



BETWEEN GENERATIONS

Recipe for successful cooperation



Enterprise Europe Network centre
at the Foundation for Promotion
of Entrepreneurship
Occupational Safety and
Health Ambassador



Nowadays, the labour market hosts four generations, which differ not only with their approach to work but also with the lifestyles. They are called, in chronological order: Baby Boomers, X, Y, and R.

Baby Boomers – are the generation of post-World War II demographic boom, people in their sixties.

Generation X includes people born between 1960 and 1982.

Generation Y were born in the years 1983-1995.

The youngest **generation R** are still students but discussions on what workers they will become are going on already now.

To young people (**generation Y**) entering the labour market marks the moment when they would like to deploy their creativity and knowledge of new technologies without giving up their private life and taking care of their passions and hobbies.

To older generation (**generation X**) their workplace is very important. They have devoted a substantial chunk of their time to it, they are emotionally attached to their companies, and they approve of hierarchy and rivalry.

Baby Boomers are present at the labour market but many of them have already reached the pre-retirement phase.

Teams composed of representatives of various generations pose serious challenges to employers but also offer opportunities.

We have developed a 10-point recipe for successful communication.

1

Diversity in the workplace is based on workers' age, gender, religion, race or disability. We should use its potential to the fullest. Let's consider diversity an opportunity, not a barrier.



2

We should set up teams having skills and predispositions in mind and remember that their efficiency is favoured by a balanced distribution of workers age.



3

We need to foster positive beliefs about all age groups and differences among them. We need to stress elements that link workers of different age.



4

We should eliminate stereotypes based on age and prevent discrimination against any group of workers; we should support workers vulnerable to social exclusion, e.g., the disabled.



5

Managing workforce energy in a company is about taking breaks at work, consuming high-quality food, ensuring physical activity and diversity of tasks. It is good for the health of the entire workforce and for the performance of the organisation.



6

We need to remember about maintaining a healthy work/life balance and reduce stress. It will prevent health problems and professional burnout.



7

We need to take care of communication, share knowledge and information. By eliminating conflicts, not exaggerating them and jointly seeking solutions then we will live and work healthier.





We should appreciate and promote lifelong learning and improving vocational skills. Access to training and professional career development should be the same for all workers independent of the age.





Promoting health at work concerns the time spent at the company and private life.
We need to assist workers in breaking bad habits and motivate them to adopt healthy lifestyles.



10

Safety and healthy at work rules have been developed to protect workers' life and health. We need to stick to them. Each and every one of us can make the workplace healthy, safe, and friendly to workers of any age.



Age is not crucial. What is crucial are: knowledge, skills, competence, openness to cooperation and new challenges. Everyone has got unique predispositions and skills, let us use them for the successful performance of the team.

Activities promoting efficient age management in the workplace can be supported with materials and tools created by the European Agency for Safety and Health at Work

<https://osha.europa.eu>



Literature:

Pokolenia na rynku pracy. Anna Rogozińska-Pawełczyk, Uniwersytet Łódzki,
http://pdf.helion.pl/e_0e79/e_0e79.pdf

Dialog międzypokoleniowy. Między ideą a praktyką. Inspiracje. <https://goo.gl/hgYb4X>

Zarządzanie wiekiem w przedsiębiorstwie. Jacek Liwiński, Urszula Sztanderska,
<https://www.parp.gov.pl/files/74/87/110/10073.pdf>

Standardy zarządzania wiekiem w organizacjach. Jacek Liwiński, Urszula Sztanderska
https://www.parp.gov.pl/images/PARP_publications/pdf/18991zwiekiemraport2013.pdf

Dobre praktyki w zarządzaniu wiekiem i zasobami ludzkimi ze szczególnym uwzględnieniem pracowników 50+. Pod red. Anny Szcześniak,
http://www.iped.pl/pliki/publikacje/Raport_Dobre_praktyki_w_zarzadzaniu_wiekem_i_zasobami_ludzkimi.pdf

Zarządzanie wiekiem w pytaniach i odpowiedziach. Informator dla pracodawców. Stowarzyszenie Interwencji Prawnej, <https://kobiety.interwencjaprawna.pl/download/zaradzaniawiekem.pdf>

Co zrobić, by zwiększyć efektywność zespołów zróżnicowanych wiekowo? Maryla Widerszal-Bazyl, CIOP-PIB 2016, <https://goo.gl/B5EVWz>

Strategie motywowania pracowników starszych do kontynuowania pracy. Magdalena Warszewska-Makuch, CIOP-PIB 2016, <https://goo.gl/B5EVWz>

Developed and published by

Enterprise Europe Network centre at the Foundation for Promotion of Entrepreneurship

90-103 Łódź, ul. Piotrkowska 86

tel. 42 630 36 67, e-mail: fundacja@frp.lodz.pl

www.frp.lodz.pl/een

www.frp.lodz.pl/osha

in cooperation with

Central Institute for Labour Protection – National Research Institute

www.ciop.pl

Translation: Beata Połowińska

Photos: BigStockPhoto

ISBN 978-83-86227-14-3

Issue I

2017



Wsparcie dla biznesu w zasięgu ręki



Centralny Instytut Ochrony Pracy – Państwowy Instytut Badawczy
