



SPECIAL RENEWED SOCIAL AGENDA

EDITORIAL

CEC European Managers agrees with the analysis of the European Commission regarding the societal changes Europe is going through.

CEC European Managers already had the opportunity to express its position on this topic at the occasion of the consultation « Europe Social Reality ».

CEC welcomes the holistic approach of the Renewed Social Agenda, covering a wide range of areas from labour market policies to education, health, immigration and intercultural dialogue.

CEC European Managers recognizes that the social dimension has been present in the European project since the beginning, however the economic dimension has been considered for a long time as the priority area or at least felt so by European citizens.

Thus CEC warmly welcomes this new shift to focus on the social dimension of Europe.

*Georges Liarokapis,
President*

The renewed social agenda brings together a range of EU policies in order to support action in **7 priority areas**:

- Children and youth-tomorrow's Europe;
- Investing in people: more and better jobs, new skills;
- Fighting discrimination and promoting gender quality;
- Longer and healthier lives;
- Combating poverty and social exclusion;
- Mobility;
- Opportunities, access and solidarity on the global scene.

The renewed social agenda is built on **3 pillars** "Opportunities, Access and Solidarity":

- Generating **opportunities**, creating more and better jobs and increasing welfare.

- **Access**, to exploit opportunities, individuals need access – to education, health care, social services of general interest;

- **Solidarity**, to fight poverty and social exclusion and explore new ways to help individuals adjust to globalisation and technological change.



SUMMARY:

- IN BRIEF:

- *Editorial*

- CEC'S POSITION:

- *Details on the Commission's new social agenda*
- *Update on the plans for a revision of the directive on European Works Councils*

- FRENCH PRESIDENCY:

- *Informal meeting of the ministers for labour and social policy*

- MEMBERS' ACTIVITIES:

- *CFE-CGC protests against the working time reform*

- CEC'S NEWS:

- *Join CEC Managers' Network*



« The renewed Social Agenda **must help to equip all our fellow citizens** with the tools they need for solid, lasting insertion in our globalised and relentlessly changing world. It must give us a better grasp of professional and geographical transitions and mobility, and make them safer. We want Europeans to be properly equipped to deal with change and above all to benefit fully from it. »

Vladimir Špidla, Commissioner for Employment, Social Affairs and Equal Opportunities

DETAILS ON THE COMMISSION'S NEW SOCIAL AGENDA

On July 2nd the EU-Commission has presented its new Social Agenda. With the exception of the revision of the directive on European Works councils the ideas and initiatives do not directly or specifically affect political interests of managers in Europe. Nevertheless, many measures deal with regulatory issues that are highly relevant for employees regardless of their professional status. (...)

**Specific contents of the agenda**a) Facilitating mobility of employees

The discussion how social rights of employees on the one hand and the freedom of establishment and services on the other hand can be reconciled has been fuelled by several rulings of the European Court of Justice in the past months.

The Commission has now reacted and announces to thoroughly review the current situation and to organize a Forum in order to promote debate and exchange good practice among all interested stakeholders.

Other important projects in the field of mobility, in particular the directive on "Supplementary Pensions" (reliable standards for the acquisition, the preservation and the portability of supplementary pension rights) are not addressed in the Agenda. Here, the Commission has found itself in a political impasse due to constant resistance from a number of member states. Nevertheless, there is no evidence that the Commission has entirely given up on this project. (...)

b) Stricter rules against discrimination

For the Commission an equal treatment of all EU citizens is indispensable for fulfilling the goals of "Opportunity, Access and Solidarity". Therefore, both the Commission and the European Parliament have developed plans for strengthening the existing directives on anti-discrimination and equal treatment.

The directives that already exist oblige member states to take measures against discrimination on grounds of religion or belief, disability, age and sexual orientation in employment. They also require member states to prevent discrimination on grounds of racial or ethnic origin in employment, education, social protection and access to goods and services.

In the past years almost all member states have made attempts to implement these directives. In recent months, infringement procedures have been launched against several member states whose implementations

The new plans reach far beyond ensuring compliance with the existing directives. These changes will have no massive impact on the labour law. (...)

c) Patient mobility

In the past years that European Court of Justice has repeatedly ruled, that health services provided to EU citizen in member-states other than their country of residence can be considered as a service according to the internal market. This means that the freedom of services has to be respected even by public providers of health insurance. As a result the European court of justice has allowed EU citizens to obtain medical services abroad against reimbursement.

In the past many member states have not reacted to these court rulings for fear of financial damages to their national health systems. The directive will require the Member States to transpose the principles of the ECJ's rulings into national law. (...)

Andreas Zimmermann,

Director of Social Affairs, ULA

www.ula.de

Read full article on:
www.cec-managers.org

**UPDATE ON THE PLANS FOR A REVISION OF THE DIRECTIVE ON EUROPEAN WORKS COUNCILS**

Shortly after the CEC conference in Toulouse, new developments have taken place requiring an update.

The European Social Partners, were not able to come to an agreement with regard to a reform. The EU treaty would have given them - under the so-called "social dialogue" - the right of initiating with their own proposal the legislative process. However due to the failed negotiations, the Commission now has this right. The draft presented early in July 2008 has significantly been criticized by CEC, but also by Business Europe and the ETUC:

- CEC's call for a better representation of managers has not been taken into account.
- The ETUC's main call has also been ignored. According to the draft trade union representatives will neither have the legal claim to take part in the creation of a European Works Councils, nor a right of a direct representation in a European works council.
- Business Europe opposes the planned expansion of information rights. Most particularly, the new draft stresses the principle of timely briefing. This will allow the European works council to develop a position in advance, for example when central management plans a cross-border translocation of operations.

Cases as for instance the NOKIA closure in Bochum are very likely to have contributed to this provision, since in this case the European Works Council has not been informed in due time. In addition, the employer has to specify the subjects of the briefing. Employer organizations heavily criticized it, because they consider being over patronized.

The directive is part of the so-called co-decision procedure and gives the Parliament extensive rights to a say in this matter.

For CEC it is essential to convince the MEPs in the near future that managers have special representation needs. The managers interests should not again disappear among the general and nonspecific interests of workers.

Andreas Zimmermann, ULA

INFORMAL MEETING OF THE MINISTERS FOR LABOUR AND SOCIAL POLICY,
CHANTILLY ON 10 AND 11 JULY

The informal meeting taking place in Chantilly on 10 and 11 July was focused on three main subjects for debate:

- "Globalisation and climate change";
- "The new demographic challenges and the development of activity throughout people's lives";
- "Social cohesion and non-discrimination".

Here is the summary of the debate between the ministers for employment and social affairs during their informal meeting:



Firstly, the Ministers insisted on the necessity to make social Europe more concrete and more visible for people and to improve its capacity to cope with globalisation and meet climate change. Concern was expressed about the gap between citizens and the EU. The opportunity for ministers to answer questions raised by citizens across the EU via internet was in this context much welcomed.

Europe and its citizens cannot afford exclusion from the labour market. Member States have to make necessary reforms especially of labour markets and social security systems. At the same time the EU's competitiveness in global economy should be increased.

Ministers stressed the need to reinforce inter-generational solidarity, (...). Related policies should not only target the elderly but also children and young people in line with a lifecycle approach.

The conciliation of work and family life is considered a matter of great concern in the context of decreasing fertility rates and a shrinking work force. The need to encourage the social partners in their initiatives in this field was emphasised. The values of parenthood were also referred to.

Ministers highlighted the essential contribution of social services of general interest to social inclusion and social protection policies.

Ministers agreed that the fight against poverty demanded a renewed political commitment. The setting of quantitative targets appeared to be an interesting perspective, even though its implementation first at national and then at EU level requested further discussions.

Equal opportunities and fight against all forms of discrimination are among the top priorities of the renewed Social Agenda. Discussions on the new Commission proposal on this matter have to start without delay and ministers expressed their commitment to deliver in order to complete the EU legal framework, taking into account the subsidiarity principle.

Read more on:
www.ue2008.fr

COMING CONFERENCES IN THE FIELD OF EMPLOYMENT AND SOCIAL AFFAIRS:

- « Worker Mobility » : 11 - 12 September, Paris
- « Equal Opportunities Summit » : 29 - 30 September, Paris
- « Social services of general interest » : 28 - 29 October, Paris
- « Emerging social issues in a changing Europe » : 12 November, Paris
- « Equal opportunities for men and women » : 13 November, Lille
- « Vocational training and securing career paths » : 13 - 14 November, Paris
- « Transnational social dialogue » : 13 - 14 November, Lyon

CFE-CGC PROTESTS AGAINST WORKING TIME REFORM**MEMBER'S
ACTIVITY**

On the 8 of July, the French national assembly adopted the bill revising the rules on the representativeness of trade unions and reforming working time.

The second part of the bill corresponds to the French president's main commitment during his campaign, namely "work more to earn more".

This new law will allow managers to work 235 days per year (even 282 days through negotiation) instead of the 218 workdays at the moment. As from the 219th day, they will be pay 10% more than a normal day, instead of the 25% received by other categories of employees for overtime.



The French organisation of managers CFE-CGC considers this law as "way back to the last century" and declared its intention to lodge an appeal to the European Court of Human Rights.

In an "open letter to the president", the confederation underlines the uselessness and inequity of this new law which will have serious consequences on stress at work and on the already frail work life balance of managers.

CFE CGC called for a demonstration on Wednesday 23 of July in front of the senate.



www.cfecgc.org

JOIN CEC MANAGERS' NETWORK**CEC'S
NEWS****Why joining?**

CEC MANAGERS NETWORK is open to all managers in Europe and beyond.

In today's global economy, managers cannot stay isolated. The CEC MANAGERS NETWORK is the only platform of mutual exchange for managers.

What do we offer?

The CEC MANAGERS NETWORK helps you to develop a personal and professional network and to exchange information on your sector, profession, country, etc.

The Network is also particularly helpful if you have the intention to work abroad. Moreover, this tool can reinforce the representation of managers in European Works Councils and other representatives bodies.

New features!

Add your picture and your CV to your profile to make it more attractive.

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.

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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.