



Age management

Experience from the Czech Republic and abroad

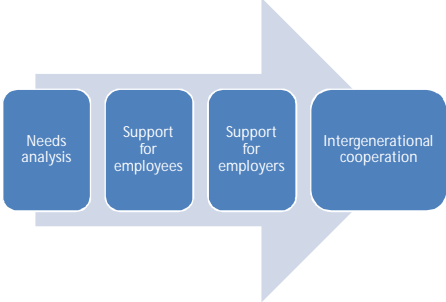
Zdenka Havrlikova, Channel Crossings
January 2014, Germany, AGE meeting





- **Project MUME**
Objectives, target groups, practical tools and training package
- **Strengths and weaknesses 50+ and 30-**
- **Projects for 50+ in the CZ**
Father and Son
Potential 50+



MUME - Objectives



MUME - Target groups




MUME - Practical tools

- 1) National reports and Synthetic report on age management (CZ, PL, BE, BG, IT, EL, FI, HU)
- 2) Compendia for Employees and Employers
- 3) Professional and Development Path
- 4) Training Package



www.mume.eu

MUME - Training package



Strengths and weaknesses

50+		30-	
+	-	+	-
Life and professional experience	Lower degree of adaptability and flexibility	Adaptability, flexibility, ability to multitask	Insufficient experience
Reliability, diligence, credibility	Deterioration of sensory functions	Dynamic, active, ambitious, motivated	Fluctuation, lower degree of loyalty
Patience, conscientiousness	Lack of knowledge of technical innovations, limited knowledge of foreign languages	Performance oriented	Unrealistic expectations (inc. wages)
Stability and loyalty, Stable life situation	High labour costs	PC, language skills	Non-stabilised situation
Extensive network of contacts	Inability to present oneself	Ability to work in multicultural environment	Emotional instability, impatience

Projects for 50+



Project: „FATHER AND SON“ (2012 – 2014)

Promoter: Chamber of Commerce of the Olomouc Region

Description:

- influence of intergenerational cooperation on development of business and managerial skills
- 15 junior managers / businessmen
- Guidance of experienced senior managers / businessmen

Strong points:

- use of intergenerational cooperation and mentoring



Projects for 50+

Project: „POTENTIAL 50+“

Promoter: NGO Prostor

Description:

- Goal: to promote employability of people 50+
- To transfer international know how from Great Britain
- To connect HR managers, Employment offices, retraining agencies and people 50+

Strong points:

- practical workshops for both employers and people 50+
- Centre for support of people 50+



And now ... a short EU quiz

- What EU country has the highest share of employees aged 60-64
SWEDEN (61,0 %)
- What EU country has the highest share of people 50+?
GERMANY, ITALY (33 %)
- What country has the lowest/highest life expectancy?
Females: SPAIN (85,4 %), BULGARIA (77,2 %)
Males: SWEDEN (79,9 %), LITHUANIA (68,1 %)

