

Managing the ageing of the workforce

Under the auspices of the Ministry of Labour and Social Affairs

Tuesday 27 January 2004
HMA Conference Center

- 09.00 – 09.30 Registration-Coffee
- 09.30 – 09.50 **Welcome Speeches**
- **Panayiotis Maistros**, President of the Organizing Committee
 - **Litsa Panayotopoulos**, Chairman of the Board, Hellenic Management Association
 - **Anna Diamantopoulou**, Member of the European Commission for Employment and Social Affairs
- 09.50 – 10.30 **Opening Speeches**
- **Christos Polizogopoulos ***, President, Greek General Confederation of Labour
 - **Odyssey Kyriakopoulos**, President, Federation of Greek Industries
 - **Rovertos Spyropoulos**, Deputy Minister for Social Affairs, Ministry of Labour and Social Affairs
- 10.30 – 11.00 Coffee Break

Session A'

Population Ageing: Implications for the Workforce and Economic Growth

- 11.00 – 13.00 Chairman: **Nikos Analytis**, Vice Chairman, Federation of Greek Industries
- Speakers:
- **Costas Fotakis**, Head of Unit, E-1 Social and Demography Analysis, Employment and Social Affairs DG, European Commission:
The impact of ageing on labour supply
 - **Fritz von Nordheim**, Principal Administrator, Employment and Social Affairs DG, European Commission:
European policies in support of active ageing

- **Dimitris Karadinis**, Research Director, National Centre of Social Research (EKKE):
Age and Employment: The Greek case and the European Experience

Discussion - Questions

13.00 – 14.30

Lunch

Session B'

Identification of good practices to reinsert and retain older workers in employment

14.30 – 16.30

Chairman: **Bernard H. Casey**, Senior Research Fellow, Department of Industrial Relations, London School of Economics and Political Science

Speakers:

- **Professor Juhani Ilmarinen**, Institute of Occupational Health, Finland:
Extending the working lives of white-collar workers in the service sector: The problem and examples of good practices
- **Dr. Rudolf Karazman**, Researcher, Group health@work/ IBG Austria:
Extending the working lives of manual workers in manufacture: The problem and examples of good practices
- **Robert Anderson**, Senior Researcher, European Foundation, Ireland:
Common traits in practices of good age management from across Europe
- **Bernard Raynaud ****, Consultant, Industrial skills and vocational training, Ministry of Education, France:
Exploiting the skills of mature workers
- Comments from the Chair

Questions - Discussion

Session C'

Policy Implications (The role of the firms, the social partners and the government)

16.30 – 17.30

Round Table Discussion

Chairman: **Panayiotis Maistros**, President of the Organizing Committee

- Representative from the Ministry of Labour and Social Affairs
- **Antonis Kastrissianakis**, Director, Directorate A, Employment and ESF Policy Co-ordination, Employment and Social Affairs DG, European Commission
- **Raymond Torres**, Head, Employment Analysis and Policy Division, Directorate for Employment, Labour and Social Affairs, OECD
- **Nikos Analytis**, Vice Chairman, Federation of Greek Industries
- **Grigoris Felonis**, President, Athens Labour Center, member of the Board of Directors, Greek General Confederation of Labour

Closing Session, Conclusions

** Has been invited*

*** Invited by the Federation of Greek Industries (FGI), Coordinating Partner of Development Partnership «ATHENA», Project «Lifting barriers and discrimination in the labour market for women technicians»», Community initiative EQUAL.*