

# *Active ageing – Poland*





# Basic information

- sectors
  - automation of production processes, electrification, services, sales,
  - production,
  - IT
  
- Employment: from 300 to 4000 employees
  
- Mix of solutions in each of cases.



# Cases

- **mentoring** - building a relationship in which one person, usually someone with more experience (mentor, internal trainer), often at a higher level in the organization, enjoying authority and professional success, helps the other person (mentee) to get to know better and discover her potential. Work understood in this way takes place outside the supervisor-subordinate relationship.
- **the program "I take care of myself - for well-being and success"** - aims to raise awareness of mental health problems and promote preventive measures, thereby increasing the chances of personal and professional success.
- **audit of health threats - extended prevention** - as part of activities aimed at protecting the health of employees, the employer cooperates with medical facilities.

Reports on perceived hazards in the workplace are prepared in aggregate and anonymous form.



## Cases

- **lifelong learning / skills / training** - company systematically organizes internal training (offers its own training platform) and external, aimed at improving soft skills and qualifications. Employer takes into account the fact that there will be generational changes in the company and the average age of employees will systematically increase.
- adjusting the organization of working time to the expectations of employees
- **health promotion in the workplace** - the employer promotes positive behavior in the context of ergonomics, fighting stress.



## Cases

- **Health / ergonomics in the workplace** – office furniture and equipment is to reduce the nuisance of monotonous work (sitting for 8 hours, driving a vehicle). Workshops/webinars on how to train at home and work are organized. Adaptation of workstation to a given gender. To activate women, who constitute 40% of employees in production plants.
- **Actions against routine / professional burnout** - the employer enables work in several positions. Skills matrices of individual employees are built, in which positions they can currently perform work, in line with professional career development
- **support for employees in difficult life situations** - financial support (e.g. treatment) and financing of children's education



# Why?

- actions taken and initiatives are part of the company's organizational culture and philosophy
- the initiatives result from the belief that it is necessary to take care of the well-being of employees – it also pays to employer
- we want to remain attractive employers. to create a workplace that people will really want to come back to.



# Succes factor/challenges

1. management understanding and support
2. financial issues
3. change of individual beliefs of employees
4. convince middle level management to introduce changes -  
concerns whether it will affect work efficiency

