Press kit

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The voice of European Managers

June 2017
CEC European Managers
In short

1m
representing around one million managers in Europe

16
member organisations from

14 countries

9 sectoral federations

Building bridges between employers and workers

Bringing leadership to policies

Merging vision, responsibility and expertise

European Social Partner

Leadership and Policy Research

our roots, branches and fruits
CEC European Managers represents around one million managers in Europe through its national and sectoral federations. Managers play a vital role in Europe, both in the companies they work for and as facilitators of dialogue in society: it is about taking the right decisions to prepare a more sustainable and inclusive future.

At European level, we are one of the six EU cross-industry social partner organisations recognised by the European Commission. As the independent and autonomous voice of managers, we are making sure that the interests of managers as bridge builders between employers and workers are heard - since 1951.

With our action, we bring managerial and leadership issues to the center of the public debate. We are convinced that our knowledge, experience and competence can contribute to find comprehensive solutions to today’s challenges.

Our affiliates, active both in the public and private sectors all share one feature: they enjoy a higher degree of authority and autonomy than other employees, as well as more responsibility in defining and achieving the goals of the company they work for.

But the people we represent are also active and conscious members of the societies they live in, who know that the common welfare is an absolute pre-condition for a sustainable economic growth.

Our history

The French, German and Italian federations of managers and executives formed the CIC (International Confederation of Managers).

1951

1989

1999

2009

2013

In its study on the representativeness of European Social Partners, Eurofound confirms the role and position of CEC European Managers within the EU social dialogue.

Formal agreement between CEC European Managers and Eurocadres to represent managers at European level via the Liaison Committee. CEC European Managers joins the workers’ delegation chaired by ETUC and commits more actively in the EU social dialogue.

In the context of the strong development of European institutions, CIC becomes CEC – Confédération européenne des Cadres, to mark its ambition to play its role of social partner.
As European Social Partner
- we strive for European integration;
- we contribute to find a balance between the economic performance of enterprises and income and social protection for the workforce. We raise awareness about the fact that managers and workers need different degrees of security and flexibility;
- we express and defend the needs and opinions of European managers on current topics such as sustainable development, environmental protection, active ageing, energy self-sufficiency, lifelong learning, active ageing, equal opportunities or diversity.

As leadership and policy researchers
- we provide relevant knowledge to managers and policy makers at the cutting edge of leadership and policy research. We take a holistic approach integrating public and private management principles as well as different research traditions;
- we contribute to strengthen the quality of European management practices by providing best practices and raising awareness;
- we contribute to the debate on the future of public policies from a managerial point of view.

Our values

Freedom and equality of opportunities
To guarantee freedom, we need to empower people through positive measures creating spaces of security in which individuals can develop. Equal treatment and the implementation of truly non-discriminatory policies in all aspects of social life are the founding basis of such spaces.

Solidarity and inclusion
People and their needs must be at the centre of our action. Only a climate of mutual respect for diversity and personal development potentials can create the space for solidarity and inclusion. We need to work on inclusiveness through more participatory processes, a strong stance against intolerance and a trustful working environment.

Merit
We believe in a social and company environment in which each individual’s competences are the basis for his/her professional success. The people we represent are characterised by their knowledge and skills, which are put at the service of the company they work for and the society they operate in. We need to increase social mobility and defy structures favouring success with no merit.

Progress
The idea of linear and purely quantitative economic progress has proved contrary to the needs and capacities of humans. We need to redefine progress through aligning the idea to values and domain-specific visions for it to be measurable. For progress to be sustainable, the process has to be subject to democratic deliberation.

Responsibility and ethics
Managers have a key role in society and need to account to their responsibility through a positive social impact. Behavioural ethics is one of the fundamental values of managers, who must perceive the need to lead by example as a concrete form of civic-mindedness.

Sustainability
We need to mainstream sustainable thinking and behaviour into all domains of life and professional activity. It is our duty to hand over to future generations a healthy environment, an inclusive society and an economy beneficial to all members of society.

Transparency
Decision-making processes need to be visible and transparent, both in the public arena and at business level. To guarantee the democratic control of institutions and the society. Measures to increase transparency have to respect privacy and be subject to democratic control.
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