



International Conference

Inclusive Human Resources Management Practices for Older Workers

When: **Wednesday, 6th April 2016**

Where: **Slovenia, Celje**, ISSBS, Mariborska cesta 7, <http://mfdps.si/en/faculty/contact>

Invited target groups (from EU program and partners countries):

- HR managers
- HEI: education professionals and researchers, Alumni networks
- Key actors in HRM and Employment Areas: HR professionals' associations, business associations, intergeneration learning centres, organizations and public bodies in employment and social areas
- Older Workers (OW) and wider community

No conference fee, but with limited seats (up to 70): the conference is organised as dissemination event of the iHRM project, participants will receive conference materials, access to e-version of iHRM learning manual, some hard copies will be available too, and the coffee and the lunch will be offered to all participants.

Program

11.30	Registration
12.30 – 13.00	Welcome addresses: <ul style="list-style-type: none"> • Dr. Valerij Dermol, vice-dean International School for Social and Business Studies (ISSBS), SI • (TBC), Ministry of Labour, Family, Social Affairs and Equal Opportunities, SI • mag. Alenka Rumbach (TBC), director, National Institute of Employment, office in Celje, SI
13.00 – 14.00	Key note speech: <ul style="list-style-type: none"> • Dr. Dirk van Dierendonck, Erasmus University, Rotterdam, NL: <i>State of the art: Elderly and work – what do researches show?</i> Reflections from Practice: <ul style="list-style-type: none"> • Gonçalo Meireles, Advancis, Porto, PT: <i>Elderly and work – best practices of inclusion</i> • Dalia Jogan, Istraplina, SI: <i>Inclusion of elderly in work environment through the lens of HR manager</i>
14.00	Coffee break
14.30 – 15.30	Reflections from practice (continue): <ul style="list-style-type: none"> • Yvor Broer, inDialogue, DK: <i>Intergenerational dialogue in practice</i>
15.30	Lunch
16.30 – 20.00	Workshop - Steps toward inclusive work environment, moderated by: <ul style="list-style-type: none"> • Dr. Katarina Babnik, ISSBS and University of Primorska, SI • Yvor Broer, inDialogue, DK
20.00	Dinner (optional)



Aging Workforce and the Role of HR Managers

The aging of both population and workforce is a global issue that has created concern about labour and skill shortages. In Europe, if nothing is done, there could be only one person employed for every retiree by 2050, at the same time that labour market could shrink by nearly 15%. The shrinkage would come with substantial costs for companies' competitiveness and the social security systems, and the social cohesion would be affected. Human Resource Managers are in a critical position to help organisation's deal with the challenges of an ageing workforce, and they need tools that help them to act according to the new and future requirements of the organisations.

The project aims to:

- Develop an innovative training programme for Human Resource (HR) managers on inclusive HRM practices for Older Workers (OW), based in research and using mobile technology
- To provide the knowledge and competencies needed these professionals to deal effectively with the challenges of an aging workforce

For more information: <http://i-hrm.eu/sl>; Promotional Video: <https://youtu.be/PpL2ADqXcl4>

Please make the **e-registration** here: <http://mfdps.1ka.si/a/319>

For additional information: trunk.nada@gmail.com.

Best regards

Dr. Nada Trunk Širca,
Conference chair
International School for Social and
Business Studies, Celje, SI

Dr. Dirk van Dierendonck,
Project leader
Erasmus University,
Rotterdam, NL

Some useful information – travel and accommodation

Accommodation: Hotel CELEIA <http://www.hotel-celeia.si/sl/> is just next to the venue of the conference. The special rate is negotiated (until 20.3.2016), make the direct reservation and use the code "iHRM".

Travel - You can reach Celje by **train, bus, and car.**

- **Airports "around" Celje are:** Ljubljana (81 km, 1h drive from Celje) , Graz (113 km, 1h), Zagreb (121 km, 1:45 h), Trieste (201 km, 2h), Wien (316 km, 3 h), Venice (310 km, 3h).
- **Transportation from airports to Celje:** bus and train connections are not so good, rent-a-car, or taxi (app 80 EURO) is an option, and GOOPTI is a company for shared transportation – <https://www.goopti.com/en/>

Inclusive Human Resources Practices for Older Workers – iHRM

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