



**CIC International Managers
Speech by Mr. Ludger Ramme
International Labour Conference
Geneva, 04 June 2015**

Dear Mr. Chairman,

Let me first congratulate you on your reelection to preside this 100th Session of the International Labour Office. On behalf of the global managerial staffs associations let me wish you every success and good luck for your important tasks.

I would also like to thank you and all the people who have contributed to this very comprehensive report full of knowledge and information about the status of working conditions and the creation of decent work in small and medium-sized enterprises. It is true: the ILO is an important tool for all workers but a lot is yet to be done to ensure decent working conditions worldwide. But ILO is also important for many companies, especially the small ones because it brings guidelines and best practises to them.

Managers as part of the staff are part of the workers side in labour relations. They are the bridge builders within the companies and the institutions. They are a part of the workers side and they can communicate on equal footing with the employers. The employers need the managers to get their wishes enforced. The workers need to trust the managers who have some great responsibility for those who are members of their team.

This is why managers must have a right to create their own independent associations and unions. However this universal right is still not respected in every country and although managers have in average better working conditions than other workers we are still asking the labour office to have an eye on this right of all groups of workers to create their own associations and thus give a voice to their group.

We are facing greater challenges in the future. It is a good development to move from an informal to a formal economy with rules and guidelines to be respected. Facing the digital revolution the world will even move closer but the dangers of precarious work in the digital age is not banned.

The advantages of free markets will have to be better combined with fair, just and social framework condition.

We as associations of managers and unions worldwide are taking on our responsibility as collaborator in forming a single world with opportunities to participation for everybody. This will include intensifying our own focus on Social Justice in all aspects of working life and beyond!



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In this respect we support the work of you, Mr. Chairman and of the International labour office in the future.

Thanks you very much for your attention.