

14 October 2020

## **Leaders can bridge the gap**

Tripartite Social Summit

Speech by Ludger Ramme, President of CEC European Managers

*check against delivery (original in German language)*

Dear Mrs. Von der Leyen, dear Mr. Michel, dear Mrs. Merkel, dear social partners, ladies and gentlemen,

I represent today the salaried managers of Europe and have the honour to also address you in the name of the managers represented in the ETUC through Eurocadres. Managers are the bridge builders of the European world of work. They are employees who also assume functions of employers.

Ladies and gentlemen, we are today at a crossroads. The pandemic and subsequent recession require us to understand context and to question our assumptions. The challenges that await us need a new understanding of leadership. It's not about controlling and setting rules. It's about the question how, in these troubled times, we can steer in the right direction together. How we can shape the ecological, social and digital transition. This has a lot to do with listening, sparking enthusiasm, favouring diversity and giving orientation.

Unfortunately however, many companies, workers and managers are not equipped for this transition. The discrepancy between political ambition and world of work is too big. For the economy to become more sustainable, we primarily need three things: more competences for the transition through good education and training; inner values through an ethical compass, as well as a strong anchorage in social dialogue.

Let's work fairly and constructively together as social partners to work and pave the way to the working and social conditions of the future. We can build the next generation of the EU through our complementary competences. I can promise you that the salaried managers in Europe will continue strengthening this social dialogue with all forces in the future. Together with the other social partners.

Thank you for your attention.