



MARCH 2006

IN BRIEF

Forthcoming events in the European social dialogue

2006 will be the year of several developments at the European level, particularly for European Works Councils (EWCs), transnational collective bargaining, and information-consultation. Besides, some of these topics are included in the European Commission's restructuring agenda.

Uncertainty hovers on the second negotiation phase on anticipation and managing corporate restructuring (in which CEC participates). Meanwhile, the European Trade Union Confederation claims for a strengthening of the support to workers concerned by restructurings, UNICE (employers) recommends a flexible approach, grounded on best practices, and is firmly against a revision of the EWCs Directive.

Linked to this agenda, the Commission will publish in Spring a Green Book on labour law, in which it will expose its propositions for new models of work organisation. Finally, a study on transnational collective bargaining is expected in 2006, and will probably be followed by a negotiation between European social partners on the topic in 2007.

More info: www.eurofound.eu.int/2006/02/feature/eu0602203f.html

Launch of the new EURES Website and of the European Year for Workers' Mobility



Within the conference « Workers' mobility: a right, an option, an opportunity? », which was held on 20 and 21 February in Brussels, the new EURES Website was inaugurated.

This site proposes around one million job vacancies throughout European Union and constitutes a key-tool to broadcast information on mobility. Indeed, for the last 30 years, the rate of European living in another Member States than their State of origin stagnates around 2%. The European

Year for Workers' Mobility aims at giving better information on the professional advantages of mobility.

Therefore, the EURES Website offers a lot of information on the situation of the labour market in a sector or in a given region (with trend indicators), and professional training opportunities. The EURES network also develops cross-border partnerships to exchange job vacancies and to develop integrated labour markets at the regional level.

More info: <http://europa.eu.int/eures/home.jsp?lang=en&langChanged=true>
http://europa.eu.int/eur-lex/lex/LexUriServ/site/en/com/2005/com2005_0450en01.pdf
(European Quality Charter for Mobility)

European Globalisation Adjustment Fund: precisions

Evoked in a rapport from the Commission in October 2005, the idea of a Globalisation Adjustment Fund was precised in a press declaration on 1st March.

Endowed a 500 million euros budget, the EGF will support the "professional rehabilitation of workers made redundant after structural mutations of international trade". It is only designed to complete the action of Member States which will have to justify their admissibility to the Fund. The Commission wishes to put it into action on 1st January 2007.

The EGF was already criticized, notably by the ETUC. The ETUC welcomes the initiative, but regrets the lack of participation of social partners in the rehabilitation process (social partners are only informed of the measures). The ETUC also deplores that the EGF only concerns workers made redundant after relocations outside EU.

More info: http://www.europa.eu.int/comm/employment_social/emplweb/news/news_en.cfm?id=131

<http://www.etuc.org/a/2134>

http://www.europa.eu.int/comm/employment_social/emplweb/news/news_en.cfm?id=142

SUMMARY:

- IN BRIEF

- *Forthcoming events in the European social dialogue*
- *Launch of the new EURES Website and of the European Year for Workers' Mobility*
- *European Globalisation Adjustment Fund: precisions*

- EUROPEAN AFFAIRS

- *The Services Directive at the European Parliament*
- *Towards a European Energy Policy*
- *White Book for a European communication policy*

- SOCIAL AGENDA

- *Age management in Europe*
- *Economic migrations and enlargement*
- *Cooperation between national and European MPs on the Lisbon Strategy*

- MEMBERS' ACTIVITIES

- *Meeting between FEC-CIA and ECEG*
- *Gender equality: European agreement between Total and sectorial European organisations*

EUROPEAN AFFAIRS THE SERVICES DIRECTIVE AT THE EUROPEAN PARLIAMENT



The European Parliament adopted on the 16th February, a first-reading report opening up the EU single market for services. The initial proposal, which provoked numerous reactions, especially during the French referendum on the Constitutional Treaty, was largely reviewed.

The main review decided by MEPs consists in the mere elimination of the « country of origin principle » (COP), which led to the application of the social legal framework of the service provider's country.

Besides, MEPs limited the scope of the free movement of services, setting aside social services, and broadening the possibilities for Member States to limit this freedom of movement.

Mr Barroso already ensured, on behalf of the Commission, to reshuffle the text that will lately be examined by the Council.

The Directive surely brings more legal safety to consumers, to service providers, and to national administrations on which law is applicable.

The elimination of the COP must be welcomed (the CEC had also recommended it).

Thanks to the compromise between the PES (represented by Evelyne Gebhardt) and the EPP (Malcolm Harbour), the Parliament reached a balance between the opening of the EU market and the protection of social rights.

More info: www.europarl.eu.int/
<http://www.etuc.org/a/2081>

THE
COMMISSION
EMPHASIZED ON
THE NEED FOR
COORDINATION.
INDEED, A
FLEXIBLE
APPROACH IS
ESSENTIAL IN
THIS FIELD.

TOWARDS A EUROPEAN ENERGY POLICY

On the 8th March, the European Commission published the Green Paper « A European Strategy for Sustainable, Competitive and Secure Energy ». This Green Paper relays strong current concerns about EU's energy dependency on a few external suppliers.

The increase of oil prices, the recent strains between Ukraine and Russia about gas, and the rising need for renewable or green energy sped up the process that began at Hampton Court in last October. The Green Paper is designed to launch debates among Member States and during the forthcoming spring Summit on 23-24 March.

The Commission proposes six priorities of action, mostly around 4 topics:

- *Green Energy*: research, diversification, « road map for renewable energy »;
- *Security*: solidarity among Member States in case of shortages, European Energy Observatory;
- *Achieving the energy single market*: gas and electricity, European Energy Regulator (cross-border electricity issues);
- *External relations*: common external energy policy (coordination of the relations with suppliers).

Environmental NGOs pointed that the Commission completely set aside the climate change concern, and only focused on the need for security of supply (WWF, Friends of Earth).

We can welcome this first step towards a European Energy policy, since the Commission emphasized on the need for coordination (solidarity, external relations). Indeed, a flexible approach is essential in this field: Member States have different practices, especially in the nuclear field and competition-related issues.

More info: www.euractiv.com
http://www.europarl.eu.int/news/expert/default_en.htm

WHITE PAPER ON A EUROPEAN COMMUNICATION POLICY

The European Commission published on the 1st February a White Paper on a European Communication policy. The Commission grounds this White Paper on the necessity to fill the democratic gap that the European Union is currently suffering. These propositions follow the 2005 Action Plan and Plan D (cf. *Newsletter 40*).

The main difficulty highlighted by the Commission is the fact that citizens essentially exercise their political rights at the local and national levels. This leads to an exclusively national

« public sphere ».

The White Paper distinguishes three basic principles: inclusion (access to information for all), citizens' diversity, and citizens' participation. New technologies, medias, and civic education are particularly underlined as ways to reinforce the visibility of EU.

Finally, the Commission pays large attention to partnership, which should allow a multi-level action, including an action at the trade union and branches organisations levels.

More detailed and complete,

the White Paper seems to answer to most criticisms concerning the presentation of Plan D.

However, there are still efforts to make, especially in two fields. Firstly, it is essential that this Communication policy apprehends the debate with citizens as a genuine mutual dialogue. Besides, a more integrated approach should be elaborated, to coordinate initiatives.

More info: http://europa.eu.int/comm/communication_white_paper/doc/white_paper_en.pdf
www.notre-europe.asso.fr



AGE MANAGEMENT IN EUROPE

In February, the European Foundation for the Improvement of Living and Working Conditions published the first results of the project « Age management in the Workplace ». Indeed, the ageing of the population, and particularly of the working population, is one of the current priorities (cf. Green Paper on demography).

Thus, the Foundation broadcast several examples of good practices in enterprises in different Member States (only in English for the moment).

These examples firstly present the approach adopted by the company and then the results it gave.

The Foundation also provided an analysis on the management of age in the workplace on the ground of these experiences. This analysis notes that most questioned enterprises implemented an integrated and slightly costly approach.

Some initiatives consist in flexible hours, health-related measures, training incentives, ergonomic changes, or inter-

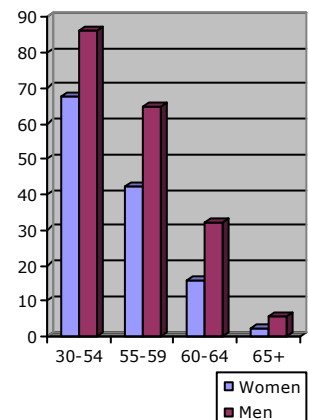
generational teams, which improved competences and skills.

Results of these initiatives show that companies gained productivity, competences and sometimes similarity with ageing customers. Employees resented a more positive attitude towards their work and their employability developed. Working relations were globally improved.

More info: www.eurofound.eu.int/research/0296.htm
http://www.europarl.eu.int/news/expert/default_en.htm

SOCIAL AGENDA

Employment rates per age groups and gender, EU-25, 2002 (Eurostat)



ECONOMIC MIGRATIONS AND ENLARGEMENT

The enlargement to 10 new Member States provoked several concerns in traditional Member States, mostly due to the free movement of workers.

Indeed, the 15 Member States feared a massive influx of workers coming from the Eastern countries. Almost 2 years after the enlargement, we have to notice that this influx did not occur. Newly Member States made a reasonable use of the free movement of workers.

The transitional provisions adopted by 12 countries (all but Ireland, Sweden and the United Kingdom) could be highlighted to explain this moderate immigration. However, the Commission

recently noted that these migrations had more positive than negative impacts, especially on the economy and workforce shortages. The integration of legal immigrants is also a success. Nevertheless, some negative consequences are pointed out, particularly concerning the increase of undeclared work and fictive independent work.

The European Parliament's position illustrates those two aspects. On the one hand, the MPs adopted on 16th March the Brok report which recommends an intermediate step between cooperation agreements and full membership, to take into consideration the EU's absorption capacity. On the other hand, the Öry report

was adopted almost unanimously when it calls for a decision from Member States before 1st May on the end of transitional measures towards workers from New Member States.

The role of immigration - and mostly of economic or training-related immigration - should not be underestimated in a context of an ageing working population. A basic aspect of the immigration policy is the assessment, especially the assessment of the labour market's needs. This must be realised at the national level but also at the European level to ensure the coherence of policies.

More info: www.theepc.be/

A BASIC ASPECT OF THE IMMIGRATION POLICY IS THE ASSESSMENT, ESPECIALLY THE ASSESSMENT OF THE LABOUR MARKET'S NEEDS.

COOPERATION BETWEEN NATIONAL AND EUROPEAN MPS ABOUT THE LISBON STRATEGY

On the 31st January and 1st February, European and National MPs from the 25 Member States met for the second time to consider the future of the Lisbon Strategy.

We must recall that the revised Strategy plans that each Member State must elaborate and present to European institutions a national reform plan on the Strategy's implementation. The Commission recently published an analysis of these national plans.

The need for a coordination of national energy policies, linked with the increasing of research expenses, was especially highlighted during this meeting.

The Services Directive was also a key-topic of the debates, as an instrument of the development of a genuine single market and of growth. The Nordic model was also evoked as a possible example for growth, particularly in terms of innovation, to preserve the social model and well-being of

the citizens.

The involvement of National MPs is an essential element of the Strategy's achievement since they will adopt and apply most reforms it implies, but also the EU Communication strategy. Indeed, the recent White Book on a European Communication policy implies a participation of National Parliaments to begin the debates.



MEETING BETWEEN FECCIA AND ECEG (EMPLOYERS) ON 7TH MARCH

From left to right:

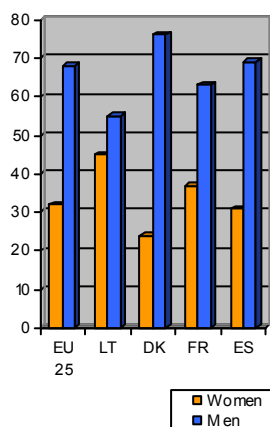
- **in the foreground:** Libero Carriero (Vice President of the FECCIA, Federmanagers, Italy), François Vincent (President of the FECCIA, CFE-CGC Chemistry), Jean Pelin (President of the ECEG, UIC, France), Götz von Bredow (Secretary General of the FECCIA, VAA, Germany).
- **in the background:** Stefan Ladeburg (Secretary of the FECCIA, VAA, Germany), John Williams (Treasurer of the FECCIA, AMPS, United Kingdom), Hans-Paul Frey (President of the ECEG, BAVC, Germany), Thomas Fischer (Vice President of the FECCIA, VAA, Germany), Lutz Mühl (Secretary of the ECEG, Germany).

A "top level" meeting took place on 7th March 2006 between FECCIA (European Federation of Managerial staff in the Chemical and Allied Industries) and ECEG (European Chemical Employers Group).

FECCIA and ECEG expressed a common willingness to continue the European social dialogue in the chemical sector initiated between ECEG and EMCEF (European Miners, Chemical and Energy Workers' Federation) which is affiliated to ETUC.

FECCIA will hold its General meeting in Berlin in September 2006.

GENDER EQUALITY: EUROPEAN AGREEMENT BETWEEN TOTAL AND SECTORIAL EUROPEAN ORGANISATIONS



Managers in EU and Member States - Distribution by sex 2004 (source: Eurostat)

European social partners - including the CEC - concluded in March 2005 a framework of actions on gender equality. The participation of national and sectorial organisations is essential to avoid the non-application of the agreement.

On the ground of this framework of actions, European sectorial federations EMCEF (Mine Chemical and Energy Workers'), FECCIA, (Federation of Managers in the Chemical and Allied Industries) and FECER (Federation of Executives in

the Sectors of Energy & Research) concluded a Europe-wide agreement on Equal opportunities (only in French version) on 21st November 2005 with Total's senior management.

We should welcome the approach of the agreement, since it pays great attention to the phenomenon of « glass ceiling », which prevent women from reaching top management jobs. Besides, the agreement highlights the need for an integrated strategy, which should cover the whole career (hiring, salary, mobility, work/life balance).

We can recall that the CEC particularly insisted on the participation of women in decision-making processes during the negotiations on the framework of actions.

The European Commission recently published a «roadmap » on gender equality, which presents six priorities including achieving equal pay and equal participation in decision-making processes.

More info: www.cec-managers.org/
www.egaliteprofessionnelle.org/uploaded/TOTAL_%20211105.pdf



81A, rue de la Loi
1040 Brussels
TEL : +32 2 420 10 51
FAX : + 32 2 420 12 92
Email : info@cec-managers.org
www.cec-managers.org

Photos credits:

http://europe.eu.int/comm/employment_social/workersmobility2006/index_fr.htm
http://www.villes-internet.net/UPLOAD/rubrique/imgRubrique/1_img.jpg
<http://pe.microservice.fr/4DCGI/FR/Download/173BR.jpg>
http://europa.eu.int/comm/internal_market/smn/smn35/images/p28.jpg

ABOUT CEC

The CEC unites 1.5 million executives and professionals in Europe organised into national federations and European branch federations. Since the end of the 1980s, the CEC contributes, as a social partner, to the European social dialogue. The CEC has made the task of defending the managers' specific interests its own, while maintaining dialogue with other parties.

Indeed, the CEC participated to several consultations (for instance, about the Green Paper "Demographic Change") and negotiated several framework agreements with European social partners (agreements on "Stress at work", 27 May 2004, on "Gender equality", March 2005).

The CEC promotes a European integration clearly in favour of the principle of performance and competition, but also the social market economy and a value-oriented way of conducting business, since the respect of social obligations is an added value for economy in the long run.