

**Report – Thematic Seminar in Roses**  
**TALENT 50+**  
**23 & 24 November 2009**

Place: Municipal Theater of the city of Roses.

Audience: Representatives of the Region of Western Greece and their MA.  
Several Councilors from the City Council of Roses  
The team of Espiral, Entitat de Serveis  
Representatives of the SOC (Employment Service of Catalonia – Generalitat)  
Representative of the PIMEC (Association of Small & Medium Businesses)  
Representatives of the University of Girona  
Representative of the Consell Comarcal Alt Empordà (Authority for the Subregion of Alt Empordà) and representatives of two other subregions in the area of Girona  
Representatives of three Town Councils of the area of Girona  
Representatives of several businesses/organisations from the area of Girona

23 / 11 / 09

1. The Mayoress of Roses City Council, The Councilor of Roses' Area for Economical Development and the President of Espiral, Entitat de Serveis opened the seminar welcoming everybody and offering a word about the Interreg IV-C, the ESF6CIA, the present situation of aged workers and the challenges due to the dramatic increase of unemployment in the whole country; a word encouraging all key actors to join efforts.
2. Mr. Josep Anguera, Lecturer of Applied Economics at the University of Girona (UdG) and vicepresident of Espiral, Entitat de Serveis, talked about the FIT4WORK and offered a videoclip showing the interviews with people involved in the FIT4WORK and the EXPO +55, that took place in Girona in 2007.
3. Ms. Mariona de Puig, representing the PIMEC (Association of Small and Medium Businesses), talked about her experience during the FIT4WORK, project in which she was also involved, she talked about how innovative she found the approach of the project and the need to disseminate such an approach. Finally she explained the programs and proposals of the PIMEC in terms of corporative responsibility.
4. After a first round of questions and answers, there was an appetizer for all the participants, during which there was some networking: people spontaneously formed small discussion groups.

5. The second part of the seminar started with the speech of Mr. Francisco Sosa, External Stakeholder Relations Manager of MRW, a Courier Service Company with subsidiaries all over Spain, that has always implemented good practices for its workers. He showed a video about all the good practices of the company:

- plans for young people and aged people in risk of exclusion
- the policies of the company in the head offices as well as in the subsidiaries

He emphasized how important the workers conditions are. How important it is to keep workers motivated, also for the success of the company itself.

After his presentation, there was a second round of questions and answers.

6. Ms. Marta Valls, Head of Personnel Administration and Labour Relations Department of Group Viena -a chain of quality fast-food establishments, offered a presentation about their business, their commitment to quality, their Corporate Responsibility towards its employees and in terms of security, as well as the measures taken in the environmental field.

Questions and Answers. Closing.

24 / 11 / 09

1. Mr. Joaquim Aiguabella, from GES, a co-operative that develops its work in the field of research on the Labour Market and Social Economy, among others, and in charge of the Feasibility Study Roses commissioned for the ESF6CIA project, presented the Study about the area of Girona on ageing working population and the labour market.
2. Mr. Ferran Calvo, from Formación Virtual SCP, explained the proposal they have developed, together with Espiral, for Roses City Council to take action and provide alternatives in the case of Zodiac, a company that has recently closed down in Roses, leaving about 150 people without a job, most of them over 45 and having worked for a long time in the company.
3. After the final round of Q&A, Ms. Gloria Plana, Territorial Manager of the SOC for the area of Girona, offered the closing speech of the seminar.

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