Meeting Minutes
of the EAN Biannual Autumn Meeting in Warsaw
22–23 October 2026
Venue: Novotel Warszawa Centrum, ul. Marszałkowska 94/98, 00-510 Warsaw

Present: See the attached list of registered participants (with minor changes to attendance on site).

Meeting materials and presentations: EAN website

Day 1 – 22 October 2026
01. Welcome address by EAN President J. Horecký and Polish hosts

- Mr. Jiří Horecký welcomed participants to Warsaw, including representatives of organisations outside EAN, and noted that this was the first EAN meeting held in the city.
- Explained there had been a name change because the original name had reflected only a small part of the meetings and purpose.
- He stated that the meeting would focus on developments in long-term care at both EU and national level and on sharing experiences, data and examples of good practice.
- Approximately 70 participants from 20 countries attended the meeting, compared with more than 60 participants in Naples.
- **Mr. Horecký thanked Koalicja na pomoc niesamodzielnym and in particular Mr. Tomasz Michałek and his team for their support in organizing the meeting.**

02. Agenda proposal

- No amendments were proposed and the agenda was accepted.
- **Decision:** The proposed agenda was approved.

03. Welcoming of new EAN members and guests + introduction roundtable session of all participants

- The General Assembly welcomed new members: Clementas (Czech Republic), Cyprus Third Age Observatory (Cyprus) and Senior Care Service Kft. (Hungary), together with members accepted in Naples including THALPO (Cyprus), Dohled na dosah, z.s. (Czech Republic), Active Ageing and Community Care (Malta), Netpolaris and ASL Ogliastra (Italy).

- Membership certificates were handed over and representatives introduced their organizations and activities. This was followed by a round-table introduction of all participants.
- EAN also welcomed its new partner **Werner & Mertz Professional**. Ms. Stéphanie Waworka-Giegerich presented the company, its sustainability strategy, environmental initiatives and international activities.

04. Minutes from the last GA meeting – Naples 05/2026

- No remarks were raised regarding the minutes from Naples.
- **Decision: The minutes of the Naples meeting were approved.**

05. EU affairs update

- Updates were presented on safe staffing levels in long-term care, resilience and preparedness of the sector, the Care Deal initiative and WHO Global Standards for Long-Term Care.
- Highlighted workforce shortages, psychosocial risks, crisis preparedness, person-centred care, quality of life, financing, governance and the role of providers in shaping future standards. Jiří and Karel will circulate the European Parliament text and resolution on psychosocial risks with the minutes and presentations. They will also consider preparing EAN input to the WHO consultation, which closes at the end of October 2026, covering quality of life, funding, workforce and provider involvement. Salvatore Petronella offered to share the competency framework for possible use in the WHO contribution.

06. Digitalisation 2.0 Report – Introduction

- The topic was addressed as part of agenda item 17, *Artificial Intelligence in Long-Term Care – practical session*.

07. WG Housing and Living Environment of older people – state of play

- Mr. Didier Sapy thanked Working Group members for their work.
- Ms. Brittany Boucly and Ms. Anna Ježková introduced the survey “EAN Inventory of Practices – Living Well in Later Life”.
- The survey aims to identify practices supporting quality of life and successful ageing and will be translated into national languages before wider dissemination. EAN national representatives were asked to identify one ambassador for each of the 20 countries represented and provide names and email addresses to Anna Ježková or Brittany Boucly by 23 October 2026. Anna and Brithany will coordinate translation and

dissemination of the survey, targeting launch on 15–16 November 2026 and collection of results by 15 December 2026. The Working Group members will provide an update in Barcelona, with presentation of the report envisaged for the second half of 2027.

08. Vaccination Hesitancy project update

- The mapping of vaccination policies and practices in Austria, the Netherlands, France, Czechia, Spain, Slovakia and Denmark has been completed.
- Results of the online survey were presented.
- Discussion focused on vaccination uptake among older persons and the need to support providers in increasing vaccination rates.
- The project has now entered the toolkit development phase. Marcel and Karel will present the completed toolkit and guidance to members once available and encourage their use.

09. World LTC Congress Prague 2027 – update

- The structure of the event was presented: GAN International Summit on 6 September, Czech National Congress on 7 September, World LTC Congress on 7–8 September and EAN Members Meeting on 9 September 2027.
- The Prague Congress Centre was confirmed as the venue.
- The program will feature speakers from around the world, an exhibition and accompanying social events.

10. EAN Congress 2028 / 2029 – call for host organisation

- It was agreed that the timing and possible hosts of the EAN Congress would be discussed the following day at the EAN Executive Board meeting.
- A preference was expressed for organizing the next EAN Congress in 2029.

11. President's visit to Cyprus during the Cyprus EU Presidency – report

- Mr. Jiří Horecký and Mr. Demos Antoniou reported on meetings with Cypriot authorities concerning long-term care development.
- Participants were informed that discussions contributed to increased political attention to long-term care and future policy initiatives in Cyprus.

12. IFA Pain Management activity / cooperation with EFIC

- An update was provided on cooperation with IFA and EFIC.
- Activities focus on recognizing and managing pain, particularly among people living with dementia.

- Further cooperation opportunities with long-term care providers will be explored. Jiří will continue arrangements to invite the European Pain Federation (EFIC) to Barcelona to present its work and discuss cooperation. He will also continue preparation of the joint EAN–IFA position paper on deinstitutionalisation for Board discussion and presentation at the next biannual meeting and General Assembly.

13. Next GA in Barcelona – initial information, EB elections call, …

SAVE THE DATE

BARCELONA /ESP/ 12–13 APRIL 2027

- Initial information about the meeting in Barcelona on 12–13 April 2027 was presented, ACRA organizing.
- **Upcoming Executive Board elections were announced together with the nomination process and expected deadlines (end of February). Jiří and Karel will circulate Barcelona meeting and election information, including the proposed end-of-February 2027 nomination deadline and the information required from candidates.**
- Jiří will seek an EU-OSHA representative's participation in Barcelona, subject to confirmation. Jiří and Karel will explore a care facility visit with ACRA, subject to local capacity.

14. EU Talent Partnership: Creating Legal Pathways for Care Workers from Bangladesh

- Ms. Lotte Kejser of the ILO presented the initiative aimed at matching skilled care workers with labor market needs in Europe.
- The presentation covered qualification validation, language training, pre-departure orientation, recruitment support and the OEP platform.
- A discussion followed regarding labor mobility and concerns about supply-driven recruitment approaches.

15. Updates from members & participants

- Members shared information about national developments and initiatives, including project activities.

16. Miscellaneous & Discussion

- Updates were presented regarding AGE Platform Europe, including governance developments and policy work concerning the rights of older persons and long-term care.

- Participants also shared experiences from their countries. ActiZ was asked to share links and information on the Dutch "Talk today about tomorrow" campaign for possible use in Czechia and dissemination to EAN members.

17. Artificial Intelligence in Long-Term Care – practical session

- The report "Digital Care, Human Future: Making Technology and AI Work for European Older Persons Care" was officially launched.
- The report builds on the 2024 publication and addresses practical implementation of digital solutions and artificial intelligence in long-term care.
- Discussion focused on reducing routine work, supporting professional decisions, anticipating changing needs and enabling new models of care.
- Participants were informed about ongoing work on AI support structures, capacity management tools, voice-enabled technologies and digital assistants.
- It was emphasized that decision-making remains the responsibility of people, while AI should support better and more informed choices. The Executive Board will consider inviting R. Schotanus to Barcelona to present smart digital assistants, subject to its programme decision.

Day 2 – 23 October 2026

On the second conference day, we heard the following interesting presentations:

- Aad Koster (ActiZ) – Depopulation / decreasing occupancy of nursing homes in the Netherlands. More here: https://www.rivm.nl/publicaties/verandering-in-vraag-en-gebruik-van-ouderenzorg-in-nederland
- Małgorzata Sarzalska (Polish Government) – Long-term care and senior policy in Poland – current situation and challenges.
- Hans Dubois (Eurofound) – Care services in flux: working conditions for quality care – current challenges for Europe.
- Stefan Domonkos (European Labour Authority) – Workforce, labour mobility and long-term care.
- Jiří Horecký (EAN) – Salaries and wages in social services in Europe.
- The presentations will be available for download on the EAN website.

Prague, 5 November 2026
Minutes prepared by: Bohuslava Nováková / Karel Vostrý

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Werner & Mertz Professional

AGENDA – Day 1 (15:30 – 19:30) THURSDAY 22 OCTOBER

Venue: Novotel Warszawa Centrum, Promenada Meeting Room, ul. Marszałkowska 94/98, 00-510 Warsaw

1. Welcome address by EAN President J. Horecký and Polish hosts
2. Agenda proposal
3. Welcoming of new EAN members and guests + introduction roundtable session of all participants
4. Minutes from the last GA meeting – Naples 05/2026
5. EU affairs update
   M. Smeets, J. Horecký
   a. Safe staffing levels in long-term care
   b. Resilience and preparedness of the long-term care sector
   c. Care Deal
   d. WHO Global Standards for Long-Term Care
6. Digitalisation 2.0 Report – Introduction
   V. Husáková, M. Smeets
7. WG Housing and Living Environment of older people – state of play
   D. Sapy, M. Smeets
8. Vaccination Hesitancy project update
   M. Smeets, K. Vostrý
9. World LTC Congress Prague 2027 – update
10. EAN Congress 2028 / 2029 – call for host organisation
11. President's visit to Cyprus during the Cyprus EU Presidency – report
12. IFA Pain Management activity / cooperation with EFIC
13. Next GA in Barcelona – initial information, EB elections call, ...

Coffee Break

14. EU Talent Partnership: Creating Legal Pathways for Care Workers from Bangladesh
    L. Kejser
15. Updates from members & participants
16. Miscellaneous & Discussion
17. Artificial Intelligence in Long-Term Care – practical session
    J.-C. Vanderhaegen, R. Schotanus

AGENDA – Day 2 (9:30 – 12:30) FRIDAY 23 OCTOBER

Venue: Novotel Warszawa Centrum, Promenada Meeting Room, ul. Marszałkowska 94/98, 00-510 Warsaw

1. Welcome and opening of Day 2
2. ActiZ – depopulation / decreasing occupancy of nursing homes in the Netherlands
   Aad Koster
3. Long-term care and senior policy in Poland – current situation and challenges
   Marzena Okła-Drewnowicz
4. Care services in flux: working conditions for quality care – current challenges for Europe
   Hans Dubois – Eurofound

Break

5. European Labour Authority – workforce, labour mobility and long-term care
   Stefan Domonkos – European Labour Authority
6. Salaries and wages in social services in Europe
   Jiří Horecký
7. Discussion / Q&A
8. Closing of the Meeting

LIST OF PARTICIPANTS - EAN BIANNUAL AUTUMN MEETING

WARSAW, 21-23 OCTOBER 2026

21/10 Coming Together | 22/10 Working Meeting Day 1 | Dinner 22/10 | 23/10 Working Meeting Day 2

#	Name	Country	Organisation	21/10 Coming	22/10 Day 1	Dinner 22/10	23/10 Day 2
1	Edgar Führer	Austria	Lebenswelt Heim - Bundesverband	✓	✓	✓	✓
2	Evelyn Kalch	Austria	ÖJAB - Österreichische Jungarbeiterbewegung	✓	✓	✓	✓
3	Julia Preissecker	Austria	ÖJAB - Österreichische Jungarbeiterbewegung	✓	✓	✓	✓
4	Lotte Kejser	Bangladesh	International Labour Organization (ILO)	✓	✓	✓	✓
5	Geert Roggeman	Belgium	Stad Gent, Departement Gezondheid en Zorg	✓	✓	✓	✓
6	Marcel Smeets	Belgium	EAN	✓	✓	✓	✓
7	Jean-Christophe Vanderhaegen	Belgium	Brussels Confederation of Construction	✓	✓	✓	✓
8	Demos Antoniou	Cyprus	Cyprus Third Age Observatory	✓	✓	✓	✓
9	Marios Kantaris	Cyprus	Thalpo	✓	✓	✓	✓
10	Maria Peter	Cyprus	Cyprus Third Age Observatory	✓	✓	✓	✓
11	Jiří Horecký	Czech Republic	European Ageing Network (EAN)	✓	✓	✓	✓
12	Věra Husáková	Czech Republic	Clementas	✓	✓	✓	✓
13	Anna Ježková	Czech Republic	RoSa Management s.r.o.	✓	✓	✓	✓
14	Viktor Kubát	Czech Republic	Dohled na dosah, z.s.	✓	✓	✓	✓
15	Vassili le Moigne	Czech Republic	inTouch	✓	✓	✓	✓
16	Bohuslava Nováková	Czech Republic	Asociace poskytovatelů sociálních služeb České republiky	✓	✓	✓	✓
17	Veronika Svěráková	Czech Republic	Dohled na dosah, z.s.	✓	✓	✓	✓
18	Karel Vostrý	Czech Republic	European Ageing Network (EAN)	✓	✓	✓	✓
19	Bohdana Zveřinská	Czech Republic	Clementas	✓	✓	✓	✓
20	Petr Zvěřinský	Czech Republic	Clementas	✓	✓	✓	✓
21	Maire Koppel	Estonia	EHAL – Eesti Hoolekandeasutuste Liit		✓	✓	✓
22	Vambola Sipelgas	Estonia	Balti Sotsiaalteenuste Kvaliteedi Liit MTÜ	✓	✓	✓	✓
23	Marilin Vaksman	Estonia	EHAL - Eesti Hoolekandeasutuste Liit		✓	✓	✓
24	Stefan Domonkos	European Union	European Labour Authority				✓
25	Hans Dubois	European Union	Eurofound		✓		✓
26	Lasse Rousi	Finland	Axitare Ltd	✓		✓	
27	Brithany Boucly	France	Fédération Nationale Avenir et Qualité de Vie des Personnes Âgées		✓	✓	✓
28	Didier Sapy	France	Fédération Nationale Avenir et Qualité de Vie des Personnes Âgées		✓	✓	✓
29	François Scherer	France	Fédération Nationale Avenir et Qualité de Vie des Personnes Âgées		✓	✓	✓
30	Hanna Kaspar	Germany	Evangelische Heimstiftung GmbH		✓	✓	✓
31	Salvatore Petronella	Germany	Labor Mobility Partnerships gGmbH	✓	✓	✓	
32	Stéphanie Waworka-Giegerich	Germany	Werner& Mertz GmBH	✓	✓	✓	✓
33	Zoltán Kelemen	Hungary	IRIS Institute	✓	✓	✓	✓
34	Viktor Nagy	Hungary	Senior Care Service Kft.	✓	✓	✓	✓
35	Sigurjón Norberg Kjærnested	Iceland	SFV - The Icelandic federation of companies in the welfare sector	✓	✓	✓	✓

LIST OF PARTICIPANTS - CONTINUED

#	Name	Country	Organisation	21/10 Coming	22/10 Day 1	Dinner 22/10	23/10 Day 2
36	Mariagrazia Capuano	Italy	MNC SRL	✓	✓	✓	✓
37	Mónika Caracudă	Italy	Nexa PMC di Monika Caracuda	✓	✓	✓	✓
38	Andrea Fabbo	Italy	ASL Ogliastra	✓	✓	✓	✓
39	Nicola Galdiero	Italy	MNC SRL	✓	✓	✓	✓
40	Paolo Giannarini	Italy	MNC SRL	✓	✓	✓	✓
41	Carmela Paduano	Italy	MNC SRL	✓	✓	✓	✓
42	Emanuel Tonasso	Italy	Netpolaris	✓	✓	✓	✓
43	Elena Weber	Italy	RINATA ASSOCIATION	✓	✓	✓	✓
44	Angelė Bajorienė	Lithuania	International Social Academy		✓		✓
45	Rima Žagelienė	Lithuania	International Social Academy		✓		✓
46	Miriana Buffa	Malta	European Ageing Network (EAN)	✓	✓	✓	✓
47	Nadia Cauchi	Malta	Active Ageing and Community Care	✓	✓	✓	✓
48	Annemiek Dresen	Netherlands	NewBees	✓	✓	✓	
49	Michiel Kooijman	Netherlands	ActiZ	✓	✓	✓	✓
50	Aad Koster	Netherlands	akc	✓	✓	✓	✓
51	Freek Lapré	Netherlands	QOLity BV	✓	✓	✓	✓
52	Kit-Yu Lo	Netherlands	QOLity BV	✓	✓	✓	✓
53	Frank van Dillen	Netherlands	DVA Dementia Village® Associates	✓	✓	✓	
54	Anna Brzęska-Mikoda	Poland	Penta Hospitals Poland	✓	✓		
55	Maria Tiziana Cerabino	Poland	Frontex	✓			
56	Marek Guenther	Poland	PAUL HARTMANN Polska Sp. z o.o.		✓	✓	✓
57	Sylwia Kamińska-Tereszkiewicz	Poland	DPS Skęczniew dyrektor, stowarzyszenie dyrektorów samorządowych domów pomocy społecznej prezes		✓	✓	✓
58	Wacław Kerpert	Poland	Ogólnopolskie Stowarzyszenie Organizatorów i Menadżerów Pomocy Społecznej i Ochrony Zdrowia		✓	✓	
59	Marta Komańska	Poland	Independent Advisor, Ageing & Longevity Economy	✓	✓	✓	✓
60	Agnieszka Krzych	Poland	Ogólnopolskie Stowarzyszenie Organizatorów i Menadżerów Pomocy Społecznej i Ochrony Zdrowia	✓	✓	✓	✓
61	Rafał Marek	Poland	Ogólnopolskie Stowarzyszenie Organizatorów i Menadżerów Pomocy Społecznej i Ochrony Zdrowia	✓	✓	✓	✓
62	Krzysztof Matysiak	Poland	Delta Polska	✓	✓	✓	✓
63	Jarosław Michalak	Poland	Private Health Care Expert		✓	✓	
64	Tomasz Michałek	Poland	Koalicja 'Na pomoc niesamodzielnym'	✓	✓	✓	✓
65	Barbara Misińska	Poland	SCOL			✓	✓
66	Marzena Okła-Drewnowicz	Poland	Polish government				✓
67	Tomasz Troniewski	Poland	Automation for Humanity Global Holdings Ltd.	✓	✓	✓	✓
68	Graça Azevedo Fonseca	Portugal	ALI	✓	✓	✓	✓
69	Luis Fonseca	Portugal	ALI	✓	✓	✓	✓
70	Maria Mannerholm	Sweden	Maria Mannerholm	✓	✓	✓	✓
71	Patrick Döbelin	Switzerland	Heime Uster	✓	✓	✓	✓
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