

Meeting Minutes of the General Assembly

6 May 2026 at 9:00 – 16:00, doors open at 8:30

Venue: [Hotel RAMADA NAPLES](#), Via Galileo Ferraris 40, 80146 Naples, Italy

Present: See the annexed list of participants

Agenda: Attached

Meeting materials and presentations: The materials and presentations from the General Assembly meeting will be made available on the EAN website: <https://www.ean.care/en/articles/ean-general-assembly-2026-in-naples>

01. Welcome address by EAN president J. Horecký and member of Executive Board Mrs. E. Weber together with Mr. Nicola Galdiero, member of the General Assembly and host in Naples

- Mr. Jiří Horecký (JH) welcomed delegates, EAN members, partners and guests to the first EAN General Assembly meeting in 2026.
- JH thanked the Italian colleagues, especially Mrs. Elena Weber, Mr. Nicola Galdiero and Mrs. Lina Paduano, for co-hosting the meeting and supporting the organisation of the event in Naples.
- Mrs. Elena Weber and Mr. Nicola Galdiero welcomed the participants on behalf of the Italian hosts.

02. GA Agenda proposal

- JH presented the proposed agenda and informed participants about the structure of the day.
- Participants were informed that the workshop “In Times of Crises – AI & Preparedness as a Solution” would be postponed to the next General Assembly meeting.
- No comments or amendments to the agenda were proposed.

Decision: The proposed agenda for the GA meeting was approved.

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

- Since the last GA meeting in Lisbon, EAN has welcomed the following new members: COPAS – Luxembourg, Workforce Edge Consulting Inc. – Belgium / Canada, Anume s.r.o. – Czech Republic, Clementas – Czech Republic, RINATA Association – Italy, Institute of Health and Social Support – Poland, DementAlent – The Netherlands, Cyprus Third Age Observatory – Cyprus, Senior Care Service Kft. – Hungary.
- The new members present at the meeting briefly introduced their organisations.
- All participants introduced themselves to each other.

04. Minutes from the last GA meeting – Lisbon 10/2025

- No remarks were raised.

Decision: GA members adopted the Minutes of the meeting in Lisbon 10/2025.

05. WG on Funding – Presentation of the Final Report “Towards a Framework for Sustainable, Equitable and Responsible Funding of Elderly Care in the European Union” A. Koster

- JH introduced the new EAN report on funding of long-term care and briefly recalled previous EAN expert reports.
- Mr. Aad Koster and Mr. Marcel Smeets presented the Final Report prepared by the EAN Working Group on Funding.

- The presentation focused on sustainable funding models for long-term care, the role of public and private funding, equity of access, transparency, dignity and the need for strong regulation.
- It was emphasised that public funding remains essential, while private funding can contribute to capacity, innovation, housing development and service diversification.
- The report was symbolically launched during the meeting and printed copies were made available to participants.

06. RESPONSIBLE RECRUITMENT OF SKILLED CARE WORKERS CAN MITIGATE STAFF SHORTAGES IN THE EUROPEAN LTC SECTOR (30 min)

- Mr. Salvatore Petronella introduced the topic of responsible recruitment and labour mobility in long-term care.
- Mrs. Irene Karari-Kamau from the State Department for Diaspora Affairs of Kenya presented Kenya's approach to ethical recruitment, structured labour mobility and protection of workers abroad.
- The presentation highlighted Kenya's skilled healthcare workforce, language capacities, training infrastructure and existing international labour mobility partnerships.
- The concept of brain circulation was presented as an alternative to brain drain.
- The discussion focused on ethical recruitment, return of workers after employment abroad, integration and the political debate on migration in Europe.

07. EU affairs M. Smeets

- Mr. Marcel Smeets presented an update on EU affairs, focusing on the European Care Strategy, the Quality Jobs Roadmap, resilience and crisis preparedness of the LTC sector, and digitalisation, AI and cybersecurity.
- He highlighted that EU policies are gradually moving from general strategies towards implementation, with increasing expectations for long-term care providers.
- The presentation also addressed the growing importance of workforce conditions, crisis preparedness, data governance, cybersecurity and the European Health Data Space.

08. AGE Platform Europe (20 min) Marine Luc (AGE Platform)

- Mrs. Marine Luc presented AGE Platform Europe, its structure, priorities and possible ways of cooperation with EAN and its members.
- She introduced AGE's task forces, policy work, EU projects and advocacy activities at EU and UN level.
- The presentation focused on age equality, the rights of older persons, the UN Convention on the Rights of Older Persons, rights-based care and future work on long-term care reforms and digitalisation.

09. Next Congresses and Events

- JH presented updated information on the 2027 World LTC Congress, which will take place in Prague on 7–8 September 2027.
- **Participants were informed about the planned GAN Summit on 6 September 2027 and the expected EAN General Assembly on 9 September 2027.**
- JH also presented the preliminary venue, programme, accommodation and social activities.
- EAN members were invited to express their interest in hosting the EAN Congress in 2028 by the end of August 2026.

10. Digitalization of long-term care V. Husáková, M. Smeets

- Mrs. Věra Husáková presented an update on the work of the EAN Working Group on Digitalisation 2.0.
- The presentation focused on NIS2, the European Health Data Space and the preparation of the new EAN report on digitalisation in long-term care.

- The importance of cybersecurity, interoperability, data protection, staff training and human-centred AI based on European values was highlighted.
 - The final report is expected to be presented at the next GA meeting in Warsaw.
 - After this agenda item, participants took a joint picture and continued with the lunch break.
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11. ALLIAX White Paper Elena Weber

- Mrs. Elena Weber presented the ALLIAX White Paper on managing severe urinary incontinence in older women in European nursing homes.
- The presentation focused on the clinical, environmental, economic and quality-of-life impacts of urinary incontinence and introduced recommendations for policy makers and healthcare managers.

12. EU projects with EAN involvement

- JH presented a brief overview of EU projects in which EAN is involved: WELL CARE, EldiCare 2.0, Care4Skills, Care4Elders and the Vaccination Hesitancy project.
- Participants were asked to complete the paper questionnaire on vaccination hesitancy distributed on site.
- It was noted that an online survey will also be carried out in selected countries.

13. WELL CARE PROJECT - well-being of caregivers (30 min) Marco Socci (IRCCS INRCA)

- Mr. Marco Socci presented the WELL CARE project, focusing on good practices supporting the resilience and mental wellbeing of long-term care workers and informal carers.
- The presentation introduced the project objectives, consortium, work packages and first findings from the review and analysis of good practices in five European countries.
- The results will support the development of solution prototypes, policy recommendations and further dissemination activities.

14. Financial matters

- JH presented the financial balance for 2025, including costs, revenues, project activities and the final financial result.
- **The financial result for 2025 showed a surplus of 1,438 EUR.**
- Mrs. Arja Kumpu presented the auditors' report on behalf of the auditors, Mrs. Arja Kumpu and Mr. Edgar Führer.
- JH then presented the budget proposal for 2026.

Decision: The General Assembly approved the annual accounts and financial statement as of 31 December 2025 and granted discharge to the Treasurer and Executive Board.

Decision: The General Assembly approved the budget proposal for 2026.

15. Housing and Living Environment of older people

- Mr. Didier Sapy and Mr. Marcel Smeets presented the new EAN Working Group on Housing and Living Environment of older people.
- The Working Group will focus on housing, living environments, care settings, ageing-friendly communities and the quality of life of older persons.
- Members were invited to share examples of good practices from their countries and to contribute to the future survey.
- The final report is expected at the beginning of 2027.

16. Global Ageing Network

- JH provided an update on the activities of the Global Ageing Network.
- The update focused mainly on the work related to the Charter / Convention on the Rights of Older Persons.
- Participants were informed that EAN will be kept updated and consulted through the Global Ageing Network.

17. European Social dialogue in Social services

- Mr. Sylvain Renouvel presented the Federation of European Social Employers and its role in European social dialogue.
- The presentation focused on workforce issues, working conditions, recruitment and retention in social services.
- Participants were informed about the Sectoral Social Dialogue Committee for Social Services, the Framework of Actions on Retention and Recruitment in Social Services and the European Labour Authority campaign on long-term care.

18. Social Services Europe updates A. Koster, M. Smeets

- Mr. Aad Koster presented updates from Social Services Europe.
- The presentation focused on the General Block Exemption Regulation and the revision of the Public Procurement Directive.
- It was explained that Social Services Europe is working to ensure that state aid tools and public procurement rules better reflect the specific needs of social services.

19. Updates from Europe – short reports from members on national situation

- Members were invited to provide short updates on the current situation in their countries.
- Updates were shared from several countries and focused mainly on reforms, political developments, workforce issues, financing, ageing policies and long-term care challenges.

20. Miscellaneous & Discussion

- **Participants were informed that the next EAN General Assembly meeting will take place in Warsaw, Poland, on 22–23 October 2026.**
- Mr. Tomasz Michałek invited the members to Warsaw and briefly introduced the local context and expected programme.
- The participation of Mrs. Marzena Okła-Drewnowicz, Secretary of State and Government Plenipotentiary for Senior Policy, was announced.

~~21. Workshop: In Times of Crises – AI & Preparedness as a Solution~~

- Participants were informed earlier during the meeting that the workshop “In Times of Crises – AI & Preparedness as a Solution” would not take place as originally planned.
- The workshop was cancelled and may be considered again for one of the next General Assembly meetings.

Prague, 12 May 2026

Minutes: Karel Vostrý

EAN General Assembly meeting – Naples, Italy

6 May 2026 at 9:00 – 16:00, doors open at 8:30

Venue: [Hotel RAMADA NAPLES](#), Via Galileo Ferraris 40, 80146 Naples, Italy



AGENDA – Part 1 (9:00 – 12:30)

1. **Welcome address by EAN president J. Horecký and member of Executive Board Mrs. E. Weber together with Mr. Nicola Galdiero, member of the General Assembly and host in Naples**
2. **GA Agenda proposal**
3. **Welcoming of new EAN members and guests + introduction roundtable session of all participants**
 - a. New members: COPAS (Luxembourg), DementTalent (The Netherlands), Workforce Edge Consulting Inc. (Belgium / Canada), Anume s.r.o., Clementas (Czech Republic), Cyprus Third Age Observatory, Senior Care Service Kft. (Hungary), INSTITUTE OF HEALTH AND SOCIAL SUPPORT (Poland), RINATA ASSOCIATION (Italy)
4. **Minutes from the last GA meeting – Lisbon 10/2025**
5. **WG on Funding – Presentation of the Final Report “Towards a Framework for Sustainable, Equitable and Responsible Funding of Elderly Care in the European Union”** A. Koster
 - a. Funding models of social services in Europe
 - b. Public and/or private providers
 - c. Ways for sustainable funding of long-term care in Europe
 - d. Recommendations for the Governments and takeaway messages
6. **RESPONSIBLE RECRUITMENT OF SKILLED CARE WORKERS CAN MITIGATE STAFF SHORTAGES IN THE EUROPEAN LTC SECTOR (30 min)**

Ms Roseline K. Njogu - Principal Secretary, State Department for Diaspora Affairs, Ministry of Foreign and Diaspora Affairs of **Kenya**

Mr. Salvatore Petronella, Associate Director, Policy & Public Affairs, Labor Mobility Partnerships (LaMP)
7. **EU affairs** M. Smeets
 - a. European Care Strategy – update and implementation
 - b. Quality Jobs Roadmap
 - c. Resilience and Preparedness of the Long-Term Care (LTC) Sector
 - d. Digitalisation, Artificial Intelligence and Cybersecurity
8. **AGE Platform Europe (20 min)** Marine Luc (AGE Platform)
 - a. Introduction of the organisation
 - b. AGE task forces – together for accessible long-term care in EU
9. **Next Congresses and Events**
 - a. 2027 GAN LTC CONGRESS in Prague (7-8 September 2027)
 - b. Call for the EAN congress 2028 or 2029
10. **Digitalization of long-term care** V. Husáková, M. Smeets
 - a. NIS2 impact to social services
 - b. EHDS impact
 - c. WG Digitalization 2.0 – expectation and needs of the sector, conclusions

Coffee break at 10:30 – 11:00

Buffet lunch at 12:30-13:30



AGENDA – Part 2 (13:30 – 16:15)

- 11. ALLIAX White Paper** Elena Weber
- 12. EU projects with EAN involvement**
- a. WELL CARE - well-being of caregivers
 - b. EldiCare 2.0 – VET training of care staff
 - c. Care4Skills – skills development of care workers
 - d. Care4Elders – improving dementia care and workforce skills
 - e. Vaccination Hesitancy project (MSD) – reducing vaccination hesitancy among older persons
 - f. EAN Project team
- 13. WELL CARE PROJECT - well-being of caregivers (30 min)** Marco Socci (IRCCS INRCA)
- a. General project information
 - b. Main focus, activities and WP2 outputs
 - c. Q&A
- 14. Financial matters**
- a. Financial balance 2025
 - b. Auditors report 2025
 - c. Budget 2026
- 15. Housing and Living Environment of older people** D. Sapy, M. Smeets
- a. New WG on Living Environment
- 16. Global Ageing Network**
- a. Chart of Rights for older persons
- 17. European Social dialogue in Social services** Sylvain Renouvel
- a. Federation of European Social Employers (FESE) introduction
 - b. ELA activities on Long-term care
- 18. Social Services Europe updates** A. Koster, M. Smeets
- a. General Block Exemption Regulation (GBER) for Social Services
 - b. Public Procurement Directive in LTC
- 19. Updates from Europe – short reports from members on national situation**
- 20. Miscellaneous & Discussion**
- a. Next General Assembly meeting in Warsaw – autumn 2026

AGENDA – Part 3 (16:15 – 17:00)






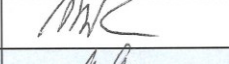


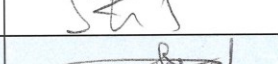


21. Workshop: In Times of Crises – AI & Preparedness as a Solution

This workshop will explore how AI and digital tools can support long-term care in times of crisis. Participants will gain practical insights and share experiences from different care settings.

Coffee break at 15:00 – 15:30

The documents and materials for the EAN GA meeting will be uploaded [HERE](#) continuously.

ATTENDANCE LIST – EAN GENERAL ASSEMBLY MEETING IN NAPLES, 6 MAY 2026

#	First name	Last name	Country ↓	Organisation	Signature
1	Edgar	Führer	Austria	European Ageing Network	
2	Markus	Schwarz	Austria	Charleston Holding	
3	Johannes	Wallner	Austria	SeneCura	
4	Gregory	Decheneux	Belgium	A.D.M.R.	
5	Pascale	Hulpiau	Belgium	Stad Gent	
6	Marine	Luc	Belgium	AGE PLATFORM EUROPE	
7	Jillian	Schwieger	Belgium	Workforce Edge Consulting and Training	
8	Marcel	Smeets	Belgium	EAN	
9	Jiří	Horecký	Czech Republic	European Ageing Network, APSS ČR	
10	Věra	Husáková	Czech Republic	Clementas	
11	Anna	Ježková	Czech Republic	Atkins a Langford Development	
12	Marek	Šoltys	Czech Republic	ANUME	
13	Karel	Vostrý	Czech Republic	European Ageing Network	
14	Maire	Koppel	Estonia	EHAL – Estonian Association of Social Care Providers	
15	Kadri	Koppel	Estonia	EHAL – Estonian Association of Social Care Providers	
16	Mare	Pariis	Estonia	EHAL – Estonian Association of Social Care Providers	
17	Vambola	Sipelgas	Estonia	BSKL	
18	Arja	Kumpu	Finland	The Association for Directors and Experts of The Elderly Care	
19	Sandrine	Fardeau	France	FNADEPA	
20	Fanny	Le Jallé	France	FNADEPA	
21	Corentin	Metgy	France	Lumeen	
22	Sylvain	Renouvel	France	Federation of european social employers	
23	Didier	Sapy	France	FNAQPA	
24	Jérôme	Souchet	France	FNADEPA	
25	Jan	Dammis	Germany	Tana-Chemie GmbH	
26	Dieter	Gitzen	Germany	SAMSIC	
27	Jorge	Pons Vorberg	Germany	Charleston Holding GmbH	
28	Zoltan	Kelemen	Hungary	IRIS Institute	
29	Mónika	Caracudă	Italy	Nexa PMC di Monika Caracuda	
30	Federica	Cilenti	Italy	Netpolaris	
31	Nicola	Galdiero	Italy	MNC SRL	

32	Alba	Malara	Italy	MEDICURA stl	<i>Alba Malara</i>
33	Michela	Garo	Italy	MEDICURA stl	<i>Michela Garo</i>
34	Fabio	Milani	Italy	Hartmann Italy	<i>Fabio Milani</i>
35	Carmela	Paduano	Italy	MNC SRL	<i>Carmela Paduano</i>
36	Carla	Pennacchio	Italy	MNC SRL	<i>Carla Pennacchio</i>
37	Daniele	Raspini	Italy	We Be + Consulting	<i>Daniele Raspini</i>
38	Marco	Socci	Italy	IRCCS INRCA - National Institute of Health and Science on Aging	<i>Marco Socci</i>
39	Emanuel	Tonasso	Italy	NETPOLARIS SRL	<i>Emanuel Tonasso</i>
40	Maria	Visconti	Italy	MNC SRL	<i>Maria Visconti</i>
41	Elena	Weber	Italy	RINATA Association	<i>Elena Weber</i>
42	Irene	Karari	Kenya	MINISTRY OF FOREIGN & DIASPORA AFFAIRS	<i>Irene Karari</i>
43	Angele	Bajoriene	Lithuania	NGO International Social Academy	<i>Angele Bajoriene</i>
44	Audrey	Fantino	Luxembourg	COPAS	<i>Audrey Fantino</i>
45	Alex	Gobey	Malta	Active Ageing and Community Care	<i>Alex Gobey</i>
46	Miriana	Buffa	Malta	Miriana Buffa	<i>Miriana Buffa</i>
47	Aad	Koster	Netherlands	akc	<i>Aad Koster</i>
48	Dirk	Lourens	Netherlands	Lopital Nederland BV	<i>Dirk Lourens</i>
49	Martyna	Ditbrener	Poland	INSTYTUT ZDROWIA I WSPARCIA SPOŁECZNEGO	<i>Martyna Ditbrener</i>
50	Magdalena	Lewandowska	Poland	INSTYTUT ZDROWIA I WSPARCIA SPOŁECZNEGO	<i>Magdalena Lewandowska</i>
51	Tomasz	Michalek	Poland	Koalicja "Na pomoc niesamodzielnym"	<i>Tomasz Michalek</i>
52	João	Almeida	Portugal	ALI	<i>João Almeida</i>
53	Ana Paula	Fernandes	Portugal	ALI	<i>Ana Paula Fernandes</i>
54	Luis	Fonseca	Portugal	ALI	<i>Luis Fonseca</i>
55	Graça	Fonseca	Portugal	ALI	<i>Graça Fonseca</i>
56	Cerasela-Maria	Măciucă	Romania	ADIV	<i>Cerasela-Maria Măciucă</i>
57	Jana	Antošková	Slovakia	Asociácia poskytovateľov sociálnych služieb v SR	<i>Jana Antošková</i>
58	Vanesa	Haraslinová	Slovakia	Asociácia poskytovateľov sociálnych služieb v SR	<i>Vanesa Haraslinová</i>
59	Monika	Kikucová	Slovakia	Asociácia poskytovateľov sociálnych služieb v SR	<i>Monika Kikucová</i>
60	Anna	Ghannamová	Slovakia	Asociácia poskytovateľov sociálnych služieb v SR	<i>Anna Ghannamová</i>
61	Antoni	Vidal Ribera	Spain	Associació Catalana de Recursos Assistencials (ACRA)	<i>Antoni Vidal Ribera</i>
62	Maria	Mannerholm	Sweden	Maria Mannerholm	<i>Maria Mannerholm</i>
63	Salvatore	Petronella	Sweden	Labor Mobility Partnerships (LaMP)	<i>Salvatore Petronella</i>
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