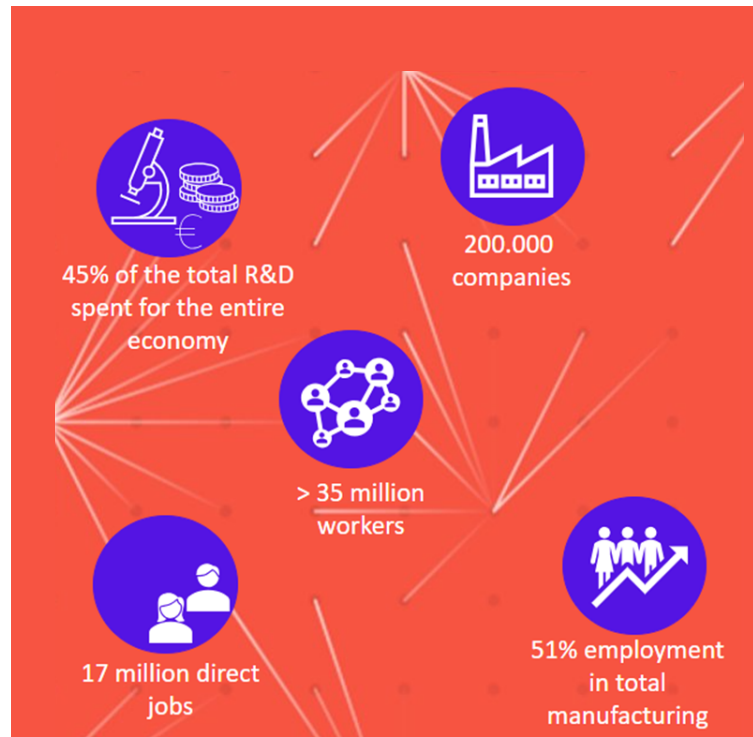
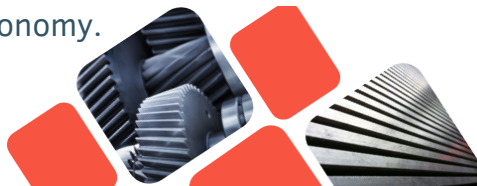


## 4 Give social partners a key role

- Leave the necessary room for manoeuvre for social partners to confront the changes of the world of work.
- Involve social partners in counselling and advice of employees, on the different modalities of training.
- Reinforce the cooperation between social partners, industry and education & training providers to better identify the future industrial skills needs.
- Respect the autonomy of social partners and ensure no EU or national interference in collective bargaining and wage setting systems.
- Ensure that EU legislation does not limit the possibility for social partners to deviate from collective agreements.
- Ensure that social partners are consulted on employment related topics and on those initiatives that impact companies, within an appropriate timeframe.
- Endeavour to better reflect employers' views in policy making.
- Boost capacity building of social partners where necessary, while respecting social partners' autonomy.



### About Ceemet

Ceemet is the European employers' organisation representing the interests of the metal, engineering and technology-based (MET) industries with a particular focus on topics in the areas of employment, social affairs, industrial relations, health & safety and education & training.

Ceemet members are national employers' federations across Europe and beyond based in 20 countries.

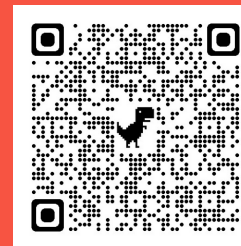
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EU transparency register 61370904700-45



For a more competitive industry in a stronger Europe: a Ceemet perspective

### Key requests

**ceemet**

European Tech & Industry Employers

- 200 000 companies
- 17M direct & 35M incl. indirect jobs
- EU Social Partner



## 1 Move towards totally frictionless labour mobility in the internal market

- Exempt business trips and short-term activities abroad from the prior notification requirement to Member States authorities.
- Create an EU-wide eDeclaration in order to standardise and simplify the reporting obligations for postings within the EU.
- Provide clear and updated single national websites outlining the specifics of national terms and conditions of employment in the light of posting of workers.

## 2 Adopt fit for purpose regulation in full respect of the EU Treaties

- Act only in areas of shared competence if the aim of the proposed action cannot be adequately accomplished by the Member States.
- Improve impact assessments to identify required and proportionate EU legislation.
- Develop EU standards in order to gain a level playing field in the single market in the context of supply chains.



- Implement the "one-in/one-out" principle and the target of reducing reporting obligations by 25% in the Commission's Directorate Generals.
- Provide evidence of how each Directorate General has implemented the "one-in/one-out" principle at the end of the mandate.
- Ensure impact assessments throughout the legislative process, incl. during the European Parliament and Council legislative procedures.
- Use, correctly, the "Think Small First" principle in SME tests.
- Deploy, swiftly, competitiveness checks on EU legislation.
- Respect the differences of the national labour markets as regards social affairs and labour law and notably, the boundaries set in the TFEU.
- Be conscious of the adverse impact of gold plating on business.
- Promote best practices and guidance, in the field of OSH, to minimize the burden of complying with EU legislation.
- Avoid prescriptive EU regulation that makes it difficult for companies to adapt to new realities that their industries are facing.

## 3 Provide a highly skilled workforce

- Put in place well-designed legal migration policies.
- Invest in active labour market policies.
- Adapt continuous training to the skills needs of the twin transition.
- Boost the investment in STEM and in soft skills.
- Put in place the adequate awareness raising campaigns to attract women and young people to STEM.
- Invest in excellent VET systems with a strong component of work-based learning and increase the attractiveness of VET as a first-class training.
- Invest in up-skilling and re-skilling of the workforce in the MET industries.
- Foster continuous training that is labour market driven.
- Invest in anticipating the future skills needs in order to design labour market driven education and training programmes.
- Promote awareness-raising campaigns on the importance of LLL and CET.