



**CONTRIBUTION FOR
THE EUROPEAN SECTORIAL SOCIAL DIALOGUE
COMMUNICATION OF THE EUROPEAN COMMISSION**

Position by CEC European Managers

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**CEC EUROPEAN MANAGERS ASKS FOR MORE REPRESENTATIVITY AMONG
EUROPEAN SECTORIAL SOCIAL DIALOGUE COMMITTEES**

At the cross-industry social dialogue level, CEC European Managers is a recognised European social partner and regularly takes part in European negotiations.

CEC European Managers also has 9 sectorial federations active in the following sectors: insurance, business and sales, technologies of information and communication, construction, chemistry, banking, energy, steel industry and transports. These Federations however have not been accepted among the European sectorial social dialogue Committees.

CEC European Managers regrets this situation and wishes to raise two main issues: concerning the representativity of certain categories of workers and as regards the integration process in the European sectorial social dialogue Committees.

Managers representativity among European sectorial social dialogue Committees

CEC European Managers is an organization representing the interests of a category of workers. The same applies to its federations. With the notable exception of France, it is very rare to find representatives of this category of workers in the European Works Council. However, the involvement of the management is indispensable as managers are the bridges between employers and workers. To this extent it is also essential that managers are represented at the sectorial level of the European social dialogue.

The integration process in the European sectorial social dialogue Committees

Currently European sectorial social dialogue Committees have been created through cooptation of the employers and workers representatives. This functioning has the advantage of being based on trust and good relations between the negotiating partners. However there is a risk of excluding some representative organisations from a sectorial Committee.

CEC European Managers' sectorial Federations have developed contacts with the representative organisations of their sector participating in the European sectorial social dialogue Committee. It is a very delicate matter to reach the next step and get the agreement from all negotiating parties to be admitted as a new representative organisation of the European sectorial social Committees.



Next steps towards more pluralism

CEC European Managers thus calls for an evaluation of obstacles towards a better representativity among European sectorial social dialogue Committees. We ask the European Commission to take the role of mediator to ensure the representativity of all categories of workers.

Guides of good practices for the European sectorial social dialogue could be published. Information on the different stages for the creation of new Committees as well as for the integration in existing ones could also be available.

An interesting proposal has been made by the European Commission through its consultation questionnaire in autumn 2008, concerning a possible status of observer, in addition to the status of European social partner. In our view, this status could enable a primary adhesion to the European sectorial social dialogue, but it must remain a temporary status in view of a final integration process. Such a solution can also present risks:

- an increased complexity of the statutes of the various social actors,
- a feeling of discrimination of certain socio-professional categories,
- sending an ambiguous message, because then the European social dialogue would not integrate all the categories in an equal way.

The Liaison Forum to which CEC European Managers is always invited is a very good way of keeping all the actors updated on ongoing activities and is also a way of maintaining exchanges between organisations members of the European sectorial social Committees and the other representative organisations.

The current European sectorial social dialogue can only evolve towards more pluralism, but the support of the European Commission is welcomed.