I. Title of the thematic area:
AGEING POLICY

II. Thematic Leader:
Ilona Zakowicz
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DAY 1 of the workshops
3 of March 2020 – time: 9.00-17.00

III. Participants of Day 1: AGEING POLICY
1. Expert 1 – Ms Agnieszka Cieśla (PL)
Assistant Professor in Department of Spatial Planning and Environmental Sciences | Warsaw University of Technology, Faculty of Geodesy and Cartography.

2. Expert 2 – Ms Maria Kristjánsdóttir (IS)
Social Service Assistant | Icelandic Association of Local Authorities.

3. Expert 3 – Mr Łukasz Jurek (PL)
Associate Professor in Institute of Sociology and Social Policy Wrocław University of Economics

4. The Observer – Ms Hanna Czernik (PL)
Representative of City Advisors for 54 Cities applying to II phase of competition in Local Development Programme, Association of Polish Cities (APC).

IV. First part of the workshop | 9.00 - 13.00
[FIRST PRESENTATION]

Speaker: Ms Mariola Apanel (PL): 20 min. Coordinator of Foreign Relations Office Municipality of Wroclaw.

Participants: meeting of all workshop participants from Poland, Norway and Iceland.

4 Workshop themes groups: environment, ageing policy, accessibility and housing.

Subject and scope of the presentation: presentation of the overall concept of the 3 series of workshops: specifying the desired final product, focused on publication and conference speech.

Topics discussed in detail/ elements of presentations:
Greeting the participants of the second workshop session of the DiverCITY4 initiative. A reminder of the general information on the DiverCITY4 initiative. Presentation of the conception of 2nd workshop, goals and expected solutions. A reminder by Mariola Apanel detailed information and figures on the conference summarizing the results of DiverCITY4 initiative and publication, discussion about general key products.
**FIRST LECTURE**

**Speaker:** Ms Joanna Held (PL): 10 min. Unit for Municipalities Support Department of Assistance Programmes Ministry of Funds and Regional Policy.

**Participants:** meeting of all workshop participants from Poland, Norway and Iceland.

**4 Workshop themes groups:** environment, ageing policy, accessibility and housing.

**Subject and scope of the lecture:** the concept for implementation of the DiverCITY4 bilateral dissemination of the project results; DiverCITY4 summary conference: goals, assumptions, proposals. The next stages of implementing the DiverCITY4 initiative.

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**SECOND PRESENTATION**

**Speaker:** Ms Ilona Zakowicz (PL): 20 min. Workshop Thematic Leader – ageing policy area.

**Participants:** from Iceland and Poland: workshop group on ageing policy (5).

**Subject and scope of the presentation:** Greeting the participants of the second DiverCITY4 initiative workshop. Presentation of the conception of second workshop, goals and expected solutions. Discussing the assumptions, goals and course of the second DiverCITY4 workshops. Discussion of the summary conference and publication.

**Topics discussed in detail/ elements of presentations:**
1. Indication of the course of the second workshop.
2. Summary of the current actions, discussion of significant assumptions and plans.
3. Discussion of the summary conference and publication.

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**THIRD PRESENTATION**

**Speaker:** Mr Łukasz Jurek (PL) 30 min. Associate Professor in Institute of Sociology and Social Policy Wrocław University of Economics (5).

**Participants:** from Iceland and Poland: workshop group on ageing policy (5).

**Subject and scope of the presentation:**
The subject of presentation made by Łukasz Jurek was “Economic and social implications of aging societies”. Expert presented causes of aging of the population, discussed the issue on the basis of the information and forecasts of GUS - and indicated the possible consequences of this process. Topics discussed at the meeting also pertained: public funds (age-related costs), silver market (geotechnology),
labour market, social security system: pension system, health care, long-term care, population aging: meaning and scale of the process, determinants of population aging, socio-economic consequences of population aging. Expert also undertook to analyzes of changes in population (e.g. aging, mobility and migration, and the changing workplace). Expert explained also how the demographic pyramid in Poland changed.

**Topics discussed in detail/ elements of presentations:**
1. Economics of population aging (Economic gerontology) what is it?
2. Great revolutions.
3. Demographic change in Poland (1950-2050).
4. „New apocalyptic demography”.
5. Lengthening of life expectancy the success of civilization.
6. Challenges for economy.
7. Pension System.
10. Long-term care in Poland.
11. Increase in demand for long-term care.
12. Best care attitudes to eldercare.
13. Combining work with eldercare.

**Discussion and conclusions (selected problems)**

The phenomenon of population aging exists in many developed countries. Poland is one of the countries which is faced this problem. Due to the rapidly progressing demographic changes, the aging of the Polish society is becoming increasingly important challenge for the economics. According to experts: seniors are not a homogeneous group, they differ of each other, inter alia, in social and financial status. In Poland, many seniors have low pensions, that is why we must look for a solution that improves the quality of life for the poorest elderly.

One consequence of the growth in the number of elderly people in society is a greater demo-graphic burden, that without significant reforms may lead to a deterioration of the economic situation in many countries. The changing demographics therefore imply the necessity of analyzing the directions and consequences of these changes, both globally and regionally.

The Polish society is currently facing challenges related to dynamic changes to the demographic structure of the population. The two main phenomena resulting from demographic shifts are, on one hand, low fertility rate, and on the other, growing proportion of the elderly in the society. According to experts: demographic projections indicate that the depopulation and the aging of the population will be key changes, which will be observed over the next decade in Poland and other European countries. According to experts: current process of aging societies progresses rapidly as a result of birth rate drop strengthen by average life length increase, maybe that is why official discourse on older people is often coloured by apocalyptic demography. According to experts: longer lifespan brings new challenges. Living in an era of improving medical technology and longevity means we may be able to enjoy retirement longer than we think. Increasing longevity is welcome but funding more years in retirement presents financial challenges.
The subject of aging population is being discussed, usually as a negative aspect in the context of changes in the pension system, health care costs or conditions of employment of older people. **According to experts:** When young people emigrate abroad for work, these seniors are left alone. Lack of family care of the elderly often means that they are seen as a problem for the pension and care system.

Social inclusion, anti-discrimination and facilitating access to products and services create the basis for the development of the economy, focused on the use of purchasing potential of older people. **According to experts:** We need to promote innovation, smart health and better lives solutions in support of active and healthy ageing. Moreover, we should aim to create a vision of society for all ages where everyone is empowered to play an active part in society regardless of age, social or economic status, physical or mental condition, or need for care. We should involving older people and their carers actively in the mapping of their needs, the development of solutions and evaluation of their performance. Such participatory approach supports social inclusion and ensures that the services delivered match as closely as possible the actual needs of the recipients.

"NEW APOCALYPTIC DEMOGRAPHY"

**[FOURTH PRESENTATION]**

**Speaker:** Ms Agnieszka Cieśla (PL): 30 min. Assistant Professor at the Department of Spatial Planning and Environmental Sciences | Warsaw University of Technology Faculty of Geodesy and Cartography.

**Participants:** from Iceland and Poland: workshop group on ageing policy (5).

**Subject and scope of the presentation:** Subject and scope of the presentation: during the presentation several issues related to demographic ageing in Poland were tackled. First of all the demographic situation of Poland with a special attention to regional disparities referring to the population ageing was discussed. Subsequently focus was laid on the long term care services. The attention was given to nursing homes, home care and day care centres provided by the communities and health care services provided by the state level. The deficiencies of the systems were underlined. The speaker also paid attention to the low level of older adults activity in Poland, which is reported by several, independent studies. This is a big challenge for the future. WHO recommendation is to remain healthy as long as possible by means of activity in various fields (economic, cultural, civic, social etc). It is very important to stimulate active ageing level in Poland and to follow “healthy ageing” guidelines by WHO.
**Topics discussed in detail / elements of presentations:**

1. Regional disparities in the population age structure in Poland (age structure: pre-productive, productive), different approach to older people care – eastern voivodships have still high potential in family care post-productive).
2. Demographic situation of the elderly and consequences of the ageing of the Polish population (households with persons aged 65+).
3. Long Term Care system, social care, health care, statistics: nursing homes
5. Home services, Day care centres – basic information.
6. “Commission staff working document” - number of social care workers per 100 older persons in Poland and in highly developed countries.
8. Active ageing - fostering active and independent living in an age-friendly environment
10. Age friendly cities - the most important areas.
12. PwC Golden Age Index – overview, basic information (2016).

**Discussion and conclusions (selected problems)**

The aim of the policy regarding older people should be to systematically improve their living standard ensuring their security and to allow them to remain independent and active as long as possible. According to experts: participation, non-discrimination and social inclusion of older persons should be promoted. According to experts: we need to implement measures aiming at developing social activity of older people, promoting their participation in civil society, allowing them to develop their abilities and talents, associating in various social organisations, and increasing their access to culture, education and sport.

Nursing homes provide a wide range of services, including nursing care, 24-hour supervision, assistance with activities of daily living. Some people need nursing home services for a short period of time for recovery after a serious illness or operation, while others need longer stays because of chronic physical, health, or cognitive conditions that require constant care or supervision. According to experts: Families typically seek nursing home care when it is no longer possible to care for a person at home safely or when the cost of round-the-clock care at home becomes too great. According to experts: we must take action for the benefit of increasing the availability and improving the quality of social services for older people. What is crucial here is the creation of local support networks based on voluntary work aimed at creating self-help environment. According to experts: many people have a negative opinion about nursing homes. The image of social care homes in Poland is rather negative. According to experts: we must tailor health care to seniors needs. We need to have uniform guardianship system.

This publication provides a toolbox to guide local policy-makers and planners in developing, implementing and evaluating age-friendly policies and interventions – policies that support people to age actively and healthily and thus both to do the things that are important to them and to contribute to their communities. **According to experts:** it is worth to read this publication.

**What is Healthy Ageing?** "Healthy Ageing is the process of developing and maintaining the functional ability that enables wellbeing in older age. Functional ability is about having the capabilities that enable all people to be and do what they have reason to value". Link: [https://www.who.int/ageing/decade-of-healthy-ageing](https://www.who.int/ageing/decade-of-healthy-ageing). **According to experts:** it is worth to read this publication.

**What is the Decade of Healthy Ageing?** "A decade of concerted global action on Healthy Ageing is urgently needed. Already, there are more than 1 billion people aged 60 years or older, with most living in low- and middle-income countries. Many do not have access to even the basic resources necessary for a life of meaning and of dignity. Many others confront multiple barriers that prevent their full participation in society". Link: [https://www.who.int/ageing/decade-of-healthy-ageing](https://www.who.int/ageing/decade-of-healthy-ageing). **According to experts:** we must take action to development of voluntary work among the elderly but also to support for families who take care of older people and to promotion of solidarity within and between generations among their members. **According to experts:** it is worth to read this publication.

Golden Age Index (2016) - Poland was ranked the 30th among the 34 OECD countries in the Golden Age Index ranking, "measuring the level of utilization of the potential of people aged 55+ on the labour market. The Golden Age Index ranking covers 34 countries of the OECD, evaluating them on the basis of selected key indicators, i.a. the number of employed persons over 55 years of age, their earnings and participation in training or the number of part-time employment contracts".

**According to experts:** Iceland has took the first place in the ranking since 2003. The second and third place were taken by New Zealand and Sweden. Poland was ranked 30th. **According to experts:** creating environments that are age-friendly requires action in many sectors: health, transport, long-term care, labour, social protection, housing, information and communication, and by many actors: government, service providers, civil society, older people and their organizations, families and friends. **According to experts:** we must take action to create age-friendly workplace. Poland is not utilizing the potential of employees aged 55+.

[https://www.pwc.pl/pl/publikacje/2015/raport-golden-age-index.html](https://www.pwc.pl/pl/publikacje/2015/raport-golden-age-index.html)  
[https://www.pwc.com/il/en/consulting/assets/rewards/golden-age-index.pdf](https://www.pwc.com/il/en/consulting/assets/rewards/golden-age-index.pdf)
V. Second part of the workshop | 14.00-17.00

[FIFTH PRESENTATION]

Speaker: Ms María Kristjánsdóttir (IS): 30 min. Social Service Assistant | Icelandic Association of Local Authorities.

Participants: from Iceland and Poland: workshop group on ageing policy (5).

Subject and scope of the presentation: “Senior strategy” - discussing the situation of older people in Iceland, presenting the specification of care services offered to seniors in Iceland (steps), forms of support for the elderly, discussion of programs for seniors. The presentation also touched on Benefit of Janus Health promotion, Village in Netherlands for people with dementia and Conference Seniors and the Nordic Labour Markets.

Topics discussed in detail / elements of presentations:
1. Programs and projects for elderly
2. Place-ee
3. Men’s Shed
4. Benefit of Janus Health promotion
5. Conference Seniors and the Nordic Labor Markets

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Escalated Services

1. Step
   General service
   Fitness center, Culture Institution, Social center, good public transport, Cross-generational activities on social media, adapt to new technology green area, volunteer work

2. Step
   Service apartment—round the clock service,
   Alteration to housing, home care, rehabilitation at home, day care, specific day care, supporting community

3. Step
   Security apartments — associated with nursing home.
   Nursing home, need great deal of care and nursing service
Discussion and conclusions (selected problems)

Supporting the elders in their activities has been acknowledged as one of the most important issues that modern European governments currently face. As a result, there is a growing number of projects, plans and offers for a sub-population of the older people.

Examples of good care practices for senior citizens in Iceland:
"Janus Health Promotion" - is a consultancy and service company with its main objective to improve the health and quality of life of senior citizens. Founded in 2016 for the development of health promotion for older age groups. Goals and task: to promote the health of older age groups so they can better and longer take part in the activities of daily life, can live longer in an independent residence, can prevent or delay entry into residential and nursing homes, have the opportunity to work longer in the labour market. To improve the quality of life of older age groups. To reduce government and municipalities expenditures.

Expert from Iceland: the main benefit of the MHP is the improved quality of life of the participants. MHP is feasible and beneficial in older populations as an integral part of prevention in municipalities, managements of chronic age-related disorders, and can lead to lower health care costs in countries and municipalities. Link: https://www.janusheilsuefling.is/en/janus-health-promotion-ja-chrodis-participation/

Dalbraut village: social center for grown ups. Expert from Iceland: Dalbraut village cooperate with all the school in the area for example – preschool, elementary school, and art academia. Link: https://www.facebook.com/781210875316254/posts/1341896395914363/

Alzheimer café: place for people with Alzheimer and their relatives (lecture – cafe – song). The main idea is simple and relies on the fact that drinking coffee is proven to be beneficial for Alzheimer's patients. The first Alzheimer's Café in the world was created in the Netherlands in 1997. In many parts of the world, Alzheimer's Café are also common in smaller towns, known as: "Dementia Cafes", "Memory Cafes". Alzheimer's Café aim to facilitate the natural acceptance of the disease so that patients and their families face compassion rather than exclusion. Expert: the first Alzheimer's Café in Wroclaw was created in 2017. The Alzheimer's Cafe project includes the therapy of people with psychogeriatric disorders and support for their caregivers. It is an opportunity for persons with dementia, caregivers, family, and friends to come together and socialize in a relaxed environment free of expectations and judgment. Link: https://www.alz.co.uk/dementia-friendly-communities/alzheimer-cafe

PLACE-EE: project funded by the Arctic Program of the European Union. Three country that take part in this project, Ireland, Iceland and Sweden. The aim is to develop and implement locally derived sustainable solutions to encourage internet use and person-centered E-health. Intergenerational exchange between younger and older citizens using an assets-based approach to build capacity among older people to address barriers to service access. Link: http://place-ee.interreg-npa.eu/

Expert from Iceland: A young girl who participated in Place-ee program in Sweden has developed games aimed at encouraging older people to exercise and improve their balance, using the Kinect platform. She made a set of movement games, with and without a cognitive puzzle element, investigating how this factor affects motivation and the sense of presence in the game. The games is now been testing with Senior-IT group in Åsele.

Men' s Shed (Karlar í skúrnum) - Expert from Iceland: men often more likely to experience isolation and loneliness than women; friendly and welcoming meeting place; provide space in the community
where men can find meaning, friendship and belonging; place where men can share their knowledge and skills with others; learn new skills or redevelop old skills; productive and valuable to your community; maintaining active body and active mind. **Expert:** Men’s Sheds are rapidly gaining in popularity in Poland. So far, they have been created in Warsaw (2016), Słupsk (2017) and Wrocław (2018). The Man’s Shed in Wrocław is a result of cooperation between multimarkets "Jula", Wrocław department of Polish Committee for Social Welfare and Wrocław Center for Social Development - Wrocław Center for Seniors. **Expert:** Man’s Shed is an initiative directed mainly to men, but it does not mean that women are not allowed to benefit from it.

**Icelandic expert recommendations:** It is important that people get the right help at the right time. Important to establish Council for elderly and direct service groups professional service must be in synch with the needs and wishes of the senior citizens. Seniors should receive care in a timely manner, according to their current life situation.

**Heilavinum - supporting community**
“The goal of Heilvinn is to make Iceland a supportive society for people with dementia. This is done through education for organizations and companies as well as education for individuals through the web. The project aims to reduce prejudice, for example, because people who are suffering from dementia cannot be seen. Increase knowledge because causes of dementia are unknown. That people with dementia have a meaningful life with social activity and participation”.
Source: [https://www.heilavinur.is/](https://www.heilavinur.is/)

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**SIXTH PRESENTATION**

**Speaker:** Mr Łukasz Jurek (PL) 30 min. Associate Professor in Institute of Sociology and Social Policy Wrocław University of Economics (5).

**Participants:** from Iceland and Poland: workshop group on ageing policy (5).

**Subject and scope of the presentation:** rapidly aging workforce, new age management strategies in private companies, organisations and institutions, dimensions of age management, diversity of old-age.
Topics discussed in detail / elements of presentations:
1. Diversity of old-age.
2. Aging of the workforce.
3. "young" vs. "old" workers.
4. Labor-force participation rate by age, Poland.
5. Retirement timing (model in defined contribution scheme).
6. Determinants of retirement decisions.
8. Employee’s perspective: advantages.

Discussion and conclusions (selected problems)

Reaching the retirement age and cessation of employment activity is an important stage of human life. Being an example of a ‘rite of passage’, it changes the roles from an employee to a retiree. As a result, one must reconsider his life goals, values and rules, as well as choose a new strategy for a smooth change between those life stages. The end of employment opens a new chapter in life, is a turning point for so far unknown circumstances – often seen as a possibility or a threat.

One of the major issues of the labour market in European Union is the rapidly aging workforce. As a result, the labour market needs to accommodate itself to the older people requirements, expectations and limitations, as well as introduce new age management organisational strategies in private companies, organisations and institutions.

Identified eight dimensions of age management: job recruitment; learning, training and lifelong learning; career development; flex-ible working time practices; health protection, promotion and workplace design; redeployment and transition to retirement.

Expert: to be able to rise to the challenges of workforce aging, existing goals and priorities of the governmental education policy need redefining. A major role should be played by the continuous education.
According to experts: key elements of older persons’ quality of life is the broadly understood social activity – which is very important from the perspective of preventing social exclusion of older people through the possibility to build and maintain relations with other people and the sense of being needed.

Expert/presentation: diversity of old-age: The third age 60-80 years old/ problems: loneliness/social isolation, sense of unproductivity, low level of financial wellbeing, increasing risk of future poverty. The fourth age 80+ years old / problems: deterioration od health condition, high risk of dependency, housing problems, increase in costs of living, social exclusion.


Expert/presentation: employer’s perspective/ demographic risk: capacity risk: retiring of many workers that are difficult to replace, productivity risk: decrease of efficiency according to aging of staff, because of: outdating skills, decrease of physical strength, motivation problems, increase in absenteeism.

Expert/presentation: Employee’s perspective/ advantages: increase in retirement income, maintaining social relations, productive use of potential, positive impact on health condition.

Expert/presentation: aging of the workforce - potential initiatives: creating positive attitudes towards older workers and anti-discrimination policy, updating skills of older workers, promoting age management, supporting improvements of workplace ergonomics, creating age-friendly workplaces.

Job market policy in regard to people aged 60+
We should draw attention to the necessity of prolonging working lives, emphasizing its role as one of the most vital issues of social policy in face of the rapid aging of societies. Expert: It is necessary to support and create possibilities for the older people in their strive for new forms of activity, accommodated to their needs and areas of interest. Active participation in projects (work also) which can raise the spectre of their social rules (pupil, mentor, coach, teacher) is also vital, especially for the increase of the older people welfare and realisation of the active ageing idea.

Ageing and labour markets for older workers
Expert: good practices in the employment of older workers - promoting employment of people aged 60; facilitating retraining and employment services; combating age discrimination on job market, and developing social security system coordination. Encouraging later retirement not only through the retirement age, but also by creating financial incentives which will motivate employees to continue working; reducing the cost of employment of older people, through appropriate regulations combating discrimination against this age group in the labour market; improving employability by promoting lifelong learning and organizing training to improve the qualifications of older workers.
Searching for solutions for activating elderly people and preventing loneliness in the urban space. Identifying and discussing common challenges in the area of senior policy and aging societies of cities. Indication of directions for further work of the team the most important directions of senior policy development and the manner of their implementation?

**PROBLEMS:** Small and medium-sized cities depopulating. Early retirement. Shortage of labor resources. Loneliness, marginalization of the elderly, ageism.

**SOLUTION:** Taking action for social reintegration and the professional participation of older people in order to maintain the ability to participate in the life of the local community and to perform social roles in the workplace, residence or stay. Professional and social activation of the oldest employees. Extending the duration of a professional career (paid work and free).

**PARTICIPANTS:** from Iceland and Poland: workshop group on ageing policy (5).

**CONCEPTUAL TEAMWORK**

During the conference summarizing the diver city 4 initiative, we want to present solutions and good practices in the field of activation of the elderly. We will focus on the elderly as employees and volunteers.

Among the key challenges faced by European cities in the 21st century, one should mention, among others, the progressing aging of the population and migration. As experts note, these processes threaten the sustainable development of cities, recognized as one of the priorities of the European Union, and as a result they demand reflection and the search for new solutions in this area.
Our suggestion is an indication of solutions / good practices that encourage the extension of professional activity in late adulthood, the expected effect of which is:

- increase in the number of employed (especially in depopulation cities),
- increasing the number of companies or institutions, e.g. non-governmental organizations run by older people,
- encouraging innovation and entrepreneurship,
- increased investment,
- maintaining relationships and social contacts, preventing isolation, marginalization, social isolation, loneliness,
- development of the silver economy (goods and services for seniors),
- increase in the purchasing power of older people,
- preventing (avoiding) intergenerational conflicts.

We want to propose the development of activities under the so-called local age management:

- stimulating positive attitudes towards older employees and anti-discrimination policy,
- adult education to update their knowledge and qualifications,
- supporting and developing tailored jobs and opportunities for older employees.
Our suggestions

- "Aging-friendly jobs"
- specialized education programs - education (LLL),
- job restructuring - more: dr A. Cieśla
- creating mixed bands consisting of older people and younger new jobs - "mentor",
- developing ways of knowledge transfer,
- changing the method of assessing older employees (reducing stress, increasing mental safety),
- flexible working time, reduction of working time,
- suitably adapted workplace,
- lifelong qualification development,
- creating conditions for education in the workplace,
- enabling gradual retirement,
- career counseling 60+.
Common dinner for experts of 4 workshops themes

DAY 2 of the workshops
4 of March 2020 – time: 9.00-13.00

VI. Participants of Day 2: SENIOR POLICY

1. Expert 1 – Ms Agnieszka Cieśla (PL)
   Assistant Professor in Department of Spatial Planning
   and Environmental Sciences | Warsaw University of Technology Faculty
   of Geodesy and Cartography.

2. Expert 2 - Ms Maria Kristjánsdóttir (IS)
   Social Service Assistant | Icelandic Association of Local Authorities.

3. Expert 3 - Mr Łukasz Jurek (PL)
   Associate Professor in Institute of Sociology and Social Policy
   Wrocław University of Economics

4. The Observer – Ms Hanna Czernik (PL)
   Representative of City Advisors for 54 Cities applying to II phase of
   competition in Local Development

Visiting the Nowe Żerniki housing estate - Magdalena Mayer-Wydra (tour coordinator)

"Small complex of affordable multi-family buildings placed on the plot K7 in Nowe Żerniki promotes
creation of relationships within a neighbourhood and try to reach the balance between a number of flats
and density of buildings and public spaces. [...] Multi-family housing building project was based on the
concept design created during architectural workshops aiming to develop new model housing estate Nowe
Żerniki."

"On the plot there are ten 3- and 4- storey blocks with the total 116 flats, placed upon green slope,
slightly flowing down to the south and covering the lower level with garage and commercial premises.
The size and structure of the buildings form a new typology – that despite high density enables to create
small housing enclaves and provides the inhabitants a high-quality space, commonly associated with
smaller dwellings”.

"Source: https://miesarch.com/work/3869"

VIII. Second part of the workshop | 13.00 – 13.30

Participants: from Iceland, Norway and Poland.
Thematic team leaders briefly discussed what the experts developed during the second workshop session
of the DiverCITY4 initiative, and also discussed the products that will be presented during the summary
conference.

Summary and ending first part of the workshop.
