



ChildCarers 50+ Project

GOOD PRACTICES IN JOB ACTIVATION AND MOTIVATION OF WOMEN 50+

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NATIONAL INCENTIVES FOR JOB ACTIVATION OF 50-YEAR-OLD WORKERS

Progressive "polarization" for 50+ workers (ISTAT data):

- increase the employment rate with the entry of new low-skilled workers and the loss of intermediate skills;
- increase in those who are expelled from the production process and, above all, due to the tightening of retirement requirements, faces considerable difficulties in seeking new employment.

The relocation in the world of work and the consolidation of professional skills goes through continuous adult education (Adult learning).

For these reasons, the institutions have paid particular attention to the outplacement of over 50 to enable them to find a new employment, perhaps by betting on new skills or through self-employment:

LAW 92/2012

Encourages the redeployment of adult workers and the extension of working life, also in response to the gradual rise of retirement age.

It includes:

- Permanent contribution compensation for new recruits
- Forms of income support
- Regulatory action: an intermittent employment contract can be concluded, in any case, for people over 55

STABILITY LAW 2016 (LAW 208/2015)

To promote the active ageing of private sector workers, with full-time and permanent contracts, which will meet the requirements for old-age pension by 31 December 2018:

- Experimental part-time form: *favored part-time contract*: possibility of reducing their working time between 40% and 60%, the employer will still pay a sum corresponding to the pension contribution for retirement related to the work performance not carried out.

SPECIAL BUDGET LAW 2017

Private employers can benefit from **contributory reliefs** for the recruitment of 50-year-old workers who have been unemployed for more than 12 months.

The Budget Law also confirms, for 2017, the bonus introduced by the Fornero law (2012). Benefit can be enjoyed regardless of the location of the enterprise, it is extended to part-time recruitment and is excluded in the event of work suspension related to enterprises' crisis situations or reorganization processes of the enterprise.

GOOD PRACTICE FOR AGE MANAGEMENT ACTIVATED BY ENTERPRISES

FLEXIBILITY

Good practices that impact on flexibility refer to the time dimension and the role or activity changes assigned to the person:

- Reduction of work shifts such as demanding and ponderous work
- Job sharing: atypical contractual practice where two workers commit themselves to fulfilling one single job position. In the "aging" view, the two workers are one "under" and the other "over"
- Remote working
- Moving the person from one role to another more in line with the psycho-physical condition of the worker
- Assign management roles to "over" workers

HEALTHCARE

Initiatives designed for prevent disorders related to physical work which over time can become strenuous, or to keep up a lifestyle which over time can lead physical but also psychological distress

VALORIZATION OF AGE GROUPS

Learning programs, training, upgrade, retraining as well as career development paths

MANAGEMENT OF KNOW-HOW

Knowledge and skills transfer programs:

- Mentoring
- Tutorship
- Reverse mentoring
- Working groups composed of a mix of ages to foster intergenerational dialogue
- Mentoring and role assumption
- Internal consultancy to develop projects and initiatives

COOSS GOOD PRACTICES IN JOB ACTIVATION AND MOTIVATION OF OVER 50

THE IGTRAIN PROJECT EXPERIENCE

MAIN OBJECTIVE

- Improve the employability and the position on the labour market of older person (50+), by including them in the life-long-learning process and providing them with skills for on-the-job, intergenerational transfer of knowledge, complementary to their primary professional skills.

SPECIFIC OBJECTIVES

- Develop an innovative train-the-trainer course for people of age 50+
- Pilot the training course in every partner country
- Test the result of the training course by implementation of on-the-job-training by a selected number of participants in the pilot training courses
- Use the results of pilot training to develop good practices of more structured intergenerational learning at the workplace
- Develop an internet platform for promotion and dissemination of project results

BENEFIT TO THE EMPLOYERS

- Utilization of the knowledge, skills and experience of older people
- Shortening and improving the process of integrating younger people
- Maintaining knowledge and competences for longer time within the company
- Better use of resources
- Improved growth opportunities
- Reducing internal conflicts and misunderstanding
- More motivated employees
- Foster lifelong learning internal activities

BENEFIT TO THE EMPLOYEES

- Additional skills, knowledge and competencies for the young trainees
- More competitive in the labour market (increase employability)
- Improved career choices
- Developing social competences such as intercultural competences
- Developing emotional competences (self-esteem, confidence)
- Improving attitudes towards aging and the elderly globally
- More valuable teamwork, motivation, satisfaction and fun

BENEFIT TO TRAINERS (+50)

- Increased well-being and professional labour level
- Better attitudes towards the younger generation
- Awareness on current labour context
- Enhanced life integration globally (mental stimulation)
- Participation on a new level of learning and training
- Development of emotional competences (self-esteem, confidence)

THANKS FOR YOUR ATTENTION!



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