

## EXPERIENCE IS CAPITAL

**While the numbers of inmates in Austrian penal institutions have been rising continuously**

A European event, organised jointly by the European Commission and the Ministry for Employment, Labour and Social Cohesion on the theme of **Age management** is to be held in Paris on **23 and 24 June 2005** at the Carrousel du Louvre.



This event, organised with the support of Racine (Réseau d'Appui et de Capitalisation des Innovations Européennes), is aimed at presenting concrete experiences from EQUAL to respond to the challenges facing Europe, including the ageing of its population and the low level of employment of older workers: 40% on average in the 25 Member states of the European Union. Several projects implemented in Belgium, Finland, Germany, Greece, Ireland, Italy, Poland, Portugal and Spain will

show their activities and results.

The Agora was designed in an original way. It will take place in four spaces or 'themes', dedicated to issues facing businesses, specific tools for individuals, the development of territorial approaches and the orientation of national and European policies. At the heart of these themes, entrepreneurs and territorial actors will present their stories, those responsible for national and European policies will present their plans, and project leaders will present their approaches. Experts will give practical demonstrations at advice stands open for personal talks. Finally, an arena will host plenary sessions where European personalities will be interviewed.

**40 EQUAL projects,  
100 European speakers,  
450 participants from 25 Member States...**

→ The detailed programme, the preparatory documents and registration procedures can be found on the event website at : <http://www.travail.gouv.fr/fse/agora>

→ All the preparatory documents concerning the non French European projects are now available in the table below.

<b>Thema: Age management</b>
<b>Thematic discovery:</b> <b>Avoiding the exclusion of seniors from the labour market</b>
<ul style="list-style-type: none"> <li>→ I Perspectives of age management in Poland <span style="border: 1px solid black; padding: 0 2px;">en</span> <span style="border: 1px solid black; padding: 0 2px;">fr</span></li> <li>→ I Age management in Germany <span style="border: 1px solid black; padding: 0 2px;">en</span> <span style="border: 1px solid black; padding: 0 2px;">fr</span></li> <li>→ I Age management in Finland <span style="border: 1px solid black; padding: 0 2px;">en</span> <span style="border: 1px solid black; padding: 0 2px;">fr</span></li> <li>→ P The training of experienced workers - Fair Aqua (DE) <span style="border: 1px solid black; padding: 0 2px;">en</span> <span style="border: 1px solid black; padding: 0 2px;">fr</span></li> <li>→ P Strategies for developing the skills of experienced workers - B.Sapiens (PT) <span style="border: 1px solid black; padding: 0 2px;">en</span> <span style="border: 1px solid black; padding: 0 2px;">fr</span></li> <li>→ P Facilitation, recruitment, employment and retention of older workers - Senior Select</li> </ul>

<p>and Retrain (IE) <a href="#">en</a> <a href="#">fr</a></p> <p>→P Recognising experience in the shipbuilding sector - Ammattilaisen Vayla (FI) <a href="#">en</a> <a href="#">fr</a></p> <p>→P Raising awareness in SMEs in Lower Saxony to the evolution of ages - NETAB (DE) <a href="#">en</a> <a href="#">fr</a></p> <p>→O How to prepare businesses and employees for change? An itinerary "a la carte"- Zurekin Sarean <a href="#">en</a> <a href="#">fr</a></p> <p>→O How to have your skills recognised and transferred?- The photographic tool of Nerion II <a href="#">en</a> <a href="#">fr</a></p> <p>→O How to acquire skills after 45?- The learning model-Optio <a href="#">en</a> <a href="#">fr</a></p> <p>→O How to raise awareness amongst company executives to age management?- Netab tools <a href="#">en</a> <a href="#">fr</a></p> <p>→O How to validate the informal training of 45+ workers in the Turin Region? <a href="#">en</a> <a href="#">fr</a></p> <p>→E Setting up an age management policy in company-Volkswagen <a href="#">en</a> <a href="#">fr</a></p> <p>→E Using and developing the skills of managers above 45-Université libre de Bruxelles <a href="#">en</a> <a href="#">fr</a></p> <p>→E Promoting corporate social responsibility in Andalusia-Junta de Andalucia <a href="#">en</a> <a href="#">fr</a></p>
<p><b>Thema: Towards age management</b></p>
<p><b>Thematic discovery:</b></p> <p><b>Transforming the organisation of labour</b></p>
<p>→I Age management in France <a href="#">en</a> <a href="#">fr</a></p> <p>→I Age management in Portugal <a href="#">en</a> <a href="#">fr</a></p> <p>→I How to give the less qualified a chance?- The Noste programme <a href="#">en</a> <a href="#">fr</a></p> <p>→B Corporate social responsibility and age management <a href="#">en</a> <a href="#">fr</a></p> <p>→P The adaptation to new technologies of employees in SMEs and self-employed workers - Zurekin Sarean (ES) <a href="#">en</a> <a href="#">fr</a></p> <p>→P Towards support that will give individuals their proper place - Synergies creation (BEfr) <a href="#">en</a> <a href="#">fr</a></p> <p>→P A territorial Pact for Employment in the Dublin Region (IE) <a href="#">en</a> <a href="#">fr</a></p> <p>→P The retention of older workers in the labour market in Greece- Empeiria (GR) <a href="#">en</a> <a href="#">fr</a></p> <p>→P The reintegration of the 45 + in the labour market (IT) <a href="#">en</a></p> <p>→O How to develop adaptability, competitiveness and employment in shipbuilding?- Sectoral approaches of Nerion II <a href="#">en</a> <a href="#">fr</a></p> <p>→O How to age well at work? Training modules for well-being at work- Kimpassa Vahvat <a href="#">en</a> <a href="#">fr</a></p> <p>→O How to manage demographic change in the Nuremberg Region? The Fair+ tools <a href="#">en</a> <a href="#">fr</a></p> <p>→O How to recruit and retrain employees of 45+ in Scotland? The WAP tools <a href="#">en</a> <a href="#">fr</a></p> <p>→O What tool to use in order to raise awareness for the creation of a tutorial function within businesses? Video Forem <a href="#">en</a> <a href="#">fr</a></p> <p>→E Learning by doing in order to transfer tacit skills in the shipbuilding sector -Turku Vocational Adult Education Centre <a href="#">en</a> <a href="#">fr</a></p> <p>→E Finding solutions for simultaneous transfer of knowledge in the metallurgy sector - Soziale Innovation GmbH <a href="#">en</a> <a href="#">fr</a></p> <p>→E Promoting age management in the Basque country - Gouvernement basque <a href="#">en</a> <a href="#">fr</a></p>
<p><b>Thema: Promoting diversity</b></p>
<p><b>Thematic discovery:</b></p> <p><b>Taking into consideration age, gender and culture</b></p>
<p>→I Promoting diversity in Ireland <a href="#">en</a> <a href="#">fr</a></p> <p>→I Promoting diversity in Spain <a href="#">en</a> <a href="#">fr</a></p>

<p>→P The introduction of diversity on the job market - Paradox (BEnl) <a href="#">en</a> <a href="#">fr</a></p> <p>→P The transfer of tacit skills between generations - Ammattilaisen Vayla (FI) <a href="#">en</a> <a href="#">fr</a></p> <p>→P The management of diversity on the job market: aged workers and migrants - Diversity at work DAWN (IE) <a href="#">en</a> <a href="#">fr</a></p> <p>→P Empowering and upskilling older people and workers in the County Carlow area- Carlow EQUAL Employment Partnership (IE) <a href="#">en</a> <a href="#">fr</a></p> <p>→P The creation of an inclusive workplace - The extended tutor function (DK) <a href="#">en</a> <a href="#">fr</a></p> <p>→O How to manage diversity? A on-line diagnostic tool for Irish employers - Interact <a href="#">en</a> <a href="#">fr</a></p> <p>→O How to motivate women 45+ to use new technologies in the canning sector? Virtual classroom - Acento <a href="#">en</a> <a href="#">fr</a></p> <p>→O How the social dialogue can ensure better working conditions? - Cantabria Government <a href="#">en</a> <a href="#">fr</a></p> <p>→O How to train managers, HR specialists and trainers to promoting equality and diversity? An accredited programme - Tred <a href="#">en</a> <a href="#">fr</a></p> <p>→O How to raise awareness to the issue of ageing of handicapped workers ? Safhran tools <a href="#">en</a> <a href="#">fr</a></p> <p>→E Training leaders to manage diversity- Universal learning systems <a href="#">en</a> <a href="#">fr</a></p> <p>→E Worklife balance throughout working life-ETS <a href="#">en</a> <a href="#">fr</a></p> <p>→E Reintegrating unemployed over 45 in the labour market-Over 45 <a href="#">en</a> <a href="#">fr</a></p>
<b>Thema: Together in Europe</b>
<b>Thematic discovery:</b>
<b>Exploring common labour paths</b>
<p>→I Age management in Belgium <a href="#">en</a> <a href="#">fr</a></p> <p>→I Age management in Greece <a href="#">en</a> <a href="#">fr</a></p>

→I Institution    →B Business    →P Project    →O Tool    →E Experience