



CEC – 2010 Conference in Verona - Introduction
« Individual and Collective Contracts for Managers »

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In a recent press release from Eurofound, the European agency for studies and statistical data (ex-Dublin Foundation) quoted that the number of jobs created in Europe in the course of one year was approximately 30,000 whereas the number of jobs lost was 80,000. The net employment rate is obviously negative however the profile of newly created jobs should be closely examined.

The bi annual report on Industrial Relations in Europe published by the European Commission reveals that the new jobs in Europe are occupied in the vast majority, by highly qualified employees having the status of managerial staff or manager. The resulting question is: does the presence of a greater number of executives / managers on the market have a positive impact on recruitment and job creation?

Improving the employment rate is also one of the five pillars of the strategy presented by Europe in 2020 by the European Council in March 2010. The employment rate of the population aged between 24-64 years is currently 69 percent and should reach 75 percent by 2020. The majority of the created jobs will most likely cover managers.

Finally, in the comparative study by APEC (Agency for the employment of Managers in France), we see that the number of managers in Europe increased by 50 percent in twenty years, while the number of employees increased by only 18 percent over the same period. These figures show a significant trend and highlight the intent of employers and the elasticity of the labour market.

From these observations and with the aim of promoting skilled jobs in Europe, CEC European Managers has decided to get involved and organise this conference. The conference will define more precisely what a manager is today and examine the relevance of the regulatory models governing contracts in different countries. We will also have a look at the role of executives and managers within the social dialogue, a field in which depending from the country, the need for clarification and visibility has been confirmed.

As part of its mission, the CEC has undertaken a survey and comparison of practices in the employment contracts of executives and managers in the European Union. This is part of a broader strategy of recognition of executives and managers, a population that has specific aspirations while complementary to that of other categories of workers. The mention of specific rules and practices for executives and managers in the field of industrial relations confirms their existence and it fully justifies the role of organizations (unions and associations) that represent them.

We will proceed throughout the day as follows:

The presentation of Professor Costa, from the University of Padua, which will be followed by the presentation of statistical data by Ms. Lyly-Yrjanainen of Eurofound will give the first insights on the subject. A short session of questions and answers after each intervention will facilitate the debates.

The survey on the working conditions of executives and managers conducted by the CEC will then be presented by Mr. Andreas Zimmermann and Mr. Jaime Aleite who are respectively from the manager's associations of Germany (ULA) and Sweden (Ledarna). Highlights of this survey will be presented, but the whole survey is available on the CEC Website: www.cec-Managers.org.

The panel discussion in the afternoon will be preceded by the intervention of Mr Steven Haeseleer, Director of Social Affairs of the European Organization of employers BusinessEurope, whom we especially thank for having accepted our invitation.

The following panel is composed of speakers with high corporate level responsibilities in representative companies. I will have the pleasure to introduce them later on. A brief overview of the situation in each company will provide a critical approach on the following points:

- What has the evolution of the workforce been in the company in recent years compared to the evolution of the number of executives and managers during the same period?
- What is the reason for a possible faster growth of the managers' population compared to other occupational groups?
- Is this growth a trend or is it cyclical?
- What are the factors that determine the profile of an executive / a manager? : The level of education, the law or collective agreement, the common practice within the company itself?
- Do executives and managers have a role to play in the field of industrial social relations, if so what kind of role?
- In addition to remuneration, do executives and managers have special contract conditions?
- To what extent, are the executives and managers' employment contracts part of a collective negotiation rather than an individual one?
- Are the aspirations and needs of executives / managers the same depending on age?

Today's debates are a first step to clarify the profile of executives and managers in a changing environment. The next step is the establishment of a European Observatory for Managers and Executives with the support of the European Commission and in partnership with Eurocadres.