



BRIEF PEER REVIEW REPORT
Practices in Poland:
**“Demographic changes - searching for new ways of
development”**
Katowice, January 23rd, 2013

INTRODUCTION AND PRESENTATIONS

Within the framework of the CE-Ageing Platform (<http://www.ce-ageing.eu>), a project co-funded by the Central Europe Programme, the fourth Peer Review was held in Katowice on 23 January, 2013. The Peer Review comprised programmes and activities for an ageing workforce implemented at the national as well as the regional levels in Poland.

The set of presentations included facts and figures on demographic change in Poland presented by Ms. Maria Zrałek, Polish Gerontology Society. She highlighted the fast changing demographic population structure in Poland with specifics and prospects till 2060: Life expectancy is increasing while fertility is low. The old-age dependency ratio stays far below the EU-27 average but till end of the forecast period it is expected to triple and exceed the EU-27 average. The increased number of older people will make new policy approaches necessary.

The next presentation focused on the various forms of support provided for the 50+ age group in the framework of Polish ESF-programme and was presented by Ms. Małgorzata Dobrowolska, Centre of Education and Psychological Support "Pro-Inwest". All presented projects aimed at the social and professional activation of older people due to the low economic activity of people over 50, the poor usage of flexible forms of employment and the lack of sources of information about real needs, expectations and opportunities. Policy instruments used by the projects encompass diagnosis of competences, training of professional and social skills as well as legal advice.

Ms. Małgorzata Moryń-Trzęsimiech from the Municipality of Katowice informed about the municipal programme "Seventy Plus" which was established to activate and protect older residents in Katowice. Currently, 19% of the inhabitants of Katowice are in post-working age (50.377 persons aged over 65). The socio-demographic analysis indicates the need to specifically draw attention within institutions responsible for social policy in the city on the development of systematic actions to older residents. The programme is aimed at improving life quality of older persons by implementing measures in the field of health, housing and social needs.

Finally, the survey results of the pilot "People 50+ in the Silesian labour market" which is implemented in the frame of the CE-Ageing project (Work-Life Balance pilot), were presented by Mr. Piotr Hetmańczyk, Central Mining Institute. The addressees of the survey were unemployed aged 50+, employees aged 50+ and employers of SMEs. The questionnaires' structure was formed in accordance with a predetermined functional section and consisted on four parts. The first



part contained metric questions, the second part questions corresponding to law and economy section, the third part related to employment and unemployment, and the last part concerned the social policy and social exclusion. The questionnaires covered the following areas: access people 50+ to jobs, retirement and pension benefits (depending on the labour market among young and people aged 50+), the employment of people 50+ in SMEs, fiscal policy for people 50+, knowledge of flexicurity and age management strategies, education, equal opportunities and discrimination. Quantitative and qualitative analysis of survey results allowed identifying barriers limiting employment, deactivation causes and factors increasing.

Moderation was provided by Piotr Hetmańczyk, Central Mining Institute, Katowice and Anette Scoppetta, Centre for Social Innovation, Vienna. With the Peer Review a valuable insight into activities in Poland was made possible for the CE-Ageing Platform partners.

The presentations were followed by discussions and a working session for developing the key learning's.

KEY LEARNINGS - INITIAL NOTES FROM 'CRITICAL FRIENDS'

During the working session the participants elaborated 'burning issues' which arose from the presentations. Those are:

- Perception of poverty (satisfaction versus statistics)
- Health case (insufficient services?, high costs)
- Comprehensive approach to understanding of the 'old'
- Prolongation of economic activity (necessity versus motivation and possibilities)
- Sustainable forms of employment (flexible and secure?)
- Active role of local communities/municipalities on services for older persons
- Cooperation model with churches
- LLL (to be strengthened)
- Geriatrics (holistic approach taken)
- Isolation/exclusion (holistic approach taken in Poland)

The participants split into two working groups and further discussed the approaches taken in Poland with the following results:

Working group A) Role of the municipality

Political leaders seem to have responsibility on the target group and also take an active role, in particular in Katowice. The Katowice municipality is a strong partner in the various fields of:

- labour market (active labour market policy);
- social policy (housing, consultation, care);
- community building; as well as
- education (?).

In regard to recommendations the working group suggests to strengthen cooperation with different local partners. Due to the growing tasks for the municipality and the limited budgets available for services for older persons (as remarked by the representative of the municipality of Katowice)



building up cooperation with various partners in the policy fields related to demographic change may assist on the long run in order to adequately respond to the needs of the community.

Working group B) Motivation & Ability

The working group, firstly, acknowledged the comprehensive approach taken in Katowice in order to understand the needs of the older generation. However, the group remarked that age has to be understood as a matter of mind.

In regard to “motivation”, the group further distinguished between external and internal factors. Internal factors regard money, recognition, value, inclusion, family, LLL, and flexible attributes to work. External factors comprise recognition, salary/profit, LLL, flexible working patterns next to an appropriate social system. Prevention and care have been discussed by the working group as issues regarding the “ability” with sub-issues such as LLL.

The recommendations for the Katowice partners include further elaborating on the already taken holistic approach to older people in the municipality and the development of a strategy whereas synergies between the different policy fields are improved.

The peer review was closed by thanking all partners for their active engagement and the open discussion which was made possible due to a fruitful learning environment built during the session.