

47th IER Committee Meeting

Brussels, 29th October 2024

1. ROUNDTABLE ON NATIONAL DEVELOPMENTS

IER experts are invited to refer to the items listed below and any other topic that they consider might be relevant for the Committee and for Ceemet to feed its advocacy activities in Brussels.

- Collective agreements in the MET industries: recent outcomes
- Recent trends in collective bargaining – increasing decentralisation
- **Restructuring plans especially in the automotive industry – trade union reactions**
- The twin transition and the world of work: social partner's initiatives
- AI management in the workplace

2. REMOTE WORK – THE NATIONAL AND THE EU LEVEL

IER experts are invited to present the latest developments (as of June 2024) regarding remote work and the right to disconnect at national level.

At EU level, in June 2024, Ceemet submitted its response to the first phase consultation of social partners on telework and the workers' right to disconnect. We are now awaiting the Commission to launch the second phase consultation of social partners on the matter.

In the Commission's views, a future initiative on telework and the right to disconnect will help to ensure workers' work-life balance in the context of increased digitalisation of the world of work, as well as their physical and mental health, and, in turn, their overall job quality.

3. SOCIAL DIALOGUE AT EU LEVEL

- Ceemet-industriAll Europe social dialogue

The Secretariat will give a brief overview of the latest developments as regards Ceemet-industriAll Europe social dialogue.

- industriAll Europe recent positions

In the last few months, industriAll Europe has issued a series of position papers, including *“Misusing shortages for a new ‘race to the bottom’? - Equal treatment for migrant workers now”*, *“ Good quality jobs – a compass for the next legislative period”*, *a joint trade union letter concerning the EU talent pool* etc. that show a shift in its European policy towards somewhat more extreme positions.

Indeed, industriAll Europe calls for example to ban the use of agencies and intermediaries, to limit sub-contracting, to withdraw the EU talent pool, to link EU funds to social conditionalities, to develop a “European measure of a quality job” etc. Against this background, an EU-IER Committee meeting was organised in mid-September 2024 to discuss and define Ceemet position regarding industriAll Europe approach on the different issues.

Furthermore, in addition to its different position papers, the trade unions at both EU and national level are organising demonstrations to protest against the restructuring plans of large automobile companies such as Audi in Belgium.

In this context, Ceemet IER experts are invited to give their input and views regarding industriAll Europe “new approach” in order to define Ceemet strategy vis à vis the European trade union.

Moreover, Ceemet should also continue to discuss and develop a concrete position regarding “social conditionalities” as the issue is high on the EU political agenda.

4. DRAGHI REPORT ON THE FUTURE OF EUROPEAN COMPETITIVENESS

In September 2024, Mario Draghi released its long-awaited report on the future of European competitiveness: “A competitiveness strategy for Europe”.

According to Draghi, Europe has the foundation in place to be a highly competitive economy yet growth in the EU has been slowing, driven by weakening productivity growth. In order to reignite growth and competitiveness, the report identifies 3 areas of action that include:

- Closing the innovation gap;
- Developing a joint plan for decarbonisation and competitiveness;
- Increasing security and reducing dependencies.

Furthermore, the report also looks at the challenges faced by industry and companies in the single market and to this end proposes a series of actions to address those obstacles as well as to support companies facing decarbonisation in the EU. One way forward is putting in place a new industrial strategy for Europe that should be built on the following blocks:

- The full implementation of the single market
- Aligning industrial, competition and trade policies as part of an overall strategy to foster competitiveness
- Financing the main areas of action, which entail mobilising massive investments
- Reforming the EUs governance in order to increase the depth of coordination and reduce the regulatory burden.

To achieve those ambitions, and particularly the digital and green transition, the Draghi report insists that policymakers change their approach to better implement their policies and adjust them to the real need of the companies.

Lastly, it is also important to mention that Draghi report also highlights that there is a pressing need to address labour and skills shortages across Europe. Driven in part by a growing demographic deficit, this shortage is placing significant strain on the European economy. According to Draghi, without the necessary workforce to meet market demands, even the most innovative companies will struggle to maintain their competitive edge.

5. UPDATE ON CEEMET ACTIVITIES & NEXT MEETING

a. Ceemet Event – The new European Parliament mandate (13 November 2024)

The Secretariat will refer to the Ceemet event that will take place in the European Parliament on 13th November 2024.

b. IER Action Plan

c. Next Meeting
