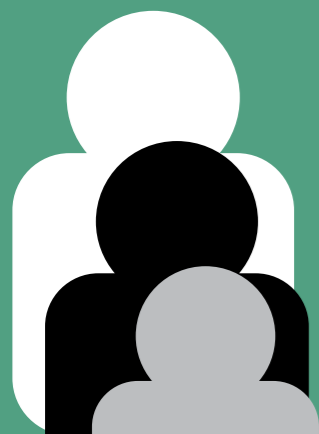


24<sup>th</sup> September 2010



# EMPLOYMENT OF AGED WORKERS IN THE BANKING SECTOR CRISIS ACTIVE AGING

This project benefits of the financial support of the European Union



European Federation of Credit Establishment Managerial Staff (FECEC), member of Managerial Staff European Confederation (CEC).



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EMPLOYMENT  
OF AGED WORKERS

IN THE BANKING SECTOR CRISIS  
ACTIVE AGING

**CHAIRMAN OF THE MEETING:** Mr. Michel Baudoux, European Representative of FECEC (Belgium)

8:30 REGISTRATION

9:00 WELCOME:

Mr. Afonso Diz, Chairman of SNQTB - Portuguese Union of Bank Experts and Management (Portugal)

9:10 OPENING SPEECH

Mr. Marco Boltri, Board of Directors member Dircredito-FD Federdirigenti Italy in charge of FECEC

9:20 INTRODUCTORY COMMUNICATION

Mrs. Joëlle Milquet, Vice-prime Minister and Minister of Employment (Belgium)

9:50 IMPORTANCE OF KEEPING OLDER WORKERS IN ACTIVITY

Mr. Didier Legrand (France)

Responsible for Social Relations / Labour Legislation

Responsible for Human Management Resources of BNP Paribas

Chairman of the Commission Paritaire de la Banque, Association Française des Banques (AFB)

10:20 REFLECTIONS ON ACTIVE AGEING

Mr. Rui Semedo, CEO of the Banco Popular Portugal (Portugal)

10:50 COFFEE BREAK

11:00 EUROPEAN STATISTIC BASED ON THE DEMOGRAPHY SURVEY OF 2006

Mr. Jens Thau, Managing Director of AGV Banken, Germany

11:20 OBJECTIVES "EUROPE 2020"

Mr. Georges Liarokapis, Chairman of CEC- Euromanager

11:30 "STRESS"

Mr. Bernard Salengro, Stress and Burn Out Expert-SNB, France

12:00 DEBATE: QUESTIONS / ANSWERS MODERATED BY

Mrs. Margarida Geada, Lawyer, member of the Commission "Woman's rights and equality" (Portugal)

13:00 LUNCH

14:15 PRESENTATION BY COUNTRIES

- **Germany:** Sebastian Müller, Deutsche Führungskräfte
- **Belgium:** Patrick Vervinckt, Management HR, BNP Pariba Fortis
- **Spain:** Francisco Sierra
- **France:** Régis Dos Santos: Chairman of Banking and Finance Experts
- **Italy:** Giancarlo Durante, Italian Banking Association, Cesare Veneziani, Federdirigenti
- **Portugal:** José Oliveira Costa, Former RH Manager BPI

15:45 CODE OF GOOD PRACTICES:

Mr. Michel Baudoux, European Representative of FECEC (Belgium)

16:00 COFFEE BREAK

16:15 DEBATE: QUESTIONS / ANSWERS MODERATED BY

Mrs. Margarida Geada, Lawyer, member of the Commission "Woman's rights and equality" (Portugal)

17:00 SYNTHESIS OF THE COLLOQUIUM

Mr. Paulo Pereira de Almeida, Professor at the Lisbon University, ISCTE (Portugal)

Mr. Jean-Marc Gueguen, General Secretary of FECEC (France)

17:20 ACKNOWLEDGMENT

Mr. Jean-Marc Gueguen, General Secretary of FECEC (France)

17:30 CLOSURE

Mr. Afonso Diz, Chairman of SNQTB - Portuguese Union of Bank Experts and Management (Portugal)

program