

MANIFESTO: For a Stronger, Fairer and More United Europe in Times of Global Tensions

In the face of escalating global trade tensions and the commercial tariffs war launched by the US administration, **Europe** must rise to defend its **social and economic model**. As **managers** and **leaders**, we stand at the frontline—**connecting employers and workers**, decision and execution, risk and opportunity. Today, we raise our voice to call for **unity, resilience, and transformation**.

1. Tariffs Hurt Everyone – We Need a Stronger Voice in Social Dialogue

Tariffs and **protectionist measures** will impact **all employees** across sectors. **Leaders** and **managers**, as key social actors, must have a stronger, institutionalised voice in **Social Dialogue processes** to effectively defend the interests of workers, preserve Europe's competitiveness and mitigate the harmful consequences of the ongoing tariffs crisis.

2. Empower Managers as Bridge Builders

In crises, **leaders** and **managers** are the ones who hold systems together. Yet we are increasingly caught between competing pressures. We call on **EU institutions** and **national governments** to recognise this unique position—by safeguarding **managerial roles** and investing in **targeted training programs** that reflect our evolving challenges.

3. Strengthen Strategic Sectors – Strengthen Europe

From **pharmaceuticals and chemicals** to **automotive, banking** and **digital technologies**, **managers** in strategic sectors face disproportionate challenges. We demand **effective social policies** that support **managers' responsibilities** and enable resilience in times of uncertainty.

4. Accelerate the Union of Skills

The **EU workforce** must be equipped. We call for a fast, **ambitious implementation of the Union of Skills** to ensure **lifelong learning, talent mobility**, and **European autonomy** in key competencies and strategic sectors.

5. A Unified European Response is Non-Negotiable

Trade wars show the limits of fragmented responses. The **EU must act as one**. Now is the time to assert a strong, **united European position** on the global stage and defend our shared interests. It is also the time to strengthen the **EU Single Market**, specially in main aspects such as **Telecommunications** and **Banking**.

6. Defend Our Unique Social Model

Europe's social model is our strength. It preserves cohesion, upholds dignity, and fuels prosperity. We must protect and modernise it, keeping it at the **heart of our global identity**—anchored in values such as **quality education, high life expectancy, and social fairness**.

7. Reinforce Social Dialogue

Social Partners, and **Social Dialogue mechanisms** are not optional—they are essential. In times of change, **Social Dialogue** offers certainty and stability. **Social partners' role** must be reinforced across all levels of governance.

8. Act Globally – Collaborate Multilaterally

Global problems need global answers. Through our international arm, **Confédération Internationale des Cadres (CIC)**, **CEC European Managers** calls for **stronger cooperation** with multilateral bodies like the **International Labour Organisation** and the **United Nations**. From **climate change** to **economic justice**, Europe must lead through a global partnership and dialogue.

9. Diversity, Equity, and Inclusion Are Drivers of Innovation

DEI is not just a moral imperative—it's a competitive one. **Inclusive workplaces** fuel **innovation**, ensure **social stability**, and are central to defending **Europe's democratic and economic values**. We call for the maintenance and strengthening of **DEI policies** across all sectors..

10. Convene an Extraordinary Social Partners Summit

We call for an extraordinary summit between **Social Partners** and the **EU institutions** to address the full consequences of the current **trade decisions on industry, employment, and purchasing power**. **Social Partners** must receive direct, transparent information on next steps and be consulted on mitigation strategies.



WHO WE ARE

We represent managers and leaders, only.

We are **1M managers and leaders** from **15 European countries**.

We are one of the six **EU cross-industry social partner organisations** recognised by the **European Commission**.

We are official **Communication partners** of the **European Parliament**.



CEC European Managers
The Voice of European managers - since 1951.

Rue de la Loi 81a
1040 Brussels, Belgium
European Union

www.cec-managers.org
info@cec-managers.org