

Seminar for works councils

Older, experienced and in good health

A collection of material

Hamburg/Riga 2014-09-17

Who we are?

- Hans Thormählen
Arbeit und Leben Hamburg (Work and Life)
- Alexander Frevel
Beratung zur Arbeitsfähigkeit im demografischen Wandel
(Advisor for Work Ability and Demographic Change)

What have we done?

- Developed a concept of a seminar for members of work councils and trade unions
- Collection of material for the seminar of the target group
- ➔ **Pilot seminar will take place in November 2014**
- Transfer of the concept for members of work councils and trade unions into an English edition
- Transfer of the collection of material into English
- „Open source” - not a 1:1 translation
 - The situations and possible examples in other countries are too different
- ➔ **add your own materials and examples**

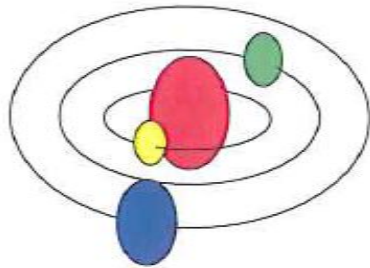
Why a special seminar for trade unions and work councils?

- The aims are often very similar ...
but the reasons and the arguments are different.

We would like

- to motivate for acting self-conscious, on a basis of profound knowledge
- to minimize weaknesses and threats, and to enhance strengths and opportunities
- to integrate the Trade Unions as partner in pro-active processes

Betriebsräteschulung



Termin

19. – 21. Nov. 2014

- *Älter, erfahren und gesund !*

Handlungsmöglichkeiten des Betriebsrats zum Demografischen Wandel

Der Demografische Wandel wird in vielen Unternehmen oft ausschließlich als Bedrohung wahrgenommen. Es können aber auch Chancen für das Unternehmen sowie für die jüngeren und älteren Mitarbeiterinnen und Mitarbeiter entstehen: Neue Prämissen des Ausgleichs in der Verteilung der Arbeitszeiten, der Arbeitsbelastungen der Mitarbeiterinnen und Mitarbeiter, der Gewinnung von qualifizierten neuen Beschäftigten etc. müssen entwickelt werden.

Programme of the Seminar (1)

Day 1	
Time	Action
09:00 – 09:15	Welcome – Programme - Activities and Formalities
09:15 – 09:30	Presentations (Best Agers Lighthouse)
09:30 – 10:30	Demographic Change
10:45 – 12:15	Age and Ageing
12:15 – 13:15	<i>Lunch</i>
13:15 – 14:45	Health and Illness
15:00 – 16:30	Stress, Demands, Resources
Day 2	
09:00 – 10:00	Work, Ageing and Health
10:00 – 10:30	Life Phases
10:45 – 12:15	Work Ability – Work Ability-Index; House of Work Ability
12:15 – 13:15	<i>Lunch</i>
13:15 - 14:00	Business Action Plans to encounter the Demographic Change
14:00 – 14:45	Analysing internal Starting Position: Structure Analysis and Risk Assessment
15:00 – 16:30	Other Analytical and Intervention Instruments (Examples)

Programme of the Seminar (2)

Day 3	
Time	Action
09:00 – 10:30	Best Practice Examples for operational Handling Strategies: VHH
10:45 – 12:15	Best Practice Examples for Measures: Automobile Assembly, Steel Industry, Maintenance, Care Services
12:10 – 13:15	<i>Lunch</i>
13:15 – 14:00	Best Practice Examples for Corporate Approaches / Demographical Collective Agreements
14:00 – 14:45	Action Opportunities for Trade Union Representatives and Work Councils
15:00 – 16:00	Transfer Concept
16:00 – 16:30	Evaluation / Feedback