

Report from Germany

10 Years

Second UN World Ageing
Plan

Madrid, 2002

UNECE Regional

Implementation Strategy

Berlin, 2002

Introduction

Ten years after the adoption of the Second UN World Ageing Plan, Madrid 2002 (MIPAA), and the UNECE Regional Implementation Strategy, Berlin 2002 (RIS), the UNECE states are providing information on the national implementation of the ten commitments in the RIS.

The present German report contains an overview of the main points and measures of the German policy on ageing in the last ten years, with the past 5 years since the UNECE Ministers' Conference in Spain in the year 2007 forming the core of this overview.

The German National Association of Senior Citizens' Organisations (BAGSO) submitted a position statement on this. The BAGSO, with its 100 member organisations, represents around 13 million senior citizens in Germany.

In terms of content and structure, the Report follows the National Plan of Action to Implement the Second UN World Ageing Plan, Madrid 2002, and the UNECE Regional Implementation Strategy, Berlin 2002, with the title "Challenges and Opportunities of Ageing Societies". The National Plan of Action was submitted to the Federal Cabinet in 2008. Civil society was also involved in the preparation of this National Plan of Action.

The Federal States also submitted comments.

The present report is available in German and English at www.bmfsfj.bund.de.

Commitment 1

Inclusion of the dimension of ageing into all policy areas in order to bring societies and economies into harmony with demographic change and to achieve a society for all ages

The Federal Government agrees with the statement in Commitment 1 that societies and economies must be brought into harmony with demographic change. It accepts the challenges of demographic change, which it sees as an opportunity for developing appropriate images of ageing, providing stimuli for the economy and utilising the potential of older people for society. It therefore promotes corresponding measures. For the Federal Government, generation fairness and intergenerational solidarity are fundamental principles of the sustained development of society. In dealing with the upcoming challenges, older people themselves have a key role to play. No society can do without their experience, knowledge and economic power. On average, older people today are well positioned in terms of health, education and finances, and with their wide range of interests and skills, extensive experiential knowledge and high level of mobility, form a reservoir of power and participation options that is essential for society.

Examples of Federal Government measures

Federal Anti-Discrimination Agency

The Federal Anti-Discrimination Agency (ADS) was established in August 2006. The Agency independently supports people who have suffered disadvantages which are racially motivated or which have occurred due to ethnic origin, gender, religion or ideology, disability, age or sexual identity.

The ADS designated 2012 as the Year against Age Discrimination. With the motto "The best age. Always.", various campaigns and measures are planned to increase the awareness of age discrimination, especially in the employment market, and to offer solutions. Amongst other things, an expert commission was initiated which will present action recommendations to break down age discrimination by the end of the year. In April 2012, a week of action was organised throughout Germany, in collaboration with non-governmental organisations and companies. The week was supported by a large number of prominent ambassadors. A specialist conference on the subject is planned in September.

German Centre of Gerontology (DZA)

With its wide range of tasks, the DZA helps to take the dimension of ageing into various policy areas. It was founded in 1973 with the aim of collecting, presenting and disseminating information about the living circumstances and needs of older people.

The research and documentation institute in the field of social and behavioural gerontology, age policy analysis and policy consultation is supported institutionally and via projects by the Ministry of Family Affairs, Senior Citizens, Women and Youth. It is a central point of contact for the Government and Parliament for dealing with questions concerning ageing in society. Information about the life situation and needs of older people is collected, expanded, evaluated, processed and disseminated. The permanent responsibilities of the DZA include the "Agency for the Report on Ageing", the "GeroSta gerontological statistics database" and the "German Ageing Survey". In addition, it also houses the largest socio-gerontological library in Western Europe. The Geriatric Care Coordinating Office was established to implement the "Charter of Rights of People in Need of Nursing Care and Assistance".

Ageing Survey

The aim of the Ageing Survey is to ensure comprehensive continuous monitoring of the living situations, life progressions and life planning of people in the second half of life in order to anchor these subject areas in society on a broad, differentiated basis. The Ageing Survey is a central foundation for academic policy consulting and an important basis for current social reporting and scientific research. The essential precondition for a meaningful Ageing Survey is the regular collection of data and its gradual adaptation to questions that are relevant now and seem likely to be relevant in the future. The first wave of the survey took place from 1996 to 1999, followed by the second wave from 2001 to 2004 and the third wave from 2007 to 2010. This third wave both continued the previous investigations (description and analysis of the living situations of people in the second half of life) and also picked up and integrated new social and scientific questions. The time frame for monitoring individual life courses was extended to 12 years. In 2011, the German Ageing Survey had a response rate of around 5,000 people. This increased the scientific and socio-political resilience of its statements.

Federal Government Reports on Ageing

These are prepared every four years on various themes by expert commissions constituted on an interdisciplinary basis and presented to the Federal Government.

The 5th Report on Ageing, in 2007, dealt with the subject of "The potential of old age in business and society – The contribution of older people to intergenerational cohesion". The report provided a guiding principle in which the ageing of the population is seen not only as a risk but also as an opportunity for social growth and development. Even in 2007, the over 60s group accounted for a third of all consumer expenditure in Germany, at €315 billion per year.

The Federal Government sees the opportunities of the "Silver Economy" as an opportunity for products and services.

The 6th Federal Government Report on Ageing, in 2011, stated that the images of ageing predominant in our society often do not reflect the diversity of old age. The Federal Government is therefore calling for a more differentiated view that is not only limited to the needs of the elderly and those in need of nursing care, but also take the great potential of old age into account. Germany therefore relies on and supports the voluntary involvement of all people, and particularly the elderly.

European Year for Active Ageing and Solidarity between Generations 2012

The year is pursuing the following objectives, according to the Council Decision:

- Creating a "culture of active ageing",
- Mobilising the potential of the population group of people in their late 50s and older,
- Promoting the self-commitment of organisations and people in the areas of the employment market, adult education, volunteer activity, participation in social activities and ageing in good health.

As part of the implementation of the European Year in Germany, the Ministry of Family Affairs, Senior Citizens, Women and Youth is supporting 45 projects. The main themes here are the working world and working conditions against the background of demographic change, social involvement and the participation of older people, images and limits of old age, independent living for older people through modifications in the areas of living environment and infrastructure, solidarity between generations and the compatibility of caring with a career. A kick-off event with the Minister, Dr Schröder, and a closing event will accompany the European Year.

Future Federal Government Measures

"Images of old age" programme

The 6th Federal Government Report on Ageing in 2011 dealt comprehensively with the subject of images of old age. The programme based on this subject opens it up for general discussion by the public. The programme not only highlights the effects of specific images of old age in various areas of life; it also makes all stakeholders in society aware of the potentially negative effects of certain images of old age. It emphasises the skills and strengths of older people and develops a new model of old age without losing sight of those who need help and support. Under the motto of "Rethinking old age", it helps to ensure, through a wide range of campaigns and initiatives, that

senior citizens are able to develop their involvement unfettered by conventional perceptions. The programme is being continued with further measures, including local citizens' forums on "New images of old age" and other events plus the research projects "Images of old age in school", "Older people as consumers" and "Safety potential in later years".

Commitment 2

To ensure the full integration and participation of older people in society.

As part of its responsibility, the Federal Government supports the participation of older people through research and pilot projects, conferences, continuing training events, publicity work and the promotion of national senior citizens' organisations. It is of the opinion that older people are a widely varying group, the members of which represent a considerable potential for the community socio-culturally and economically. The Federal Government is in discussion with companies and business institutions as to how older people, as an important target group for products and services, can be served in ways that are more user-friendly, more practicable and more reliable.

Examples of Federal Government measures

The National Association of Senior Citizens' Organisations in Germany (BAGSO)

The National Association of Senior Citizens' Organisations (BAGSO) in Germany is an umbrella association currently made up of 110 member organisations, most of which are active nationally, representing around 13 million older people. It is supported by the Ministry of Family Affairs, Senior Citizens, Women and Youth and highly regarded as a partner. The BAGSO sees itself as a lobby group for the older generation that promotes their interests amongst political decision-makers, offers advice and works to achieve improvements in the areas that affect older people at all levels. Every three years, the BAGSO, which was founded in 1989, organises the German Senior Citizens' Day, plus a wide range of other conferences and workshops on the subject of old age and ageing. Amongst other things, it awards quality seals to pharmacies that meet the needs of seniors and to user-friendly print media. In cross-association specialist commissions, common positions on fundamental and topical questions concerning age policies are developed. In 1998, the Association was awarded consultative status within the United Nations Economic and Social Council.

National Engagement Strategy

In the Coalition Agreement, the Federal Government undertook to develop a National Engagement Strategy. This was passed in the Cabinet in 2010. The Engagement Strategy lays the foundation stone for the promotion of involvement that is better coordinated between the state, business and civil society. It pursues four strategic objectives:

- better coordination of the engagement policy initiatives of the governments at national, regional and local authority level
- the inclusion of foundations and civil society organisations and the civic engagement of commercial companies,
- greater recognition of and respect for the services provided by volunteers,
- better framework conditions for voluntary involvement.

At the moment, in the Ministry of Family Affairs, Senior Citizens, Women and Youth alone around 60 programmes and other initiatives for strengthening civic engagement are running, e.g. in the development of voluntary services, recognition of corporate engagement and civil society in East Germany.

Federal Government Engagement Report

In 2009, the German parliament agreed on the presentation of a regular report (like the Federal Government's report on ageing or families) on the status and development of civic engagement in Germany. The report, which concentrates each time on one main theme, is intended to support a sustainable policy of engagement and to help to develop the potential within society for civic engagement. It is intended to stimulate political debate about current developments and innovative approaches, provide action recommendations and anchor the value of civic engagement more strongly in the public awareness. In summer 2012, the first Engagement Report, which deals with the theme of the "Civic engagement of companies", is to be submitted to the German parliament, along with the statement of the Federal Government.

Federal Voluntary Service

The Federal Voluntary Service started on 01.07.2011. By the end of February 2012, over 37,000 valid contracts had been signed. Across Germany, the over-27 age group represents nearly 30% of volunteers. The Federal Voluntary Service

- is open to men and women of any age,
- offers deployment areas in care of the elderly, care of young people, sports, integration, culture, education, civil protection and disaster response,
- has a deployment period of at least 6 months and at most 24 months full-time

offers volunteers a legal relationship with the State and the deployment location, includes social security, child benefits, accommodation, meals and work clothing or equivalent financial payment plus pocket money,
teaches social, ecological, cultural and intercultural skills through the educational support it provides.

Volunteer services across the generations (FDaG)

From the beginning of 2009 to the end of 2011, the Ministry of Family Affairs, Senior Citizens, Women and Youth supported the establishment nationally of the non-remunerated volunteer services across the generations organised on a binding basis with Federal funding of around €16 million in total.

Around 8,400 volunteers with different cultural and social backgrounds, young and old, took part. The volunteer services across the generations were remarkably popular amongst people aged between 45 and 69, with 64 % of volunteers older than 50.

The volunteer services across the generations have a clear profile. They offer engagement opportunities and deployment areas for people of all age groups. They wish to

- attract children and young people to take part in civic engagement
- incorporate the experiential knowledge of older people,
- appeal to people with a background of migration.

As an opportunity for education and orientation, the format particularly appeals to people in transitional life situations (e.g. between school and career, trying to re-enter the job market after a family, during periods of unemployment or transitioning to the post-career life phase). The opportunities presented by demographic change are used when older people specifically contribute their experiential knowledge into intergenerational projects.

The volunteer services across the generations allow a high level of flexibility within a clear framework:

Age: Any man or woman can provide volunteer service across the generations after completing compulsory schooling.

The funding bodies are institutions for the promotion of charitable, benevolent or church purposes or public legal entities. They ensure that the volunteers and the specialists leading them are suitably trained.

The areas of deployment cover all areas of engagement. These range from looking after children and young people through caring for senior citizens, supporting people with disability to relatively new fields, such as culture, migration, protecting the environment and nature conservation.

With the action programme Multigenerational Houses II, the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth is providing an infrastructure which can also be used as required by the volunteer services across the generations. With 450 locations, the facilities supported within the action programme also continue to offer a platform for the use and further development of the activity approaches of the volunteer services across the generations.

Multigenerational houses

The Federal Ministry of Family Affairs, Senior Citizens, Women and Youth established the action programme "Multigenerational Houses I" in 2006. In around 500 facilities throughout the country, it transfers the principle of the extended family into modern society: the natural give and take between people of different ages is activated in the multigenerational houses, young and old meet in a public space in their neighbourhood, people benefit from each other and from their different skills, experiences and interests.

With their "open encounter" approach, the houses provide a low-threshold meeting place for anyone who is interested. This means that it is also possible to appeal to people who would otherwise find it difficult to access public institutions. Beyond the family, people make (lasting) contacts which are often consolidated through the provision of services (e.g. "rent a granny", mentoring programmes, etc.).

The action programme "Multigenerational houses I" created a social infrastructure throughout Germany that makes a lasting contribution locally to social cohesion, strengthens people's sense of responsibility for their immediate environment and motivates people to become involved as volunteers.

To further develop the multigenerational approach and to ensure the lasting establishment of the houses in the local infrastructure, at the beginning of 2012, the Ministry of Family Affairs, Senior Citizens, Women and Youth started a three-year action programme Multigenerational Houses II, with 450 locations throughout Germany. By concentrating on the main themes of: ageing and care, integration and education, family support services and voluntary engagement, the profile of the houses has been further refined.

"Active in old age"

In the years 2008 to 2010, the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth supported a total of 150 local authorities in Germany with €10,000 each and helped, through the "Active in old age" programme to anchor the model of active ageing in the local authorities and to develop new action profiles. Alongside this, the Ministry for Generations, the Family, Women and Integration in North Rhine-Westphalia supported 20 locations in North

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Rhine-Westphalia and the Future Fund of Generali Deutschland Holding supported five locations throughout Germany with the same sum.

In citizens' forums, older citizens have developed projects together – sometimes with inter-generational participation – and planned and initiated their implementation on a voluntary basis.

The "Growing Together" campaign – Strengthening education sponsorships, promoting integration"

With the campaign, the Ministry of Family Affairs, Senior Citizens, Women and Youth in cooperation with the Federal Government Commissioner for Migration, Refugees and Integration supports a network, established in 2008, for sponsorship and mentoring projects with a Federal Service Centre in the Federal Office for Family and Civil Affairs. Existing education sponsorship projects for children and young people are networked, training for qualifications is offered, the establishment of further sponsorship projects is initiated and applicants are sought for mentoring as an attractive opportunity for civic engagement – especially for older people with experience of life and work. The focus here is on projects that intervene at the phases of personal development that are important for integration:

- the early childhood phase
- primary school age
- secondary schools.

Along with assistance with networking, publicity work and the transfer of knowledge via the website, national project database or newsletter, the action offers and develops various forms of support to ensure the quality of the projects locally. With workshops, specialist conferences and congresses, the action provides practical, implementation-oriented support for civic engagement in the form of mentoring.

European Year of Volunteering 2011

The European Year of Volunteering to promote active citizenship pursued the following objectives:

- creating favourable framework conditions for civic engagement in the EU,
- strengthening the potential of the organisers of voluntary activities to improve the quality of voluntary engagement,
- recognising voluntary activity,
- increasing awareness of the value and importance of volunteering as an expression of active civic participation.

As part of the implementation of the year in Germany, seven projects were subsidised from Federal Ministry of Family Affairs, Senior Citizens, Women and Youth funds. In addition, there were many activities on the part of civil society.

Future Federal Government Measures

"Growing Together – Strengthening education sponsorships, promoting integration

The campaign proved successful as an approach to promoting sponsorship and mentoring projects and is to be further developed in order to strengthen civic engagement in this area. In the next step, the successful programme is to be publicised locally in the regions.

"Active in old age"

An investigation is to be carried out into the long-term effect of the programme through online surveys and follow-up telephone interviews to determine the effects and developments after the end of the programme. The successful approaches for the continuation of the programme will be thematically grouped and published in a practical guideline as a supplement to the practical handbook "Shaping local communities together".

Commitment 3

To promote equitable and sustainable economic growth in response to population ageing

The Federal Government sees two major challenges here:

- With birth rates below the level needed to sustain the population accompanied by increased life expectancies, both the economy and society must respond to changing needs.

The Federal Republic of Germany is in the midst of a global competition which is leading to an intensification of the flow of goods and capital worldwide. This process brings with it a global shift in corporate locations and jobs and capital flows that are hard to control.

In a cohesive policy mix, the Federal Government is bringing together a number of economic and socio-political areas.

Examples of Federal Government measures

"Ageing as an economic factor" (Silver Economy)

The "Ageing as an economic factor" initiative links together elements of senior citizens' policy, economic policy and consumer policy. It aims to expand generation-friendly products and services in order, in this way, to improve the quality of life of older people and to make use of the opportunities presented by demographic change. Market potential for generation-appropriate

products and services is highlighted (the over-60s spend over €316 billion p.a. on consumption). The initiative provides impulses for the development of innovative ideas, strengthens older people in their role as consumers and highlights the potential of older employees. For this, it runs events and maintains a website (www.wirtschaftsfaktor-alter.de), publishes a newsletter and has developed various tools such as the "Generation-friendly shopping" and "Generation-friendly trade" quality symbols, the travelling exhibition on "Universal Design" and competitions relating to it, and the folder "Utilising potential – the 50plus customer group".

Promoting social entrepreneurship

The Ministry of Family Affairs, Senior Citizens, Women and Youth has launched a programme which is directed at companies that wish to solve problems in society with an innovative business model. This solution approach must be the core business of the social enterprise. The social enterprise must already have its place of business in Germany and the majority of it must be privately owned. The Federal Government provides the necessary equity capital to finance growth. Effectiveness is measured alongside the programme. The spread of social innovations and the effect reporting for publicly funded projects are discussed in the Interdepartmental Panel on Engagement Policy and in the Federal-Regional-Local Authority group on engagement policy.

Commitment 4

To adjust social security systems in response to demographic change and its social and economic consequences

The Federal Republic of Germany sees the maintenance and further development of social protection for all population groups as one of the fundamental tasks of the state. The avoidance of poverty and the provision of appropriate social benefits for all are ensured. However, there are older people for whom pension payments from statutory pension insurance or from other old-age pension systems are not enough to live on, perhaps because they have only belonged to pension insurance schemes for a short time or have only reached a very low income level of their own throughout their lives. For these cases, Germany provides a basic protection in old age and in the event of a reduction in earning capacity in accordance with Book XII, Social Code (SGB XII). The reforms of recent years have made pensions demographically aligned and viable for the future.

The German old-age pension system is based reliably on three strong pillars: the statutory pension, the company retirement pension and the supplementary private pension scheme. To make sure that the pension remains financeable and not place too much of a burden on the young, working generation, in the coming decades the level of pensions will be reduced carefully and within set limits. This must be balanced with supplementary pensions, which the State

subsidises with considerable funds. To stabilise and meet contribution and pension protection targets in the long term against the background of steadily increasing life expectancy and falling birth rates, the Federal Government has, with the Law to Adjust the Standard Retirement Age to demographic developments and to strengthen the financing foundations of statutory pension insurance, decided that the standard retirement age will increase in steps to 67, starting from 2012 and ending in 2029.

The Federal Republic of Germany guarantees a targeted use of funds in order to ensure high-quality medical care for all insured persons. Maximum charge limits protect, in particular, families with children, people on low incomes and the chronically ill from excessive financial burdens. The responsibility of those insured for their own health is strengthened and participation in examinations for the purposes of preventive care and early diagnosis is promoted, for example, through the provision of corresponding incentives within co-payment schemes. These co-payments are limited for insured people who are seriously chronically ill and who are permanently treated for these illnesses.

Examples of Federal Government measures

Standard retirement at 67

The statutory pension age is being increased in steps from 65 to 67, starting in 2012. The law strengthens the foundations for financing of statutory pension insurance. People who have been insured for a particularly long time and who have completed 45 years in the system can continue to retire at the age of 65 with no deductions.

Pensions package

The Federal Ministry for Labour and Social Affairs, in collaboration with pension insurance funds, politicians, charitable associations, trades unions, employers and other institutions and stakeholders, has examined developments in the working world and the changes in society for risks of poverty in old age, with the result that the statutory pension is and will remain the central, reliable pillar of pension protection in Germany. However, acceptance of the pension system depends on the fact that the burdens remain fairly distributed between young and old in the future and existing "fairness gaps" in the system are closed. The Federal Government will therefore be launching a package of laws to ensure that hard work, dedication and foresight pay off for more people than previously in old age. The essential elements of the proposed laws are:

Supplementary pension payment

As a new insurance payment, the supplementary pension payment is intended to ensure that foresight is also worthwhile for low earners and particularly for women who have worked part-time

for many years, raised children or cared for relatives. The supplementary pension payment is based on own contributions towards pension insurance.

Simplifying the combination of pension and part-time work (combined pension)

With the combined pension, it is possible to combine an early pension flexibly with an employment income up to the level of the most recent income. In this way, those people who cannot or do not wish to work full-time until the standard pension have an opportunity to retire from work gradually.

Improvements in the reduced earnings capacity pension

People with a reduced earning capacity are to be better protected in the long term. Those with a reduced earning capacity will in future be treated as if they had worked at their previous income level until the age of 62, no matter at what age they left work.

Increasing the rehabilitation budget

Obligatory pension scheme for the self-employed

Expansion of consumer protection for supplementary private pension schemes

Obligatory pension scheme for the self-employed

In recent years, the changes in the working world have resulted in an increased fluctuation between dependent employment and work on a self-employed basis. In addition, the number of self-employed people has risen dramatically (2010: 4.3 million self-employed people), with around 3 million not insured on a compulsory basis in a pension scheme under public law. For this reason, the Federal Government intends to launch reforms to ensure that self-employed people also make provision in order later to receive an adequate pension above the basic protection in old age and in the event of a reduction in earning capacity in accordance with Book XII, Social Code (SGB XII). This is an important step in preventing poverty in old age.

2007 health reforms

The Law to strengthen competition in statutory health insurance also marks a further step towards an effective, affordable health system that offers all citizens access to high-quality health care. Everyone has protection in the event of illness. For the first time in the history of German social welfare, it was made compulsory, in 2009, for all inhabitants to take out health insurance if there is no sufficient other protection. This applies equally for statutory and private health insurance.

Commitment 5

To enable labour markets to respond to the economic and social consequences of population ageing

Employment and economic growth are promoted by the Federal Government in the face of the challenges associated with the ageing of the population. For this, amongst other things, continued use must be made of the potential of older people in the economy and in society. The Federal Government has therefore introduced far-reaching reforms which are aimed at retaining older people in working life for longer. In this way, it is also possible to counter the imminent shortage of specialist workers. If they lose their jobs, older people have a lower chance of finding new employment than young people. Data from past years indicate, however, that the employment of older people has already developed very positively in recent years. According to Eurostat, the proportion of 55- to 64-year-olds in employment in 2011 was around 60%.

Examples of Federal Government measures

Implementation of the Lisbon Strategy

The Federal Government has met the target, set within the European Union's Lisbon Strategy, of increasing the employment rate of older workers (55- to 64-year-olds) to 50% by 2010. Through a package of coordinated measures in the area of employment, education and health and through efforts to maintain and improve the employability and reintegration of older unemployed people, it has been possible to increase the employment rate of older workers. Joint impulses on the part of businesses, the social partners, the Federal States and the regions were crucial in achieving this success.

"Experience pays "

The Ministry of Family Affairs, Senior Citizens, Women and Youth in collaboration with the German Chamber of Commerce and Industry implemented the cooperation project "Experience pays". In 13 jointly selected companies, the project provided proof that companies with mixed-age workforces are in a better position economically. In connection with this project, an experience report was published, along with a brochure for companies presenting well implemented practical examples.

"The advantage of experience: A benefit for all"

The Ministry of Family Affairs, Senior Citizens, Women and Youth supported this programme which targeted older people in the retail trade who are unemployed or threatened by unemployment. It was centred on training courses and continuing professional development aimed at improving opportunities in the employment market. At the same time, the programme clearly pointed out the potential of older workers, especially with regard to an older, quality-conscious clientele.

"50plus Perspective – employment pacts for older people in the regions"

Because of its success, the Federal Government has extended the programme until 2015. From 2005 to the end of 2011, the regional employment pacts have brought more than 200,000 long-term unemployed people aged between 50 and 64 into the general employment market.

Future Federal Government Measures

Europa 2020

Within the scope of the Lisbon follow-on strategy "Europe 2020", the Federal Government has adopted the national target of increasing the proportion of 55-to 64-year-old workers in gainful employment to 60% by 2020.

Commitment 6

To promote life-long learning and adapt the educational system in order to meet the changing economic, social and demographic conditions

In the Federal Republic of Germany, because of its federal structure, responsibility for school and academic education lies with the Federal States (*Bundesländer*). The Federal Government is only responsible for vocational training outside school. The Federal Government sees training as the basis for the later professional and working life of a person, which in turn affects pension revenue and the structuring and quality of life after the working phase. The Federal Government also considers life-long learning before and after the education and training phase to be just as important. It enables the individual to survive in the employment market and to help to shape society. The Federal Government feels that permeability in the educational system and the possibilities for later training and further training plus the recognition of informally acquired knowledge and skills are essential. In the Federal Republic of Germany, these structures already exist in the interplay of general educational, vocational and secondary schools and education providers in the public and private sectors. A person's (continuing) educational behaviour in the active employment age of 40 to 60 years forms the basis for their later socio-cultural position in old age. Crucial foundations are laid for their longer or shorter continuance in their profession, with corresponding consequences for social security in old age, for health, satisfaction with life and civic engagement in the post-employment stage of life. Areas of activity that are particularly relevant for ageing are:

Continuing education in professional and private phases of transition and change

E-Learning (in mobile programmes)

Self-organised educational services for life-long learning locally.

Examples of Federal Government measures

Continuing education and training

The Federal Government's second stimulus package set aside around 2 billion euros for continuing education and training. Of the 12 billion euros for education and research that are being invested additionally in the years 2010-2013, around half is being made available for educational measures.

First Education Summit convened by Chancellor Merkel in 2008

At the Education Summit in autumn 2008, the heads of government nationally and of the Federal States established the need to strengthen continuing education and training, especially in the second half of life. In a qualification initiative, they are working with social partners to increase the participation of the working population in continuing education and training measures from 43% (2006) to 50% by 2015. The focus here is on increasing the participation of older workers in continuing training and education in particular. The education reports will also be covering this topic for the first time (see below).

Second Education Summit

Growth, education and cohesion require increased efforts in the area of the continuing education and training of older people. This allows great use to be made of the opportunities and potential in the second half of life.

More education and the increased activation of older people was one of the goals of the first Education Summit in 2008 and this goal was developed further at the second Education Summit at Federal level. Education in the second half of life contains projects aimed for the first time in Germany at determining the individual, economic, commercial and general government return on education for the second half of life and at promoting the longer employability of older people, the successful structuring of transitional phases and a socially relevant shaping of the post-employment phase.

Report: "Education in the second half of life – return on education and effects for the economy "

The report confirms the advantage of continuing education and training in the 2nd half of life for the individual, for companies and for society. Little attention had been paid to date to educational efforts in the second half of life, although their economic significance in a society with a longer life expectancy is increasing all the time. For the first time, the added value created by

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continuing education and training in the second half of life is now being assessed. Now that the philosophy of early retirement has been replaced by a strategy of extended working life, there is an increasing need for realistic models to define how this can be achieved. In-company and private continuing education and training in the second half of life have a central role to play here.

Third National Education Report

The Third National Education Report, "Education in Germany in 2010", with the feature chapter on "Prospects for the education system in a time of demographic change", established that demographic ageing, the fact that all areas of life are becoming more knowledge-based and the accelerated changes in knowledge are producing an increased need for life-long learning. In an ageing society, there is no alternative to giving older people an established position in the education system and investing more here. This is absolutely essential if the social system and political culture are to be sustainable and viable for the future. The urgency is increased by the fact that working life is being increasingly interrupted.

"Experience is the future"

This Federal Government initiative presents a contemporary image of ageing in society and business. Using good examples, it shows, for example, how the working world can adapt better to older employees and how these employees can maintain their ability to work. Older people, with their experience and working capacity, are increasingly needed in the working world, since the number of younger workers is falling steadily. Older people are respected in particular for the experience-based knowledge, their work ethic, their discipline and their quality awareness. At the same time, life-long learning is becoming a crucial factor specifically for the middle-aged and younger generation of today. Classic "seamless" career progressions – training, career or family and then retirement – are increasingly a thing of the past. In Germany, a positive development is continuing. The number of unemployed people aged over 55 has almost halved in the last ten years and the number of older working people aged between 55 and 65 rose to more than a million from 2005 to 2009. According to Eurostat, the employment level for 55- to 64-year-olds in 2011 was around 60%.

Commitment 7

To strive to ensure quality of life at all ages and maintain independent living including health and wellbeing

The Federal Government supports active ageing. Alongside a nationwide health care system, this also includes a number of different measures and subsidies, such as sports, testing modified ways of life in old age, appropriate care structures and transport planning, changed living models, the formation of networks in areas of towns, volunteer involvement, continuing

education and training facilities and also an examination of aids and new communication media to allow independent living in the event of physical and mental restrictions. In addition, it promotes the development and quality assessment of products and services appropriate for senior citizens. It supports facilities to help and support people in need of care and those suffering from dementia and works on attracting and training care staff.

Geriatric support and care in the Federal Republic of Germany are primarily the responsibility of the Federal States (*Bundesländer*), which are affected to different extents by demographic change. In this context, the Federal Government is aware of its power to provide encouragement. In addition, it bears statutory responsibility, for example, for the Care of the Sick and Elderly Act and for social security – the social protection that has a decisive influence on the shaping of nursing care for the elderly in particular.

Examples of Federal Government measures

"50 plus Exercise Network "

Within the project, pilot measures to support sport and exercise for the elderly were implemented in local authority areas with the following aims: establishment of coordination centres, development of structures and work in network to expand sports and exercise facilities, exercise start-up helpers for older people, the "Active to 100" network, the "Young and Old – active in sports together" intergenerational project and attracting new target groups for health sports. Special training for sports teachers and the application of the latest findings in brain development research in exercise programmes are important elements of future activities in the area of exercise. Sports for people affected by dementia continues to be a focus, because for the first time the project consistently contained a range of sports for this group.

"At home in old age"

Most people want to stay in familiar surroundings for as long as possible, even in advanced old age, despite illness, care needs or disability. Making self-determined living possible is the aim of this programme set up by the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth. Independent living needs building work, a neighbourhood and an infrastructure. Measures in this field include the subsidy of age-appropriate rebuilding, the mobilisation of contacts and support in the neighbourhood and the retention and networking of local services in the home environment. The programme consists of the following modules: "Training the trade – recognising and promoting the opportunities of an ageing society", "Technology-supported living – self-determined living at home", neighbourhood support and social services plus "Technology and social participation".

"Living safely in old age" (SiliA)

Despite the safety situation being good in old age both objectively and subjectively, a need for action is arising due to vulnerabilities and dependencies associated with old age and the need for care. The "Living safely in old age" action programme of the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth consists accordingly of the following modules:

measures to prevent fraudulent activities in which very old people are deliberately selected as victims by the perpetrators,

measures to prevent violence through improvements in determining the cause of death and by improving the possibilities for early detection with regard to homicides of very old people and people in need of care,

measures to prevent violence in partnerships between older people and to intervene in relevant cases, and

prevention and intervention measures with regard to the problem of the abuse and neglect of older people being cared for at home.

"Geriatric nursing training service network "

This project was run by the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth in order to support nursing homes and day-care centres in fulfilling their core task of geriatric nursing training with the provision of training places and the running of a good, practical training. Between 2007 and 2010, outpatient services and inpatient facilities were able to obtain advice in service centres about geriatric nursing training.

"Nursing training on the move"

The Ministry of Family Affairs, Senior Citizens, Women and Youth carried out a pilot project in which concepts were developed and tested as to how nursing training courses could be combined in terms of content and structure. The pilot project was scientifically supported. Concrete recommendations were presented for the further development of the nursing professions.

Geriatric care training and upskilling offensive

To consolidate and expand the specialist workforce base in geriatric care, the Federal Government, together with the Federal States and associations, launched the "Geriatric care training and upskilling offensive" in 2011. Target agreements to strengthen training and continuing education and to make this career area more attractive are being implemented by 2015.

Charter of Rights of People in Need of Nursing Care and Assistance

This Charter was developed under the leadership of the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth in order to strengthen the rights of people living in nursing homes. The quality of care had previously been measured primarily by standards covering the structures and processes in nursing homes. The focus was not on the question of whether account was taken of the individual's needs. The quality of results is therefore to be applied as a criterion of quality and transparency to a greater extent.

Living and Care Contract Act (WBG) – increased consumer protection for more self-determination

The law implements the right established in Art. 1 of the "Care Charter" to self-determination and support for self-determination and strengthens the rights of the elderly, those in need of care and people with a disability when concluding contracts about the provision of living space with care and support services. Within the project, the Federation of German Consumer Associations and 14 consumer associations in individual Federal States are examining the contracts signed by their consumers and asserting their rights.

National information and advice service for residents' advisory boards to strengthen consumer protection in the implementation of the Living and Care Contract Act

Within this project, voluntary residents' advisory boards, as the representative bodies and contacts of the residents of nursing homes, are supported and helped in their specialist work, especially as regards the implementation of the Living and Care Contract Act.

Support for dementia sufferers

In Germany, around 1.3 million people currently suffer from dementia. Around 250,000 new cases are diagnosed each year. The forecasts say that more than 2 million people will be affected by 2050. Age is the greatest risk factor for dementia diseases and the need for care. Almost a quarter of everyone over the age of 85 suffers from dementia. In two thirds of cases, this takes the form of Alzheimer's, which is as yet incurable. The length of the illness from the start of symptoms to death is between 4.7 to 8.1 years. Almost 1/4 of sufferers live alone. This number is rising as a result of demographic and socio-cultural developments. People living alone are particularly difficult to reach because of a lack of understanding of the disease and insufficient support. 2/3 of dementia sufferers are cared for at home. Because there has so far not been any breakthrough in prevention or treatment, there is a need to:

- push forward with healthcare research

- train specialist nursing staff

encourage volunteers to help and look after those affected and to ease the burden on relatives providing care and to create the corresponding social networks.

In order to improve the care provided to sufferers, to maintain respite services for relatives and break down social contact fears in dealing with the illness, alongside the work of the German Alzheimer's Society with the nationwide Alzheimer telephone service (professional point of contact for relatives and sufferers) established in 2002, the Federal Government supports a series of other measures and projects. These include the knowledge and support initiative started in 2009 for dealing with dementia, for example, the "Internet portal dementia guide" (www.wegweiser-demenz.de), the review and further development of measures to support and provide respite for relatives providing care, incorporating the experiences of other countries and the development of a guideline to record the palliative needs of people with dementia and their relatives and the establishment and evaluation of "Competence centres for deaf elderly people, especially for people with dementia".

Dealing with dementia will be one of the major health and socio-political challenges of the years to come, which we will only be able to tackle through combined efforts.

Future Federal Government Measures

"Social living in old age"

Additional focal points will be added to the "Social living in old age" programme in the next few years, such as a competition for students entitled "Age-appropriate building and living: without barriers, neighbourhood relative, integrative". As part of the implementation of the Federal Government's Demography Strategy, a new programme entitled "Points of contact for older people" is proposed in 2013, aimed at making information, low-threshold support and advice more accessible.

Nursing Care Professions Act

In 2012, the Working Group of the Federal Government and the Federal States on "Further Development of the Nursing Care Professions" presented a number of key points for a new nursing care professions law in which training in geriatric care, health care and nursing care training and health care and paediatric care training should be combined into a generalist nursing care training. The key points are to form the basis of future Federal Government draft legislation.

"Alliance for People with Dementia"

As a measure within the Demography Strategy adopted in April 2012, the Federal Government has decided to launch an "Alliance for People with Dementia". It aims to develop a network at national level which brings together people in positions of responsibility in order to improve the living situations of those affected on a permanent basis. The Alliance is also intended to increase public awareness of dementia. This is not a time-limited project; the intention is to achieve a long-term change in social awareness through a movement which will reach all layers of the population. This is why an alliance at national level that covers everyone involved is the right option. In addition, the formation of local alliances is to be promoted as a support network in the social environment of dementia sufferers.

Commitment 8

To mainstream a gender approach in an ageing society

The Federal Government sees gender equality (gender mainstreaming) as a task to be fulfilled consistently. Alongside the dimension of ageing, the dimension of gender is thus also integrated into the planning and implementation of legislative measures and of activities in politics and society. The promotion of equal life perspectives for men and women and the equality of men and women in working life is a high priority for the Federal Government. A major objective is to increase women's participation in working life – quantitatively and qualitatively – throughout the course of their lives. Overcoming the wage disparity between men and women and increasing their participation in future-oriented careers and in specialist and management positions are fundamental preconditions for this. It is equally important to increase the proportion of women in scientific positions at universities and in research facilities. In addition, the Federal Government supports the professional independence of women with a range of business start-up measures. These include a wide range of advice and coaching services which are aimed in part specifically at women starting their own businesses. Participation in working life and time for family care duties must be ranked equally during the course of life and should complement each other. Breaks in employment for family reasons are amongst the particular challenges of a modern equality policy seen from the viewpoint of the full life course. The Federal Government therefore supports reintegration into work so that it is possible for women and men to harmonise their working life with their work in caring for the family.

Examples of Federal Government measures

First Equality Report and Equality Framework Plan

The expert report on "New pathways – equal opportunities, equality of women and men during the course of life" was submitted to the Ministry of Family Affairs, Senior Citizens, Women and Youth in 2011. Together with a position statement by the Federal Government, the report was published as the First Equality Report of the Federal Government (BT-Drs. 17/6214). On the basis of this report, equality-policy objectives are to be developed in a framework plan process. An innovative equality policy is being developed "all-in-one" which will strengthen social cohesion and reliably ensure fair opportunities for women and men during the course of life.

Fair income prospects for women and men – an independent livelihood over the course of life

In order to create fair income prospects for women and men during the course of their lives, measures to promote reintegration into work (e.g. through the use of family support services), employment that provides an adequate livelihood and wage equality are brought together in a strategic activity framework. The research project on provision for women in old age "Biographical patterns and retirement income prospects of women" (BMFSFJ 2011) showed clearly: the employment biographies of women are still fundamentally different from those of men. Interruptions in gainful employment for family reasons generally affect women. Work histories often feature long phases for child care followed by late returns to work, often into part-time work or mini-jobs. Shorter contribution periods and lower contributions lead in Germany to lower retirement benefits. The study on the "Gender Pension Gap" (BMFSFJ 2011) showed that women today receive retirement benefits of their own that are 59.6% lower than those received by men (position in 2007), and the forecast is that this figure will still be around 53% even in 2020. This takes all three pillars of retirement benefits into account. Almost full-time employment creates favourable income prospects even in old age. "Mini-jobs", generally used to generate a supplementary income, only rarely provide a bridge into employment where social security contributions are compulsory. The Federal Government's aim is therefore to strengthen the bridge function of mini-jobs and midi-jobs. To avoid an accumulation of risks during working life (unemployment, poverty in old age), transitions to employment where social security contributions are compulsory must be strengthened.

Fighting the causes of wage disparity between women and men

The pay gap between men and women in Germany is on average 23% (gross hourly wage in 2010). With otherwise identical characteristics (same career, same activities), the difference in wages is 8%. The reasons for this are:

There are not enough women in certain professions, branches and the higher career levels
Women interrupt and reduce their gainful employment for family reasons more often and for longer than men.

Individual and collective wage agreements have also not sustainably helped to end the lower value put on "typical women's jobs".

With the aim of implementing the principle of "the same wage for the same work for women and men", the Federal Government has launched the "Logib-D" service, which is ideal for use in practice. With this, personnel officers in companies can identify possible pay differences between men and women. It helps personnel managers to recognise causes and to develop operational solutions to achieve fair pay. The Ministry has awarded the "Logib-D tested" label to 25 companies who have already successfully run through the consultancy process.

Equal Pay Day

The Ministry of Family Affairs, Senior Citizens, Women and Youth supported the running of the first nationwide "Equal Pay Day" in 2008. For the third "Equal Pay Day" in 2010, "Re-Entry Guides" were presented. At the fourth "Equal Pay Day" in 2011, differences between town and country were examined. The fifth "Equal Pay Day" in 2012 concentrated on wage determination.

"Re-entry prospects"

Reintegration into work after time out for family reasons is particularly important. Women and men who wish to return to their careers after an extended break in employment for family reasons need suitable support services, because only if the return to work is meaningful and successful in the long term can risks during the course of life be avoided. The Federal Government supports reintegration into work with its action programme "Re-entry prospects". The website www.perspektive-wiedereinstieg.de provides guidance in the search for advice and support services provided by the Federal Government, the Federal States, local authorities and employment agencies and answers the most frequently asked questions about reintegration into work.

It is also important to include the (married) partners in taking on family-related tasks, and to increase awareness and provide advice on the use of family support services which make returning to work easier in terms of time. Work with colleges and universities that establish continuing education modules for academics is also still being supported.

Women in management positions

Women are still clearly underrepresented in management positions in Germany. The figures of the "Women on Board Index" show that, in publicly quoted companies, only 3.8% of management board positions and 14.8% of supervisory board positions are filled by women. The stated aim of the Federal Government is to increase the proportion of women in management positions in private business and public service. The starting points include the results of

the commissioned study entitled "50 plus female managers – career adjustments of professionally successful women in the middle of life". It is striking that many women over 50 who can look back on a hitherto successful career break off their career development to reorientate themselves. The study explains which factors influence these decisions and what barriers are still facing women in management today.

Future Federal Government Measures

"Gender Pay Gap"

- Autumn 2011 saw the start of the project on "Country-Women-Voices for the future: Ensuring fair income prospects". Employment decisions of women in rural areas are examined. The networking of stakeholders in rural areas aims to provide information more effectively about pay differences and their effect during the course of life.
- A concept is currently being developed to focus the collective agreement partners in fighting pay gaps (Experimental Studies on the Effect of Collective Wage Agreements on the Gender Wage Gap and a common event with the social partners, 3rd/4th Quarter 2012).

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"Gender Pension Gap"

To further develop the "Gender Pension Gap" as a gender-related retirement provision indicator and to firmly anchor it as a key figure for fair income prospects throughout the course of life in policy discussions, the Gender Pension Gap will be updated in future and adapted to the changing pension regulations.

Supporting fair income prospects for women and men

The Federal Government intends to strengthen family support services. For this, it is examining

- how life can be made easier for families with working parents or family members providing care – especially on low and average incomes – though the simpler and more effective provision of family support services
- whether and if applicable how employers can be motivated to share in the costs arising for their employees through the use of such services
- how access to high-quality family support services can be improved through more transparent market structures, more specifically targeted information and an upgrading of their image
- how the services can be made more professional with the development of training services for family support services in private households.

Female breadwinners

This policy development project, in collaboration with the German Trades Unions Federation, is working on the development of a "roadmap", as it is called, with action recommendations for politics, society and business and possibilities for implementation in order to provide appropriate support for female breadwinners.

Commitment 9

To support families that provide care for older people and promote intergenerational and intragenerational solidarity amongst their members

The Federal Republic of Germany is aware of its special political responsibility for family education and solidarity. In families, parents and grandparents, children and siblings take responsibility for each other. The family represents a lifelong community of responsibility between the different generations, offers reliable mutual support and guarantees intergenerational cohesion. Never before have so many generations been living at the same time – sometimes in a variety of locations, but nonetheless in close contact. 90% of all people think that families are very important. Scientific findings show that there are strong mutual connections and bonds in the intergenerational relationship in families. The aim of the Federal Government's long-term family policy is to maintain and improve those social, economic and political framework conditions which will allow the up-and-coming generation to invest in the development and upbringing of children, to experience intergenerational solidarity and to interpret care for others as part of their own life perspective.

Examples of Federal Government measures

Family Care Time Act – time for care

To support family members who provide care, the Law on the compatibility of caring and a career, introducing family care time, came into force in 2012. In urgent care situations, employees have the right to stay away from work for up to ten working days in order to organise appropriate care for a close family member or to ensure immediate long-term care. To care for close relatives at home over a longer period, employees can take advantage of up to six months' care time. This takes the form of a part-time option limited to a maximum of 24 months with a state-subsidised top-up of wages that have been reduced due to the provision of care. Employers who grant their employees a salary advance during the care phase which balances out half of the care-associated loss of income can refinance this with an interest-free loan from the Federal Government. The advance must be paid back by the employees following the provision of care – by returning to the previous extent of

work at a wage that initially is still reduced. This system considerably reduces the risks of a permanent reduction in working hours or even a complete end to working life for employees looking after relatives in need of care.

Money for families

In 2009 in Germany, a total of 195 billion euros was paid out in family-related benefits, including, in billions:

| | |
|-------|---|
| €24.7 | monetary payment: parental benefits, contributions in recognition of child-rearing periods for pension, etc. |
| €25.1 | advice and support measures: child care, youth welfare services, etc. |
| €27.0 | social security measures: non-contributory insurance of children in the statutory health insurance fund, etc. |
| €46.0 | tax measures: child allowance, tax allowances for children, etc. |
| €72.6 | marriage-related benefits: widows'/widowers' pensions, married couples taxation, etc. |

Commitment 10

To promote the implementation and follow-up of the Regional Implementation Strategy through regional cooperation

The Federal Republic of Germany supports the implementation of the Second World Ageing Plan, Madrid 2002 (MIPAA) and the commitments from the Regional Implementation Strategy, Berlin 2002 (RIS). At European level, the Federal Government is working actively in committees, e.g. EU committees, which are looking at the challenges of demographic change. In addition, there are also many bilateral cooperations.

Examples of Federal Government measures

UNECE Ministers' Conference in Berlin, 2002

The Ministry of Family Affairs, Senior Citizens, Women and Youth hosted the 2002 International UNECE Ministers' Conference in Berlin, at which the UNECE Regional Implementation Strategy (RIS) was adopted to implement the Second World Ageing Plan (MIPAA). The RIS contains 10 commitments on the part of the UNECE member states on matters relating to policy on ageing.

"MIPAA and RIS plus 5" - UNECE Ministers' Conference in Spain, 2007

The Ministry of Family Affairs, Senior Citizens, Women and Youth was represented at the UNECE Ministers' Conference through its UNECE "National Focal Point on Ageing" and a government delegation. Beforehand, it was heavily involved in the formulation of the Ministerial Declaration published there.

National Action Plan "Challenges and opportunities of demographic change", 2008

The Ministry of Family Affairs, Senior Citizens, Women and Youth set out the Federal Government's policy on ageing in the National Plan of Action for the implementation of the MIPAA and RIS presented to the Federal Cabinet in 2008. The Federal States each formulated their own position statement as did the German National Association of Senior Citizens' Organisations (BAGSO) on behalf of civil society and science.

Report "MIPAA and RIS plus 10", 2012

10 years after the adoption of the MIPAA and RIS, the present national report of the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth provides information about the implementation of the MIPAA and RIS in the last 10 years. This includes a position statement by the German National Association of Senior Citizens' Organisation (BAGSO) on behalf of civil society. The report will be published on the websites of the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth and UNECE in German and English.

UNECE Ministers' Conference in Vienna, 2012 "MIPAA and RIS plus 10/ Ensuring a society for all ages: promoting quality of life and active ageing"

The Ministry of Family Affairs, Senior Citizens, Women and Youth is planning to take part with a high-ranking delegation led by the Parliamentary State Secretary.

Germany is playing a committed role in the planning of the Ministers' Conference and the Ministerial Declaration to be published there through its work in the bureau of the UNECE Working Group on Ageing.

UNECE Working Group on Ageing

The Ministry of Family Affairs, Senior Citizens, Women and Youth regularly takes part in the annual conferences of the UNECE Working Group on Ageing of the UNECE member states. Here, measures for the further implementation of the MIPAA and RIS are discussed and adopted.

Bureau of the UNECE Working Group on Ageing

The Ministry of Family Affairs, Senior Citizens, Women and Youth actively participates in the Working Group on Ageing (Bureau) made up of representatives of a few member states.

The Bureau meets at regular intervals and plans the annual meetings of the UNECE Working Group on Ageing. Strategies for the implementation of the MIPAA and RIS are developed, policy briefs and road maps for implementing the MIPAA and RIS in interested member states are produced, the website continuously expanded, and so on.

Position of Junior Professional Officer in the UNECE Secretariat in Geneva.

The Ministry of Family Affairs, Senior Citizens, Women and Youth has been responsible for personnel support at the UNECE Secretariat in the last 3.5 years in that Germany has financed a position in the Junior Professional Officers in International Organisations programme in order to promote the implementation of the MIPAA and RIS.

Task Force for monitoring the implementation of the Regional Implementation Strategy

The Ministry of Family Affairs, Senior Citizens, Women and Youth took part in the Task Force with a delegation and developed plans for the implementation of the MIPAA and RIS.

Commission for Social Development (CsocD)

The Commission for Social Development is responsible for following up and evaluating the 2002 Madrid International Plan of Action on Ageing. In 2004, with Resolution 42-1, it made a decision about the form of the follow-up, agreeing to review the MIPAA every 5 years. The Federal Republic regularly attends in the conferences of the Commission for Social Development, takes part in the reports and statements and reports when requested on the implementation of the MIPAA and RIS in Germany.

"Seven bridges that connect"

Within the scope of the "European Year of Volunteering 2011", the Ministry of Family Affairs, Senior Citizens, Women and Youth launched the project "Seven bridges that connect", which is taking part in the Republic of Poland, the Czech Republic, the Republic of Austria and Germany and which incorporates the German Federal States of Mecklenburg-Vorpommern, Brandenburg, Saxony and Bavaria. The overarching objectives are, for example, practical solidarity between the generations, increased integration of the experiential knowledge of older people, encouraging children and young people to take part in civic engagement and the integration of migrants.

Through cross-border encounters and learning about each other actively, seven projects offer opportunities to learn from each other and to search for opportunities to demonstrate to each other the importance of civic activity in Europe.

European Year for Combating Poverty and Social Exclusion, 2010

This year was used to emphasise collective responsibility in the fight against poverty and to highlight the necessity for the state, civil society and business to be included in this obligation. The Federal Government's own activities and joint activities between the national government and the federal states, local authorities and civil society were supported in Germany. With the motto of "With new courage", the national programme heightened public awareness of poverty and social exclusion. The Federal Government took part with 40 social projects. Particularly innovative and successful projects were awarded prizes. A curtain-raising event, a focus week in the form of the National Conference on Poverty and a closing event at the end of 2010 concentrated on the theme in greater depth.

European Year of Equal Opportunities for All, 2007

In Germany, the European Year 2007 was implemented with a series of conferences throughout the country in order to spread the messages of the year as widely as possible and thus strengthen awareness in society of the positive aspects of diversity and equal opportunities. The focus was on the statement that all strategies for removing inequality and discrimination can only be successful if they are also applied at the same time by civil society. Across-the-board measures included an event organised by the Federal Anti-Discrimination Agency and the foundation of the Federal Association of Anti-Discrimination Offices. The young people's campaign "All different – all equal" highlighted the positive aspects of diversity. The project "Equal opportunities in the information society" concentrated on the participation of marginal social groups and the conference on "Age Management in Labour Market and Education" dealt with the participation of older workers in employment and further educational measures.

Bilateral cooperations

German-Polish cooperation

The Ministry of Family Affairs, Senior Citizens, Women and Youth was involved in 2009/ 2010 in the preparation of the draft bill for the introduction of long-term care insurance in Poland. Other focal points of the cooperation are advising on the modernisation of the policy on ageing in Poland and the exchange of experience in developing senior citizens' representatives. This makes use of dialogue with the relevant Polish ministry (Ministry of Labour and Social Policy of the Republic of Poland) and Polish parliamentarians, politicians and civil society organisations. Alongside discussions between the German Parliamentary State Secretary and various secretaries of state in Poland in 2008, there have been meetings between experts in Poland and Germany in the years 2008-2012. These focussed primarily on the subject of the social participation of older people. Visitors from Poland

took part in German Senior Citizens' Day in 2009. In 2012, the German National Association of Senior Citizens' Organisations (BAGSO) supported by the Ministry of Family Affairs, Senior Citizens, Women and Youth presented the concept of the German Senior Citizens' Day to the representatives of six Polish ministries. Motivated by these exchanges, a comprehensive programme of policies on ageing is to be launched in Poland and the civic engagement of older people is to be strengthened.

German-Dutch cooperation

The Ministry of Family Affairs, Senior Citizens, Women and Youth has been working since 2008 with the Dutch Ministry for Health, Public Welfare and Sport on matters relating to policies on ageing. In particular, the exchange of views about the civic engagement of older people has been and still is the subject of conferences, seminars and bilateral visits, e.g. at the German-Dutch conference on "Civic engagement of older people – Strategies for the future" in 2008 under the leadership of the German Parliamentary State Secretary in the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth. High-level discussions between the two ministries cover in particular the exchange of experiences and examples of good practice, the formation of cross-border networks and the development of new strategies for civic engagement.

German-Japanese cooperation

The German Ministry of Family Affairs, Senior Citizens, Women and Youth and the office of the Japanese Cabinet are cooperating within the exchange programme for young managers in the field of policies on ageing, young people and disability with the title "Young Core Leaders of Civil Society Groups Development Program". This includes, each year, visit programmes over several weeks, with tours of facilities and discussions with a range of stakeholders such as politicians, parliamentarians, volunteers, professionals and so on.

Brief Comment by the BAGSO on the 10th anniversary of the Second World Ageing Plan

The German National Association of Senior Citizens' Organisations (BAGSO), which represents around 13 million older people in Germany through its 110 member organisations, has worked in the last ten years to bring about the most effective implementation possible of the Second World Ageing plan and the Regional Implementation Strategy at national level. It has achieved some major successes but sees a huge range of challenges still to be overcome in the general area of ageing policy.

Positive developments

Under the guidance of the Federal Ministry of the Family which has had a department devoted to ageing policy matters since 1991, but also with the involvement of a large number of other ministries – and the active participation of civil society – ageing both of the individual and of society as a whole has become a political matter. This is also reflected in the fact that both the German President and also the German Chancellor made a speech to those attending the 10th German Senior Citizens' Day. The event took place in Hamburg from 3-5 May 2012 with the motto "YES to ageing!" and was attended by around 20,000 people.

Triggered by the Federal Government Reports on Ageing, especially the Fifth, entitled "Potential of ageing in business and society" and the Sixth entitled "Images of ageing in society", success has also been achieved in creating a differentiated image of age and ageing in the heart of society. Today, people are aware both of the potential that most older people have right into old age and also the particular vulnerability of age. People have also largely realised that age as such is not a criterion that determines whether someone can do something or not. Accordingly, age limits inside and outside the working world are being increasingly questioned.

For civil society – and in politics too – the realisation has grown that older people make enormous contributions both in the family and in all sorts of areas of engagement. However, these can only continue to exist if care is taken to maintain the necessary framework conditions. This also includes, in particular, the fact that older people's demands on voluntary services change.

Challenges

We see the most important challenges for the next few years as being:

- Nursing homes and services for dementia sufferers, plus measures which encourage people from all social strata and groups, irrespective of their age, to grow old healthily,

- the achievement of an understanding of nursing care that places the self-determination of people in need of care and support and their participation in society in the foreground,

- the comprehensive expansion of palliative medicine and palliative care to allow many people to live a life of dignity until they die,

- measures that effectively implement the goal of lifelong learning at work and outside work and which help to improve the compatibility of caring with a career,

- creating the framework conditions for voluntary engagement and adapting these to changing needs, especially those of older people, without turning them into an obligation

- building and other measures which allow an equal, comprehensive participation of people with limitations, as must also be the right to a local authority that is open to all generations,

- supporting age-appropriate rebuilding and barrier-free new building work, plus the networking of services with structures of voluntary engagement and neighbourhood assistance ("caring communities"),

necessary corrections in the retirement pension system and in employment market policy which would halt the continued dramatic fall in the pension level and thus to avoid poverty amongst the elderly.

The BAGSO and its member organisations will work hard to achieve these goals.

The Ministry of Family Affairs, Senior Citizens, Women and Youth has the following

main areas of work in its policies on ageing

It

- initiates research projects to improve the foundations for decision-making for activities relating to policies on ageing,
- supports the German Centre of Gerontology (DZA) with its fundamental demographic and ageing science projects,
- supports a policy for all ages and highlights the opportunities presented by demographic change in an ageing society,
- disseminates modern, realistic images of old age and, using projects and studies, shows the potential of older people to strengthen civil society and promote cohesion in society and also helps to create a new model of active ageing,
- is responsible for the Federal Government Reports on Ageing,
- helps to get rid of discrimination against older people,
- with the action programme SiliA, helps to prevent acts of fraud and violence against older people,
- promotes the social and civic participation of older people and self-determined, active ageing, including in the area of sport,
- supports innovative ageing policies in local authorities
- supports senior citizens' organisations that support older people in safeguarding their interests and in the commitment to intergenerational solidarity,
- supports European and international collaboration at government level and in associations and institutions that take action for older people,
- helps to support education in old age and in the post-employment life phase and with upskilling in engagement and participation,
- promotes the use of the potential of older people for the economy and for society,

- helps to improve the quality of life of older people through the development and spread of generationally appropriate products and services.

Author, "Report from Germany", 2012

Author, "National Plan of Action to Implement the Second UN World Ageing Plan, Madrid 2002, and the UNECE Regional Implementation Strategy, Berlin 2002" in 2008

National Focal Point on Ageing

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