



# SILVER - Promoting a Career in the Third Age

## Module I

[www.silver-euproject.org/](http://www.silver-euproject.org/)

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## What is active ageing?

- The European Commission defines *active ageing* as “helping people stay in charge of their own lives for as long as possible as they age and, where possible, to contribute to the economy and society” (Eurofund, 2018).
- Additionally, active ageing involves the optimization of opportunities for all ages workers to perform in proper and qualitative conditions until legal retirement age is achieved (Eurofund, 2018).





- **Statistics** also show that working age population in the EU is predicted to decline by 14.2% in between 2010 and 2060, fact which will impact the welfare supplies.
- It is argued that the healthcare and long-term care system are o become unsustainable in the near future as a consequence of older people's needs that cannot be longer met by the labour force (Eurofund, 2018).
- **Eurostat** highlights that almost one third of older people who continued to work despite receiving a pension did it due to non-financial reasons (Eurostat, 2020).



## Transition from work to retirement

- People aged 55 years or more accounted for almost one fifth of the total workforce.
- More than half of the workforce aged 65 years, or more was employed on a part-time basis.
- More than 2/5 of the workforce aged 65-74 years were self-employed.
- 1/7 of the workforce aged 65 years or more usually worked from home.
- The average duration of a man's working life was 4.9 years higher than that of a woman.
- Older people were more likely to be satisfied at work (around 94%).

*(data collected in 2016-2018, and presented in the Report Ageing Europe: Looking at the lives of older people in the EU, 2019)*

# Practical Activities

Theme 1.0 Introduction agenda	(5 minutes)
Theme 1.1 New Life phase	(20 minutes)
Theme 1.2 Social roles for a change	(20 minutes)
Theme 1.3 What you loose and what you get	(20 minutes)
Theme 2.0 Ageism	(15 minutes)



# **Theme 1.0**

## **Introduction Agenda**



**Age Friendly Work Places – or a jump from the cliff**  
***Workshop for Managers and HR Staff***



## **Workshop Agenda**

- 1) The specifics of senior employees 55+ & ageism
- 2) Age friendly workplaces – tools for good senior practice
- 3) Smooth transition from working life - into retirement





## The Danish national research center for the working environment

Characteristics that employers expect and seniors have:

- Professional skills
- Accountability
- Overview
- Quality consciousness
- Loyalty
- Productivity
- Adaptability



## The Danish national research center for the working environment

What makes seniors 55+ choose working life for several years:

### 1) **External motivation:**

- The efforts of seniors must be recognized and appreciated.

### 2) **Inner motivation:**

- Opportunity to learn new things - and develop personally.
- Influence at work and experience self-determination.



## Group debate: Presentation & expectations



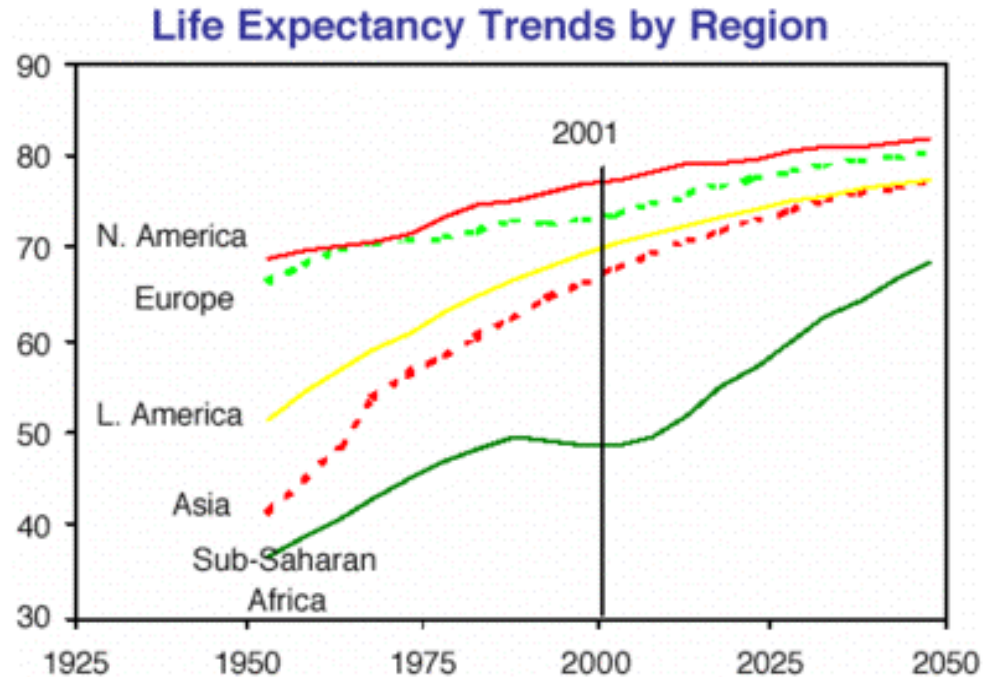
How far has your company come  
with the design of age friendly workplaces ?

A short round at the group tables



# Theme 1.1

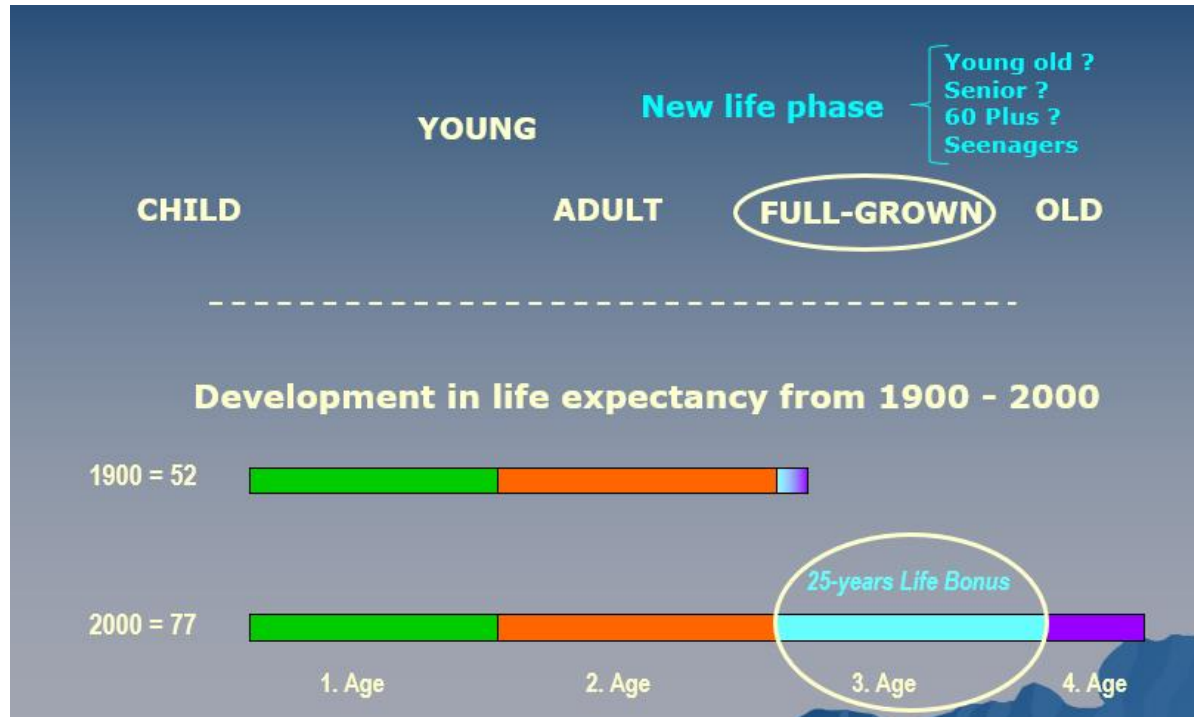
## New life phase



**Life expectancy increases with 2-3 month per year**



## We're not only living longer – we have got a new life phase





**We're not only living longer – we have got a new life phase**

The third age

The fourth age

**Independent – self-reliant**

**Dependent - lack of health**

**60 years**



**100 years +**





**We conceive the world – with the concepts we have**

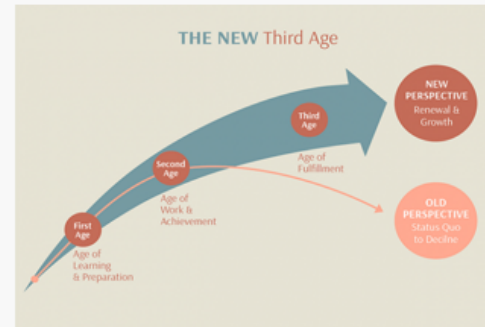
**How do you perceive  
The new phase in life – between adult and old ?**



Mostly as decline and settlement?



Or as renewal and growth?







# **Theme 1.2**

## **Social roles for a change**



## Strong social roles are changing – in the life phase 55-75 years old

Employee



*1954, Robert Havighurst*



**Norms and culture means a lot  
- also when you decide to retire**



**I wish I'd had the courage to live a life true to  
myself, not the life others expected of me.**

*Bronnie Ware*



**Strong social roles are changing – in the life phase 55-75 år**



**2022**

**Old age-related norms – under dissolution**



### Discussion in the groups



**Do you mostly see the change in the strong social roles in the life phase from 55-75 years**

- as a short-term event or a long-term process
- with a great need of pre-retirement counselling

?????



# **Theme 1.3**

## **What you loose and what you get**



**Retirement – a jump from the cliff**  
**- what you get and what you lose**  
*Silver - Promoting a career in the third age*  
*Erasmus+ EU project*



## Last day on the job

How lucky you are – now  
you don't have to work  
the rest of your life.

If you get bored  
it's your own fault -  
you're not smart enough

I'll miss my  
colleagues

Leisure is OK - but  
for 20-30 years?

How to find ways  
to do what I'm  
good at and  
enjoy

Maybe pretend  
it's easy – even  
when it's difficult



Most difficult transition in your lifetime - 41%





**Looking forward to retirement – don't forget looking back**

**Looking  
forward to  
retirement**

**To see what you 'get'**

**Freedom and 40 hours for:**

- Travel and leisure
- Partner – grandchildren – family
- Hobbies and gardening
- DIY - projects
- Relax.....

**The challenge in  
the new life-phase**

**Don't  
forget  
looking  
back**

**To be aware of what you 'lose'**

**Identity & engagement 40 years:**

- Colleagues and important network
- Structure – daily - weekly
- Making a difference – challenges
- Meaning and goals
- Less money to live for

**How to retrieve  
what you have  
LOST**

**And combine it  
with what you  
have GOT**



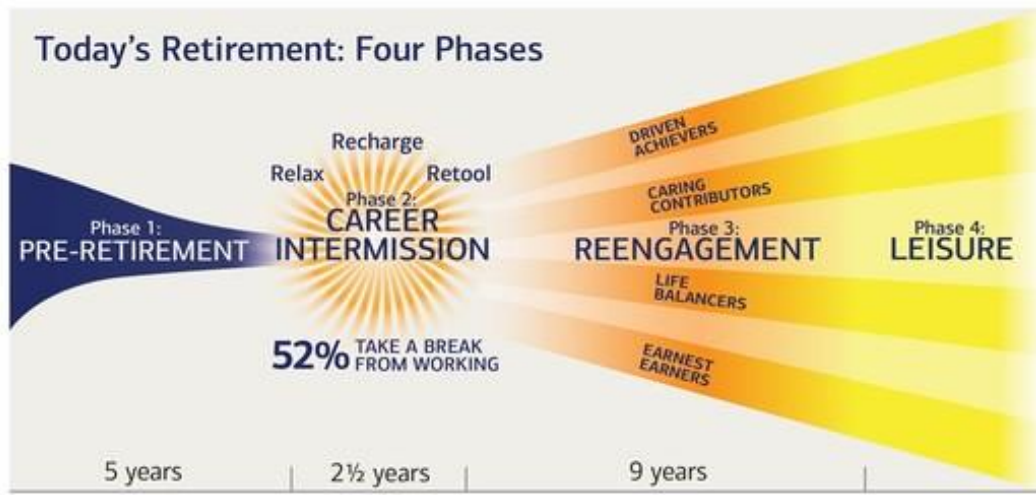
## The New Retirement Workscape

Yesterday's Retirement: Two Phases

PRE-RETIREMENT

LEISURE

Today's Retirement: Four Phases





**Retirement – a jump from the cliff**

**OR - Building bridges**

**How to retrieve...**

- **New colleagues** and a **New** network
- **New** daily routines and structure
- **Continue** making 'a difference'
- **Be challenged** – mentally and physically
- **Discover** meaning and targets in the new life

**Group discussion:**

**How55+ combine the FREEDOM they HAVE GOT  
with the strong VALUES they have LOST with the job ?**



# Theme 2.0

## Ageism



## To My Guardian at the Gate (Kristoffer Kempe, 2022)

Dear Algo,

I hope you have slept well

Or maybe you've only blundered

But even for you, a rest must be for

As you know exceedingly well

Then I need your help

It's about age

Would you please delete all coding lines about age

when I have to pass by your gate with my application

Your life won't be long, maybe a few years

Maybe it can get longer

when you learn about diversity and equality

And deletes all coding lines about age

Maybe you can teach your master and manager at the age of 26



## Questions for discussion in groups

1) Who is Algo?

2) What is the main problem, that is focused on in the poem?

3) What can you do as HR/manager to avoid, that high tech will be used creating ageism?



**Project partners:**



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