



The new European Treaty, a great step forward



As European social partner, the CEC European Managers welcomes every step forward in the integration process. The conclusion of the new European Treaty on October 19, 2007 in Lisbon represents a **significant step forward** because it puts an end to the institutional crisis created in 2005 by the non ratification of the European Constitution project .

The new Treaty will be signed on December 13, 2007 and will be ratified to enter into force on the 1st of January 2009. The text takes over most of the provisions of the Constitutional text, such as the new voting process, the stable Presidency of the European Council, the devolution of real power to the spokesperson of the European diplomacy and the extension of the qualified majority vote.

Who would have imagined possible to step out of such a deep institutional crisis in less than two years ?

The sagacity of the political leaders involved in the process certainly played a great role. However, the decisive element of this progress rests with the pragmatism and the lucidity of a large number of Europeans, convinced that the future of Europe goes through a good functioning of its institutions. It thus appeared wiser **to learn to**

weather the storm rather than denying the crisis. One has to admit that it is possible. This is probably the lesson that history will retain.

The reference to a free and undistorted competition as 'objective of the European Union' disappeared from the new Treaty. The reference to the cultural and humanist heritages of Europe is maintained. Nobody, of course, is opposed to the setting up of a large unified and regulated market in Europe. Yet, it is **better to highlight what unites rather than what divides.** To respect everyone's sensibility is a fundamental principle that will not be forgotten.

The logic of a large internal market and the necessity of a reinforced social protection are not opposed. In the perspective of sustainable development, the one depends tightly upon the other. The Citizens will have, with the new Treaty, the possibility to ask for the European Commission's intervention, if they are one million to sign a petition. Thus the citizens' trust in the economy could be reinforced.

To strive for a better balance between economic performances and social protection is the lasting concern of the social partners, and the CEC European Managers is committed to it. It is also the **indispensable condition to stimulate creativity and innovation and generate new and qualified jobs** in Europe. The European Treaty puts the frame; it is now up to the stakeholders' imagination and perseverance to make good use of it. The future of Europe is worth it.

Georges LIAROKAPIS
CEC President
www.cec-managers.org

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SOCIAL AGENDA



ON 12-13 DECEMBER 2007, EU EMPLOYMENT MINISTERS WILL ADOPT A SET OF COMMON PRINCIPLES ON 'FLEXICURITY'

OUTCOME OF THE CONSULTATION ON THE COMMISSION'S GREEN PAPER ON LABOUR LAW

By adopting a Green Paper on "Modernising labour law to meet the challenges of the 21st century", the Commission launched a public debate in the EU on how labour law can support the Lisbon Strategy's objective of achieving sustainable growth with more and better jobs.

The Green Paper looked at the role labour law and collective agreements might play in advancing a "flexicurity" agenda.

450 respondents, ranging from EU institutions and national governments to individual citizens, have replied to the Commission's consultation on labour law in Europe (consult CEC position on: www.cec-managers.org).

Based on their responses, the Commission concluded that many stakeholders have a key interest in the consequent application of existing labour and the conclusion of EU discussions on matters such as working time and temporary agency workers.

On 12-13 December 2007,

EU employment ministers will adopt a set of common principles on flexicurity, which will be inspired by the Commission communication carrying the same title and which are closely linked to the question of labour law in Europe.

The Commission will also follow the joint analysis of the social partners on the key challenges facing European labour markets in order to frame an agenda designed to advance an integrated approach to implementing flexicurity based principles. It encourages social partners to engage in negotiations, in particular on life-long learning.

The Commission will, accordingly, take the necessary steps in 2008 to pursue the issues raised in this Communication in the wider "flexicurity" context.

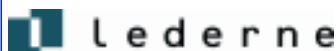
Despite a difference of views on the extent and nature of EU action, the consultation has identified a demand for improved cooperation, more clarity, or just more and better

information and analysis, in a number of areas, such as:

- The prevention and combating of undeclared work, especially in cross-border situations;
- the promotion, development and implementation of training and life-long learning to ensure greater employment security over the life cycle;
- the interaction between labour law and social protection rules in support of effective employment transitions and sustainable social protection systems;
- the clarification of the nature of the employment relationship to promote greater understanding and facilitate cooperation across the EU, and;
- the clarification of the rights and obligations of the parties involved in subcontracting chains, to avoid depriving workers of their ability to make effective use of their rights.

More info: http://ec.europa.eu/employment_social/emplweb/news/news_en.cfm?id=306

SENIORS, THE WORKFORCE OF TOMORROW



STUDIES CONDUCTED BY THE EU CONCLUDE THAT SENIORS ARE THE FUTURE SOURCE FOR GROWTH

Work careers in Norway are getting shorter. By each passing year fewer employees pay for our pensions. Many employees experience a pressure to retire as they reach 60 years. Seniors are resources which should be allowed to use their competence as long as possible!

The speech by Eli Schiøtz at Lederne Norway's seminar on senior politics was crystal clear.

Many Norwegians now complete long university degrees before entering the workforce at 30 years. At the same time we expect to retire at 62 years, some even before that partly due to health considerations. Such short work careers are

not sustainable to continue the pension system we have today, emphasized Schiøtz. Schiøtz represents the company SeniorProfile (www.seniorpolitikk.no).

In 1967 there were 3,9 employees per retiree. By 2003 the number was at 2,6, and by 2050 estimates show 1,7 employees per retiree. Large numbers of pensioners from the post-war generation, longer educations and early retirement age are some reasons for this development.

Luckily, seniors are now seen more often by companies as resources. Also, studies conducted by the EU conclude that seniors are the future source for

growth. The whole of Europe is aging, and the EU has seen that senior skills are hard to replace. We need seniors to stay in the workforce in order to secure economic growth and exchange of ideas between the generations. If seniors disappear, history and continuity also disappears.

We therefore need to focus on mixing younger and older employees to complement each other. A senior with his or her rich life experience can be a mentor for the young, while the young contributes with new technology and knowledge, said Schiøtz.

Text: Sverre Simen Hov

THE CGC ACCENTURE LAUNCHES THE FIRST VIRTUAL SPACE OF SOCIAL DIALOGUE ON SECOND LIFE

MEMBERS' ACTIVITIES

Who says that the trade unionism in France is not innovating? Accenture France, the international consulting company in management, information technologies, and externalisation which is already present on Second Life for a recruitment campaign, renews the experiment through the CGC Accenture.

CGC Accenture, a driving trade union at Accenture

CGC Accenture is in majority within the Accenture company since the last elections. The force of the CGC is to be a trade union of influence and not a trade union of conflict. Openness, dialogue and modernity are the key words of this trade-union organization which presents itself as a mediator of social relations at Accenture. Since 2 years, CGC Accenture has been the initiating and driving force in the negotiation and reached 5 major agreements for the improvement of remuneration and working conditions.

A first for the trade unionism in France: Accentuel, the virtual version of Accenture

To bring a modern and attractive image towards the 4500 employees of the group, the team of the CGC Accenture has used, as from September 3rd, Second Life to allow all the employees to imagine and to define together their dream virtual company. Concretely, those who come on CGC Accenture Island have the possibility of proposing transformation, building thus interactively and virtually Accentuel on the basis of Accenture. These proposals are posted on a board visible by all the Avatars of Second Life. An interactive and open to all social dialogue which gives a voice to employees and reflects on the company of the future.

This initiative lied within the global frame of a campaign for the elections of the staff representatives held on Sep-

tember 17-24, 2007, and for which the votes were made exclusively online. Thus on CGC Accenture Island, the employees are able to inform themselves on the actions carried out by the CGC Accenture during these last years, and to prepare for the elections of the staff representatives. They discover the candidates to the elections, on a billboard with their portraits and their profiles. Video clips also present the program of the CGC Accenture's list of candidates. Lastly, the Island offers to the employees the possibility of asking questions to the candidates through a discussion forum. These dialogues make it possible for the voters of Accenture to obtain answers on the elections, on the approach of the CGC Accenture.

The way for the employee to discover this new space is easy, he just has to create (or to re-use) his own Avatar (virtual character), and to select CGC Accenture on Second Life to find himself instantaneously in this new dialogue space.

"We are very happy to be the pioneers of this first experiment. We hope that, thanks to this tool, we will lead the employees to be more involved in the elections and to change the image of the trade unionism in the companies" declares Eric Pignal, union representative CGC Accenture.

Internet Communication in the heart of the campaign

95% of Accenture employees being nomads, the usual campaigns are not effective on this population. Propaganda brochures distribution or meetings at the headquarter do not allow to reach many people. It is to answer these problems that the team of CGC Accenture is pioneer in the development of other innovating tools allowing all the electors to inform themselves from their computers.

At the same time as Second Life, the CGC Accenture pro-



poses a Website (www.cgc-accenture.fr), which has the unique particularity in the French union world to propose exclusively video clips; 35 in total!

"Why preferring video clips? First, they make it possible for our candidates to be known, but above all they make our messages more lively, more human. The video clips are short, specific and especially they change from the emails that flow us every day" specifies Eric Pignal

This Web site is completed by an interactive blog with articles and the possibility to post comments, and with a mini-surveys tool to know the expectations of the employees before any negotiation

The objective of this campaign was to show how developing an adapted and innovative trade unionism can attract the voters like those of Accenture.

Press contacts

Profile Presse

Muriel Droin

mdroin@profilepresse.com

CGC Accenture

Eric Pignal

Eric.pignal@accenture.com

AN INTERACTIVE AND OPEN TO ALL SOCIAL DIALOGUE WHICH GIVES A VOICE TO EMPLOYEES AND REFLECTS ON THE COMPANY OF THE FUTURE



NEW COLUMN DEDICATED TO EUROPE IN ULA'S LEADERSHIP MAGAZINE

There is no doubt that in the past years Europe and especially the European Union has made its 'coming out' on the national scene.

However it is still not common for the press to dedicate a column to European topics. ULA has decided to

go against the flow. From now on, ULA will have a special column reporting on new developments in the EU, in the CEC or in other national organisations.

The edition of October contains for instance information on the CEC Managers'

Network, on 'Flexicurity' in Austria and Sweden and on the limitation of car CO2 emissions. It also reports on the signing of several worldwide agreements between the SUEZ group and the CEC.

Download: www.ula.de

CEC CONNECTS EUROPEAN MANAGERS!

European managers are now in contact through CEC Managers Network!

Who?

The Network is open to *all managers* in Europe and beyond.

Why?

In today's global economy, managers cannot stay isolated.

The Network is the only platform of mutual exchange for managers.

Managers can develop a *personal and professional network* and *exchange information* on their sector, company, country, etc.

The network is also particularly helpful for managers wishing to *work abroad*. Moreover, this tool can reinforce the *representation of managers in European Works Councils and other representative bodies*.

What do we offer?

You will have a free access to a database of contacts all over Europe and beyond (search by name, company, country or area of activity).

You will receive CEC newsletter automatically.

Additional services are being developed such as discussion forum on topics of interest for managers.

How?

It is very easy to register, you just have to fill in your contact data at www.cec-managers.org and you will receive a personal password.

Privacy: You decide yourself if you want to answer requests from other managers. Establishing contacts to other managers will be carried out through the system. Your e-mail addresses will not be communicated to other users.

In a click you can also recommend the network to colleagues and friends. Such in a way the network will grow more quickly.

The success of CEC Managers Network will depend on managers' participation.

Test it now and make it known!

Join CEC Managers Network now:

<http://www.cec-managers.info/english/managers-network.php>



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

ABOUT CEC

The CEC represents 1,5 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.