



CEC European Managers welcomes the deal on temporary agency workers but is not satisfied with the political agreement reached on the working time directive

On last 10 June Member States reached an agreement on the longstanding issues of the Working Time Directive and of the Temporary Agency Work Directive at the Employment and Social Affairs Council in Luxembourg.

"The agreement on a directive on temporary agency workers is a real progress for employees rights", said Georges Liarokapis, CEC President.

On the other hand, CEC European Managers does not approve the agreement reached by the EU Employment and Social Affairs Council regarding the working time directive.

"Long hours' culture does not boost productivity and certainly does not encourage women's access to management position", declared Georges Liarokapis. "Working time should be organised in a way that protects the health and safety of workers and allows the reconciliation of the family and professional life", he added. "Those are elements that the European Parliament will have to take into account".

More information on the agreement:

<http://europa.eu/rapid/pressReleasesAction.do?reference=IP/08/912&format=HTML&aged=0&language=EN&guiLanguage=fr>

European Managers expect the Lisbon Treaty ratification process to continue

Following the Irish "no" to the Lisbon Treaty, Ludger Ramme, CEC Secretary General, said: "The outcome of the Irish referendum once again shows that Europe cannot be built without the support of its citizens. The institutions and even more the politicians on national and regional level have to better explain why the European Union is the best alternative to the challenges our countries are facing".

"The Irish vote has to be treated with proper respect. It is quite clear that citizens have not voted against the EU. Ireland is one the best example of the benefits that EU membership can bring to Member States", he considered.

CEC European Managers asks to continue the ratification process to allow each country to express its position. In the meantime, all Member States must now work to assess possible solutions and the French Presidency will have the difficult task to resolve this new institutional crisis.

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SOCIAL AGENDA

EUROPEAN COMMISSION WELCOMES FRENCH DECISION TO OPEN ITS LABOUR MARKET

The French Government has announced that it will open all sectors of its labour market to workers from eight EU Member States in Central and Eastern Europe with effect from the second half of this year.

Vladimír Špidla, European Commissioner for Employment, Social Affairs and Equal Opportunities warmly welcomed the decision and said: "Fully opening the job market to citizens of the eight Member States from Central and Eastern Europe will bring benefits to the economy and to the country as a whole. I also welcome the signal that it sends to the citizens of these eight Member States".

Migration flows following the 2004 enlargement have had **positive economic effects** in those countries which did not restrict free movement from the eight new Member States, according to the European Commission's February 2006 report. In particular, they helped to relieve labour market shortages and contributed to sustained economic growth and to better public finances in the countries concerned.

Under EU rules, citizens have the right to move freely to work in the Union, but Member States were allowed to introduce restrictions on the new members for transition periods of up to seven year.

Only the UK, Ireland and Sweden immediately opened their labour markets in 2004, but since then, Finland, Spain, Portugal, Greece, Italy, the Netherlands and Luxembourg have followed suit. The French government said that restrictions would, however, remain in place for workers from Bulgaria and Romania.

With regard to extra-European labour immigration, analysts agree that **high-skilled immigrants** from outside EU borders are **needed** to close the bloc's demographic, labour and skills gaps.

In September 2007, the Commission presented its proposal for a so-called **EU Blue Card**, which aims to attract 20 million mainly high-skilled workers from outside the EU. The Blue Card seeks to create a single application procedure for non-EU workers to reside and work within the EU. At the same time it aims to establish a common set of rights for workers in all member states.

15 September 2008 was set as tentative date for vote on Blue Card proposal in the European Parliament's LIBE Committee, while on 8-9 October 2008 the debate and vote on Blue Card proposal will take place in European Parliament plenary.

Finally, on 15 October 2008 the French Presidency will present its project for a "European immigration pact" to the European Council, one of **top priority of the French Presidency's agenda**. It is aimed at integrating EU member states' policies on matters ranging from high-skilled immigration and undeclared work to the return of illegal immigrants.

More information on:

http://ec.europa.eu/employment_social/free_movement/enlargement_en.htm

http://ec.europa.eu/employment_social/emplweb/news/news_en.cfm?id=405



« Migrations flows
(...) helped to
relieve labour
market shortage »

EMPLOYMENT, SOCIAL POLICY, HEALTH AND CONSUMER AFFAIRS COUNCIL: AN ENGAGEMENT FOR EUROPEAN YOUTH

SOCIAL AGENDA

The Employment, Social Policy, Health and Consumer Affairs Council met in Luxembourg on 9 and 10 June. The main results of the Council are the following:

- The Council reached political agreement on a package of two regulations on working time and temporary agency respectively (see article page 1).

- The Council reached political agreement on a decision on Guidelines for the Employment Policies of the Member States for 2008.

- The Council reached general approaches on two draft regulations concerning the coordination of the social security systems.

- The Council adopted conclusions on:

- The Commission recommendation on enhanced administrative cooperation in the context of posting of workers in the framework of the provision of services;

- The implementation of the Beijing Platform for Action, with regard to indicators in Girl Child and Women in political decision-making, respectively;

- The elimination of gender stereotypes in society;

The Council also adopted conclusions on **"Anticipating and matching market labour needs, with special emphasis on youth - A Jobs and Skills initiative"**.

The EU is **putting the onus on efforts to raise** the labour market participation of younger people. This is where the biggest unused potential for Europe's workforce lies, sociologists say.

Better integration of junior workers is also seen as a priority in view of helping the

continent resolve its increasing skills shortage and face up to the demographic shift and accompanying threat to pension financing.

The ministers' call for action was mainly directed at member states, who are asked to pursue **labour market modernisation** policies, notably with a view to better matching up supply and demand.

Ministers also stressed the crucial role of schools in the creation of a qualified workforce, calling on member states to improve the capacity of **education and training systems** to reduce the number of drop-outs and pupils leaving school without any formal qualifications. They further insisted that youngsters who acquire skills in informal or non-formal training situations get more recognition, going as far as to recommend "the certification of acquired qualifications".

Young people who have ended their education need **"good counselling** on labour market possibilities" in order to facilitate the transition to working life, the ministers said - a call that goes out to schools as well as employment agencies.

Governments are also asked to better coordinate **public employment services and social security systems** "to ensure a more effective and efficient job search to reduce both frictional and structural unemployment".

While much of the responsibility lies on the shoulders of national governments, ministers also stressed the role of the European Commission in helping countries better assess and anticipate future developments.

They called on the EU executive to urgently follow up on the conclusions of the March 2008 European Council, where EU leaders invited the Commission "to present a comprehensive **assessment of the future skills requirements** in Europe up to 2020, taking account of the impacts of technological change and ageing populations and to propose steps to anticipate future needs".



Ministers set the Commission a **March 2009 deadline** for this assessment, which they noted should take account of demographic, climate and technological changes as well as globalisation, which is already triggering socio-economic changes. This topic will be included in "Commission's Renewed **Social Agenda**, expected on **2 July 2008**".

MORE INFORMATION ON:

[HTTP://EC.EUROPA.EU/
EMPLOYMENT_SOCIAL/EMPLWEB/NEWS/
NEWS_EN.CFM?ID=412](http://ec.europa.eu/employment_social/emplweb/news/news_en.cfm?id=412)

**SPECIAL
CONFERENCE**
CEC EUROPEAN MANAGERS CONFERENCE ON THE AIRBUS SITE IN TOULOUSE
**“MANAGERS’ ROLE IN EUROPEAN WORKS COUNCILS AND OTHER
INFORMATION, CONSULTATION AND PARTICIPATORY BODIES”**

« CEC points out that at least one seat should be reserved to executives »

Toulouse, France, 6 June – on the occasion of its annual conference held this year on the European site of AIRBUS in Toulouse, CEC European Managers insisted on the **fundamental role of executives in European Works Councils and other Information, Consultation and Participatory Bodies.**

This event allowed sensitizing the political leaders, the European Commission and the European Social Partners in the frame of the running **review of the European Works Council (EWC) Directive** and while France gets ready to take over the EU presidency during the next semester.

Although French managers are consistently involved in such Councils, this is not the case in all European countries, as social dialogue does not foresee the systematic participation of such category within these bodies. In CEC opinion, the new directive has to ensure the representation of all the categories of employees, hence including managers and executives.

The presence of managers in the executive boards or supervisory boards of European Companies (SEs) was also tackled. CEC points out that at least one seat should be reserved to executives in order not to exclude this category of employees from the key discussions taking place at this level.

“We wanted to draw attention to the **added value** that the presence of managers brings into European Works Councils and into **social dialogue at company level**”, declared **Georges Liarokapis, CEC President** and Secretary of the L’Oréal European Works Council for 12 years. “**The balanced presence of all professional categories inside European Works Councils is a key to the EWCs success.** This is the first message CEC is trying to get across”, he affirmed.

« We wanted to draw attention to the added value that the presence of managers brings »

The **representatives of European Social Partners** (Mr Jørgen Rønneest, Acting Director Social Affairs of BUSINESSEUROPE, Mr Reiner Hoffmann, Deputy Secretary General of ETUC, and Mr Carlo Parietti, President of EUROCADRES) took the floor, notably to expose their point of view concerning the running review of the Directive establishing EWCs. This gave to CEC and its member organisations the opportunity to beg for a stronger representation of managers within European Works Councils.



EUROPEAN SOCIAL PARTNERS

Several other keynote speakers have participated to the event: among them, **Jean Lapeyre**, expert charged with the EU French Presidency and former Secretary General of ETUC, who provided an historical outlook of the creation of European Works Councils, and **Nicole Notat** (former Secretary General of CFDT in France and Vigeo President), who closed the conference by relying EWCs to Corporate Social Responsibility.

Remarkable case studies (L’Oréal, Airbus, Volvo, Syngenta, SCOR and BASF) were exposed to the audience and delegates from these companies were able to share their experiences with regard to the difficulties encountered and the positive impact of such bodies.

Photo gallery and more information about the conference available on:

www.cec-managers.org



EXTRACT FROM THE INTERVENTION BY MR. GEORGES LIAROKAPIS,
CEC PRESIDENT

SPECIAL
CONFERENCE



GEORGES LIAROKAPIS

all professional categories inside European Works Councils are key to the EWCs success. This is the first message CEC is trying to get across.

The second message pertains to the participation of executives and managers in the Surveillance Committees and Boards of European Companies. Some industry groups are now getting registered as European Companies. It would be bad if that were to happen to the detriment of social dialogue... We shall see why.

Why did we decide to organize this conference? Why here? Why now? Actually, it is the latest news and the present hot topics that pushed us to organize this meeting for the sake of CEC, for the sake of CFE-CGC, and for the sake of social dialogue.

We are meeting here as if we wanted to be in the middle of light beams to be enlightened when they converge. These converging light beams are the now pending revision of the Directive on European Works Councils, the upcoming French Presidency of the EU as of July 1st 2008, the debate and the representativeness of trade unions in France and the labor court elections in France still by the end of 2008. This seemed to be too good an opportunity to miss and we rose to the occasion upstream, which is the reason of our presence here today.

CEC European Managers intends to carry three messages across.

We wanted to look into European Works Councils and draw attention to what trade union support can bring to EWCs when it is present. As you know, European Works Councils started being established with the implementation of the Directive in 1994. We are now in the midst of a process that should lead to the revision of the 1994 Directive, the one at the source of the European Works Councils. Employee organizations are asking for more responsibility and autonomy to go to EWCs whilst employer organizations are more skeptical. On the matter, the Commission – as well as other social partners like the ETUC, Eurocadres and BusinessEurope – is therefore highly sensitive to the matter. CEC is rising to the occasion to contribute to the debate by arguing that the balanced presence of

Finally, the link between European Works Councils and Corporate Social Responsibility had to be made. This is CEC's third message. Indeed, the initiatives of large groups on CSR would be more convincing if they were completed by the approval – or even the disapproval – of their European Works Councils. Who else than the wage-earners and their representatives can assess from the inside the image their companies are projecting to the outside world?

In order to carry these three messages across, we called on to high-level specialists. [...]

« The balanced presence of all professional categories inside European Works councils are key to the EWC's success».



From the left to the right: M. Lapeyre, M. Stanzani, M. Jacquier

Here you are, Ladies and Gentlemen, dear friends, this is the agenda of the conference CEC European Managers is proud to have organized for you. I am counting on you to make it as interactive, lively and interesting as possible.

I hope you will leave with improved knowledge and acute critical sense after listening to the debates.

Thank you for being here with us!



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MEMBERS' ACTIVITIES

GERMAN CONFEDERATION MEETS CHAIRMAN OF THE GERMAN SOCIAL DEMOCRATIC PARTY



www.ula.de

The German confederation of managers (ULA) had a meeting with Kurt Beck, Chairman of the German Social Democratic Party, at the beginning of April.

ULA's board of directors took the opportunity to discuss with Mr Beck the situation of managers in Germany especially with regard to co-determination, labour law, wages or ageing society.

SPRING RECEPTION IN BERLIN

The eighth edition of ULA's spring reception took place in the Canadian Embassy near the Brandenburg gate on the 8th of May in Berlin. More than 250 high-ranking guests, inter alia members of parliament, government representatives, journalists and managers, were present and enjoyed excellent wine, food, and music.

More than 30 children, who are traditionally also invited, joined their parents and contributed to the unique atmosphere of this reception.

ULA succeeded once again in bringing people together in a marvelous environment and thus promoting leadership issues.



LOT OF WORK, LITTLE PAY FOR SHOP MANAGERS

Shop managers of the Norwegian retail chain Coop work a lot, earn little, and never entirely take time off from work.

These are some of the findings of the first leadership barometer conducted by Lederne in Norway.

Despite responsibility for dozens of employees and revenues often exceeding € 5 million, most shop managers are dissatisfied with their salaries. They work much more overtime than other member groups of Lederne.



www.lederne.no

The leadership barometer was conducted by researcher Bitten Nordrik of De Facto, and was carried out among members of Lederne in Norway. The results of the various industries are published continuously throughout the year, and the purpose of the leadership barometer is to raise awareness in the public space to contribute to an increased understanding of managerial positions issues.

FECER POSITION PAPER ON THE EUROPEAN COMMISSION'S PROPOSAL FOR A REVIEW OF THE EU EMISSIONS ALLOWANCE TRADING DIRECTIVE POST

MEMBERS' ACTIVITIES

FECER has published its position paper on the European Commission's proposal for a review of the EU Emissions Allowance Trading Directive post 2012.

The FECER, the European Federation of Executives in the Sectors of Energy and related Research, is a member of the CEC (Confédération Européenne des Cadres) and represents the energy expertise within the CEC, when it is consulted by the European Commission or other European institutions and authorities.

FECER has organized a large number of events across Europe and published a considerable number of papers and statements.

These publications cover aspects concerning all energy sources, specific energy policy and social matters. Members of FECER are national federations of energy managers from all over Europe, representing a total of more than 20,000 individuals.



www.fecer.com

FECER position paper can be downloaded from CEC website:

<http://www.cec-managers.org/download/PositionFECER-EU%20ETS%20revision%20post%202012>

NATIONAL ENQUIRY CONCERNING THE BURN OUT AFFECTING MANAGERS WORKING IN BELGIAN COMPANIES

Today's society tends to be more and more stressful and demanding for workers. Unfortunately, the outcome of this continuous evolution makes commonplace the "Burn Out".

The burn out is a professional stress defined by the following symptoms: emotional and physical exhaustion, loss of interest for work, changing behavior... Combined together, those symptoms can affect seriously and sometimes durably the mental, physical and emotional balance of individuals.

However, detected early, the burn out can be cured to avoid that this professional crisis become a long term illness.

Concerned by the issue, the Steering Committee of the Belgian Confederation of Executives and Managerial Staff (CNC/NCK) has commissioned the "European Institute for Intervention and Research on Burn Out" to realize a survey to be addressed to executives and managers working in Belgian companies.

The first results will be diffused at the end of June and the complete study will be available in September.

More information: www.stressburnout.org



www.cnc-nck.be

THE EUROPEAN COMMISSION PROPOSES 2009 TO BECOME EUROPEAN YEAR OF CREATIVITY AND INNOVATION, CEC READY TO CATCH THE OPPORTUNITY FOR ITS ANNUAL CONFERENCE

WHAT'S NEW
WITHIN CEC

"Europe needs to boost its capacity for creativity and innovation for both social and economic reasons". That is how the Commission explains its proposal, adopted on 31 March, to declare 2009 the European Year of Creativity and Innovation.

The modern world puts emphasis on better use of knowledge and rapid innovation. It therefore requires a broadening of the creative skills base involving the whole population. In particular, there is a **need for skills and competences that enable people to embrace change as an opportunity.**

Ján Figel, Commissioner responsible for education, training, culture and youth, believes the Year is "an effective way of helping to meet challenges by raising public awareness, disseminating information about good practices, stimulating education and research, creativity and innovation, and promoting policy debate and change. By combining action at community, national, regional and local levels, it can generate synergies and help to focus policy debate on specific issues."

The activities of the Year should focus on **creating an environment favourable to creativity and innovation** and become a strong impetus for a long-term policy priority. All forms of innovation including social and entrepreneurial innovation should be taken into account.

The European Year of Innovation and Creativity is proposed as a cross-cutting initiative covering not only education and culture, but also other policy domains such as enterprise, media, research, social and regional policy and rural development. It should include information and awareness-raising campaigns, promotion of good practices, debates, meetings, conferences and promote a wide variety of projects at regional, national and European level.

CEC is planning to dedicate its next thematic conference to this topic. The intervention of few keynote speakers and the presentation of practical cases will represent again the formula of the meeting. The event is announced for 5 June 2009. More information will be given in due time.



THE RENEWED VERSION OF CEC MANAGERS' NETWORK IS NOW ONLINE

CEC European Managers has relaunched the Managers' Network and invites the already-members to see what's new, and the not-yet members to join it!

Surf on <http://www.cec-managers.info/> and discover the brand new features of the Network:

Now you can add more information about you in your profile. Adding your picture and your CV will also makes it more attractive.

Try our new features:

Forums: you can exchange views on topics of interest in the new forums section and suggest improvements

CEC Newsletter: you can subscribe to the CEC Newsletter.

Forum-Newsletter: you can subscribe to the Forum-Newsletter.

Managers Survey Panel: you can enlist in the survey panel to participate to short surveys launched by CEC on managers topics.

This is an unique tool to give facts and views about managers issues to the European institutions. Help us to defend your rights by joining this panel!



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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.