

## ACTIVE AGEING AND WORKING ENVIRONMENT - DO WE HAVE PROGRESSIVE REALIZATION?

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**Research Question:** The concept of active ageing was born out of the need to manage human resources in such a way as to lead to longer working lives and higher retirement age. Over time, there has also been a broader societal need to include or keep older people active in the community due to non-economic factors. This has been addressed through initiatives at both a universal and regional level. The economic factor also gave way to the social factor. This was due to data on the increase in the number of older people and the potential dangers of discrimination.

**Purpose:** What is the research purpose and goal. The proposed paper aims to answer the concept of active ageing and whether it can be implemented progressively. Consequently, a further question arises as to whether systemic analyses, plans and strategies are being made to work towards active ageing. If so, it is also necessary to know the level and evaluation of their implementation. Finally, there also needs to be an analysis of the conclusions drawn from these studies and how this affects the adoption and application of legislation.

**Method:** How was the research purpose achieved, methods used and theoretical approach. The mechanism for examining whether there is progressive implementation requires consideration of several factors. First, it is necessary to identify the trends that have occurred and are occurring at the international level (both universal and regional) and the possible responses of states to these trends. It seems necessary to analyse legal provisions (in the case of international human rights law, also soft-law standards). Third, to pose the question of what financial resources we can have and where these resources should come from (whether only from the economic sector or whether they should be part of a broader system that also includes health care).

**Results:** Short description of the research results. The analysis should conclude whether implementation is effective and, if not, what is needed to achieve this effect. In particular, aspects of legislative action at different levels will be highlighted, including the desirability of a universal convention on the rights of older people and whether and how the employment aspect should be included in it.

**Organization:** What is the research impact on managers, organization, or practice. The preparation of the study will systematise knowledge on what has been achieved so far in the field of active ageing and what still needs to be addressed in terms of changing the way older people are organised and perceived in employment settings. In particular, it will provide a basis for considering whether older people are perceived as a homogenous group, including

whether there are gender differences. The analysis will cover how to identify such people, mainly whether the exit criterion is a key element here and, if so, whether any regulations dedicated to older people can be based on it.

**Society:** What is the research impact on society, social responsibility and environment. The analysis conducted from a social perspective will undoubtedly contribute to the reflection on the perception of older people in the work environment and the identification of their needs. Awareness of the ageing population and the need to keep at least some people at work is an element of social responsibility not only for the fate of these people but also for the model of work performed by workers of different ages. An analysis related to determining the scope of activity of individual age groups and a reflection on whether there may be positive discrimination concerning older people. It might result, for example, from a reduction in working time, additional days off associated with the maintenance of health - rehabilitation, healthcare facilities stays, and care for an also older and not so active life partner) may prove justified here.

**Originality:** What is new about this research, what is the value or the originality of the research. Analyses to date concerning older people have mainly been statistical and have referred to the economic impact of their economic activity on the economy and the pension system. If legal considerations have been carried out, they have tended to focus on a selected aspect of the legislative activity of, for example, the European Union. The present study is intended to be broader, considering the need to synchronise activities while maintaining the principle of complementarity of regulations and adapting them to the specificities of a given country or society.

**Limitations / further research:** Research limitations and suggestions for further research. At present, the issue of active ageing is losing relevance in the face of the crisis in Ukraine. However, it should be borne in mind that this crisis also has economic implications, which implies the need for increased reflection on active ageing. The problem may be the financial resources allocated to particularly health-oriented projects and the organic time for their implementation. Therefore, further research should analyse good practices undertaken at the national level and their wider dissemination between countries. In addition, there might be a need to develop a document on an international level, in which case both the time and the resources to develop it, as well as the promotion among countries to be bound by it, will be significant.

**Keywords:** active ageing, working environment, elderly, discrimination, professional activity, demographic policy, human rights, vulnerable groups.

## ABOUT THE AUTHOR

Agnieszka Wedeł-Domaradzka - received a PhD in international law from Nicolaus Copernicus University, employed at Kazimierz Wielki University in the Institute of Law and Economics. Her research focuses on human rights in the context of the right to life, private and family life, and vulnerable groups' rights. She is the author of more than 80 human rights and international law publications. Her recent works include *The right to an identity: The context of the rights of the migrant child in: Children in Migration. Status and Identity* eds. J. Markiewicz-Stanny, T. Milej, A. Wedeł-Domaradzka, Nomos Verlagsgesellschaft mbH & Co. KG, 2022 and *Between need and desire: the vulnerability of woman and child in surrogacy proceedings in: Women, Children and (Other) Vulnerable Groups. Standards of Protection and Challenges for International Law*, eds. M. Pótorak, I. Topa, Peter Lang, 2021. She is currently completing a co-authored publication commissioned by Routledge Publishers on *Death and Funeral Practices in Poland* and working on the topic of the concept of the best interests of the child in ECHR jurisprudence.