

# SEVENTH FRAMEWORK PROGRAMME

ICT and Ageing



**D5.1c**

**Interim Report on**

**Consensus Buildings Events**

**-Seville 7<sup>th</sup> July 2009-**

Prepared by: Skill

July 2009

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**D5.1c – Interim Report on Consulting Meetings- CBE Seville**

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**Abstract:**

This report summarizes the main conclusions of the second Consensus Building Workshop held in Seville, Spain.

A series of such events are being organized in different regions of Europe with the purpose of collecting feedback and reaching consensus on the planned roadmap for extending professional active life.

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## INTRODUCTION

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This report summarizes the results of the consensus building workshop held in Seville on 7 July 2009.

This workshop was organized as a special working session devoted to collecting feedback and suggestions for improvement from relevant stakeholders regarding the current draft of a strategic plan for extending the professional active life.

## AGENDA

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- 08:30** Welcome
- 09:00** General introduction to ePAL – goals and findings (Luis M. Camarinha-Matos)
- 09:30** Methodology for the meeting
- 09:40** Baseline summary – current situation on active ageing and silver economy (Luis M. Camarinha-Matos)
- 09:50** Working groups – discussion of baseline
- 10:50** Summary of conclusions (plenary)
- 11:10** Vision summary – a new strategic vision for active ageing and silver economy (Hamideh Afsarmanesh)
- 11:25** Coffee break
- 11:45** Working groups – discussion of vision
- 12:45** Summary of conclusions (plenary)
- 13:05** Proposed strategic actions – social, organizational and technological perspectives (Luis M. Camarinha-Matos)
- 13:20** Working groups – discussion of actions
- 14:20** Summary of conclusions (plenary)
- 14:40** General conclusions and next steps. Closing
- 15:00** Lunch

## LIST OF PARTICIPANTS

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## WORKSHOP SESSIONS OUTLINE

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Initially the participants were divided into 4 working groups of 5 people each who received a complete set of forms regarding the components of the roadmap. The week before the event a package of information including the draft version of the roadmap was sent to the confirmed participants.

The project coordinator welcomed the participants and made an overview presentation of the ePAL project as well as of the status of the roadmap.

The goal of this short presentation was to refresh the main concepts and get a common starting point for the workshop discussions as well as avoiding misinterpretations. The ePAL study of the baseline, vision and its instantiation and suggested research actions were briefly introduced at the beginning of each working session.

The following sections summarize the results of the various working groups sessions- baseline, vision and research actions- including the votes of participants and suggested modifications to the draft roadmap.

Please note that not all participants voted on all items, what justifies some differences in the total number of votes per item. This is due to the fact that some participants were not familiar with some of the topics under discussion. ePAL consortium members did not vote.


### Working Groups

Group1	Group 2	Group 3	Group 4
Gonzalo Martínez	Miguel Ángel Reche	Inmaculada Vázquez	Paqui Bonachera
Pablo Morales	Jose Luis Marijuán	Jose M <sup>a</sup> Lissen	Antonio Fragero
Rafael González	Baldomero Naranjo	Mauricio Gil	Patxi Azanza
Esteban Tirado	Cecilio Ortega	Jesús Callejo	Manuel Vidal
Beatriz del Real	Teresa Gómez	Elhadi Absi	Fernando de la Rosa
Hamideh Afsarmanesh	Antonio Domínguez Patricia del Cura	Antonio del Cura	Pedro Medrano
Luis Camarinha-Matos			

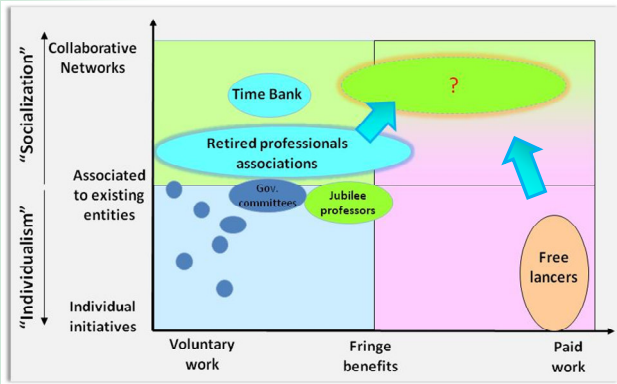
## SESSION ON BASELINE

### GLOBAL TREND

Participants were asked to give their opinion on the accuracy of the baseline based on the following form:



### BASELINE – GLOBAL TREND



*Is this global trend accurate?*

Definitely no Definitely yes

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*Which other issues are of your concern?*

*Which direction of move is desirable?*

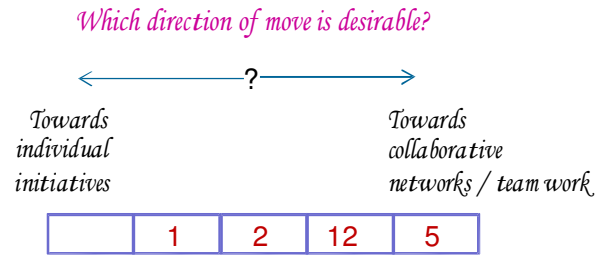
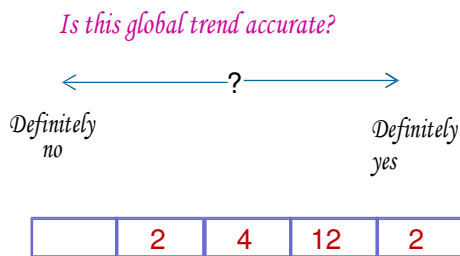
← ? →

Towards individual initiatives
Towards collaborative networks / team work

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**Baseline Global Trend**



*Which other issues of your concern?*

1. The global trend is accurate but the bubble must be moved to the right corner.
2. There are big differences between senior professionals. A typology of seniors is necessary.
3. Other axis should be added in order to contemplate the different age of senior professionals, from 50 to over 70. Senior professionals have different necessities and interests depending on their age. Elder over 70 have big difficulties in searching new opportunities of work so they feel the need of working in groups. In the other side seniors fewer than 70 prefer individual work (free-lancing).
4. From the perspective of gender issues the graphic must be different, women jubilee or pre-jubilee work mainly in voluntary activities.
5. Work and communication's globalization is a global trend -Working in groups is essential.
6. Re-training in professional aspects is essential.
7. Individual work is very common; there are many "freelancers". Cultural change (working in groups) is a difficult task.
8. Working in groups is the most productive way of work for senior professionals. Elders must work in collaboration with younger people.
9. Collaborative networks must allow individual work.
10. Reasonable desired distribution:

- Economical motivation
  - Help to coordinate teams of work
  - Avoid unfair competition
11. Working in groups is a good way to fight against loneliness. It is necessary to promote collaborative networks.
  12. Establish a typology of the different senior's activities in order to define the necessity of remuneration.
  13. The need of collaboration work depends on the kind of professional:
    - Professionals with high experience and knowledge; they have the capacity to extend their professional life after the retirement working in an individual way.
    - Professionals with lower capacity and knowledge; they need working in teams.
  14. Distinguish between different kinds of senior professionals in relation to their retribution and purchasing power.
  15. From the point of view SMEs: although some collaboration might be desirable, as long as many (paid work) is involved socialization sounds difficult.
  16. It is necessary remunerated work for senior professionals: Money and other kind of rewards.
  17. Pension systems will not cover the economical needs of the jubilees- senior professional's work must be remunerated.



*Which other relevant issues are missing?*

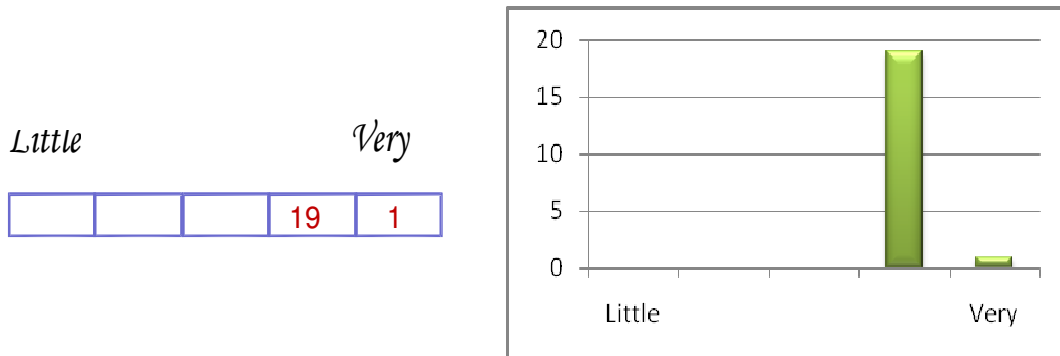
1. Pension systems will not cover all the needs of senior professionals.
2. It is necessary to incorporate gender perspective in a transversal way on each issue.
3. Differentiate between seniors: rural/urban, man/woman, in order to cover in a better way their needs- better results.
4. Create communication mechanism between senior professionals and younger.
5. The actual social concept of elder is a barrier for their involvement in the society.
6. There are some initiatives devoted to the fight against elder's discrimination- these kind of initiatives are essential for the real integration of elderly in the society- "building a society for all ages"- no discrimination, be conscious of the value of seniors, contribution and participation of elders and intergenerational relationships.
7. Nowadays strength and physical capacity are less necessary for the development of professional activities, but also the experience is less appreciated- There is an incongruence.

*Which of these issues are not accurate?*

1. In relation to **3.1**: nowadays there is a lack of practices developed by governments devoted to the promotion of the knowledge transfer.
2. In relation to **3.2**: Mentoring is not a common practice in Spain.
3. Point **1.2** it is especially important for innovation in companies and society.
4. Maybe some "training " for young professionals and senior experts should be included to improve collaboration between these two groups
5. In relation to **4**: There are many elderly associations but the majority is not devoted to the extension of professional active life. Also, society and business knowledge about the existence of these associations is little.

**Baseline on Organizational Perspective**

*Do these accurately reflect current reality?*



*Which other relevant issues are missing?*

1. Different objectives- young people want to grow and elder no.
2. In relation to 1.2: Existence of different levels of pensions for retired people.
3. In relation to 5.1: It is very important the role played by sponsors in seniors organizations.
4. Create mechanism to make easier the communication between senior professionals and younger generations.

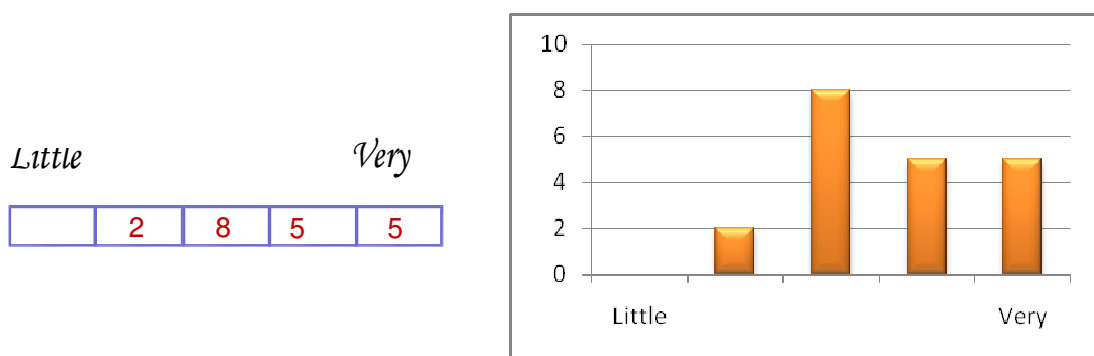
*Which of these issues are not accurate?*

1. In relation to **point 1**:
  - It is difficult to conciliate the retirement with the extension of working active life.
  - Public Institutions and society do not make senior's work easy.
  - There are many administrative barriers (fiscal, incompatibilities.. )
  - It is necessary and essential to change the retribution and fiscal framework.

2. Lack of promotion of senior’s mentoring services from the point of view of potentials clients.
3. Fiscal barriers and incompatibilities- It is difficult to work and receive a pension.
4. How to avoid the unfair competition with consultancy companies?

**Baseline on Technological Perspective**

*Do these accurately reflect current reality?*



*Which other relevant issues are missing?*

1. With age the access to ICT becomes more difficult. Elders have big difficulties in using new technologies, for instance, it is surprising the high number of seniors that do not have an email.
2. Differences between seniors (different needs) - Identification of groups are essential.
3. ICT could help senior professional but also could be an entrance barrier for the involvement of seniors in the socio-economic system.
4. Involve seniors in the process of development of the tools they will use in the future.
5. Technological problems. Quickly and continuous changes. Accessibility changes.
6. Many senior professionals do not have a daily use of technology- barrier of access to ICT.
7. Some reluctance to accept new technologies in seniors.

*Which of these issues are not accurate?*

1. The technological perspective has a low grade of implementation in relation to mentoring activities of seniors.
2. It is necessary a global technological platform/accessible/ guarantee/reliable public institution.
3. Less connection at home for ageing people.

*GENDER ISSUES*

In addition to the three perspectives, participants were also asked to comment on gender issues. Some collected comments:

1. Different characteristics and needs between men and women.
2. Nowadays the participation of women senior is short; often women act as voluntary support for parents taking care of their children.
3. Women use to develop voluntary activities.
4. Associations should balance the participation of woman and men.


## SESSION ON VISION

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Similarly to the previous session, the participants were asked to discuss the global vision statement first, and its instantiations according to the social, organizational and technological perspectives afterwards.

## VISION GLOBAL

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### VISION – GLOBAL

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**Core ideology:**  
Building a strong and cohesive social fabric to embody active senior professionals, as an important part of the European silver economy

**Envisioned future:**  
In the coming decade, a comprehensive paradigm will emerge in response to Europe's ageing population and its inevitable skill shortage, that extends the balanced active life of senior professionals, facilitating the use of their talents and expertise, and thus facilitating value creation from these mature assets, for the benefit of both Europe's economy as well as the European society as a whole.

**Main desired facets:**

V1. Well founded reference model of the environment, specifying its:  
endogenous (*structural, componential, functional, and behavioural*) and exogenous (*market, support, societal, constituency*) elements, and their interlinks

V2. Well established technological infrastructure, support tools/services

V3. Support for social responsibility and adaptation of suitable ethical code

V4. Established organizational infrastructure, supporting economic and societal involvement through government policies and actions

V5. Established national/international regulations for involvement of senior professionals in market/society and related legal frameworks

**How relevant is the vision as a whole?**

*Little* *Very*

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**How important is the achievement of?**

*Little* *Very*

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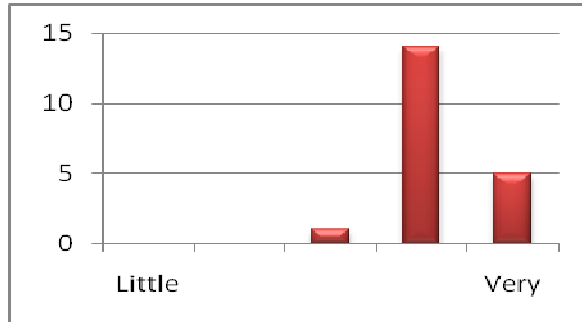
  

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**Vision on Global Perspective**

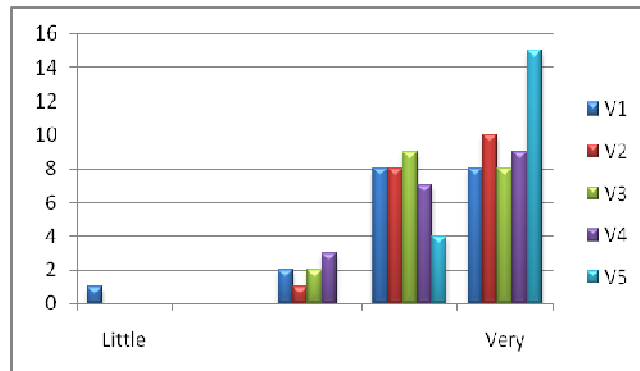
*How suitable is this vision as a whole?*

<i>Little</i>		<i>Very</i>
	1	
	14	
		5



*How important is the achievement of each facet?*

	<i>Little</i>		<i>Very</i>
<b>V1</b>	1		8
<b>V2</b>		1	10
<b>V3</b>		2	8
<b>V4</b>		3	9
<b>V5</b>		4	15



*NOTES*

1. We should consider on the “envisioned future” that the strength of the social aspects must be in concordance with the economic aspects.
2. It is necessary the re-organization of the civil society taking into account the role that senior professionals could play in the future.
3. International, European and national polices devoted to active aging and the contribution of seniors into the socio-economic system.
4. We must consider the gender perspective.
5. Global retirement framework for young people.

6. It is necessary that society value and take advantage of the senior professionals' experience.
7. It is difficult a multicultural collaboration between associations from different countries- Languages barriers.
8. **In relation with V.1:** environment is not defined, it is continuously changing.
9. In general, seniors who are involved in economic activities are integrated in the socio-economic system on an active way, participating and consuming less medicines (work=health).
10. Global facets are generic.

## VISION PERSPECTIVES INSTANTIATIONS

Participants were asked to give their opinion based on the following forms:

**VISION – TECHNOLOGICAL PERSPECTIVE**

In the coming decade, the ICT collaboration platforms and tools will be developed as an easy to use enabler of new approaches for combination of the active involvement of elderly people in the socio-economic system. As such, novel infrastructures and intelligent functionalities will act as a catalyst of new organizational forms, supporting geographically disperse communities of retired professionals. Furthermore technology will enable seniors to leave their legacy, expand their human capabilities, and facilitate their active participation in the socio-economic system.

*How relevant is this vision as a whole?*

1 2 3 4 5 6 7 8 9 10

*How important is the achievement of?*

1 2 3 4 5 6 7 8 9 10

**VISION – ORGANIZATIONAL PERSPECTIVE**

In the coming decade, the primary organization of stakeholders – governments, intermediaries, and businesses – will adopt positive and proactive policies and approaches that enable senior professionals to continue their active life and generate income that compensates for pension shortfalls and facilitates a valuable contribution to Europe's economy.

*How relevant is this vision as a whole?*

1 2 3 4 5 6 7 8 9 10

*How important is the achievement of?*

1 2 3 4 5 6 7 8 9 10

**VISION – SOCIAL PERSPECTIVE**

In the coming decade, extending active professional life will be a high priority strategy in addressing Europe's aging population. The social infrastructure will mature to accommodate demographic shifts through the creation of mechanisms to support active involvement of elderly people in the silver economy. Attitudes in society will evolve towards positive acceptance of elderly people as a value-creating pool of talent, thereby creating opportunities to support and promote active aging. Both senior and young professionals will derive greater benefits from the exchange of knowledge and experience. As the social environment evolves, new support mechanisms will arise to sustain an aging but more active and inclusive population.

*How relevant is this vision as a whole?*

1 2 3 4 5 6 7 8 9 10

*How important is the achievement of?*

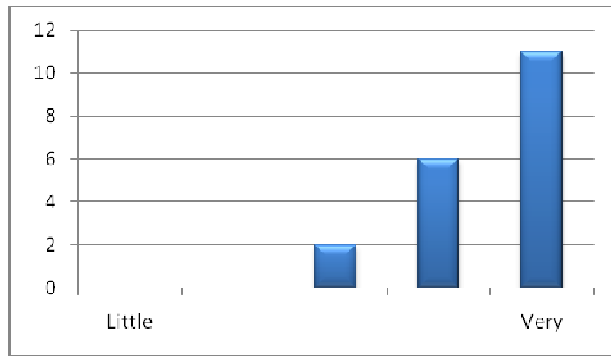
1 2 3 4 5 6 7 8 9 10



**Vision according to the Social Perspective**

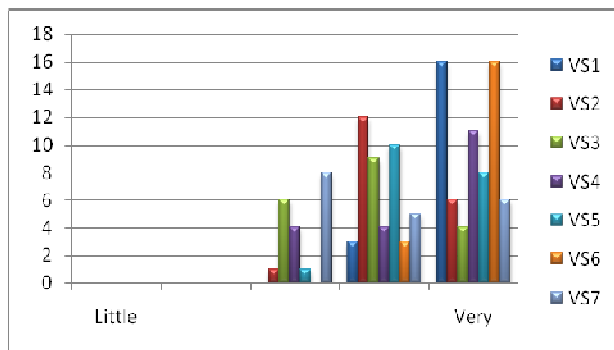
*How suitable is this vision as a whole?*

<i>Little</i>	<i>Very</i>
2	6
	11



*How important is the achievement of each facet?*

	<i>Little</i>	<i>Very</i>
VS1	0	3
VS2	1	12
VS3	6	9
VS4	4	4
VS5	1	10
VS6	0	3
VS7	8	5



*NOTES*

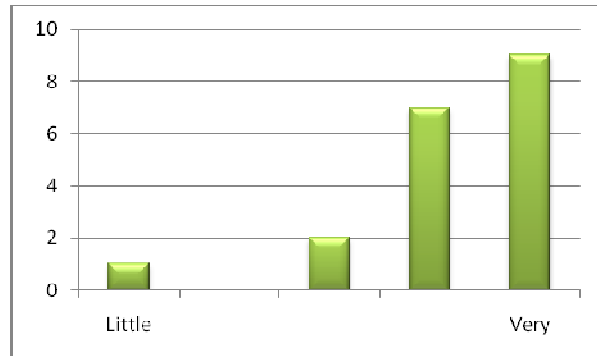
1. Competition against labour and retired people
2. Inform about CASPs
3. Motivating mechanisms to join CASPs
4. VS2- CASPs are important, but it should be considered as one more measure of the social perspective objectives.

5. VS2- In addition to the development of new tools and mechanisms for seniors' involvement in professional associations, in the future new more attractive elderly associations (from different points of view: economic and social) are needed. Involvement of senior professionals in associations depends on its appealing. In several occasions lack of interest of seniors is due to the fact that they do not identify themselves with the association's objectives and mission. Lack of motivation is caused due to this situation.
6. VS3- Apart from the creation of mechanisms to support transnational and multicultural relationships between senior professionals and working population, it is necessary to develop mechanisms to support multidisciplinary interactions.
7. VS3-Multicultural interrelationships have an important barrier: the language.
8. VS6- Mechanisms to support inter-generational relationships between seniors and younger are needed. These mechanisms could increase younger generation's knowledge.
9. Remuneration systems for senior professionals are needed. Economic rewards are the best signal of their real/active integration in the socio-economic system. If people value their work, then they will value senior professionals.
10. Younger generations get involve later on the labour market due to the extensive period of training and specialization.
11. Typology of seniors.
12. Mechanisms of social reward/distinction are needed.
13. It is necessary to define the transition between senior and jubilees.
14. Senior's activity should be related with the promotion of the scientific investigation in order to achieve the goals.
15. Give importance to humanistic values. We must consider on the vision not only economic rewards also humanistic aspects are important.

**Vision according to the Organizational Perspective**

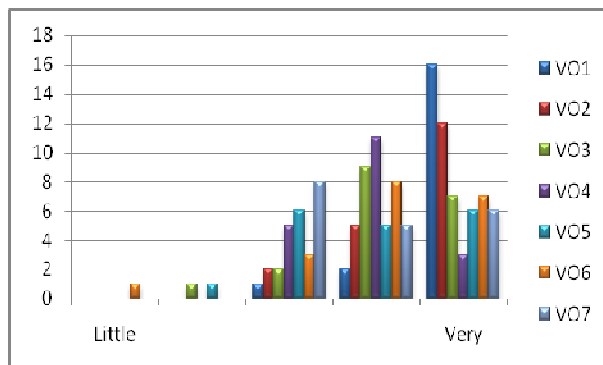
*How suitable is this vision as a whole?*

<i>Little</i>	<i>Very</i>
1	2
7	9



*How important is the achievement of each facet?*

	Little	Very
VO1		16
VO2		12
VO3	1	7
VO4		3
VO5	1	6
VO6	1	7
VO7		6

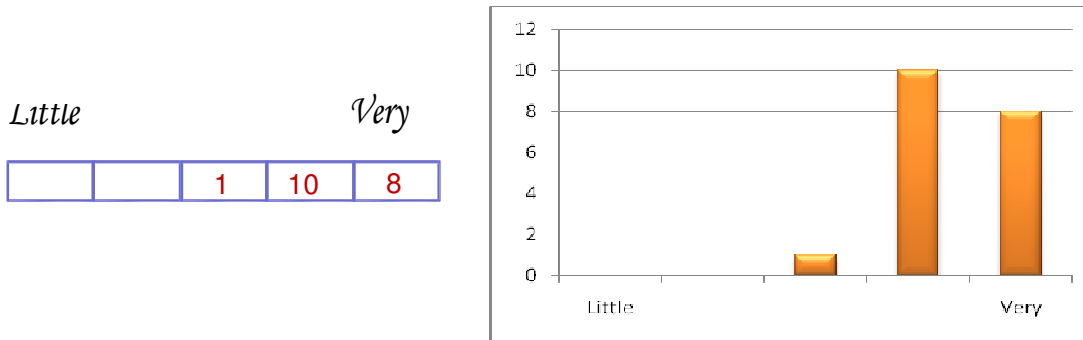


*NOTES*

1. Key point on the different qualification level of seniors, because:
  - The high qualified will generate added value and will be easily included in the socio-economic activity.
  - Meanwhile, the low-qualified will have more difficulties for inclusion and creating value.
2. Role of the professional association (professional schools).
3. Change on the organizational vision statement: Generated “income” for generated “added-value”.

**Vision according to the Technological Perspective**

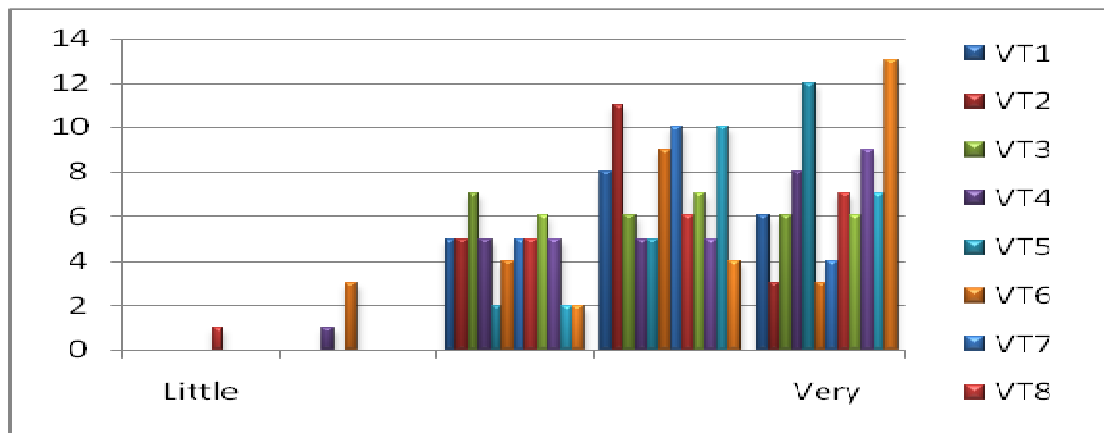
*How suitable is this vision as a whole?*



*How important is the achievement of each facet?*

	Little				Very
VT1		5	8	6	
VT2		5	11	3	
VT3		7	6	6	
VT4	1	5	5	8	
VT5		2	5	12	
VT6	3	4	9	3	

	Little				Very
VT7		5	10	4	
VT8	1	5	6	7	
VT9		6	7	6	
VT10		5	5	9	
VT11		2	10	7	
VT12		2	4	13	



### *NOTES*

1. Excellent ideas which compose an idealist future. Seniors are not accustomed to work in technological environment. Terms like platforms, virtual networks are difficult to understand for them. It is necessary to involve seniors in the process of development of these technologies.
2. Facets could be generic, superficial and complex.
3. Tools supporting the process of value creation similar for entrepreneurs.
4. Universal access to technology/mobile not only to computers.

### *GENDER ISSUES*

Some remarks:

1. Value professional abilities of women.
2. To social context: women take advantage of men's knowledge and experience; men take advantage of women's knowledge and experience.
3. Currently the number of women seniors is reduced due to the recent incorporation on the labor market, but this situation is changing. In the near future the number of women seniors will increase considerably.

## SESSION ON ACTIONS

For this session each participant could use a maximum of 10 votes. Furthermore, each participant had to give at least 1 vote to one action in each perspective. The remaining 7 votes could be freely used for actions in any of the perspectives. In case of a high preference for a particular action the participant could give 2 votes to that action. In this way, participants from a sociological background would naturally give more votes to action on the social perspective while ICT experts would tend to favour actions in the technological perspective.

## ACTIONS GENERAL VOTES

Participants were asked to vote on the following actions:

### ACTIONS – SOCIAL PERSPECTIVE

VISION	ACTIONS	VOTES
<p>1. Promote socio-economic studies that identify the unique value senior workers bring to the workplace, investigate new ways of senior workers interacting with the socio-economic system and communicate findings to employers and society at large as a whole.</p> <p>2. Design/develop mechanisms for skillful identification and improvement that assess acquired experience, provide career transition advice and deliver skills-enhancement to maximize the potential of seniors.</p> <p>3. Establish the "European Senior Space" to promote dialogue and consensus around issues of technology, culture and socio-economic participation and to develop a single, powerful voice for senior professionals across Europe.</p> <p>4. Investigate the barriers and potentials for cross generational interaction and collaboration between senior professionals and younger people, and fund/promote technology development programmes that support and facilitate this interaction/collaboration.</p> <p>5. Investigate and promote new models of working practices and related reward and taxation models for senior professionals, taking account of issues of work-life balance and aging well.</p>	<p>1. Promote socio-economic studies that identify the unique value senior workers bring to the workplace, investigate new ways of senior workers interacting with the socio-economic system and communicate findings to employers and society at large as a whole.</p> <p>2. Design/develop mechanisms for skillful identification and improvement that assess acquired experience, provide career transition advice and deliver skills-enhancement to maximize the potential of seniors.</p> <p>3. Establish the "European Senior Space" to promote dialogue and consensus around issues of technology, culture and socio-economic participation and to develop a single, powerful voice for senior professionals across Europe.</p> <p>4. Investigate the barriers and potentials for cross generational interaction and collaboration between senior professionals and younger people, and fund/promote technology development programmes that support and facilitate this interaction/collaboration.</p> <p>5. Investigate and promote new models of working practices and related reward and taxation models for senior professionals, taking account of issues of work-life balance and aging well.</p>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

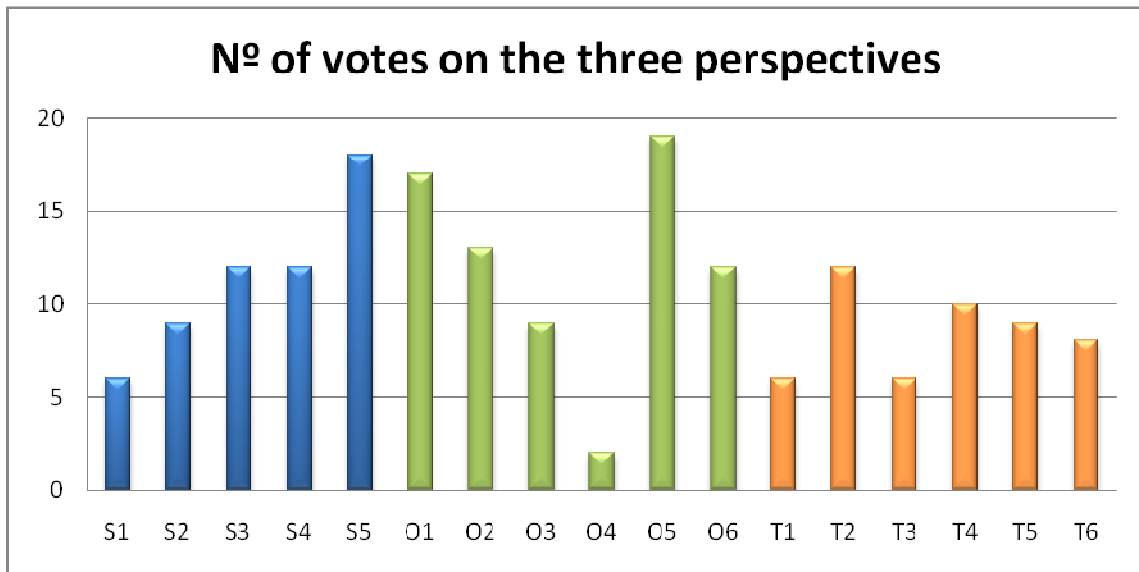
### ACTIONS – ORGANIZATIONAL PERSPECTIVE

VISION	ACTIONS	VOTES
<p>1. Identify and assess current national and European policy and legislation relevant to active participation of seniors in the socio-economic system and recommend new approaches that eliminate barriers and promote and support active aging.</p> <p>2. Investigate new mechanisms that forge mutually beneficial relationships between seniors and the socio-economic system including novel interaction models that facilitate collaboration between organizations and their retiring employees.</p> <p>3. Investigate and establish new roles, governance rules and organizational forms for communities of active senior professionals to promote inter- and intra-community collaboration and to create new opportunities for member engagement.</p> <p>4. Characterize and design new roles and modes of operation for intermediate organizations, both public and private, that provide brokerage and assistance to better facilitate integration and collaboration between senior professionals and the socio-economic system.</p> <p>5. Define new programmes and organizational practices that prepare for and guide the successful transition of senior professionals from full employment to active retirement, taking account of issues of gender, profession and local context.</p> <p>6. Characterize and quantify the uniqueness of what senior professionals can offer the socio-economic system (professional experience, compensation flexibility, etc.) and identify new channels to harness these resources in order to generate wealth and stimulate innovation amongst European businesses, thus supporting the silver economy.</p>	<p>1. Identify and assess current national and European policy and legislation relevant to active participation of seniors in the socio-economic system and recommend new approaches that eliminate barriers and promote and support active aging.</p> <p>2. Investigate new mechanisms that forge mutually beneficial relationships between seniors and the socio-economic system including novel interaction models that facilitate collaboration between organizations and their retiring employees.</p> <p>3. Investigate and establish new roles, governance rules and organizational forms for communities of active senior professionals to promote inter- and intra-community collaboration and to create new opportunities for member engagement.</p> <p>4. Characterize and design new roles and modes of operation for intermediate organizations, both public and private, that provide brokerage and assistance to better facilitate integration and collaboration between senior professionals and the socio-economic system.</p> <p>5. Define new programmes and organizational practices that prepare for and guide the successful transition of senior professionals from full employment to active retirement, taking account of issues of gender, profession and local context.</p> <p>6. Characterize and quantify the uniqueness of what senior professionals can offer the socio-economic system (professional experience, compensation flexibility, etc.) and identify new channels to harness these resources in order to generate wealth and stimulate innovation amongst European businesses, thus supporting the silver economy.</p>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

### ACTIONS – TECHNOLOGICAL PERSPECTIVE

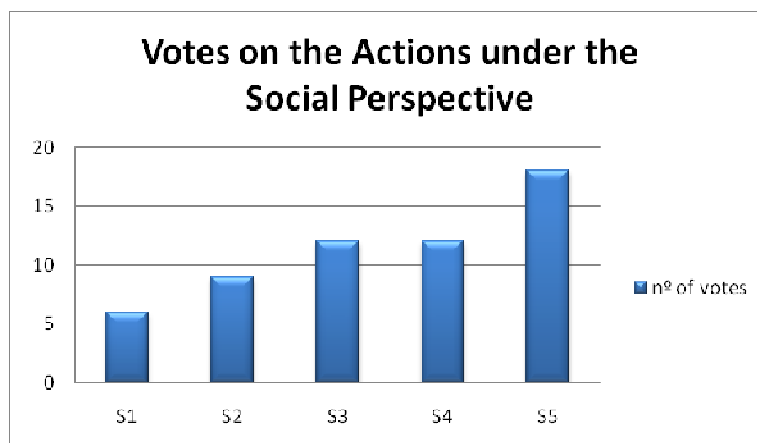
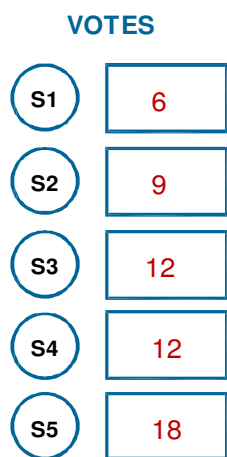
VISION	ACTIONS	VOTES
<p>1. Establish formal conceptual models for people's professional life cycle and the support environment for active ageing.</p> <p>2. Develop and integrate self-adaptive and configurable technology solutions in ICT environments to enable customized involvement of seniors.</p> <p>3. Develop ICT collaboration platforms for communities of senior professionals that are enhanced by affective computing, context awareness, and trust establishment.</p> <p>4. Design and develop support collaborative tools and systems to facilitate value creation.</p> <p>5. Develop environments that empower seniors to leave a legacy that capitalizes on their personal / professional experience and is usable and transferable to the society.</p> <p>6. Develop approaches that discover patterns and model "the evolution of senior professionals' interests and their involvement in the socio-economic system" and "the behavior and emotional health of senior professional networks".</p>	<p>1. Establish formal conceptual models for people's professional life cycle and the support environment for active ageing.</p> <p>2. Develop and integrate self-adaptive and configurable technology solutions in ICT environments to enable customized involvement of seniors.</p> <p>3. Develop ICT collaboration platforms for communities of senior professionals that are enhanced by affective computing, context awareness, and trust establishment.</p> <p>4. Design and develop support collaborative tools and systems to facilitate value creation.</p> <p>5. Develop environments that empower seniors to leave a legacy that capitalizes on their personal / professional experience and is usable and transferable to the society.</p> <p>6. Develop approaches that discover patterns and model "the evolution of senior professionals' interests and their involvement in the socio-economic system" and "the behavior and emotional health of senior professional networks".</p>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>





In addition to the voting (definition and priorities), participants were also asked to give suggestions for improvements of plan of actions.

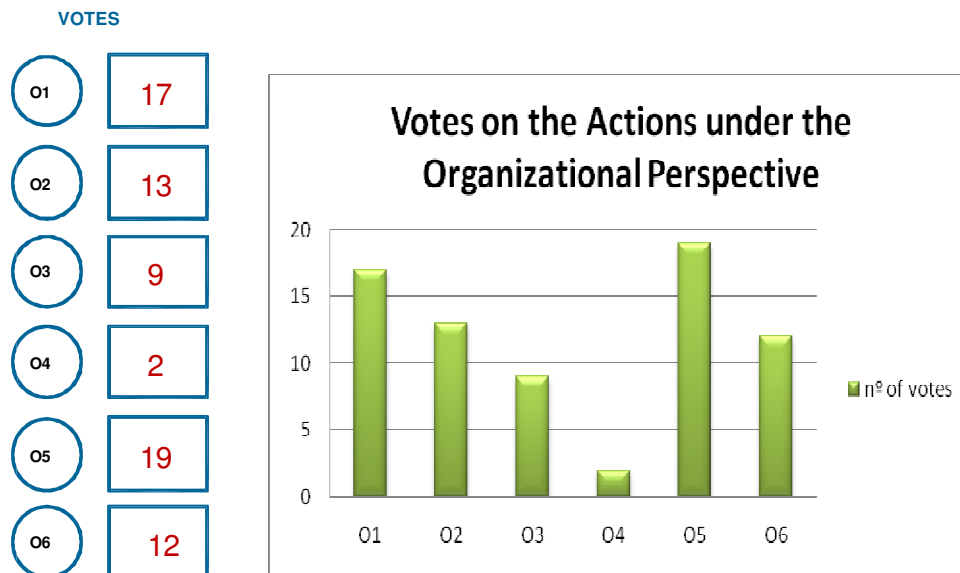
**Actions on Social Perspective**



*NOTES*

1. It is necessary to work for the appreciation of seniors on the society through training. Another vision should be inculcated in younger generations.
2. It is missing some action regarding training, in two fundamental aspects:
  - New technology
  - Language

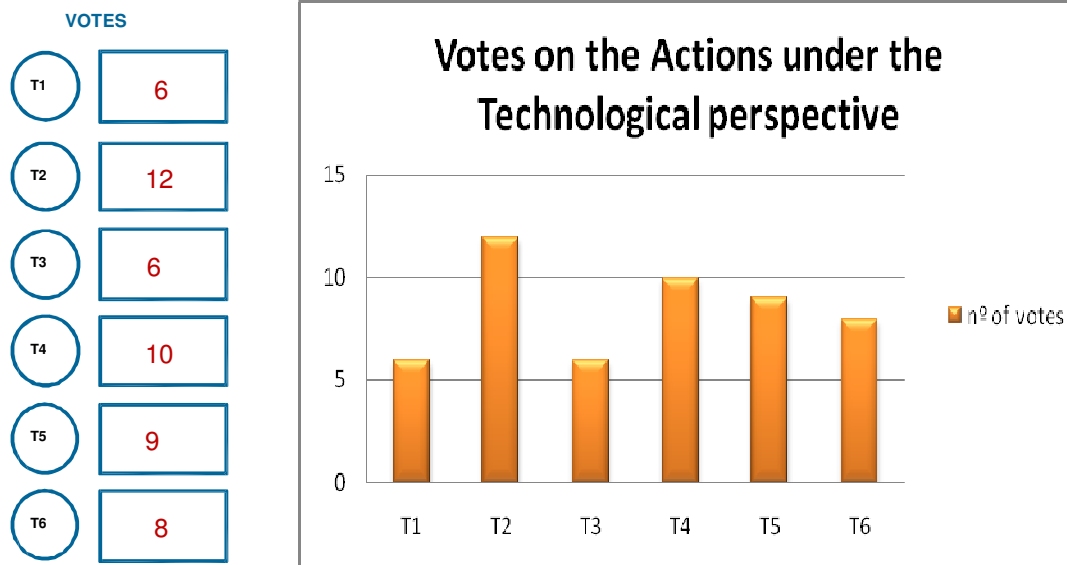
**Actions on Organizational Perspective**



*NOTES*

1. In relation to **01** it is important to indentify and create polices to implement and cover all measures designed to improve the inclusion of seniors into society and economy.
2. Improvement of civil society and change agent. Not leave the initiative only to police makers.
3. Propose to the commission a new financial program for professional senior associations related to their promotion, diffusion, etc.

### Actions on Technological Perspective



### NOTES

1. Develop data bases containing projects, thesis, documents elaborated by senior professionals from different socio-economic sectors. These data bases must be accessible to other seniors, teams of seniors and their association in order to transfer knowledge and experience.
2. Facilitate ICT re-training.
3. Promote and give value to collaboration platforms.
4. Standardize technological language in all senior associations.

### GENDER ISSUES

1. More participation of woman in these projects is necessary.
2. Take into account gender issues from the beginning of each action (design, development, evaluation). Integrate work and leadership stiles (male/female).
3. Actions in different programs are needed in order to reach the real equality between men and women.

## CONCLUSIONS

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In general terms the workshop went very well. The participants demonstrated a huge interest in the project and in the themes discussed and they had the opportunity to give their opinions during the event. The group of participants showed their gratitude for being involved, in an active way, in this process of generating a roadmap for extending the professional active life, theme that they consider very important due to the uncertain situation of the European pension's systems that there will be in the future.

Some of the participants were not so familiar with some topics under discussion, nevertheless they appreciated getting involved and some even expressed their interest in learning about those items.

The following sub-sections present a brief conclusion of the main issues discussed in the three modules: baseline, vision and actions.

### **Baseline**

In general, participants agreed with the current situation and trends presented by the ePAL consortium. Most of them believe that working through collaborative networks/team is going to be the best way of senior's work in the near future, the main reason they gave is that since we are born, we are accustomed to be in touch with others (from a personal and professional point of view) and we scared loneliness, and that feeling increases with the age. As well, all of them think that working through collaborative networks is the most productive way of work and it would be even better if teams of seniors include young people (inter-generational relations).

On the other hand, some participants pointed out that the need of working through collaborative networks depends on the status, background, gender and age of senior professionals. It is necessary to incorporate new dimensions to the study in order to collect the existing differences between seniors.

In relation to the remuneration, the majority of participants agree that some remuneration mechanisms are needed because this is a good way to motivate them to be involved in society and also to value the results. Nevertheless, some participants pointed out the necessity to establish some political measures in order to avoid unfair competition between seniors and business or active professionals that develop similar activities.

An additional element to highlight is the existing differences on gender issues. These aspects should be analyzed on future proposals.

## **Vision**

In general terms participants agree with the vision core ideology, they think that it include some excellent ideas although a little bit idealistic.

Some comments relied on the fact that the desired facets are a little bit generic and it is not so clear how ambitious they are.

Participants agree that it is necessary to develop specific politics and legislation in order to overcome with administrative barriers that avoid senior professionals to combine received pension with incomes from the services they provide.

We should take into account that the incorporation to the labour market can cause unfair competition. Seniors can offer cheaper consultancy services than normal companies due to some extra incomes (pension) they have. It is necessary to find the way to involve seniors in the socio-economic system without being a threat to Business.

Participants give a huge importance to senior's training, mainly in the technological aspect. Seniors are not accustomed to work in technological environments. Technological platforms, virtual Networks, etc need to be developed taking into account especial needs of seniors. Working on this direction we will reduce the existing technological gap.

## **Actions**

Participants are in concordance with the proposed actions taking into account the suggestions of the previous sections:

- Develop legal mechanisms that consider an especial contracting for seniors, in which they can combine pensions with other economic rewards.
- Establish collaboration Systems with business from the same sector that avoid senior's unfair competition.
- Plan training activities orientated to cover technological shortage.
- Develop training actions in order to permit an adequate transition from active professional life to retirement.
- Support collaboration networks creation that gather senior's capacities and permit offer them on and structured way.

Finally, in relation to gender issue, all participants agree that it is not necessary to develop specific actions for women. Gender need to be included on all actions in a transversal approach.

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