

CEEMET IER COMMITTEE ACTION PLAN

Updated as of 1ST June 2025

Introduction

The purpose of this paper is to monitor all dossiers that are dealt with in Ceemet's IER Committee. The document is updated and distributed to all participants ahead of every committee meeting and aims at being an easy-to-read policy overview that summarizes both EU regulatory and policy developments as well as the respective Ceemet action points.

Dossier	State of Play	CEEMET Action
Active Dossiers		
■ National developments in industrial relations	<ul style="list-style-type: none"> Exchange on collective bargaining and industrial relations developments (including trade union strategies) at national level 	<p>Key points:</p> <ul style="list-style-type: none"> Collective agreements in the MET industries – updates and latest outcomes Remote work and the right to disconnect Role of social partners in the twin transitions Digitalisation and its impact on CB AI management in the workplace Labour and skills shortages – a matter of negotiation? Labour conflicts and the right to strike Restructuring plans Platform economy and its impact on CB Gender pay gap in CB Social partner involvement in the European semester The impact of the conflict in Ukraine on economic growth and on industrial relations/ collective bargaining at national level


		<ul style="list-style-type: none"> • The role of social dialogue in dealing with covid-19 crisis • Role of social partners in national recovery plans
■ Collective bargaining in Ceemet countries	<ul style="list-style-type: none"> • Workshop on Collective bargaining systems to discuss main highlights of the different collective bargaining systems, the role of collective bargaining systems in the different national labour markets, the evolution of collective bargaining, the drivers of change, the impact of new forms of employment, trade union demands etc. • Ceemet study on collective bargaining of July 2023, link 	<ul style="list-style-type: none"> • Ceemet organised its workshop on Collective bargaining on 11 October 2023 • This workshop will be organised bi-annually
■ Pay determination study	<ul style="list-style-type: none"> • Pay determination in Ceemet countries 	<ul style="list-style-type: none"> • Ceemet pay determination study 2022 (updated until December 2022), link
■ MET sectoral social dialogue	<ul style="list-style-type: none"> • At the latest competitiveness and employment WG meeting of March 2024, the social partners discussed the following topics: mobility transition pathway, strengthening the MET industries in Europe, digitalisation and its impact on the world of work with a particular focus on AI as well as EU social dialogue with a particular focus on the Val Duchesse Summit. 	<ul style="list-style-type: none"> • The social partners and industry associations adopted on 16 May a joint paper on an industrial deal focused on ensuring quality industrial jobs in Europe, link • The MET Social partners formally adopted their priorities for the EU 2024 EU elections on 15 March 2024, link • The MET social partners formally approved their joint conclusions on AI in the MET industries on 15 March 2023, link • Others: industriAll has adopted in May 2024 the position paper “Misusing shortages for a “new

		<p>race to the bottom”? - equal treatment for migrant workers now!. This paper is very critical of EU Employers. Also the EU trade unions (including industriAll E) have developed a EU talent pool letter which is also critical of employers. Furthermore they are also requesting the EU policy makers that a European measure of a quality job be developed. These issues will be discussed by IER members.</p>
<p>■ EU sector social dialogue</p>	<p>On 31st January 2024, the Commission and the Belgium Presidency of the Council organised the Val Duchesse Summit on the future of Social Dialogue. The Summit brought together the EU social partners, including Ceemet that was part of the Employer’s delegation.</p> <p>The Summit concluded with the Signature of the Tripartite Declaration for a Thriving European Social Dialogue, under which the signatories commit to undertake the following:</p> <ul style="list-style-type: none"> - Address labour and skill shortages - Put social dialogue at the heart of EU policy making - Establish a European Social Dialogue Envoy - Develop a Pact for a European Social dialogue 	<ul style="list-style-type: none"> • Ceemet will continue to pass its messages regarding an improved social dialogue • Ceemet issued, in June 2024, its position paper on the Commission action plant to address labour and skills shortages, link • Ceemet stands ready to work together with the Commission and other social partners towards the development of the Pact for a European Social Dialogue • Ceemet stands ready to work together with the EU Social Dialogue Envoy in order to give a more prominent role to social partners in informing the Commission policy initiatives across all DGs

	<p>In January 2023, the Commission published its 2 initiatives on social dialogue:</p> <ul style="list-style-type: none"> • A Communication on strengthening social dialogue in the EU: harnessing its full potential to for managing fair transitions • A Council Recommendation on strengthening social dialogue in the EU. The Council recommendation on strengthening social dialogue in the EU, was published in the official journal of the EU on 12 June 2023, linkhttps://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52023DC0038 <p>The Review of EU sector social dialogue started back in July 2020 when Andrea Nahles was appointed as special advisor to Commissioner Nicolas Schmit on strengthening social dialogue in Europe</p> <p>On 2 February 2021, Ms Nahles report on "strengthening EU social dialogue", was released</p> <p>In May 2021, the Commission launched a consultation of social partners on the review of EU social dialogue. Social partners input will feed into an initiative to be presented in 2022 on EU social dialogue</p> <p>As a follow-up to the written consultation, between October 2021 and May 2022 the Commission has organised numerous technical seminars on the review of EU sector social dialogue. The Commission intended, with these seminars, to continue gathering</p>	<ul style="list-style-type: none"> • Ceemet response to the social partner consultation regarding the review of sectoral social dialogue, 15 July 2023, link • As a result of the advocacy actions led by Ceemet together with the other sectors the Commission has finally agreed that the organisation and funding of the sectoral social dialogue meetings shall no longer be done by the sectors (as initially proposed). An external coordinator will be responsible for the organisation and “funding” of the meetings. • On the Council Recommendation, Ceemet released its position paper on 15 March 2023, and has used it for lobby purposes with the Council and the commission.
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	<p>social partner input on how to strengthen, improve and modernise EU sector social dialogue</p> <p>During 2023 Ceemet has hold numerous meetings with the other sector social partners and the Commission to bring forward its messages on the review of sector social dialogue</p>	
■ Quality jobs roadmap	<ul style="list-style-type: none"> On 30 April 2025, the Commission launched a written consultation of social partners as regards the quality job roadmap. The quality jobs roadmap will be prepared together with the social partners under the umbrella of the Pact for Social Dialogue. The Commission is set to present its roadmap at the end of 2025 	<ul style="list-style-type: none"> Ceemet actively participated in the structured consultation with social partners organised by Executive Vice-President for Social Rights and Skills, Quality Jobs and Preparedness Roxana Mînzatu on 16h April 2025 Ceemet participated in the social partners hearing of 28th April 2025 Ceemet will submit its written response to the consultation by 1st June 2025
■ Remote work and the right to disconnect	<ul style="list-style-type: none"> On 30 April 2024 the European Commission launched the first-stage social partner consultation under article 154 TFEU on possible EU action in the area of telework and workers' right to disconnect 	<ul style="list-style-type: none"> Ceemet submitted its response to the first phase consultation of social partners on telework and the right to disconnect in June 2024, link. IER experts to continue to provide information as regards the position of their trade unions, if this is part of collective bargaining negotiations etc.
■ Artificial intelligence and the workplace	<ul style="list-style-type: none"> The Commission will probably come with a proposal on employment and social aspects of AI as part of the quality jobs roadmap 	<ul style="list-style-type: none"> Ceemet-indutriAll Europe joint conclusions on AI in the MET industries, March 2023, link As the issue of AI and the world of work is gaining momentum in Brussels, Ceemet secretariat is in the process of gathering intelligence on the matter.
■ Ensuring a Fair Transition towards climate neutrality (Green and digital transitions)	<ul style="list-style-type: none"> On 16 June 2022, the Council Recommendation on ensuring a fair transition towards climate neutrality was officially published in the Official Journal of the EU 	<ul style="list-style-type: none"> Ceemet will participate to the first implementation review of the council recommendation on a fair transition on 13th June 2025

	<p>It is important to note that as of today, this is the only proposal that the Commission (DG Employment) has released to address the employment and skills dimension of the green transition.</p>	<ul style="list-style-type: none"> • Ceemet actively participated to a social partner Hearing on the implementation of the Council Recommendation on fair transition towards a climate neutrality 22 May 2024 • Ceemet has done an in-depth analysis (March 2022) of the Council Recommendation, see link. This analysis has been used to lobby the Commission as well as the Permanent representations. • Ceemet also actively participated to the social partner hearing on this matter in November 2021 and further sent its written response to the Commission consultation (November 2021) • The twin transition and its impact on employment and skills in the MET industries is part of the discussions of the Social Dialogue
<p>■ Transition pathway for the mobility ecosystem (green and digital transitions)</p>	<ul style="list-style-type: none"> • On 24 January 2022, the Commission released a Staff Working Document (SWD) on “Scenarios for a transition pathway for a resilient, innovative, sustainable and digital mobility ecosystem”. <p>This ecosystem has been identified in the industrial strategy as the “Mobility –Transport –Automotive ecosystem”.</p>	<ul style="list-style-type: none"> • Ceemet sent its response to the consultation in 31 March 2022. Our reply focuses on the skills dimension, the importance of social partner involvement in the co-creation process, the need to support SMEs as well as the need to make EU funding more easily accessible. • Ceemet has held meetings in April 2022 with DG Grow to pass its messages. • The co-creation process has officially been kicked off in March 2023 with the organisation of different roundtables. • Ceemet and industriAll Europe have been responsible for the roundtable on the social dimension of the transition pathway

		<ul style="list-style-type: none"> • The other roundtables were: the regional, research, automotive, shipbuilding, rail and bicycle • The outcome of the co-creation process resulted in the publication of the final report on the transition Pathway for the EU Mobility Industrial Ecosystem that was released on 30 January 2024. With the publication of this report, the co-implementation process involving all interested is officially opened. • On 29 February 2024 DG Grow organised a high level meeting to launch officially the co-implementation process of this pathway. • On 1st September 2024, Ceemet and industriAll Europe submitted its joint pledge as part of the “ co-implementation phase” of the mobility transition pathway intended to foster the green and digital transformation of this ecosystem, link.
<p> European Semester – following the implementation of the pillar at national level</p>	<ul style="list-style-type: none"> • The semester coordinates the EU’s economic and social policies 	<ul style="list-style-type: none"> • Ceemet following the developments of the European Semester - specially since the Commission is using the Semester to monitor progress of the Member States on the delivery of the Pillar (social scoreboard etc.). The social dimension of the semester is gradually being reinforced since the pillar was proclaimed • The social scoreboard (of the Pillar) is being used to support the identification of employment and social challenges faced by the Member States and to monitor progress of the Member States on the delivery of the principles of the pillar

		<ul style="list-style-type: none"> • Since the Semester is becoming more social, the social partners should have a stronger say in it at both national and European level – IER Committee discussing on how social partners can have a reinforced involvement in the semester • Information on the semester package sent regularly to IER members
■ Fair minimum wages Directive on adequate minimum wages	Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union. See link	Impact of minimum wages proposal on collective bargaining <ul style="list-style-type: none"> • Ceemet EU Committee
■ Platform Work (Being dealt by EU)	<u>European Commission:</u> <ul style="list-style-type: none"> • The Commission its proposal for a directive on 9 December 2021. <u>European Parliament and Council</u> <ul style="list-style-type: none"> • Under discussions the Council (Spanish Presidency) and the Parliament 	Impact of platform on collective bargaining <ul style="list-style-type: none"> • Ceemet EU committee
■ CB agreements by self employed	<ul style="list-style-type: none"> • DG Competition consultation regarding the application of EU competition law on collective bargaining agreements by self-employed 	Impact of minimum wages proposal on collective bargaining <ul style="list-style-type: none"> • Ceemet sent is response to the Commission consultation , see link (April 2021) • Ceemet has published its response to draft guidelines, link (February 2022) • Lobby actions together with platform work (see above)
■ Equal pay, wage setting and job evaluation systems	<ul style="list-style-type: none"> • Directive on pay transparency 	<ul style="list-style-type: none"> • Any impact on CB/industrial relations - IER
