



Tripartite Social Summit

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Managers' agenda for Europe

Managers play a key role in the success of Europe's business and industry. They are central to giving companies a competitive edge and to fulfilling the goals of the Lisbon Strategy. It is the managers in the companies – in all business areas and at all levels – who create the necessary results by utilising the competence of each individual employee.

Managers are decisive if the people who are currently outside the labour market are to find a job and become a part of a workplace. In the near future, most of the countries of Europe will be facing a shrinking labour force which makes it even more important to break the isolation of people who are unemployed.

Company managers must be supplied with the preconditions for creating a workplace climate that permits and encourages diversity, that enables all employees to use their knowledge and commitment in order to contribute to the goals and results of the enterprise. Today many managers have to live with such tough production and efficiency goals that they have no time to practise good leadership, the type of leadership that brings out the latent resources in all employees.

Labour market policies are able to create the preconditions for breaking the isolation of the unemployed and increasing the mobility of the labour force. However when it comes to practical action in the companies, the managers can make the difference.

Managers recruit and employ people.

Managers create and maintain the climate at the workplace that means that differences are permitted and accepted.

Managers ensure that each individual's opportunities to develop and contribute are properly utilised and it is managers who, through their leadership skills, are able to help everyone to do their best.

In order to create a sustainable labour market in which many more people can join and contribute to competitiveness, the managers of Europe must be provided with the best preconditions to lead companies and teams of employees.

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