

Global leaders of Uniapac and Ucid for ethical business shift to fight talent flight

BRUXELLES, BELGIO, BELGIUM, October 18, 2025 /EINPresswire.com/ -- Bruxelles Belgium October 18, 2025 - A powerful call for a fundamental change in corporate leadership and strategy has been issued by UNIAPAC, the ecumenical organization of Christian business leaders representing associations in 38 countries, and the UCID (Christian Union of Entrepreneurs and Managers) of Reggio Emilia. The two organizations stressed that business must act as a catalyst to implement solutions that incentivize highly skilled workers to remain in their home countries and actively combat the "brain drain" phenomenon. These urgent themes—brain drain, demographic decline, and new corporate governance models—were the focus of a recent international online meeting featuring UNIAPAC President Sigrid Marz and UCID Reggio Emilia President Fabio Storchi.

UNIAPAC and UCID delivered a unified message: "We need a new leadership model where social responsibility and the dignity of work take precedence over mere economic competition."

European welfare is under threat from the triple crisis of demographic decline, aging populations, and the exodus of top talent. The leaders contend that new governmental policies and updated corporate governance frameworks are essential, prioritizing gender equity, the dignity of labor, and digital training as central elements of competitiveness.

In this new perspective, companies are not just economic actors; they are holders of a direct ethical responsibility in contrasting declining birth rates and rebuilding human capital. UNIAPAC specifically urged the implementation of concrete pro-family policies, recognizing them as essential for reversing the demographic trend.

UCID President Fabio Storchi underscored the need for immediate action on internal corporate equity. "It is fundamental to make women's work equitable compared to the male gender,"



Fabio Storchi PRESIDENT UCID REGGIO EMILIA ITALY



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Storchi emphasized. He argued that equity is more than an ethical principle; it is a strategic factor that "unleashes talent and competencies, essential for corporate growth and demographic sustainability."

Consequently, corporate policies must actively dismantle barriers, valuing women and facilitating their full professional realization. To retain young people and attract qualified workers (including professional migrants), the future enterprise must be not only efficient but profoundly

ethical. Workers today seek an environment where they can pursue their personal "purpose" and achieve clear career expectations.

In this scenario, technology and Artificial Intelligence are viewed as crucial allies, not a threat. Sigrid Marz promoted an "AI model that enhances the dignity of the worker and prevents social exclusion due to rapid automation." To this end, business leaders must promote training plans to spread knowledge of automation and AI, ensuring these technologies become workplace allies, not a "mantra to fight."

To effectively respond to the demographic crisis and the flight of young talent, companies must deeply rethink their internal structure and personnel policies. This means focusing not only on the hard skills required by digital transformation but, crucially, on strengthening soft skills such as ethical leadership, complex problem-solving, intercultural collaboration, and adaptability.

The organizations advocate for a more open and dynamic corporate governance, moving beyond rigid hierarchical models toward agile and participatory structures. Young talent seeks more than just a salary; they demand an inclusive workplace that recognizes their contribution, offers clear growth paths, and allows for a real work-life balance.

The joint meeting between UNIAPAC and UCID sends a clear message to the business community: overcoming the demographic crisis and talent drain requires an ethic of responsibility that places the individual, gender equality, and human development at the heart of corporate strategy.

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