training and for the possibilities for new business developments and self-employment.</p>
<p>Target group</p> <p>All Ripollès county</p>
<p>Expected results</p> <p>The economical development of the county</p>
<p>Threats and difficulties</p>

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4. GOOD PRACTICE CRITERIA/DEFINITION

General definition of “good practice” on which the project partnership agreed

A good practice is a positive action that must:

- be successful;
- be innovative;
- have a possible multiplying effect or transference to other areas/contexts;
- be sustainable

An action could be a mechanism, methodology, measure or a specific activity or project;

- to be successful means that it provides positive results for a specific objective;
- to be innovative means that something different has been implemented. Innovative means providing new or different solutions to existing ones in the territory, sector or collectivity. Solutions can be completely new or incorporated by transference from other contexts. Innovation can be found in the process (measures, contents, methods, approaches, tools), in the object (new areas of interest, new social groups) or in the context (adaptation or improvement on the current conditions, starting-up of networks);
- to have a possible multiplying effect or transference to other areas or realities means that it should be either horizontally, that is visible, communicable, shareable (dissemination) and/or vertically, that is integrated and applicable to systems and regulations;
- to be sustainable means that it is self-supporting:
 - a) having created a need,
 - b) being assumed as a service;
 - c) and/or being able to produce improvements for the society.

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4.1 GOOD PRACTICE CONCEPT APPLIED TO TRAINING ACTIVITIES DESIGNING AND IMPLEMENTATION

To improve Over 45s employment capability, the following suggestions should be kept in mind:

- Self-esteem and motivation
- Promoting training methods that can reconcile their social and family life with their job.
- Training on competence need for real conditions of the labour market in their immediate surrounding.
- Knowledge of the various skills for job searching.
- Training to face the different situations that they will have to face in job interviews.
- Increasing their job skills through training on new technologies into their area of expertise.
- Reformulation of the objectives of the programme’s employability, insisting on the need of helping the unemployed population to change their attitudes, especially those relating to the availability to work and the perception on the hiring of entrepreneurs.
- Increase flexibility in methodological training with the purpose of aligning goals and activities to circumstances and characteristics of each job applicant.
- This flexibility requires the inclusion of a greater number of activities with the intention of choosing those that are considered appropriate for objectives’ achievement.
- Encourage actions and more individualized training to achieve the peculiarities of this age group on an individual basis.
- Participants’ own initiative and individual engagement.
- Responsibility and motivation.
- Development of self-learning competences.
- Marketing and networking with cooperation partners.
- Open communication and space for feedback.
- Evaluation, documentation, sustainability.

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4.2 PARTNERS’ SUCCESSFUL EXPERIENCE IN THE FIELD OF TRAINING FOR OVER 45s (GOOD PRACTICES)

GERMANY

<p>Applicant organisation</p> <p>Kreisvolkshochschule Verden, Germany</p>
<p>Title</p> <p>“Incubator for 45”</p>
<p>Commitment</p> <p><input checked="" type="checkbox"/> European Commission (specify the name of the fund/programme): objective 1 (national contribution)</p> <p><input type="checkbox"/> Central government (specify the Ministry)</p> <p><input type="checkbox"/> Region/department or other intermediate organisations</p>
<p>Partner of the project</p> <ul style="list-style-type: none"> - Local Authority District - Office for Economic Promotion - Job Centre - Chamber of Commerce
<p>Period</p> <p>From 01.01.2008 to 28.02.2009</p>
<p>Brief description of the project (abstract/summary)</p> <ul style="list-style-type: none"> - Unemployed people want to start their own business - The project supports these people through advice and specific qualification - Clients can have access to internet, telephone and office equipment for the first steps, if they don't have the possibility at home
<p>Aims, objectives, expected results (output and outcomes)</p> <p>To help people to start up a successful company, so that in the future they won't need any social welfare</p>
<p>Target users/beneficiaries</p> <p>Unemployed people over 45 who want to start their own company. They normally have already an idea in mind about their company goal.</p>
<p>Qualitative and quantitative results indicators/standards (if applicable)</p> <ul style="list-style-type: none"> ▪ 75 % of the participants funded their own company or became employed within 6 months. ▪ 75% of the self employed are still self-employed after 6 months and they increase their income. ▪ 30% of the self employed don't need any social benefits after one year.
<p>Achieved results at the end of the project (output and outcomes) (if applicable)</p> <p>Handbook of instruments to support people over 45 who want to start up a company in German language.</p>
<p>Characteristics (specify here the characteristics highlighted to consider it as successful project)</p> <p>80 unemployed people used the offer within one year.</p>
<p>Project web site www.gruendungsatelier.de</p>

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<p>Applicant organisation</p> <p>Kreisvolkshochschule Verden, Germany</p>
<p>Title</p> <p>Chance 50plus - A Learning Experience</p>
<p>Commitment</p> <p><input checked="" type="checkbox"/> European Commission (specify the name of the fund/programme): objective 1 (national contribution)</p> <p><input type="checkbox"/> Central government (specify the Ministry)</p> <p><input type="checkbox"/> Region/department or other intermediate organisations</p>
<p>Partner of the project</p> <p>Local authority district Small and medium enterprises in the district Office for Economic Promotion</p>
<p>Period</p> <p>From 01.08.2008 to 31.08.2009</p>
<p>Brief description of the project (abstract/summary)</p> <p>A programme for:</p> <ul style="list-style-type: none"> ▪ People aged over 50 ▪ People who have been unemployed for a long time (municipal social income support) and often with health restrictions and discouraged by their experiences <p>Offers:</p> <p>A phase of profiling to check the individual capacities, strengths, qualification needs and wishes, 4 weeks, 24 hours weekly 4 weeks of training and activation (24 hours a week) 5 month practical company trainings (3 days a week) in combination with training in the adult education institution (2 days a week), 37 hours a week in total</p> <p>Accompanied by:</p> <ul style="list-style-type: none"> ▪ Personal coaching ▪ Compiling of personal development plans <p>Qualification:</p> <ul style="list-style-type: none"> ▪ Individually ▪ In short, contemporary units ▪ In all categories (language, EDP, licences...) ▪ Exchange of experiences ▪ Ongoing support and advice/consulting <p>IT-Courses</p> <ul style="list-style-type: none"> ▪ Internet Explorer ▪ MS Office Word, beg./adv. ▪ MS Office Excel, beg./adv. ▪ MS Office Power Point beg./adv. ▪ HTML programming ▪ Photoshop graphics ▪ Internet job application

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<ul style="list-style-type: none"> ▪ Self-presentation ▪ Makeup / style consultancy ▪ Danish for beginners (work abroad) ▪ Lectures in Health and Health care, Balanced diet, Sports, etc. ▪ Soft skills (communication, teams, conflicts) ▪ Memory and concentration training ▪ Time and self management ▪ Information handling and structuring
<p>Aims, objectives, expected results (output and outcomes)</p> <p>The project was created to:</p> <ul style="list-style-type: none"> ▪ Motivate, activate and qualify ▪ Try something new and expand the perspectives ▪ Focus on personal strength ▪ Work out self-confidence and self-presentation ▪ Support the participants to get into the working market again, even after a long time of unemployment ▪ Change companies' attitudes through information campaigns
<p>Target users/beneficiaries</p> <p>A programme for:</p> <ul style="list-style-type: none"> ▪ People aged over 50 ▪ People who have been unemployed for a long time (municipal social income support) and often with health restrictions and discouraged by their experiences
<p>Qualitative and quantitative results indicators/standards (if applicable)</p> <ul style="list-style-type: none"> ▪ 30 % of the participants should be employed after the course
<p>Achieved results at the end of the project (output and outcomes) (if applicable)</p> <p>Key benefits:</p> <ul style="list-style-type: none"> ▪ Individual strengths will be encouraged ▪ Having (new) contacts (raising a social network – barbeques, informal meetings, leisure events) ▪ Opening to new experiences ▪ Learning to learn again ▪ Qualification and motivation ▪ Self-awareness and self-confidence ▪ Personal development ▪ Experience exchange in many fields (i.e. illness, interests)
<p>Characteristics (specify here the characteristics highlighted to consider it as successful project)</p> <p>Participants satisfaction.</p> <p>Learners said, my personal benefits are:</p> <ul style="list-style-type: none"> • encouragement • I can laugh again • I like to be there • Exchange with other people • IT skills • personal coaching • interesting discussions • to work on something

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- something new
- self-confidence
- new friends

Project web site (*if applicable*)

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ITALY

<p>Applicant organisation</p> <p>IFOA – Istituto Formazione Operatori Aziendali – Reggio-Emilia (I)</p>
<p>Title</p> <p>ACTING Project (VS/2004/0372)</p>
<p>Commitment</p> <p><input checked="" type="checkbox"/> European Commission (specify the name of the fund/programme) <u>DG-Employment, Social Affairs and Equal Opportunities</u></p> <p><input type="checkbox"/> Central government (specify the Ministry)</p> <p><input type="checkbox"/> Region/department o other intermediate organisations</p> <p>Programme</p> <p>ESF Article 6 Innovative Measures - Innovative Measures financed under Article 6 of the European Social Fund Regulation.</p> <p>Article 6 supports innovative measures aimed at promoting new approaches and identifying examples of good practice that can subsequently improve the implementation of the operations supported by the ESF. For their strategic importance and prestige, Innovative Measures are monitored and managed directly by the <u>DG-Employment, Social Affairs and Equal Opportunities of the European Commission</u>.</p> <p>Under the overarching theme of “innovative approaches to the management of change”, for the programming period 2004-2006 innovative measures will focus also on the management of demographic change, with the goal of supporting initiatives to promote active ageing and to raise the employment rate of older workers.</p>
<p>Partners of the project</p> <p>18 partners in 4 European countries (Italy, France, Spain, Northern Ireland)</p> <p>Training Agencies</p> <p>Associazione SMILE (IT)</p> <p>Groupe ESCI de L'Ain (FR)</p>

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<p>North West Institute of Further and Higher Education (UK- Northern Ireland)</p> <p>U3A – University of 3rd Age Foyle (UK- Northern Ireland)</p> <p>Cámara Oviedo (ES)</p> <p><i>Project Promoter</i></p> <p>IFOA – Istituto Formazione Operatori Aziendali (IT)</p> <p><i>Institutional bodies</i></p> <p>Unioncamere Emilia Romagna (IT)</p> <p>Camera di Commercio di Reggio Emilia (IT)</p> <p>Agenzia Regionale per il Lavoro Regione Lombardia (IT)</p> <p>Regione Toscana (IT)</p> <p>UNCEM Toscana (IT)</p> <p><i>Other Institutional and social partners</i></p> <p>Sistema Moda Italia (IT)</p> <p>Federazione Formazione Ricerca – CGIL (IT)</p> <p>OPCAREG Rhône-Alpes (FR)</p> <p>MEDEF de l'Ain (FR)</p> <p>BTP Ain (FR)</p> <p>Sandwell Education Business Partnership (UK)</p> <p>Customized Training Services (UK- Northern Ireland)</p>
<p>Period</p> <p>ACTING had an overall duration of 24 months (December 2004 – November 2006), and a total value of 1.129.299,72 €</p>
<p>Brief description of the project (abstract/summary)</p> <p><u>Main activities/project phases</u></p>

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1. RESEARCH/ANALYSIS OF NEEDS AND COMPETENCES

- Survey on professional profiles and distinctive competences of senior workers mastering key processes within enterprises
- Survey on senior competences' gap with regards to new and innovative technologies, production, organisation methods

The activity was carried out in 6 regions and 4 member states.

2. DEVELOPMENT OF TOOLS AND PRACTICES

By the production of a set of tools for companies, institutions and training centres, like self-evaluation guide to implementing active ageing policies in companies, a guide to select the most apt tools/methods to favour the knowledge and skills transfer, training unit, case studies, etc...

3. PILOT TRAINING

Training to a sample of European older workers aimed at their re-qualification.

4. DISSEMINATION AND MAINSTREAMING

Promotion of project activities and outcomes by institutional events, workshops, exchange and transfer of European best practices, thematic networks, the internet, newsletters, etc.

Aims, objectives, expected results (output and outcomes)

Main objectives

ACTING aimed at developing and piloting methodologies and practices at a transnational level for:

- preserving, enhancing and transferring the heritage of professional competencies of older workers within the enterprises;
- promoting seniors' adaptability and employability by their re-qualification on new and innovative competencies;
- raising the awareness of the potential of older workers and of the policies on active ageing by institutional and socio-economic actors.

Target users/beneficiaries

The target users are over 50 workers, who are towards the end of their professional career; nevertheless they constitute a very precious resource in terms of competences and training for new generations with the

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purpose of determining new professional opportunities and assisting the development of new small and medium enterprises.

Qualitative and quantitative results indicators/standards *(if applicable)*

Achieved results (output and outcomes) *(if applicable)*

- Survey on 54 professional profiles and distinctive skills possessed by senior workers covering key position in companies in five sectors. Textile/clothing; food processing, building, plastic mould injecting and steelworks.
- Catalogue of training units aimed at developing macro and micro skills for these professional profiles
- Reports on activities and best practices in use in the UK in terms of active ageing
- A methodological and practical guide for companies approaching the active aging topic
- Self assessment guide (to be used by the company in order to better understand how to act)

The guide available in 4 languages (EN, FR, IT, ES) is divided into two parts: a first one, outlining the methodological reference framework that provide greater detail on the factors that may positively or negatively influence active ageing policies and the transfer of skills and knowledge from seniors to juniors and vice versa within a company. It deals with what, how, when to transfer, the most suitable adult training methods, generally and specifically for seniors. It also provides a short bibliography and glossary of the main terms used.

A second one, with more operative approach, illustrating the process, a possible sequence of steps a company has to follow when dealing with active aging.

For different phases, concrete tools are provided including a self assessment guide, a set of tools for selecting skills methods, three training units dedicated respectively to those providing skills, those acquiring skills and those managing the process, seven case studies produced following the work of the project.

Characteristics (specify here the characteristics highlighted for being successful project)

- Direct involvement of all the stakeholders in all phases of activities
- Senior as actors in defining, transferring, developing competencies
- Methods for transfer of competencies in companies
- Product for both seniors and companies

Project web site:

<http://www.ifo.it/acting/home.htm>

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<p>Applicant organisation</p> <p>CENASCA CISL – IT</p>
<p>Title</p> <p>Over 55: From the Prevention of Early Retirement to an Innovative Management of Over 55 Workers</p>
<p>Commitment</p> <p><input checked="" type="checkbox"/> European Commission (specify the name of the fund/programme): European Social Fund B2-1630 VP2003/021, “Article 6 Innovative Measures”</p> <p><input type="checkbox"/> Central government (specify the Ministry)</p> <p><input type="checkbox"/> Region/department o other intermediate organisations</p>
<p>Partners of the project</p> <p>Provincia di Ancona- Confservizi- IAL/CISL Istituto Addestramento Lavoratori- CESFOR Centro Studi Formazione Orientamento- ERIFO Ente per la ricerca e la formazione - Ti Forma (ex Cispel Toscana Formazione)- C.E.E.P. Centro Europeo delle Imprese a partecipazione pubblica e delle imprese di servizi economici generali, per il Belgio - CECE Confederación Española de Centros de Enseñanza - Spanish Confederation of Educational Centres.</p>
<p>Period: Dec 2004- Nov 2006</p>
<p>Brief description of the project (abstract/summary)</p> <p>This project aimed to breathe new life into Europe’s companies and older workers alike. In short, it seeked to harness the experience and professionalism of the former while ensuring the latter realise their value. Taking place in Belgium, Italy and Spain, the project focused on public service employees, in the so-called “pre-retirement” phase, and planned to help them stay in employment until well into their 60s. Above all, the project aimed to ensure this group is not automatically sidelined as part of restructuring processes.</p>
<p>Aims, objectives, expected results (output and outcomes)</p> <p>The project’s key objectives are to develop new ways of perceiving older workers while harnessing their special qualities. The project seeks to define new insights (from exact competencies to mentoring potential) and new solutions for companies (including management and training assistance). Beyond these, new partnerships between researchers, trainers, trade unions, and employers’ associations have also been given precedence. These are the umbrella target groups, while the workers themselves have come from local utilities companies and public services, two groups that have undergone major transformations over</p>

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the last two decades.
<p>Target users/beneficiaries</p> <p>Local authorities over 55 employees: manager/director, technical and organizational manager</p>
<p>Qualitative and quantitative results indicators/standards <i>(if applicable)</i></p>
<p>Achieved results at the end of the project (output and outcomes) <i>(if applicable)</i></p> <p>The project has developed a guidebook on key skills and good management for over 55s: the fruit of intensive research and dialogue among the partners. It has also been instrumental in ensuring more flexible working patterns for older workers, such as gradually shortening the working week.</p> <p>A CD-Rom and dedicated website are also helping spread the message that workers age like the finest of wines!</p>
<p>Characteristics (specify here the characteristics highlighted to consider it as successful project)</p> <p>The project has been implemented in two phases. Firstly, by drafting strategies to stem the flow of early retirement, involving a study on what skills may increase over the age of 55 and how to measure them. Secondly, by developing new management schemes for older workers, such as using them as “wise mentors” for the next generation. In turn, the project is paving the way to improved workload sharing and providing more flexible work patterns, bearing in mind age-related issues. In all, the project has been informed by research and assessments by focus groups, while engaging 40 public service workers over the age of 55.</p>
<p>Project web site www.cenasca.cisl.it</p>

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<p>Applicant organisation</p> <p>Fondazione Aldini Valeriani – Bologna (IT)</p>
<p>Title</p> <p>“Experience Lab: experience for the knowledge transfer”</p>
<p>Commitment</p> <p><input type="checkbox"/> European Commission (specify the name of the fund/programme)</p> <p><input type="checkbox"/> Central government (specify the Ministry)</p> <p><input checked="" type="checkbox"/> Region/department or other intermediate organisations (Regione Emilia-Romagna)</p>
<p>Partner of the project</p> <p>None</p>
<p>Period</p> <p>From October 2006 to December 2007</p>
<p>Brief description of the project (abstract/summary)</p> <p>The project concentrated on opportunities to define a model to transfer knowledge from expert workers to young people and inexperienced recruits, by activating a series of actions (mapping of skills, analysis and classification of transferable skills, monitoring of existing transfer models, valorisation of results) within various local companies in the mechanical engineering sector.</p> <p>The project focused on the realisation of 12 accompanying actions aimed at transferring simultaneously the knowledge and behaviour of an expert worker (SENIOR) to a young, new recruit in the company or department (JUNIOR), preferably in a manufacturing company in the mechanical engineering sector.</p> <p>The 12 actions are individual paths (i.e. as a ‘pairing’) agreed and co-ordinated by the company in which the two workers are employed.</p> <p>For each pairing, implementation of the 12 actions requires:</p> <ol style="list-style-type: none"> 1. Mapping of the skills (technical and transversal for the senior worker/technical and transversal for the junior worker) by means of 1-2 targeted, informative interviews with expert workers possessing the required skills, and individual interviews with the young recruits to be trained;

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<p>2. Definition of the key knowledge and organisation of this knowledge by designing the content and the method of the accompanying action together with the SENIOR;</p> <p>3. A monitored accompanying action (in which the SENIOR is the trainer) of 120 hours;</p> <p>4. Assessment by means of the production of a dossier of the outcome of the accompanying action for the JUNIOR and of the training experience for the SENIOR; reference is made to the learning models activated, the teaching methods used, and the specific content transferred.</p>
<p>Aims, objectives, expected results (output and outcomes)</p> <p>The project is implemented within in-company continual education and permits the activation of a controlled path of skills and knowledge transfer which, on the one hand, gives value to the know-how (not only technical) of the expert worker and, on the other, clearly defines the skills defining the role of the new recruit.</p>
<p>Target users/beneficiaries</p> <p>All types of company can activate the project in any area of activity and for all roles and responsibilities. The measure also helps to create a professional framework for new organisational areas and to develop the skills necessary in transversal activities (e.g. project leaders vs. functional heads).</p>
<p>Qualitative and quantitative results indicators/standards (if applicable)</p> <p><i>Criteria and Indicators:</i></p> <p>1) <i>ex-post</i>: assessment of the subjects involved: senior, junior, company;</p> <p>2) learning assessment (via written test).</p> <p>For point 1) Subjects' level of satisfaction; Subjects' level of participation in the action; Senior's level of abstraction in the creation of a model; Level of transferability of the model within the company.</p> <p>For point 2) Result of the assessment of learning; Capacity to activate a virtuous system of continuous learning.</p>
<p>Achieved results (output and outcomes) (if applicable)</p>
<p>Characteristics (specify here the characteristics highlighted for being successful project)</p>

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Characteristics:

- A highly customised path (content is defined, designed, implemented and assessed by the SENIOR);
- Considerable flexibility in timetabling and in the type of training (the training is a continuum with working activities and can be scheduled at the most convenient time for the pairing and the company);
- Simplicity of the model and rapid acquisition of the role of trainer/trainee by the two individuals involved;
- Creation of a company customised methodology to transfer skills, with step-by-step documentation of the process;
- Transfer of know-how, both in the linear transfer model and in the sense of the transfer of shared skills leading to professional growth of the group (the unit, work-area, etc.) in which the training path is developed;
- Creation/stimulation of the acquisition and strengthening of the identity/professional dignity of the expert worker;
- Acceleration of the process of insertion and integration of the new recruit;
- Distribution of skills.

Project web site *(if applicable)*

Not applicable

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SPAIN

<p>Applicant organisation</p> <p>Escola del treball del Ripollès, Fundació Eduard Soler, Ripoll, Spain</p>
<p>Title</p> <p>GIMM (Insertion group in metal mechanical)</p>
<p>Commitment</p> <p><input type="checkbox"/> European Commission (specify the name of the fund/programme): objective 1 (national contribution)</p> <p><input type="checkbox"/> Central government (specify the Ministry)</p> <p><input checked="" type="checkbox"/> Region/department o other intermediate organizations</p>
<p>Partner of the project</p> <p>- Catalanian government - Industrial Prospective Observatory - local cluster of industrial employers</p>
<p>Period</p> <p>2005 / 2006, 2006/2007, 2007/2008, 2008/2009</p>
<p>Brief description of the project (abstract/summary)</p> <p>This programme counted with 290 hours shared out in different theoretical and practice classes:</p> <ul style="list-style-type: none"> - Mathematics - Mechanics - Electrical and mechanical assembly - Technical draw interpretation - Basic quality control - Materials - Industrial safety at work and hazards prevention - Environmental awareness <p>In the firs group of this programme a trip to Bologna has been included with the purpose of giving to this person another European view of the labour sector as well as giving and idea of the different development areas where also women can be employed.</p> <p>Subjects were designed with the collaboration and support of all implicated parties.</p>
<p>Aims, objectives, expected results (output and outcomes)</p>

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<ul style="list-style-type: none"> ▪ Transfer new competences and skills in order to find a job in the metal mechanical sector. ▪ Improve options for the reinsertion into the labour market.
<p>Target users/beneficiaries</p> <p>Unemployed people, preferably women, over 40 years old, coming from other economical sectors, especially from the textile one.</p>
<p>Qualitative and quantitative results indicators/standards <i>(if applicable)</i></p> <ul style="list-style-type: none"> ▪ In the first group 65% of the participants found a job in the area of studies after training ▪ In the second and third one 47 and 48 % respectively, found jobs in the area of studies after training
<p>Achieved results at the end of the project (output and outcomes) <i>(if applicable)</i></p> <ul style="list-style-type: none"> ▪ Self-esteem increase ▪ Personal and professional development with the area change ▪ Open for new things and new experiences ▪ Learning to learn again ▪ Qualification and motivation
<p>Characteristics (specify here the characteristics highlighted to consider it as successful project)</p> <ul style="list-style-type: none"> ▪ Most of the participants express their mentality change and their new courage to face the new labour market ▪ The new friend's net ▪ Qualification and motivation
<p>Project web site <i>(if applicable)</i></p>

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<p>Applicant organisation Escola del treball del Ripollès, Fundació Eduard Soler, Ripoll, Spain</p>
<p>Title FMD - Metallurgic training for women</p>
<p>Commitment</p> <p><input type="checkbox"/> European Commission (specify the name of the fund/programme): objective 1 (national contribution)</p> <p><input type="checkbox"/> Central government (specify the Ministry)</p> <p><input checked="" type="checkbox"/> Region/department or other intermediate organisations</p>
<p>Partner of the project</p> <p>- Catalanian government (Generalitat de Catalunya) - The Industrial Prospective Observatory</p>
<p>Period</p> <p>2005/2006, 2007/2008</p>
<p>Brief description of the project (abstract/summary)</p> <p>A 300 hours course, with the instructions shared out in different areas, theoretical and practical classes:</p> <ul style="list-style-type: none"> - Mechanical - Electrical - Quality control - Technical drawing - Welding
<p>Aims, objectives, expected results (output and outcomes)</p> <ul style="list-style-type: none"> ▪ Increasing participants competences ▪ Developing new skills for their present job ▪ Giving better options through new competences and skills improvement, in order to have access to a wider range of working opportunities
<p>Target users/beneficiaries</p> <p>A programme for</p> <ul style="list-style-type: none"> ▪ People that have low qualification jobs, mainly in the metallurgic industry
<p>Qualitative and quantitative results indicators/standards (if applicable)</p> <ul style="list-style-type: none"> ▪ 45% of the participants get promotion in their actual job ▪ 30% find a better job

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<p>Achieved results at the end of the project (output and outcomes) (if applicable)</p> <ul style="list-style-type: none">▪ Professional and personal development by increasing their knowledge▪ Self-esteem▪ Real possibilities to achieve a job promotion▪ Learning to learn again▪ Qualification and motivation
<p>Characteristics (specify here the characteristics highlighted to consider it as successful project)</p> <ul style="list-style-type: none">▪ All groups expressed an increase in their self-confidence to face the job market▪ 3 of them decided to start further education and training
<p>Project web site (if applicable)</p>

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5. DESK RESEARCH CONCLUSIONS

We can assume that the situation in our three countries is similar even if the region of Ripollès and Landkreis Verden are more rural than the Emilia-Romagna one.

The population of Over 45s is increasing so the related employment situation is crucial and the retirement age in all the three countries is between 65 and 67 years of age so if a person loses his/her job in this age range it will be very difficult to be reinserted/reemployed in the job market. The birth rate is maintaining or even decreasing in all the countries involved in the research.

The qualified people over 45 have more facilities to keep or to find jobs so therefore it is important to provide some tailored training courses/actions answering individual training needs crossing companies competences needs.

On the VET systems side it seems very crucial to raise awareness of the importance of education and specific skills not only of young people but also of older workers, as it should be in the long life learning process.

On the companies' side it would be very important to motivate their human resources, especially Over45s workers to qualify their professional profiles providing tailored courses inside the company itself during working hours. In this European and worldwide economical crisis, it is clear that it is possible only if national and local policy makers can understand that these kind of human resources are not a burden but a valuable resource, full of precious working experience to be transferred and developed therefore they should support companies financing tailored training courses and measures like professional guidance, incentives, promotion of the importance of lifelong learning with specific campaigns.

Best practices should be considered not as isolated successful examples but consulted and taken as a starting point by policy makers to develop suitable measures and laws at local and national level.

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