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Inclusive Human Resources
Management Practices
for Older Workers

www.i-hrm.eu



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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%. This would come with heavy costs to companies' competitiveness, to the social security systems and to social cohesion.

Human Resource managers are in a key 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 needs 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 competences needed for these professionals to deal effectively with the challenges of an aging workforce

The Key Activities

- Project Website – information for all
- Project Group in LinkedIn for the dissemination of the project's objectives, activities and results to all target groups, especially HR managers and other groups of professionals related to HRM
- Project Newsletters – information for all (minimum 3 issues: June 2014, February 2015, and February 2016)
- Research (January to August 2014) Work Environment Constraints to OW Employment and on HRM Best Inclusive Practices for OW in all countries of the consortium: survey, case studies (interviews, focus groups)
- Handbook on Inclusive HRM Practices for OW (December 2014) disseminating the project's results, designed for all target groups
- Video (May 2015) promoting inclusive HRM
- National Seminars (countries of the consortium, May 2015) for HR managers
- M-Learning Course on Inclusive HRM Practices for OW (pilot training, November 2015) designed especially for HR managers and key actors in the area of HR and employment
- Final Conference (Slovenia, March 2016) for HR managers, education professionals and researchers, and key-actors in the area of HR and employment

Dates of events are published on the website.

The Project's General Objective Will Be Achieved Specifically by:

- Identifying and addressing work environmental constraints to the participation of OW's in the labour force
- Identifying adequate inclusive HR practices for recruiting and retaining of OW
- Developing and implementing a m-learning training course to better prepare HR managers to the challenges raising from managing OW
- Disseminate the results Europe-wide next to target groups to maximize the impact and sustainability of final outcomes

What Is in the Project for You?

- HR managers will have access to a specific and flexible training, based in m-learning, to help them devise and implement HR strategies to recruit and retain OW, preventing skills and labour shortages.
- HEI will have new means (research and learning contents) that they can use to modernize their curricula in HRM education in order to adjust them to the new requirements of the HR managers' profession. Education professionals will have access to an innovative and user friendly tool for training HR managers in how to deal with the challenges of the aging working force.
- Key-actors in HR and employment will have more information (resulting from research) where to base their activities and policy making.
- Older workers will have the possibility to actively participate in the development of a more supportive work environment.

The project will give a clear contribution to the Europe's 2020 and Employment strategies and to minimize the problems resulting of the aging workforce.

It contributes to:

- Raise of the OW's employment rate
- A healthier European society, where elderly people keep active for a longer period of time, escaping poverty and reducing the burden over the younger generations
- Increase in European businesses' and other organisations' competitiveness