

Table 1. Transitions to retirement and ageing – project results

No.	Identified problems/obstacles/needs	Recommendations/suggestions for changes
1	<p>RETIREMENT AS A BREAK-EVEN POINT: The greater the importance of employment during the working period and the more time the seniors had devoted to it, the greater were the problems that arose with retirement, especially when there were no substitute activities: a void, a lack caused by the interruption of the routine workday.</p>	<p>Because retirement is a critical stage in life that older adults (and especially men) are not prepared for, and because there are not any formal retirement preparation programmes, programmes aiming to prepare seniors for old age and give meaning to old age to those in the second stage of life (not just before retirement, but rather significantly earlier) should be promoted (and developed) within public institutions, trade unions and through NGOs.</p>
2	<p>FORCED RETIREMENT and intimidation with high taxation for post-retirement work.</p>	<p>Instead of forced and early retirement, practices for a gradual transition to retirement (partial retirement, retirement with the possibility of occasional (non)formal participation, etc.) should be developed and aimed at any individual with motivation and interest in continuing employment or work.</p> <p>At the national level, laws should be drawn up to institutionalise gradual/partial retirement practices, 'silver economy', and to encourage economic integration of older adults, etc.</p> <p>Organisations that develop 'partnerships' with older adults should be financially supported, and their work disseminated.</p>
3	<p>RETIREMENT AS A RELIEF or BURDEN –</p> <p>The very 'start of retirement' meant a significant change especially in terms of 'time that remains and there is too much of it' and 'time that now needs to be filled with something', and 'alternative activities' that must be sought. The change was most traumatic for those who faced it alone (without the support of family and/or friends) and those whose social networks had been built exclusively around their job (co-workers, clients, business partners).</p>	<p>Inclusive longevity society could be developed through practices of old-new career; involving older adults in mentoring, training, mediation, development, strategic, motivational, etc., roles/working groups/programmes of institutions and companies; gradual replacement of 'careers of male domination', 'identity of a functionary', etc.</p> <p>Good examples of encouraging positive perception of productivity (highly important for men) and creativity (highly important for women) could be done within public institutions (city, municipal, public institutions) and trade unions, for example.</p>
4	<p>EXPELLED FROM THE LABOUR MARKET: it is expected that seniors stop their work activities on the day of retirement.</p>	<p>Our research showed that men had a large spectrum of untapped skills and rich experience. Activities/work could also be done by seniors; it could be brought to their homes (if the main problem is mobility). The job brokering e-platform and other websites offering local job opportunities need to be systematically introduced among older people and supported by the community.</p>
5	<p>FACING AGEING UNPREPARED AND ALONE: weakening cognitive, social and cultural capital in the third and fourth life stages.</p>	<p>Young people should also be informed and educated about the process of ageing and about old age; research has shown that activities in the first two life stages decisively determine cognitive, social and cultural capital in the third and fourth life stages. At the</p>

		<p>same time, this would encourage the wider society (and not just among older adults) to change the traditional and stereotypical views of old age and ageing.</p>
6	<p>PENSIONERS in a SUBORDINATE POSITION, often perceived as receiver, burden for society, non-active members of society, need help and care, etc.</p>	<p>Our interviewees expressed that they did not want to be in a subordinate position or in a position of ignorance, or to be taught (especially from younger 'experts'), but wanted to transfer their knowledge and experiences to others, especially younger people, and craved such interactions.</p> <p>National and local authorities must enable ways for older adults to transfer their knowledge, practices and skills to the wider population; strengthening intergenerational translation and exchange in cooperation with civic society and NGOs.</p> <p>The <i>Old guys</i> research proved how older adults are not necessarily only recipients, but mostly providers of wider development in the community through their volunteer, mutual and charity work (mostly done by women).</p>
7	<p>ERASED PAST LIFE HISTORY: The work and activities of men's working life were lost or had ceased; some industries, professions, hobbies and other leisure activities have been dissolved, acquired a new function, or have ceased completely. In some they could no longer engage due to decline in physical fitness and health.</p> <p>Many public places for meeting and socialising from the time of the working life of older men are gone, privatised or appropriated by other generations.</p>	<p>Local authorities can make an evaluation on the quantity and quality of public spaces. This evaluation should take into account the quality of access and transportations and their adequacy to promote different uses of the public spaces.</p> <p>Following this evaluation, local authorities can implement solutions (short, medium or long-term solutions) to improve public spaces and create new public spaces for all ages.</p> <p>It is harder, however, to find short-term solutions to economic problems that have an impact on employment / unemployment. This is a primary responsibility of governments, either central or local.</p> <p>NGO representatives and other stakeholders in civic society can do their best to set up their own offices and reception rooms (or other facilities they are using) as a safe space, community spaces, where people can come, meet, socialise and spend time together.</p>
8	<p>LACK OF INFORMATION ABOUT POSSIBILITIES AND EXISTING ACTIVITIES/DOINGS IN THE COMMUNITY: in most places that we observed, there were no platforms, newsletters, etc., for older adults; often it is not clear how to reach dispersed information about the opportunities for active ageing.</p>	<p>In some contexts of the <i>Old guys</i> team there is no lack of activities suitable for older men. In other contexts, there are abundant formal or non-formal activities that attract more women than men. But it is a fact that there is a lack of information on those opportunities. Furthermore, often institutions of the same territories are offering activities without knowing what the other institutions are doing. Civil society institutions and local authorities should, therefore, articulate better the opportunities for a more active life and work on the dissemination of these activities.</p> <p>The information channel should be selected on the basis of the target group's abilities and habits. It would be useful to have more coordination, ways of informing the public, a platform, etc. See</p>

also the "Golden Age" programme from Portugal, presented in Module 4 under the good practices "Gathered information" (4.5.A).