

WP8 - Evaluation of final online training module (SPAIN)

| <i>To what extent do you think that the training module...</i> | Employer/manager | | | | Union reps | | | | Other | | | | TOTAL | | | |
|--|------------------|-------------|---------------|-------------|--------------|-------------|---------------|-------------|--------------|-------------|---------------|-------------|--------------|-------------|---------------|-------------|
| | <i>A lot</i> | <i>Some</i> | <i>Little</i> | <i>None</i> | <i>A lot</i> | <i>Some</i> | <i>Little</i> | <i>None</i> | <i>A lot</i> | <i>Some</i> | <i>Little</i> | <i>None</i> | <i>A lot</i> | <i>Some</i> | <i>Little</i> | <i>None</i> |
| May be relevant to your role as social partner? | 2 | | | | 7 | 5 | | | 4 | 3 | | | 13 | 8 | | |
| May support you in the promotion of active ageing in collective agreements? | 1 | 1 | | | 8 | 3 | | | 4 | 3 | | | 13 | 7 | | |
| May make you able to suggest an active ageing intervention at your workplace? | 2 | | | | 4 | 5 | 1 | 1 | 5 | 2 | | | 11 | 7 | 1 | 1 |
| May make you able to implement an active ageing intervention at your workplace? | 1 | 1 | | | 4 | 2 | 5 | | 3 | 4 | | | 7 | 7 | 5 | |
| Overall, HOW EFFECTIVE do you think that the training module may be with regard to... | <i>A lot</i> | <i>Some</i> | <i>Little</i> | <i>None</i> | <i>A lot</i> | <i>Some</i> | <i>Little</i> | <i>None</i> | <i>A lot</i> | <i>Some</i> | <i>Little</i> | <i>None</i> | <i>A lot</i> | <i>Some</i> | <i>Little</i> | <i>None</i> |
| Start a constructive dialogue on infusing an active ageing component into industrial relations | 2 | | | | 7 | 4 | | | 4 | 3 | | | 13 | 7 | | |
| Make it easier for older workers to actively participate and stay in the labour market | | 2 | | | 4 | 6 | 1 | | 2 | 4 | 1 | | 8 | 10 | 2 | |
| Foster appreciation of age inclusive employee management | 2 | 1 | | | 3 | 5 | 3 | | 3 | 4 | | | 8 | 10 | 3 | |
| Find resources to support the promotion of active ageing strategies | 1 | 1 | | | 7 | 3 | | | 4 | 3 | | | 12 | 7 | | |
| Respond to EU and national social activation policies in creating sustainable work opportunities for older workers | 2 | | | | 5 | 4 | 1 | | 3 | 4 | | | 10 | 8 | 1 | |
| Negotiate and reconcile interests of older and younger workers | 2 | | | | 5 | 6 | | | 3 | 4 | | | 10 | 10 | | |
| Get to know and share good practices and innovations in the implementation and dissemination of active ageing approaches | 1 | 1 | | | 5 | 4 | 1 | | 4 | 3 | | | 10 | 8 | 1 | |

Note: each cell in the table shows number of accumulated responses from roadshows' attendees.

| Please, share with us below any other feedback that you may have on the training module | |
|---|--|
| Employers | |
| Union reps | <ul style="list-style-type: none"> ▪ “For workers, the term active ageing gives them the feeling that it means the delay in their retirement age. This implies a pedagogical work on what really active ageing should be.” ▪ “Among the indicative factors of good quality in active ageing should be incorporated not only the adaptation of the job because of common or occupational disease that may lead to a disability. The change to another position that adapts to the worker’s new circumstances and does not imply his/her expulsion from the job through a legal declaration of incapacity to work should also be contemplated.” ▪ “To apply all this in companies there is a problem of economic quantification and business disposition. There is also the attitude assumed since long ago by workers who set a date for the end of their active life. It is necessary to deepen in the study and find out the methodology to follow.” |
| Other | <ul style="list-style-type: none"> ▪ “I miss an economic approach to the subject. Economic studies, experiences with cost studies.” ▪ “It would be important to hold seminars or training work groups for both union representatives and employers, so that these tools can be put into practice. Above all, it is necessary to influence the tools and actions to be implemented.” ▪ “The module is very interesting. I believe that effective measures are lacking to carry out an active aging in good conditions and adapted to the needs of the older workers. And society must be made aware of the benefits provided by older workers.” ▪ “Firstly, there are sectors and professions whose work life is impossible to extend. Secondly, with the important rate of youth unemployment in Andalusia, if we extend the working life we will be further encouraging youth unemployment. Thirdly, companies are concerned about their productivity and, most important for them, for profitability.” |

ROADSHOW #1

Date: 24th April

Venue: Headquarters UGT trade union in Seville.

Attendees: 9 union reps, 2 other (UGT's technical staff)



This project has received financial support from the European Union (European Commission - DG Employment, Social Affairs and Inclusion). However, the content of this presentation only represents the author's views. The Commission is not responsible for any use that may be made of the information it contains.

ROADSHOW #2

Date: 25th April

Venue: University of Granada.

Attendees: 2 managers, 1 union rep



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ROADSHOW #3

Date: 25th April

Venue: University of Granada.

Attendees: 1 union rep, 5 other (4 retired older volunteers involved in intergenerational entrepreneurship, 1 employment advisor)



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