

May 2018

## **Motion for the 2018-2021 mandate**

### Congress, May 24<sup>th</sup> 2018 in Mainz

CEC European Managers is the political voice of managers, professionals and executive staff in Europe. CEC is one of the six inter-professional Social Partners being recognised by the European Commission. In compliance with articles 154 and 155 TFUE, it is regularly consulted in the social and employment domains and as such participates in European social dialogue on equal footing with the other European social partner organizations as a component of the labour.

In this context, the positioning, policy priorities and orientations of CEC complement those of the general trade union movement, thus enlarging the scope of representation to categories of employees who would not otherwise be covered by general unions.

Managers are highly trained employees and have a special function in their workplaces. They are employees by their labour status but at the same time they perform employers' tasks which are delegated to them by the top management of the company. This is why they are usually acting in a very close connection to the central management of the company, sharing their responsibilities.

Depending on the national traditions of the CEC member organisations they are organised either as trade unions (either as national Confederations or as European sectoral federations) or as professional associations. CEC has always been a forum for both managers' unions and managers' associations. The level in the hierarchy of the individual manager has never been a criterion for being part of CEC. What is unifying us are the special needs and interests that a manager or expert has in her or his labour reality at the workplace and beyond.

Trade unions negotiate agreements for the working conditions of their members associations, whereas professional associations strengthen the capacity of their members to negotiate their individual contracts. Both forms of defending members' interests are deemed legitimate by CEC.

Managers act as bridge-builders between employers and the workforce. This is why CEC plays the same role within the Social Dialogue at European level. Creating an understanding for the views of the other side and finding win-win solutions is important in times of complex challenges and social divergences.

Since 1999, CEC is part of the workers delegation in the Social Dialogue chaired by the ETUC. Whereas CEC maintains its organisational independence, it cooperates with the managers' union of ETUC, "Eurocadres". Together we shape the contribution from the perspective of the managerial staff as a necessary support to the position of the general unions.

In times of financial crisis and Brexit the role and vision of CEC need to be strengthened. The European Union is facing enormous challenges. The years since the enlargement of the Union to the Southeast have made it obvious that we have large economical differences between North and South and East and West. These differences create disappointment and nationalist reactions in many countries. People feel betrayed by the promises of many politicians. High unemployment rates and constant economic divergence among EU countries is not what the European dreams looked like in the beginning.

CEC will have to take a stand and make the process of the European unification transparent and understandable to the members and to the citizens. Furthermore, the managers' organisation will have to point out better the huge advantages of *being together*, the slogan of CEC's 2018 congress, in a globalised economy. Particularly managers reap the benefits of the European Single Market.

CEC will have to point out the right structural reforms to allow for mutual economic benefits to unfold in the future. But CEC will at the same time work on the social challenges we are facing. CEC puts a high priority on the core values of the European Social Model. We shall leave nobody behind. We will make it clear that the economic advantages of the EU need to be mirrored in increased social stability for all citizens. Otherwise we will not regain the support for the European project by the citizens.

**EUROPEAN MANAGERS**

We will support the European Social Dialogue to achieve agreements on how best shape the Social Europe which will benefit all citizens.

For the next mandate starting in 2018 until 2021, the incoming Executive Committee wants to put priority on the following projects:

**1. Develop CEC's expertise and actions on three priority areas, reflecting current European megatrends:**

- gender equality and diversity
- digitalisation and artificial intelligence
- intergenerational solidarity and active ageing

The recourse to European projects as a way to finance such activities is fundamental. Despite the increasing tightening-up of the rules set by the European Commission on European funding, CEC will work on a proposal for a European project, on an issue agreed upon by Member organizations on the basis of a proposal presented by the Executive Committee, to be introduced during the first year of the mandate.

**2. Strengthen the second pillar on Management and leadership:**

- Develop an intelligence system on leadership and management: a European database on best practices
- Develop the exchange of managers across Europe on managerial and leadership topics through the European Managers Network
- Create synergies with the first pillar by working on the priority areas under both angles (public policy and practical managerial support)

**3. Consolidate the first pillar on Social Dialogue:**

- Initiate and finalise within the mandate the initiative on the "revision" of the Gil-Robles resolution, on the basis of the work done so far and the cooperation with Eurocadres. The new resolution shall strengthen the managerial identity in Europe.

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- Contribute with more in-depth expertise to the European Social Dialogue by concentrating on the three priority areas (see point 1)

#### 4. Setting up a working group for the elaboration of a managerial code of conduct on artificial intelligence

The intention is to become pioneers in the managerial reflection on artificial intelligence and its ethical implications, while contributing to the current initiatives that the European Commission is launching in this respect.

#### 5. Increasing the sense of belonging and ownership of Member organisations to CEC:

- Organising periodical joint CEC-Member organisations meetings at European political level (including with the newly elected Commission/European parliament).
- Considering the possibility that the Executive Committee periodically visits Member organizations (why not having joint meetings with the Board of the organisation in the specific country).

#### 6. Focus on growth of our organisation

by finding new members in countries like the Netherlands, Ireland, Finland, Slovakia, Lithuania, Latvia and Estonia.

#### 7. Supporting the new Project Working Group on the Vision and Mission of CEC

whose action is to be kept independent from the policy-oriented activity of the Executive Committee.

#### 8. Organise an internal reflection on the priorities for Europe

in preparation of the European electoral campaign. Find "allies" among other stakeholders (social partners, NGOs) and participate in alliances/common campaigns on this goal.