

Mr Georges Liarokapis, President of CEC

Ladies and Gentlemen, on behalf of CEC, I would like to welcome you to this conference on managers' mobility.

In 2006, the European Commission launched the European Year of Workers' Mobility and invited the European social partners – and therefore CEC – to address the obstacles of mobility and develop initiatives to promote mobility.

Europe is missing a true culture of professional and geographical mobility; nevertheless, mobility is one of the main factors conducive to the creation of a true European labour market. Due to globalisation and the need for flexibility that it implies on the labour market, mobility seems to be the key instrument to develop skills, knowledge and – hence – employability.

Through their jobs, executives are particularly concerned by the need to permanently adapt their professional skills. They are therefore more inclined to be mobile geographically and professionally but many obstacles remain.

The aim of the conference is to identify the advantages and inconveniences of mobility as well as the obstacles that slow it down and to look at possible solutions by analysing several case studies.

First, Mr Johan Ten Geuzendam, head of unit in charge of employment services and mobility at DG Employment, Social Affairs and Equal Opportunities, shall introduce the initiatives of the European Commission to encourage workers mobility.

Then we shall hear the speeches of Mr Günther Tengel, consultant with Jenewein Partner and Mr Stefan Delplace, Secretary General of EURASHE who will make us understand how important education and training are for the development of mobility.

Mr Michael Dickmann of the Cranfield School of Management will introduce us to a survey that should allow us to better understand the expectations of executives and managers vis-à-vis mobility, which sometimes differ from the ones of corporations.

Two examples from companies will then add up to the picture, as we will hear Mr Markus Posch from Philips Austria and Mr Jacques from Total who will be looking into the pros and cons of a "mobile career" and best practice for a good mobility policy.

Several initiatives implemented by national social partners to promote mobility will then be presented.

Mr Hernandez Gordillo and Mr Alvaro Hernando de Larramendi will tell us about the experiment of CCP carried out in partnership with the National Institute for qualifications in Spain in order to create a specific professional qualification for managerial staff, a tool that will facilitate the mobility of this category of workers.

Mr Stephan Gilow will then talk about the bargaining between social partners in the chemical sector in Germany aimed at providing for life-long learning and the professional mobility needed to face the challenge of demographic development.

Mr Esad Colakovic shall demonstrate the importance of training and skills development in a country like Croatia faced with a major brain drain and use the example of the CROMA Business Academy that trains Croatia's managers of tomorrow.

Mr Claude Courty will highlight the French example of CFE-CGC by presenting the results of a survey on the geographical mobility of executives and a concrete solution for housing support.

The exchanges of views shall then enable us to identify best practice and concrete solutions to develop mobility and provide for the necessary workers security.