



With support from the European Union

Older workers in restructuring – maintenance and development of health, productivity and competence

Workshop

18th June 2010 – Dortmund

Regional restructuring, reorganizations, mergers, change processes, plant closures – companies and employees act in an environment that is constantly changing. The conference broaches the issue of the implications for the chances and opportunities of older workers in restructuring processes. The topic is the legal, institutional, organisational and procedural design of restructuring. Thereby the attention is directed to an often overlooked aspect: health is a key requirement in order to meet the challenges of economical changes constructively. Besides the general framework, appropriate measures to avoid or mitigate negative consequences of restructuring processes by prevention or excellent management will be identified.

This event is the National Workshop of the EU funded project *Elders – Elder Employees in companies experiencing restructuring: Stress and well-being*. The focus of the project is to identify the risks of older workers in restructuring processes and economic crises, with special consideration of the health dimension.

Date: 18th June 2010, 09.00 – 15.00

Venue: German Occupational Safety and Health Exhibition
Auditorium
Friedrich-Henkel-Weg 1-25
44149 Dortmund
Germany

Programme

9.00 – 10.20

Welcoming

Dr. Ulrich Zumdick

Baua, Head of Department 6

Older workers, health and restructuring – first results from the project Elders

Dr. Götz Richter

Baua

Project manager Elders

Legal framework of restructuring

Rolf Fischer

BMAS, Department III2c

Sectoral structural change on the example of coal withdrawal

Dr. Uwe Jürgehake

Managing Director Social Innovation GmbH

Discussion

Coffee break

11.00 – 12.20

Older workers in business change processes – a practice report from the occupational health point of view

Dr. Hubertus von Schwarzkopf

Hospital Bremen Mitte GmbH, Company medical officer

The struggle for identity – the psychomental situation of older workers in restructuring

Dr. Wolfgang Hien

Research Office of Labour, Health and Biographie

The psychological contract in the transformational change

Dr. Beatrix Behrens

Head of personnel and personnel policy, Federal Employment Agency

Corporate culture and well-being as a framework for individual initiative in change processes

Sibyl Backe-Proske

Project IT50+ of BITKOM and IG Metall

Discussion

Lunch break

13.00 – 14.55

Proposals from the project HIRES

Dr. Karl Kuhn

Possibilities and limits of the unemployment insurance

N.N.

Employment Agency

Possibilities and limits of the health insurance

Jürgen Wolters

BKK Federal Association

Possibilities and limits of the social partners

Stefan Pfeifer

DGB NRW

Dr. Peter Janßen

Employer nrw

Flexicurity – Flexibility and Social Protection in restructuring processes

Dr. Georg Worthmann

Institut Work and Qualification

Discussion

15.00 Uhr

Closing words

Dr. Götz Richter

Baua

Coordinator:

Federal Institute for Occupational Safety and Health (Baua)

Participation fee:

Free of charge

Contact:

Dr. Götz Richter

Phone: 0231 9071-2056

Fax: 0049 – 231 9071-2363

E-mail: richter.goetz@baua.bund.de

Janine Dorschu

Phone. 0231 9071-2075

Fax 0049 – 231 9071-2363

E-mail: dorschu.janine@baua.bund.de

Contact (Registration):

Hildegard Simon

Fax 0049 – 231 9071-2299

E-Mail: veranstaltungen@baua.bund.de

Bundesanstalt für Arbeitsschutz und Arbeitsmedizin (Baua)

Friedrich-Henkel-Weg 1-25

44149 Dortmund

Term of application: 17th June 2010

This seminar is supported under the European Community Programme for Employment and Social Solidarity – PROGRESS (2007-2013).

This programme is managed by the Directorate-General for Employment, Social Affairs and Equal Opportunities of the European Commission. It was established to financially support the implementation of the objectives of the European Union in the employment and social affairs area, as set out in the Social Agenda, and thereby contribute to the achievement of the Lisbon Strategy goals in these fields.

The seven-year programme targets all stakeholders who can help shape the development of appropriate and effective employment and social legislation and policies, across the EU-27, EFTA-EEA and EU candidate and pre-candidate countries.

PROGRESS mission is to strengthen the EU contribution in support of Member States' commitment. PROGRESS will be instrumental in:

- *providing analysis and policy advice on PROGRESS policy areas;*
- *monitoring and reporting on the implementation of EU legislation and policies in PROGRESS policy areas;*
- *promoting policy transfer, learning and support among Member States on EU objectives and priorities; and*
- *relaying the views of the stakeholders and society at large.*

For more information see:

http://ec.europa.eu/employment_social/progress/index_en.html.