**Prompt Sheet for Reporting on ASPIRE Workshops – Poland (1)**

The following headings represent a *non*-*exhaustive* list for preparing ASPIRE Workshop Reports. Its purpose is to support a degree of consistency in the way reports are written and to make comparisons between the different partner countries easier. Please cover all the issues which you as the facilitator of the workshop feel are important, whether or not they are included under the headings below

1. **Summary**

Short summary of overall make up of workshop. Who are the participants (employer and trade union reps, roles, sectors covered, gender, age, ethnicity balance etc)

The first research workshop with representatives of employers as part of the ASPIRE project, whose partner is the University of Lodz, took place on February 6, 2018 in Warsaw. The workshop took place during the Meeting of the Signatories of the Diversity Charter at the Menora Point at Plac Grzybowski 2. The meeting plan consisted of presenting and welcoming participants, summary of 2017 and presentation of plans for 2018 related to the functioning of the Diversity Charter by direcotr Marzena Strzelczak and a workshop with Professor Izabela Warwas - How to conduct a dialogue on age management?. The workshop was divided into two parts. The first one presents the premises and information about the project and discusses the idea of ​​active aging, active aging from a business perspective, active aging at the workplace level, supporting older employees in managing their careers. The second part was concentrated on development active aging through social dialogue - reflections on the possibility of improving the practices and the shape of an IT tool promoting active aging through dialogue.

1. **Context**

Any special points regarding context of discussion (e.g. disputes, history of conflict or collaboration, relationship between union and management). How far are they already engaged in a social dialogue or social partnership process? Any significant agreements to mention? Is there an enthusiastic leader on management side or the union side? Etc

Respondents do not know the idea of active aging in a theoretical sense. They apply various age management practices and generations management. The level of application of these practices varies.

Participants emphasized the situational context of management. It is up to people how the issue of implementing, refining and changing active aging policies and practices depends. There was an example of a trade union that was unreformable, closed to cooperation, mainly due to its leaders. The employer encouraged employees to start a new trade union. Employees of the "old" union passed almost 100 percent to the "new" union. Cooperation was very good.

1. **Pre-disposition / orientations**

Overall impressions regarding predisposition of participants towards active ageing as a goal and what may be driving their views. Have they been involved in individual cases which have changed the ways they see the issues of active ageing? Does the wider union or employers association seem to have influenced thinking? Any comment on the impact of state or EU policies on the thinking of participants?

It seems that in the case of these respondents, a deeply rooted strategic awareness was key, but the premises were different. Respondents were organizations that use diversity management. Some of them for many years. Some of them are global corporations and age management issues apply in all branches.

Diversity management seems to be a good frame for effective dialogue in the organization in general, but above all to pay attention to aging issues.

1. **Attitudes on component ideas once shared**

Were the participants well informed/ indifferent/ antagonistic towards the component ideas and notions of active ageing? (E.G. changing nature of retirement, increasing life expectancy but unequal opportunities and burdens arising from this, importance of older workers seeking new careers and new skills, wider angles on active ageing including community activism) Did they volunteer ideas, suggest that trade union and/or employer could have a promotional role, act as a change agent to drive active ageing as a social agenda?

Attitudes of the participants to the idea of active aging were very positive. It is worth adding that signatories of Diversity Charters or companies intending to join this initiative are employers aware of challenges and threats, quite willingly implementing modern management methods.

They emphasized that awareness is the most important thing. Then "a droplet drills the rock." Even the smallest activities, discussions, trainings, integration games, if they have the element of active aging, then a good climate is created. The role of leaders on both sides of the dialogue is crucial.

1. **Specific aspects of working life**

Any specific aspects of working life, (e.g. arduousness of work, target driven nature of work, approaches of management, extent of flexibility, shift working etc) that emerge as conditioning orientation to active ageing/ working longer?

* Intergenerational mentoring, including reverse mentoring, emerged in the talks. Each member of the senior management (including board members) chose his technology mentor. It was of great importance here that the top-level managers also participate in this project.
* Ergonomic working environment - beneficial for many marginalized groups
* Contacts with retired employees.
1. **Energy / enthusiasm to go further**

Your judgement as to the degree enthusiasm/ interest of reps and management to take up the issues of active ageing and which angles seem most relevant. Are they already engaged with the subject? Did they leave feeling enthusiastic?

The participants of the meeting came up very reflective. They were interested and quite willing to share their experiences. If we decide to put good practices in our training materials, you can certainly reach for the practices of such organizations as: Henkel, Veolia, Castorama, Rossman, Cemex, Lafarge.

Also public employers.

1. **Ideas and tools to be noted**

Any specific ideas or tools that struck you as particularly noteworthy?

It would be interesting to find signs of corporate social responsibility related / inspired by the needs of mature employees.

During the workshop, it turned out that changes in active aging may appear from the needs of customers - so such a pressure that appears externally may be the premise of internal changes. Facilities for customers may entail facilities for employees. Similarly, it can be with initiatives for the society.

**Which down-to-earth and practice oriented conclusions have we withdrawn from the pilot to be taken into account in the preparation of next workshops?**

* the workshop in current shape is a little too long
* It is difficult to gather representatives of trade unions and employers at one time. In the case of shorter time it would be possible to join the conference, seminar, meeting (the participants are already in some place and only stay longer / come earlier)
* questions from the first part (11-25 minutes) cause that further (31-45 minutes) become a repetition. It is worth considering reducing these questions
* The questions about awareness, barriers, benefits, and "climate" were better than about specific practices and solutions
* some of the threads from the second part of the workshop can be transferred to e-mail correspondence with participants or a short questionnaire about the content of educating and training materials
* the workshop leader may note key topics / topics raised – bullet points

In my case was: Naturally, projects, integration, profitable, showing benefits, language of benefits, sensitization, organizational culture, research indicators, sharing practices

**Is there anything that we have learned from the 4 interviews (2 employers + 2 union representatives) carried out within WP3 which might be relevant to prepare our next workshops?**

* it was a very valuable method of obtaining information with deepening, refinement