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IN BRIEF

Georges Liarokapis' speech at the Tripartite Social Summit in Lahti, Finland, 20 October 2006

The theme of this summit was: "Managing Change Through Flexicurity – Towards More and Better Jobs in Europe". It was this time, the turn of the CEC President, Georges Liarokapis, to represent the CEC/Eurocadres Liaison Committee. Here is his speech:

Ladies and gentlemen,

The aim of the CEC/Eurocadres liaison committee is to better represent executives and managers in Europe. Social dialogue is an undeniable progress factor provided that the social partners – employers and employees – all get involved in a constructive way. Indeed, economic performance can only be sustainable if it operates in the context of social justice.

Flexibility and security are two sides of the same coin. One cannot go without the other. Wage-earners, executives or not, are ready to make efforts towards greater flexibility, provided – of course – that employers offer them an acceptable safety framework. If bargaining – case-by-case and sector-by-sector – is the best way to find the right compromise, the framework and the first impulse should be given by the Commission.

Therefore, CEC/Eurocadres would like to highlight three priorities:

- *Pooling together conditions promoting innovation*
- *Give people the desire to learn to succeed at any age*
- *Protecting the working conditions and regulating the working time of executives and managers*

Innovation, which Europe needs to create jobs and strengthen its presence in the global economy, is not something you can force. Amongst those conditions conducive to innovation, we can find life-long learning, the right pay for the right job, encouraging people's ambition to succeed, and an aspiration for a better life. These are the many positive attitudes that make it possible to be optimistic and trustful about the future.

Creativity cannot be without the will to create. And the will to create is incompatible with job precariousness and a short-term vision of the future.

The ageing of the population is not an inevitability whose impact must be minimised. Succeeding at all ages is possible if the will to do it is sustained, valued and rewarded. It is therefore important to take into account the life and recovery patterns according to age. At present, 50-year old employees have another 15 years of professional life ahead of them. The vocational training solutions they are being offered must improve. Changing mentalities is also essential.

Working conditions and working time are linked. The autonomy of executives is meaningless if working time is not regulated. The opt-out remains in some countries and is harmful to Europe's social dialogue. We are asking for a working time directive in Europe; this is an important challenge and the credibility of social dialogue in the minds of those who gave us our mandates depends upon it.

Thank you very much for your attention.

Meeting with Mr van der Pas, Director General, DG Employment and Social Affairs

On October 25, CEC executive team was received by Mr van der Pas, Director General, DG Employment and Social Affairs of the European Commission. This meeting was the occasion for Georges Liarokapis, CEC President, to introduce the new team elected last May: Ludger Ramme (Secretary General) and Annika Hage-Nielsen (Deputy Secretary General). Aude Guillemin, the office manager was also present.

Mr van der Pas recalled that the social dialogue is a very important tool which makes the particularity of the European social model.

He is also ready to examine possibilities to work more with CEC. Georges Liarokapis expressed his wish that managers be more visible and involved in the European social dialogue as it is an expanding category in today European society of knowledge and innovation.

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EUROPEAN AFFAIRS CEC MEETS ETUC AND EUROCADRES

On September 26th the newly elected officers of the CEC were welcomed by ETUC General Secretary John Monks. The meeting took place in the ETUC building in Brussels. CEC has a cooperation agreement with ETUC and its managers' organisa-

tion EUROCADRES within the framework of the European Social Dialogue.

The meeting took place in a friendly atmosphere together with EUROCADRES President Carlo Parietti and ETUC deputy secretary General Maria

Helena Andre. It was agreed that managers and professionals are growing in numbers throughout Europe and that the representations of the workforce in Europe keep this in mind.

John Monks pointed out that there is not a complete agreement on all issues but considers it an advantage to have steady exchange and communication between the organisations. He said he appreciates this collabora-



From left to right: Ludger Ramme (Secretary General, CEC), Maria-Helena Andre (Deputy Secretary General, ETUC), Georges Liarakapis (President, CEC), John Monks (Secretary General, ETUC), Annika Hage-Nielsen (Deputy Secretary General, CEC), Dirk Aemel (Executive officer, EUROCADRES), Carlo Parietti (President, EUROCADRES).

NEGOTIATIONS ON VIOLENCE AT WORK WILL FINALLY CONTINUE

NEGOTIATIONS ON VIOLENCE AND HARASSMENT AT WORK

During the meeting of October 5th, the negotiation of the European social partners on violence at work turned into a new path.

Maria Helena Andre declared once again that the employees group will not end the negotiations. There have been a lot of discussions in the drafting group and the employers do not have the same understanding in their group as in the employees group.

In the introduction of the framework agreement, different forms of harassment and violence are mentioned which can affect workplaces. They can:

- be physical, psychological and/or sexual
- be one-off incidents or more systematic patterns of behaviour,
- be amongst colleagues, between superiors and subordinates or by third parties such as clients, patients in hospitals, pupils in schools or their friends or relatives,
- range from minor cases of disrespectful behaviour to

more serious acts, including criminal offences, which require the intervention of public authorities.

However, the threat from third parties is not mentioned at all in the agreement itself and the employee's group think that it is a problem. The drafting group reported that there is a part in the description which covers the threat from third part:

Harassment and violence can take many different forms, some of which may be more easily identified than others. They are due to unacceptable, behaviour by one or more individuals. The work environment can influence people's exposure to harassment and violence.

The employers group has accepted that the procedures should be monitored and reviewed in consultation with workers and their representatives to ensure that they are effective both in preventing problems and dealing with issues as they arise.

The drafting group is pleased with the big step forward that has been achieved. The employers also want to continue

the negotiations and they realise that this agreement is the only way to deal with the problems at the workplaces. The agreement will cover all the sectors and this is a success.

The employees group see some weak points in the agreement:

- it is not clear enough how the representatives can influence and be involved in the procedures
- minimize the exposure of workers to violence

Both groups would like to continue the negotiations and they will take contact with the European Commission. The Commission will then have to accept the extension of the negotiation time. The drafting group thinks that a draft can be submitted to the groups for approval before the end of the year.

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CEC AND CFE-CFC, PARTNERS OF THE FIRST FORUM FOR A RESPONSIBLE GLOBALISATION

SOCIAL AGENDA

On the 25-27th of October 2006, the city of Lyon will host the first Forum for a Responsible Globalization, a new event that the CFE-CGC and CEC are proud to support.

Citizens as well as trade unionists from all over the world, are invited to exchange views and debate together with political leaders, entrepreneurs as well as associations leaders and mutualists on the existing means or on those to be created so that globalisation can serve a fair development.

The forum will focus on 3 topics: what kind of global chain of trade for fair devel-

opment? Corporate responsibility: governance and financing of fair development; making local areas active partners in globalisation. Various sectoral and thematic workshops (textile-clothing, tourism, agriculture and food) will be nourish the interactive reporting sessions and the plenary meetings of the last day.

A specific workshop will be dedicated to the articulation between sectoral social dialogue and local governance (LOGOSSD workshop). Those 3 days will bring together analysis, practices of men, women and organizations with a priori contradictory interests but which could

contribute to build an approach mixing economic, social, cultural and environmental dimensions of globalization. Here is the challenge that the forum of Lyon proposes to take over.

The CFE-CGC and CEC will be represented by a delegation and the President of CFE-CGC, Bernard Van Craeynest, will intervene on the morning of the last day with a presentation on corporate governance. The next meeting date for 2008 is already planned because this forum has the vocation to last.

More info: www.forum-lyon.com



**Forum
pour une
Mondialisation
Responsable**

Lyon • Rhône-Alpes
25-28 Octobre 2006

CONSULTATION OF THE EUROPEAN SOCIAL PARTNERS ON THE RECONCILIATION OF PROFESSIONAL, PRIVATE AND FAMILY LIFE

The reconciliation of professional, private and family life being one of the priority of the road map for gender equality, the European commission decided to launch a first stage consultation of the European social partners on this topic. This consultation is one of the follow up measures put forward by the Commis-

sion in the communication on Demography to respond to the demographic challenge which the EU is facing.

The consultation constitutes the first phase of the consultation process provided for in Article 138(2) of the Treaty, which calls for the Commission to consult management

and labour before submitting proposals in the social policy field. CEC members will thus be very soon invited to send their contribution.

More info: http://ec.europa.eu/employment_social/consultation_en.html

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SEMINAR OF CELSIG: PROMOTING SGI FOR ALL - WHICH EUROPEAN LEGAL FRAMEWORK ? 14 AND 15 NOVEMBER 2006, BRUSSELS

SGIs are a subject of a lot of debates going on within the European Union. Part of these services are regulated by sector-specific directives in transport, energy, posts and telecommunications. The task of defining what constitutes public service obligations is the responsibility of Member States within the Union. Nevertheless, in the case of local services just as in the social sector, the Court of Justice of the European Communities plays a key role without, however, ensuring the parties concerned - public authorities, operators, consumers and citizens, company staff - sufficient legal certainty as regards their activities nor the guarantee of their

fundamental rights, territorial cohesion, economic and social cohesion.

For years, the principal organisations of the civil society at the European level, such as political forces, have been calling for the creation of a transversal substantive law on SGEIs. European institutions are either hesitant or they question the feasibility and the added value of such transversal texts. Certain Member States and political forces are strongly opposed to this idea.

In recent months a number of civil society organisations and political forces have expressed the need to illustrate the usefulness and the contribution of such texts. They have written draft framework

directives or bills all of which converge on the essence.

The goal of the seminar will be to examine common contributions of these drafts, identify convergences and possible mobilisations so as to come up with a concrete European conception of services of general interest, emerging from fifteen years of debates, legislative activity and case law at the Union's level.

More info:
www.celsig.org

FECCIA GENERAL ASSEMBLY 2006

CONFERENCE ON THE FINANCIAL PARTICIPATION OF THE EMPLOYEES

FECCIA (European Federation of Managerial Staff in the Chemical and Allied Industries) held its General Assembly in Berlin, 13-15th September 2006, with presence of the Federation Presidents: Philippe Jaeger (France) and Thomas Fischer (Germany).

The new committee elected for three years is composed as follows:

President: François VINCENT (France), Vice-presidents: Thomas Fischer (Germany) and Gianluigi Possanzini (Italy), Secretaries general: Stefan Ladeburg (Germany) and his deputy Joël Grébil (France), Treasurer: John Williams (United Kingdom).

The topic of the conference, with the support of the European Commission (DG EMPL), was the financial participation of the employees, in presence of many European guests.

The speakers brought a European lighting to a question which interests not only the managerial staff of the Chemical Industry, but also other sectors.

The European Commission was assisted by a group of experts who show the interest of the financial participation of the employees, either by the profit-sharing of the companies, or by the participation as shareholders of these.

The diversity of situations among European countries or companies is a reality: more or less attractive taxation from one country to another; difficulty in negotiating collective agreements which relate to the main company and her subsidiaries; scandals on stock-options through the media; interrogations on motivation of the employees

In Germany, a dialogue should begin soon on the subject.

Reinhard Reibsch, Secretary-general of EMCEF (European Mine Chemical and Energy Workers' Federation) came to present its organization and to bear witness.

The Chemical Industry is mainly composed of highly qualified employees who can analyse situations and bring examples for other sectors.

FECCIA will continue the dialogue in Europe with ECEG (European Chemical Employers Group), EMCEF (European Mine Chemical and Energy Workers' Federation) and the European Commission.

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VISIT OF CFE-CGC TO THE EUROPEAN COMMISSION AND EUROPEAN PARLIAMENT

This visit of a delegation of CFE-CGC's professional federations to the European Commission and the European Parliament on September 11 and 12 in Brussels aimed at providing a better knowledge of the European institutions and at presenting the French Managers trade unionism to the European representatives. CFE-CGC could thus exchange ideas with MEPs and Commission officials on topics of interest.

At the European Commission, the presentations addressed the question of the European social dialogue and of the practices of the transnational negotiations which have been developed over the last years under the impulse of CSR (Corporate Social Responsibility). The speakers, experts in these questions and very pedagogue, provided the delegation with precious information while discovering the reality of managers' trade unionism and its somewhat different positioning if compared with the European Trade Union Confederation. The delegation was then invited to the CEC office, close to the European Commission and the Parliament.

The day after, CFE-CGC was welcomed in the Parliament by Roseline Bachelot, French MEP and hosting the visit. The Members of Parliament were very pleased to meet this delegation because CFE-CGC is the first French trade-union organization to visit and meet the European Parliament!

Among the various topics addressed were: the globalization adjustment fund, new European fund under creation which will help the reconversion of companies and employees suffering from the effects of globalization; experts of the European transport policy of the Parliament and of the European commission presented the history of this policy and the challenges to come; the European trade unionism and the European social model. The day ended with a presentation on the usefulness and use of the European structural funds. The CFE-CGC had agreed with Mrs. Bachelot that each topic should be discussed by two persons with different background (different political groups, distinct institutions, various nationalities) in order to have a good perception of the European parliamentary and institutional work. The CFE-CGC delegation also had the opportunity to attend the debates of the parliamentary committee for social affairs on the issue of the globalization adjustment fund.

A very busy timetable for an outstanding experience to be repeated.

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To organize such visits, contact the permanent representation of your country at the European union or the CEC for assistance: info@cec-managers.org



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Photos credits:

ABOUT CEC

The CEC represents over 1 million executives and managerial staff 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.

CEC is consulted by the European Commission on all initiatives in the field of employment and social affairs (articles 138 and 139 EC Treaty). It is also part of the employees delegation in the negotiation with the employers' organisations at European level.

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.