

A new management standard to shape the transition – a call for a new European Parliament resolution

CEC European Managers, who represents one million managers at EU-level, has published its landmark report “Managers in Europe: today and tomorrow” at the occasion of a meeting with Members of the European Parliament. To avoid a looming shortage of managers in the future, the European social partner organisation highlights, it is urgent to better recognise managers as change agents, reduce stress and improve professional sustainability.

On 3 December in the European Parliament, CEC hosted a meeting together with MEP Morten Løkkegaard to discuss about the future evolution of management through an initiative for a new European Parliament resolution on the managerial workforce in the EU. The previous Gil Robles resolution dates back to 1993. “Since then, the world has changed radically, requiring us to set a new managerial standard for the future of Europe” said CEC President Ludger Ramme.

Other European social partners (ETUC, BusinessEurope and Eurocadres) present at the meeting welcomed the initiative as a means to give managers the right tools to shape the future sustainably, inclusively and innovatively. Only by bringing future-oriented leadership, good working conditions and solid public policies together, can European managers unleash the EU’s potential. The digital, green and social transitions don’t wait. MEP Jane Brophy underlined the enormous value professional and skilled management brings to the European economy. Upskilling managers’ skills will be crucial to make the transitions work for people and the planet.

In fact, as the CEC report shows, only 17% of managers in Europe have received education or training on sustainability, as this year’s European Managers’ Panel, CEC’s surveying tool, shows. If the EU’s objectives from net zero emissions to a circular economy are to become reality, then we need to massively invest in Transition Skills. Furthermore, although the challenges are increasingly complex, there are less and less managers to tackle them. In fact, the managerial population in the EU has decreased by 20% from 2005 to now only 13,6 million. To counter the likely labour market gap for managers in the future, migration, women in leadership, active ageing and better diversity management will be needed.

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