

**Ceemet** European Tech &  
Industry Employers

# CEEMET LOBBYING ACTION PLAN 2025

**Overview of lobbying activities**

**14 March 2025**

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# Introduction

A large part of Ceemet’s strategy adopted in Berlin in October 2022 under the title “Reinforcing the MET employers’ voice in Brussels” relates to how the organisation should develop its lobbying and communication strategies. This is done in order to show that the MET industries are part of the answer to the global challenges of the 21st century and to promote the competitiveness of industry and agility within labour markets. On the European scene, in Brussels, this presupposes to frame an effective and efficient lobbying strategy in order to shape an industry-friendly policy agenda by offering solid intelligence for the respective legislative processes. In order to be influential, Ceemet cannot act in isolation and has therefore developed strategic alliances to increase our capacity to influence policymakers.

The main purpose of this document is to give an overview to members on the day-to-day working of Ceemet, particularly how we influence EU legislation on your behalf. However, any version of this document is only ever a snapshot in time and is therefore a living document. Against this background, this document, which will be regularly updated for members, keeps track of the main dossiers on which Ceemet is active – weekly not to say daily for some of them – in order to influence their legislative processes. It is complemented by a Ceemet Communication strategy/action plan. The Ceemet micro plans, which detail the actions to be carried out by the Secretariat in order to advocate on behalf of members, also complement this document.

# I. EU Social Affairs (legislative dossiers)

## 1. Corporate Sustainability Due Diligence Directive

### a) What is it about?

This Directive aims to ensure that companies active in the internal market contribute to sustainable development and the sustainability transition of economies and societies through the identification, prevention and mitigation, bringing to an end and minimisation of potential or actual adverse human rights and environmental impacts connected with companies' own operations, subsidiaries and value chains.

### b) Where are we in the process?

The Directive was adopted in Jul 2024. Member States will have two years to incorporate the provisions of the Directive into their national legislation. However, on 26 February 2025, the Commission presented - in the frame of the so-called "Omnibus Package"- a proposal for Directive amending Directives 2006/43 and 2022/2464 and 2024/1760 as regards certain corporate sustainability reporting and due diligence requirements. The text aims at simplifying and postponing the entry into force of the CS3D. It will now go through co-decision process for adoption.

### c) What are Ceemet's objectives and messages?

The CS3D presents a major risk of fragmentation of legislation within the EU as there is too much leeway for Member States to add on to or differently interpret the text of the Directive. Companies need common rules to preserve the competitiveness of European business and avoid the distortion of competing rules. We therefore strongly advocate for a maximum level of harmonisation to ensure a level playing field throughout the European Union. There is a slight improvement with the proposed revision, but it can be further improved.

Initially foreseen for all companies above 250 employees, the proposed revision foresees a threshold at 1 000. This is a major improvement. Ceemet will therefore push for this to be maintained during the legislative and for the obligation to carry out due diligence to be limited to the first tier of the companies' supply chain located outside of the EU. With the revision, it is not as straight forward despite what is said.

### d) What has Ceemet done?

- Ceemet had extensive advocacy activities before and throughout the legislative process.
  - Meetings with the DG GROW twice to discuss the red flags of and get more intel on the proposal.
  - Letter to Commissioner Breton, outlining our main concerns on 23 November 2021.
  - Ceemet and Orgalim joint letter to representatives from the European Commission, the EP and the Council on 31 May 2022. The Secretariat and members met with several key MEPs.
  - joint statement on the due diligence proposal – call to make the EU due diligence framework more realistic, proportionate, and workable - 19 January 2023.
  - a letter to the MEPs of the JURI Committee and the rapporteurs of the opinion giving committees, in order to outline our priorities on the CS3D on 27 March 2023.
  - a joint statement on the due diligence proposal: call on the EU institutions to make the EU due diligence framework more realistic, proportionate, and workable and listed some recommendations - 25 May 2023.

- Ceemet and its members were in contact with several MEPs in order to table amendments to improve the text of the JURI Report.
  - Letter to the MEPs of the ECR, Renew, EPP and S&D to point out the amendments that should be included in the final EP Report on 30 May 2023.
  - Ahead of the COREPER meeting of 17 November 2023, a letter to Permanent Representatives advocating for a workable, reasonable and proportionate text of the Directive.
  - A letter to COREPER requesting to improve upon provisional agreement sent on 2 February 2024.
  - Ceemet, BusinessEurope and several other industry associations joint letter to President von der Leyen – November 2024.
- Ceemet participated in the Kick-off meeting on simplification on 5 & 6 February 2025 – to prepare the Omnibus package on CSRD, CS3D & taxonomy.

#### e) What is Ceemet going to do?

- Ceemet will work on a position paper on the revision of CSRD & CS3D (Omnibus 1).

## 2. European Works Council Directive

### a) What is it about?

The European Parliament adopted a report requesting a revision of the European Works Councils (EWC) Directive. The report stresses that there should be timely and meaningful consultation between company management and employee representatives on transnational issues that impact the jobs and working conditions of the European workforce, such as restructuring plans.

The report also calls for effective, dissuasive and proportionate sanctions for non-compliance with the Directive, clarification of the scope of confidential information and access to justice for EWCs.

### b) Where are we in the process?

- On 2 February 2023, the European Parliament adopted a report by MEP Dennis Radtke to improve the functioning of European Works Councils (EWCs) and strengthen their role by 385 votes to 118, with 99 abstentions. The resolution also calls on the European Commission to propose a revision of the 2009 EWC Directive by 31 January 2024.
- The Commission launched an assessment of the EP's request, which will include data and evidence collection and a comprehensive evaluation of problems and drivers in relation to existing EWCs, the undertakings falling under the scope of the recast Directive, and on the issues highlighted in the Parliament's resolution.
- As a follow up to the EP report, the European Commission published their first stage social partner consultation in April.
- The second stage consultation was launched by the European Commission at the end of July and ended on 4 October 2023. The social partners were consulted on their views regarding the possible avenues for EU action.
- BusinessEurope offered negotiations which ETUC rejected.
- On 24 January 2024, the European Commission issued a legislative proposal for a Directive.
- On 14 February 2024, the European Parliament issued a draft report on a proposal for EWC Directive.
- On 3rd April during the vote in the EMPL committee, 99% of Radtke's compromise amendments A were adopted. The final report adopted by the European Parliament is not employers friendly.
- The Council completed its final text on EWC dated 31 May. The general approach was endorsed by the EPSCO Council on 20 June 2024.
- MEP Radtke (EPP, DE) has been confirmed as rapporteur & the mandate of the EP has been confirmed in Plenary on 18 December (by a short majority).
- Trilogue negotiations started on 6 February 2025 – next meetings 19 March & 6 May 2025.

### c) What are Ceemet's objectives and messages?

Ceemet opposes the call of the EP for an EU initiative aimed at revising the EWC Directive as there is no evidence that the proposed changes are necessary to improve the functioning of the EWCs in practice. On the contrary, it may work counterproductive in some ways. Ceemet fears that the strict and far-going provisions as proposed by the Report would ultimately discourage companies to establish branches within the EU. This would lead to a redirection of investments, with medium-term effects such as a shortfall in investments in future technology, reduced research activity in Europe as a development hub, declining market shares and increasing dependencies on countries outside the EU.

#### d) What has Ceemet done?

- Ceemet adopted its position paper to respond to a possible proposal for revision from the European Commission on 23 May 2023.
- Ceemet responded to the first stage social partner consultation on 17 May 2023.
- Ceemet had an interview with RPA, a research organisation conducting research services for the European Commission on 9 June 2023.]
- Ceemet had a meeting with BusinessEurope at the beginning of September 2023 to discuss their position regarding the planned revision of the EWC Directive.
- On 3 October 2023 Ceemet provided a reply to second-stage social partner consultation.
- In October 2023, Ceemet initiated meetings with European Commission to discuss the future proposal.
- On 15 February 2024, Ceemet presented its position paper on the proposal for a Directive and prepared amendments to the draft report of the EP. Ceemet met representatives of the Parliament.
- On 22 March and 31 May Ceemet co-signed joint employers' statements expressing our views and concerns on EWC.
- On 26 August 2024, Ceemet & ECEG wrote to the Presidents of the political groups in the European Parliament asking them to apply the discontinuity principle and restart the work on the EWC file. No replies were received to our letters.
- Prior to vote in plenary on the report, Ceemet sent a voting recommendation to the MEPs in this respect.
- Strong advocacy (with BusinessEurope) to block the vote in Plenary – close to success.

#### e) What is Ceemet going to do?

- Ceemet will be part of an EU funded project on EWC Mentors' Effective Networking and Training on Restructuring.
- Ceemet will closely follow the developments on the file.
- Close monitoring of the trilogue negotiations to ensure Rapporteur Radtke remains close to his mandate.



### 3. Adequate Minimum Wages Directive

#### a) What is it about?

In October 2020, the Commission presented a Directive which, according to the Commission, aims to:

- Ensure that workers across the EU are protected by adequate minimum wages.
- Strengthen collective bargaining as the main instrument to ensure fair wages and working conditions.

#### b) Where are we in the process?

The Directive has been published in the Official Journal of the EU on 19 October 2022. Member States shall adopt the measures necessary to comply with this Directive by 15 November 2024.

The Danish government issued a legal challenge regarding the annulment of the Directive with the support of Sweden. On 14 January 2025, the General Advocate gave an opinion calling for the withdrawal of the directive. We are now waiting for the ruling of the ECJ expecting around May or June 2025.

The Commission has set up an expert group on the transposition of the Directive.

#### c) What are Ceemet's objectives and messages?

Throughout the legislative process, Ceemet has continuously stated that the EU has no competence to introduce any EU action on pay and collective bargaining as there is no legal basis. Indeed, 'pay' is explicitly excluded from the EU level in art. 153(5) TFEU and the proposal interferes in a purely national competence. It has an effect on the level of pay as it imposes the use of indicative reference values and pre-defined criteria on Member States in order to determine the adequacy of minimum wages.

Furthermore, it is not for the EU to propose one threshold of collective bargaining coverage that applies to all Member States. Different Member States have different traditions as regards their industrial relations models and therefore it should be left to the national level and the social partners to take a decision in this respect. In several Member States, the only way to reach this target may be by making collective agreements universally applicable which will weaken social partners as it implies that the rules apply to all, even to those that are not member of an employers' organisation or a trade union.

#### d) What has Ceemet done?

During the legislative process, Ceemet has strongly been lobbying on our main points of interest by:

- Meeting with six<sup>3</sup> MEPs and/or their office and sent written input to two<sup>4</sup> other MEPs.
- Meeting in 3 rounds with 19 Permanent Representatives and sent written input to two other PermReps.
- Publishing several press releases and (joint) statements. Sending several letters throughout the process to all institutions (MEPs in EMPL and Plenary, Council and negotiators during the trilogue).
- Organising a technical seminar together with other six<sup>7</sup> European employers organisations to emphasize the lack of legal basis and main problematic articles (i.e. article 4 and 5).
- Ceemet was part of the Commission expert group on the transposition of the Directive on Adequate Minimum Wages and was giving input on the interpretation of the Directive.

#### e) What is Ceemet going to do?

- Ceemet will continue to take part in the activities organised by the European Commission such as the workshops on the transposition of the Directive.

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<sup>3</sup> Monica Semedo (Renew; LU), Sylvie Brunet (Renew; FR), Radan Kanev (EPP; BG), Ann Sander (EPP; FR), Maria Walsh (EPP; IE), Jeroen Lenaers (EPP; NL) and Agnes Jongerius (S&D, NL)

<sup>4</sup> Dragos Pişlaru (Renew; RO) and Tomas Zdechovsky (EPP; CZ)

<sup>5</sup>. ECEG, EFCI, EuroCommerce, GEOPA-COPA, HOTREC, WEC-Europe.



## 4. Corporate Sustainability Reporting Directive

### a) What is it about?

On 21 April 2021, the European Commission has adopted the Sustainable Finance and EU Taxonomy package which aims at improving the flow of money towards sustainable activities across the European Union. Part of that package is the revision of the Non-Financial Reporting Directive which is now part of the newly proposed Corporate Sustainability Reporting Directive.

### b) Where are we in the process?

The Corporate Sustainability Reporting Directive (CSRD) was published in the Official Journal on 14 December 2022. The European Commission consulted EU bodies and Member States on the draft standards. On 31 July 2023, the European Commission adopted the final delegated act of the European Sustainability Reporting Standards (ESRS). After the adoption of the delegated act, a two-month scrutiny period (with a possible two months' extension) by the European Parliament and the Council of the European Union started. There was a motion for resolution from the EP to reject the delegated act regarding ESRS in October 2023, and Ceemet sent a letter to support this initiative. Unfortunately, the resolution was rejected. Thus, the delegated act came into force in January 2024.

However, on 26 February 2025, the Commission presented - in the frame of the so-called "Omnibus Package" - a proposal for Directive amending Directives 2006/43 and 2022/2464 and 2024/1760 as regards certain corporate sustainability reporting and due diligence requirements. The text aims at simplifying and postponing the entry into force of the CSRD. It will now go through co-decision process for adoption.

### c) What are Ceemet's objectives and messages?

Throughout the legislative process, Ceemet argued that it is untimely and inappropriate to propose this Directive with a high estimated cost burden on companies at a time when they are struggling to survive and are focusing on recovering from the COVID-crisis. This cost burden includes not only the initial costs of establishment but also annual recurring costs. Also, the timetable to implement this Directive was unrealistic.

The proposed changes with the revision could reduce the administrative burdens though for the time being the simplification of the data points remain unknown (will be done by delegated acts). The postponement of the entry into force has to be seen as a positive element but is only for the largest companies.

### d) What has Ceemet done?

- Ceemet sent several letters and written input to the co-legislators to voice its position on the CSRD.
- Ceemet submitted response on 28 July 2022 to the consultation launched by EFRAG Sustainability Reporting Board.
- Ceemet issued an open letter, together with ECEG, on the EFRAG consultation highlighting significant concerns with the process on 12 October 2022.
- Ceemet agreed its position on the EFRAG Draft Report and reached out to the European Commission (DG FISMA, DG GROW and DG EMPL) in this respect.
- On 18 October, Ceemet sent a letter to support the motion for resolution to reject the delegated act.

### e) What is Ceemet going to do?

- Ceemet will continue following the developments resulting from the delegated act.
- Ceemet will work on a position paper on the revision of CSRD & CS3D (Omnibus 1)

## 5. Platform Work Directive

### a) What is it about?

On 9 December 2021 the Commission proposed a set of measures to improve the working conditions in platform work and to support the sustainable growth of digital labour platforms. The package includes:

- A **Communication** setting out the EU approach & measures on platform work and aiming at laying the foundations for work on future global standards for high-quality platform work.
- A **Proposal** for a Directive on improving working conditions in platform work. This includes measures which aim to correctly determine the employment status of people working through digital labour platforms and new rights for both workers and self-employed people regarding algorithmic management.
- **Draft Guidelines** clarifying the application of EU competition law to collective agreements of solo self-employed people seeking to improve their working conditions. This includes those working through digital labour platforms.

### b) Where are we in the process?

The official adoption in Council took place on 13 October and the Directive was published in the Official Journal of the EU on 11 November 2024. Member States have two years, until 2 December 2026, to incorporate the provisions of the Directive into their national legislation.

### c) What are Ceemet's objectives and messages?

The definition of a 'digital labour platform' is vague, too broad and may have extensive, unintended consequences such as the reclassification of genuine self-employed people as employees.

The EU is not the best level to establish criteria to determine whether a person performing platform work is legally presumed to be in an employment relationship. The Member States are better placed to take measures in this respect, fully in line with their national legislation and practices.

When a person performing platform work is correctly classified as an employee according to national law and practices, applicable EU and national labour and social law will automatically apply. Therefore, there is no need to add the rights deriving from chapter 3 and 4 to persons that are considered employees.

The Commission goes far beyond its competences as matters regarding national legal proceedings fall under the prerogative of the Member States. This should be left to the national level to be regulated in line with their national legislation and practices.

Regarding the draft guidelines on the application of EU competition law to collective agreements regarding the working conditions of self-employed persons Ceemet agrees with the general objective of improving working conditions of self-employed persons as long as it is done in line with national regulations and industrial relations systems.

Ceemet considers, however, that the Commission, should have aimed at clarifying the application of EU competition law on this matter in line with national regulations and not by introducing criteria at EU level that determine in which situations a solo self-employed person can be considered as a worker for the

purposes of collective bargaining/agreements even if the person in question has not been reclassified as a worker by national authorities/courts.

By proposing these criteria at EU level, the Commission does not respect national competence when it comes to defining the term worker or self-employed.

By proposing these guidelines, the Commission is interfering with a core competence of Member States and of representative social partners when it comes to determining the organising, parties and functioning of collective bargaining systems at national level.

#### d) What has Ceemet done?

- Ceemet has replied to the two consultations of social partners on addressing the challenges related to working conditions in platform work.
- Ceemet has also liaised with BusinessEurope and other sectors in order to coordinate the employers' position on this topic and gather information on the other sectors views.
- Ceemet has been involved in the discussions within the Consultative Commission on Industrial Change (CCMI) on platform work.
- Ceemet has replied to the first public consultation regarding the application of EU competition law on collective bargaining agreements by self-employed.
- Ceemet submitted its response on draft guidelines on the application of EU competition law to collective agreements regarding the working conditions of solo self-employed.
- Ceemet has adopted its position paper on the Directive.
- Ceemet issued [a joint position](#) with IRU, Hotrec, EBF-BCSE, ECEG titled "We are not platforms! Industries deeply concerned by EU proposal" on 3 November 2022.

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- Ceemet issued [a joint statement](#) with Hotrec titled "Let's preserve the status of the real self-employed" on 6 December 2022.
  - Prior to the vote on platform work, Ceemet sent an [email](#) to the MEPS to urge them to vote against the mandate presented by the EMPL Committee in order to allow for amendments to be put forward in plenary on 18 January 2023.
  - Ceemet sent a letter to the PermReps to highlight some main points of concern, notably regarding article 2 on the definition of digital labour platform and article 4 on legal presumption on 21 April 2023.
  - On 30 August ahead of the trilogue, together with HOTREC and IRU, Ceemet sent a joint letter to the members of the EP on platform work. The letter suggests to a great extent to follow the Council' General Approach.
  - On 7 November, a Ceemet letter was sent to the negotiators to support the inclusion of the definition of digital labour platforms as per the initial text of EC proposal and when it comes to the legal presumption, to follow the General Approach of the Council.

#### Meetings

- Ceemet has participated in different BusinessEurope Working Groups focused, amongst others, on discussing these draft guidelines in order to gather know-how, both from the employment and competition perspective, of other employer federations and BusinessEurope experts on the matter.
- Ceemet was present at the roundtable organised by rapporteur MEP Gualmini to communicate Ceemet's position on the topic on 12 April 2022.
- Ceemet met with the French Presidency to discuss the file.

- Ceemet met with Shadow rapporteur Dennis Radtke (EPP; DE) on 9 June 2022.
- Ceemet met with Renew policy adviser on 28 September and MEP Walsh on 12 October 2022.
- Ceemet organised an online technical seminar with Dennis Radtke MEP and European MET companies as guest speakers on 13 October 2022.
- Ceemet met with the French and the Irish PermRep to discuss the file.

#### e) What is Ceemet going to do?

Ceemet will further monitor the transposition of the Directive on the national level.

## 6. Social Security Coordination Regulation

### a) What is it about?

On 13 December 2016, the European Commission proposed the revision of the Regulation which aims at modernising the current rules. The proposal is very broad and touches on several parts of social security coordination (i.e., unemployment benefits, long-term care benefits, social security coordination for posted workers etc.).

### b) Where are we in the process?

#### *Council*

- The Member States rejected the provisional agreement in the COREPER I meeting on 22 December 2021.
- No meeting took place under the French Presidency (Jan-July 2022).
- The Swedish Presidency submitted a new proposal in the Social Question Working Party on 29 March 2023 and the Coreper on 26 April 2023. No agreement on this was found.

#### *European Parliament*

- Rapporteurs: Gaby Bischoff (S&D; DE) Shadow rapporteurs: Jeroen Lenaers (EPP), Gordan Bosanac (Greens), Jana Toom (Renew), Marie Dauchy (Pfe), Francesco Torselli (ECR)
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#### *Interinstitutional negotiations*

- The EU institutions reached a provisional agreement on 16 December 2021 but it was rejected by the Council afterwards.
- In September 2023 the European Commission issued its Communication on digitalisation in social security coordination where it urges the Council and Parliament to swiftly reach an agreement on the revision of the EU social security coordination rules.
- On 8 November 2023, Council presented draft conclusions on digitalisation in social security coordination, which are to be approved on 28 November.
- After several attempts, the file was not finalized neither under the Spanish nor under the Belgian or Hungarian Presidencies.
- The Polish Presidency has reinvigorated the discussion, hoping to find an agreement with the European Parliament.

### c) What are Ceemet's objectives and messages?

Ceemet is advocating for the exemption of the prior notification requirement for trips which do not exceed a limited number of days abroad. This would cover both business trips and the provision of services when they do not exceed a limited number of days. Indeed, the requirement to notify every trip abroad would create an excessive amount of additional administrative burden on companies.

### d) What has Ceemet done?

Prior to the shadow rapporteurs meeting, on 20 May 2021, Ceemet wrote a letter to urge them to be open to a pragmatic and in practice workable solution and exempt both business trips as well as activities which do not exceed a limited number of days.

Ceemet sent a letter to the PermReps to outline our concerns on the notification requirement in the provisional agreement before the vote in COREPER I in December 2021.

Ceemet published a press release before the vote in COREPER I to highlight the main concerns.

Ceemet teamed up with the Labour Mobility Initiative to organise the “Social Security Coordination: The A-Z of A1 forms webinar” technical seminar in October 2020. Gathering all relevant players, the event had the look of a mini-trilogue.

Several meetings were organised with MEPs and Presidencies.

#### e) What is Ceemet going to do?

Ceemet is closely monitoring any movement on the file in the European Parliament and Council and will take actions, when necessary, in order to lobby the institutions towards our position.



## 7. Remote work

### a) What is it about?

The shift towards remote work (telework, mobile work, home office etc.) has since the outbreak of the COVID-19 pandemic increased suddenly and significantly.

Due to the rapid and sudden extension of remote work, this topic that remained practically unnoticed at EU level, is now high on the EU agenda. Indeed, today the topic of telework and herewith related right to disconnect, are topics currently frequently discussed at EU level.

### b) Where are we in the process?

On 21 January 2021, the European Parliament adopted a Resolution on the right to disconnect. The resolution calls on the Commission to propose a Directive that ensures the right to disconnect for all workers. This Directive could only enter into force after the three-year deadline for implementing the framework agreement on Digitalisation, signed on 20 June 2020, has passed.

On 9 March 2021, the Portuguese Presidency organised a 'High-Level Conference on the future of work: Remote Work: Challenges, Risks and Opportunities, aiming at gathering input from different stakeholders on remote work.

On 15 June 2021, the Council adopted its conclusions on telework where it highlights that the recent increase in telework makes it necessary to consider the potential, limits and risks of teleworking. It calls on Members States to take develop national plans to address the challenges and opportunities of remote work.

On 15 March 2022, the European Parliament and the Commission jointly organised a high-level Conference on the right to disconnect and telework.

In mid-March 2022, the European cross-sector Social Partners adopted their 2022-2024 Work-Programme. The social partners agreed to launch negotiations on the issue of telework and the right to disconnect. They intend to revise and update the 2002 Autonomous Agreement on Telework. The revised agreement, if successful, will be put forward for adoption in the form of a legally binding agreement implemented via a Directive.

On 22 September 2022, the social partners organised a fact-finding seminar on the matter. The negotiations on remote work officially started on 4 October 2022.

The negotiations were ongoing for several months until they failed in November 2023.

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.

### c) What are Ceemet's objectives and messages?

Although Ceemet does not have a formal position, we oppose any initiative from the Commission in this area, especially in case of an initiative with a binding nature.

Against this background, Ceemet appreciates the cross-sector social partners' decision to discuss tele-work and to revise the 2002 agreement. Ceemet is of the opinion that it is better to have an agreement negotiated by the social partners than a legally binding initiative by the Commission. However, Ceemet will remain vigilant on the social partners' discussions.

#### d) What has Ceemet done?

- Ceemet President Rainer Ludwig participated in the High-Level Conference of 9 March 2021 and delivered an MET vision on remote work.
- Ceemet has participated in BusinessEurope's Employment Working Groups with the aim of gathering intelligence on remote work and in order to share, as well, MET views on the matter.
- Ceemet participated in BusinessEurope's working group on telework of 28 February 2023. This ad hoc working group that gathers the EU sector employer organisations has been set up in order to keep the sectors informed of the "*negotiations on telework and the right to disconnect*" and in order to gather input from the sectors on the matter
- Ceemet replied on 24 June 2024 to the 1<sup>st</sup> stage consultation.
- EU-OSHA agency organises every year in October, the European Week for Safety and Health at Work. Ceemet participated this year to the campaign from 21<sup>st</sup> to 25<sup>th</sup> October 2024 ; it was dedicated to "[ensuring safety and health in the era of remote and hybrid work](#)"

#### e) What is Ceemet going to do?

- Since remote work is a very important issue for the MET industries, Ceemet will continue to monitor all possible EU initiatives and participate at events on this topic in order to put forward the MET industry messages.
- Ceemet will submit a reply to the second-stage consultation on telework and the right to disconnect when it is published.

## 8. EU Talent Pool

### a) What is it about?

On 15 November 2023, the European Commission introduced a proposal for a regulation on establishing an EU talent pool, a creation of an EU-wide platform, a voluntary tool for interested Member States. The aim of the tool is to facilitate international recruitment and offer opportunities to TCNs to work in EU-wide shortage occupations.

### b) Where are we in the process?

The European Commission introduced a proposal on 15 November 2023.

On 13 June 2024, the Council agreed its position on the proposed regulation. The Council position aims to reconcile the principles of fair recruitment with a secure and comprehensive migration system while also reinforcing the position of the European Union in the global race for talent. Moreover, the Council has agreed that when Member States decide to join the scheme, they should indicate which entities are allowed to take part in the Talent Pool – employers, temporary work agencies, private employment agencies or labour market intermediaries. The Council has also put in place a withdrawal procedure, with clear rules and a number of safeguards to ensure stability in the system.

As regards the European Parliament, the proposed regulation is currently being discussed under the ordinary legislative procedure. The Committee responsible for this dossier is LIBE (Civil Liberties, Justice and Home Affairs) and the rapporteur for the file is MEP Abir Al-Sahlani (Renew Group, Sweden). The EMPL, DEVE (Development) and CULT Committees have developed opinion reports on the file.

As a matter of fact, the EMPL Committee voted its opinion report on 19th February 2025. Amongst others, this Committee has approved the deletion of the list of shortage occupations that was part of the initial proposal of the Commission. Furthermore, the EMPL text also highlights that employers participating in the EU Talent Pool shall comply with the relevant Union and national law and practice, including applicable collective agreements, as well as the ILO General Principles and Operational Guidelines on Fair Recruitment, to ensure selected third-country nationals' protection against unfair recruitment, inadequate working conditions and discrimination.

The vote in the LIBE Committee is expected to take place on 19th March 2025. The plenary vote is forecasted for the first week of April 2025.

### c) What are Ceemet's objectives and messages?

In its position paper presented on 28 February 2024, Ceemet welcomed the fact that the proposal recognizes labour and skills shortages faced by the employers in many sectors as well as difficulties experienced by the employers and third - country nationals in relation to international recruitment.

Ceemet favours the idea of establishing the EU talent pool, an online platform that will help matching the job vacancies posted by the employers in the EU with the profiles of jobseekers who reside outside the EU. Ceemet endorses the fact that the proposed regulation includes an Annex with the list of shortage occupations, which includes many occupations that our industries require. Ceemet highlighted the importance of the active involvement of sectoral social partners, and in particular employers' federations, especially when it comes to the development and update of the shortage occupation lists.

#### d) What has Ceemet done?

- On 28 February 2024 Ceemet has finalized its position paper regarding EU talent pool.
- On 20 January 2025, Ceemet actively participated in the BusinessEurope WG Mobility and Migration that discussed in-depth the employers' strategy on the matter. At this meeting it was agreed that a joint employer's statement on the Talent Pool be developed.
- On 3 February 2025 Ceemet met the office of MEP Moreno Sanchez (S&D Shadow Rapporteur in the LIBE Committee) to discuss the upcoming LIBE proposal and convey Ceemet messages on this dossier.
- On 17 February 2025, Ceemet met the office of MEP Assita Kanko (ECR Shadow Rapporteur in the LIBE Committee) to discuss the upcoming LIBE proposal and convey Ceemet messages on this dossier.
- On 24 February 2025, Ceemet, BusinessEurope and other employer organisations released a joint Employer's statement on the EU talent tool. The employers, among other issues, call on the co-legislators for the swift approval of the regulation.
- On 5 March 2025, Ceemet met MEP Andrzej BUŁA, EPP shadow rapporteur in the EMPL Committee.
- On 5 March 2025, Ceemet met MEP Hristov Petrov, Renew Shadow rapporteur in the EMPL Committee.

#### e) What is Ceemet going to do?

- Ceemet will further monitor the developments on the file.
- Ceemet will continue meeting MEPs to advocate for swift adoption of the text.

## II. Health & Safety (legislative dossiers)

### 1. CMRD (Directive 2004/37/EC)

#### a) What is it about?

In the [EU Strategic Framework on OSH 2021-2027](#), the European Commission committed to addressing the following substances through a sixth revision of the Carcinogens, Mutagens or Reprotoxic Substances at Work Directive (CMRD): welding fumes, polycyclic aromatic hydrocarbons, isoprene, 1,4dioxane and cobalt and inorganic cobalt compounds. These five substances were also identified as priority substances by the tripartite Advisory Committee on Safety and Health at Work (ACSH), and in the Commission Staff Working Document setting out the list of substances to be scientifically assessed for the purposes of the CMRD.

#### b) Where are we in the process?

The European Commission tasked a consortium comprising RPA Risk & Policy Analysts, COWI and others to carry out a study which assesses the impact of introducing new limit values for the five above substances in the CMRD, and more particularly from a MET industries perspective, an amendment to include welding fumes in Annex I of the CMRD. The European Commission organised two dedicated social partner hearings on this topic on 16 March and 7 November 2023. On 20 November 2023, Ceemet sent its written input to the Commission on this topic following both social partner consultations. We now await the European Commission proposal on this topic which has been rumored to be released in Autumn 2024.

#### c) What are Ceemet's objectives and messages?

- While some of the five substances within the sixth revision of the CMRD are not of interest to Ceemet members, there is an overarching interest in welding fumes.
- On this substance, welding fumes consist of many different substances, often with individual OELs. Therefore, it is extremely difficult to set an OEL for it.
- Modernisation of manufacturing, such as the inclusion of extraction fans, go a long way to mitigating the risks associated with this substance.
- The sharing of best practices and tools are the most efficient way of dealing with welding fumes.

#### d) What has Ceemet done?

- On the sixth revision of the CMRD, Ceemet circulated the information received from the Commission on a study on the inclusion of welding fumes in the CMRD on 24 January 2023.
- The Secretariat participated in both dedicated social partner hearings on this topic on 16 March and 7 November 2023 and was part of the employer delegation in the meeting with the Commission.
- The Secretariat also provided written input to the Commission on this topic on 20 November 2023.

#### e) What is Ceemet going to do?

On the sixth revision of the CMRD, following the input given during the social partner hearings, and the written input also provided, should the proposal of the Commission not be in line with members views, the Secretariat will organise a lobbying strategy during the legislative process.

## 2. Mental Health at the Workplace

### a) What is it about?

On 7 June 2023, the European Commission published its communication on a comprehensive approach to mental health. As part of this initiative, the Commission is conducting a peer-review on the legislative and enforcement approaches to address mental health at work in the Member States. This is being done with a view, and subject to its outcomes and the input of social partners, to present an EU-level initiative on mental health at work in the medium term.

### b) What are Ceemet's objectives and messages?

- MET employers recognise mental health at work as a multifaceted issue, requiring a public health response focused on prevention and promotion.
- Ceemet highlights the limitations of employer responsibility and stresses that blaming private sector work for mental health issues is inaccurate and overlooks root causes.
- Mental health challenges involve both work and non-work factors; employers and employees share responsibility under the OSH Framework Directive.
- Mental health challenges impact productivity and company attractiveness; addressing these is economically beneficial for employers.
- Work benefits mental health by providing stability, purpose, and a support network.
- The EU OSH Framework is effective and fit for purpose in this context. EU legislation may hinder rather than help, guidelines & best practices are more effective.
- Risk assessments for mental health are challenging, often complicated by distinguishing work-related from personal factors.

### c) What has Ceemet done?

- The Secretariat has drafted a position paper on this topic.
- Along with the chair of the Ceemet H&S committee, the Secretariat met with Charlotte Grevfors Ernout, Head of Unit, DG EMPL, OSH Unit to bring forward the Ceemet position on this topic and influence, before its publication, any proposal from the Commission.
- The Secretariat met with relevant Policy Advisors in the Green Group in the European Parliament to feed into their policy thinking for the next EU mandate.

### d) What is Ceemet going to do?

- The Secretariat will monitor the developments with the ongoing peer review from the European Commission.
- Once we see a proposal from the European Commission, the Secretariat will devise a strategy based on its content and scope. For the time being, the issues has been pushed back until after there is a new Commissioner in place.

### 3. REACH/OSH9 overlap

#### a) What is it about?

On 5 March 2018, the European Commission published its [2<sup>nd</sup> REACH review](#) which prioritised the REACH/OSH interface as one of the four issues requiring the most urgent action. The publication of the 3<sup>rd</sup> REACH review, which will contain proposals on the REACH/OSH overlap has again been delayed, the latest information the Secretariat has is that it is set to be published in the next EU mandate.

#### b) What are Ceemet's objectives and messages?

Ceemet tries to achieve a simplification of the overlapping structures that exist through REACH & OSH legislation. As MET employers what we often see missing in the interface between REACH and OSH, is a clearer description of the legal borderline and consistency in the application of the two different legislative frameworks.

The quality of Safety Data Sheets (SDS) is of great concern for the MET industries as downstream users of chemicals. While we welcome recent simplifications of SDS, Ceemet advocates that the quality of SDS is still often sub-standard and too long for companies, particularly SMEs, to handle. Therefore, Ceemet's objective is to bring about shorter safety instruction cards with just essential information for the handling of substances and mixtures, which could complement the extended SDS. Another key issue for Ceemet is transparency in relation to the Risk Management Option Analysis (RMOA) and the OEL setting mechanisms, and that sufficient resources are allocated for developing these OELs.

Ceemet's position is that as downstream users of chemicals, we require simplification of the existing exposure threshold levels for chemical substances e.g. differences in Indicative and Binding Occupational Exposure Limit Values. Ceemet advocates that the Commission should implement a coordinated and pragmatic EU approach to the elimination and substitution of hazardous chemical substances.

#### c) What has Ceemet done?

- The Secretariat attended the BE chemicals WG on 30 March 2022 and brought forward Ceemet positions.
- The Secretariat attended the cross-industry initiative REACH/OSH forum on 1 April 2022.
- The Secretariat liaised with members on the outcomes of the CARACAL/WPC meeting which took place on 5 April 2022.
- The Secretariat attended the cross-industry initiative REACH/OSH forums on 1 April and 24 June 2022 and 18 September 2023.
- The Secretariat attended the cross-industry initiative strategy call on 22 November 2023, 6 June 2024 & 10 September 2024.

#### d) What is Ceemet going to do?

- Ceemet will draft a position paper following the publication of the 3<sup>rd</sup> REACH review
- Ceemet will continue to work in collaboration with the cross-industry initiative on lobbying the European Commission and Member States on this topic.
- The Secretariat will attend the next cross-industry initiative strategy meeting on 6 June 2024.
- The Secretariat will continue their engagement with BusinessEurope to strengthen employer messages in this area.



## III. Education & Training

### 1. Quality Framework for Traineeships (QFT)

#### a) What is it about?

The [2014 Council Recommendation on Quality Framework for Traineeships](#) (QFT) aims to help young people transition from education and unemployment into employment through quality traineeships that enhance their skills, allow them to gain work experience and thereby increase their employability. The Framework sets out 21 quality principles for traineeships that Member States are recommended to put into practice to ensure high-quality learning and adequate working conditions.

In March 2024, the European Commission presented two initiatives to improve the working conditions for trainees – a proposal for a Directive on improving and enforcing working conditions for trainees and combatting regular employment relationships disguised as traineeships and a proposal for a revised 2014 Council Recommendation on a Quality Framework for Traineeships.

#### b) Where are we in the process?

On 14 June 2023, the European Parliament adopted its resolution with recommendations to the Commission on quality traineeships in the EU. In its resolution the European Parliament requests the Commission:

- To submit a proposal for a directive on quality traineeships, setting out minimum requirements for quality standards including adequate remuneration for open labour market traineeships, traineeships in the context of ALMPs (active labour market policies) and traineeships that are a mandatory part of professional training.
- To submit a proposal for a decision on a quality framework for traineeships undertaken with the aim of obtaining educational qualifications, and that adequate compensation would be provided to the trainee by the traineeship provider in this case.

Following-up on the Parliament's resolution, on 11 July 2023, the European Commission launched the first phase consultation of social partners under article 154 TFEU on a possible action further improving the quality of traineeships.

On 28 September 2023, the European Commission launched second-stage consultation of social partners, which stayed open until 9 November 2023.

On 20 March 2024, the European Commission issued two initiatives on traineeships: a proposal for a Directive on improving and enforcing working conditions for trainees and combatting regular employment relationships disguised as traineeships and a proposal for a revised 2014 Council Recommendation on a Quality Framework for Traineeships.

The proposed directive is currently being discussed under ordinary legislative procedure in European Parliament. The leading Committee for this dossier is EMPL and the rapporteur for the file is Alicia Homs Ginel (S&D, Spain). The CULT and JURI Committees are in the process of developing opinion reports on the dossier.

The EMPL draft report was released on 26 February 2025. In it, the rapporteur replaces the notion of regular employment relationships disguised as traineeships by the notion of abusive practices arising from the use of

traineeships. She further introduces a large list of criteria to assess whether an abusive practice exists, including the absence of remuneration or excessive duration of a traineeship as well as the absence of a training component which shall be indicated by the absence of a large list of elements such as a clear training programme, a designated supervisor and/or mentor etc. The Rapporteur also reinforces the principle of non-discrimination by explicitly applying existing EU anti-discrimination laws to trainees. The draft report will most probably be discussed on 17<sup>th</sup> March in the EMPL Committee. The vote in the Plenary is expected to take place in June 2025.

On its side, the Council presented its latest compromise text on 18<sup>th</sup> February 2025. The compromise text excludes traineeships connected to formal education and training from the scope of the directive and further replaces the references to “disguised traineeship” or “employment relationship disguised as traineeship” by the notion of false traineeship in order to bring more clarity to the text. Regarding the principle of non-discrimination, the Council introduces a new amendment allowing national social partners the option of concluding collective agreements that set out the objectives causes that are considered to justify a different treatment. This is in line with Ceemet position on the matter.

### c) What are Ceemet’s objectives and messages?

Generally, Ceemet is of the opinion that the proposed Directive is not a suitable and necessary instrument to address the issue of trainees. Due to the limited scope of Article 153 TFEU, the issue of traineeships can not be addressed properly by a directive.

Hence Ceemet calls, amongst other issues, for the limitation of the scope of the directive. Indeed, for us traineeships that are part of formal education and training programmes as well as traineeships that are a mandatory part of professional training to access certain professions should be excluded from the Directive.

Further, Ceemet believes that it must be clearly stated that practices within the framework of labour market policy measures and training within the regular education system, which include mandatory workplace-based training for an approved degree, should not be covered by the Directive. Without such a limitation and clarity, Ceemet fears that there will not be enough internship positions available

Likewise, we call for the limitation of the scope of the proposed Recommendation. In our opinion, only traineeships that are part of active labour market (ALM) policies and open labour market traineeships should be covered by the Recommendation.

### d) What has Ceemet done?

- Between February 2023 and June 2023, Ceemet actively participated in BusinessEurope’s advocacy group meetings on traineeships. The focus of these discussions was to explore and discuss the employers’ approach to the upcoming update of the Quality Framework for Traineeships (QFT).
- In February 2023, Ceemet ETE experts discussed at different online meetings what could be the MET industries’ position on the matter.
- In March 2023, Ceemet met different EMPL MEPs to pass its messages on this key dossier. Ceemet also put forward amendments to the Semedo draft report (EMPL Committee).
- On 18 April 2023, ETE experts discussed in-depth Ceemet formal positioning on the matter. It was agreed that lobby activities should be deployed at national and EU level. The main focus of Ceemet lobbying at Brussels level should be the Commission.
- On 15 September 2023, Ceemet submitted its official response to the first phase consultation of social

partners under article 154 TFEU on a possible action further improving the quality of traineeships.

- On 8 November 2023, Ceemet submitted its response to the second-stage consultation of social partners was sent on 8 November 2023.
- On 11 April 2024, Ceemet ETE experts discussed in depth the Commission's initiatives on traineeships in particular the enhanced recommendation
- On 17 April and 14 May 2024, Ceemet legal experts discussed in depth the Commission's initiatives on traineeships, in particular the proposal for a Directive
- On 23 April 2024 Ceemet actively participated in BusinessEurope advocacy group on traineeships. The focus of this working group was to discuss the employer's approach and position as regards the Commission package (directive and recommendation) to improve the quality of traineeships in the EU. The package was released on 20 March 2024
- On 11 July 2024, Ceemet issued its position paper on the Commission's initiatives to improve the quality of traineeships in the EU.
- In September 2024, Ceemet developed a draft letter to be addressed to the President of the Commission, requesting that the proposal for a directive be withdrawn in connection to the principle of political discontinuity
- On 23 September 2024 Ceemet met the Hungarian Perm Rep to discuss the dossier on traineeships
- On 8 October 2024 Ceemet presented the above-mentioned letter at the BE advocacy group on traineeships in order to explore if other sectors and BusinessEurope could support this proposal.
- On 20 November 2024, Ceemet, BusinessEurope and other employer organisations released a joint statement requesting the European Commission to withdraw the proposed directive on quality traineeships
- On 19 February 2025 Ceemet actively participated in the BusinessEurope Advocacy Group on Traineeships to discuss the employers' positioning on this dossier
- On 25 February 2025 Ceemet met the office of MEP Homs Ginel to discuss the upcoming EMPL draft report and convey its messages on the matter

#### e) What is Ceemet going to do?

Ceemet will continue to convey its messages on this key dossier to the European Commission and the European Parliament.

## IV. Horizontal files

### 1. Transition Pathway for the Mobility Ecosystem

#### a) What is it about?

The transition pathway for the mobility ecosystem is an initiative launched by DG Grow (Internal market, Industry, Entrepreneurship and SMEs) on 24 January 2022 with a Staff Working Document (SWD) on “Scenarios for a transition pathway for a resilient, innovative, sustainable and digital mobility ecosystem”.

The consultation document outlined the main priorities, actions and scenarios to support the green and digital transition of the mobility ecosystem, which the Commission has identified as covering the entire value chain of the automotive, waterborne, rail and bike industries.

The SWD also kicked off the so-called co-creation process, in partnership with Member States, social partners and stakeholders, of the transition pathway for this ecosystem.

#### b) Where are we in the process?

Since early 2023, Member States, industry associations, social partners and other “mobility stakeholders” have been meeting in the so-called co-creation roundtables in order to identify the challenges and opportunities of the twin transition for this ecosystem.

In total, seven co-creation roundtables compose this Transition Pathway: the social dimension; research & investment; the regional dimension, the automotive, rail, cycling and waterborne industries. Ceemet has been responsible for co-chairing, together with industriAll Europe, the roundtable on the Social Dimension of this ecosystem.

The outcomes of the co-creation process have 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. As a follow-up to its publication, on 29 February 2024, the Commission organised a round-table event on this Transition Pathway in order to discuss the outcomes of the co-creation roundtables. The event was also the occasion to launch the so-called co-implementation process of this pathway, which follows the co-creation process. This new phase aims to foster the transition of the mobility ecosystem with concrete actions in the fields identified during the co-creation process. To this end, all interested stakeholders including social partners etc. are encouraged to present their pledges accordingly.

#### c) What are Ceemet’s objectives and messages?

As active member of the co-creation process of this pathway, the tech and industry employers have constantly insisted on the need to put skills at the heart of this ecosystem, as a cross-cutting issue impacting all “mobility sectors “. Indeed, it is well identified that skills shortages are the major obstacle to the competitiveness of companies belonging to this ecosystem and that this hampers continuously the creation of quality jobs.

Ceemet is convinced that in order to support the mobility ecosystem in its digital and green transformation,

we need to invest massively in the up-skilling and re-skilling of the workforce. In our opinion, a critical step to close the skills gap, is to invest in anticipating the skills needs of the future including emerging skills to design education and training programmes that are adapted to labour market and employability opportunities. Further, Ceemet continues to advocate for the active involvement of social partners in the design and deployment of all policies that impact labour market in the industries.

Moreover, as greening policies as well as industrial policies have a large impact on labour market and on its main actors: companies and workers, Ceemet recalls the importance of involving social partners in the deployment of such policies.

#### d) What has Ceemet done?

- On 31 March 2022, Ceemet submitted its response to the open consultation on the Transition Pathway of the Mobility Ecosystem.
- On 8 March 2023, Ceemet co-chaired with industriAll Europe the first meeting of the roundtable on the Social Dimension of the Transition Pathway of the Mobility Ecosystem.
- On 3 November 2023 Ceemet sent its input to the draft report on the transition pathway for the mobility ecosystem, namely in the skills and social dimension area.
- On 29 February 2024 Ceemet participated in the roundtable event on the Mobility Transition Pathway. This was the occasion for Ceemet to present the outcomes of the social dimension roundtable.
- On 10 April 2024, Ceemet addressed the High-Level Conference on “Skills (R)evolution in the Automotive Mobility Ecosystem”. This was the occasion for Ceemet to pass its messages as regards the crucial role that social partners play in delivering the twin transition in the automotive sector.
- On 11 April 2024, Ceemet addressed the TRIREME kick of meeting. The project TRIREME (Digital and Green Skills: Towards the Future of the Mobility Ecosystem) is the follow-up the Automotive Skills Alliance.
- On 1 September 2024, Ceemet submitted together with its trade union counterpart, industriAll Europe, 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.
- On 3 and 4 October 2024, Ceemet participated at the 2nd TRIREME partnership meeting held in Milan.
- On 4 December 2024, Ceemet and industriAll Europe organised a social partner’s workshop in Brussels focused on discussing the social dimension of the transformation of the automotive industry.

#### e) What is Ceemet going to do?

Ceemet will continue to contribute to the implementation of this pathway and will thus remain actively involved in the “co-implementation process”.

Furthermore, as part of the EU funded project “TRIREME”, Ceemet is co-leading with industriAll the work package on the social impact of the continuous transformation in the automotive-mobility ecosystem with a focus on the role of social dialogue to mitigate the effect of the green transition on employment and skills in the sector. The work carried out will serve to feed also the « co implementation process » of the transition pathway for the mobility ecosystem.

TRIREME - "Digital and Green Skills: Towards the Future of the Mobility Ecosystem" is a blueprint for sectoral skills collaboration in the Mobility-Transport-Automotive ecosystem and it is financed by Erasmus +. The actors cover a wide range of stakeholders from industry associations (such as ACEA, Clepa, ETRMA), social partners (Ceemet & industriAll Europe), regions, universities, companies, researchers etc.

Running over four years, the project is composed of seven work packages with a main focus on the skills issue, the idea being to ensure the upskilling and reskilling of the workforce of the automotive industry facing the challenge of the green transition.

## 2. Artificial Intelligence (AI)

As this is a new topic for Ceemet, we are currently monitoring developments at an EU level. Furthermore, we have begun an informal dialogue with our trade union counterpart industriAll Europe.

Ceemet has created an AI Working Group with experts and members, who have begun to inform our position on this pertinent topic.

### a) What is it about?

On 21 April 2021, the Commission issued [its proposal for a regulation laying down harmonised rules on artificial intelligence](#).

- Recital 36 of the proposed regulation specifies that AI systems used “in employment, workers management and access to self-employment, notably for the recruitment and selection of persons, for making decisions on promotion and termination and for task allocation, monitoring or evaluation of persons in work-related contractual relationships, should also be classified as high-risk”.
- Recital 35 of the regulation says that “AI systems used in education or vocational training, notably for determining access or assigning persons to educational and vocational training institutions or to evaluate persons on tests as part of or as a precondition for their education should be considered high-risk”. See also annex III, articles 3 and 4.

### b) Where are we in the process?

On 1<sup>st</sup> August 2024, the [AI Act](#) entered into with two pillars: gathering and exchanging with the AI Pact network and facilitating and communicating company pledges. At this stage, the EU Commission and its AI Office started to published guidance on the type of risks covered by the legislation to reinforce the transparency principle, copyrights, and human ethic.

Following the political guidelines for the next European Commission 2024-2029, the European Commission should come out with a proposal on the employment and social affairs aspects of AI in the next EU mandate, probably in 2026. This would address issues such as the use of AI in HR, skills needs for AI, OSH implications and information and consultation.

### c) What are Ceemet’s objectives and messages?

Ceemet is willing to ensure that the Commission doesn’t present another legislative text with a specific focus on the employment dimension.

### d) What has Ceemet done?

At the Social Dialogue Competitiveness & Employment (SD C&E) meeting of 8 March 2021 the social partners discussed the issue of artificial intelligence and its impact on the MET industries. At this meeting it was decided to continue discussions on this topic and possibly create an ad hoc working group on AI.

Following up on the discussions of the SD C&E working group of March 2021, Ceemet organised a first AI internal WG on 22 September 2021. This was the occasion for Ceemet members and experts from the German Institute of Applied Industrial Engineering and Ergonomics (IFAA) to discuss on the impact of AI on



the world of work and importantly the areas of possible conflict between employers and employees' representatives. At a second AI internal WG of 29 October 2021, Ceemet members brainstormed on the possible topics that could be discussed with industriAll Europe, including human resources, and skills.

A new joint expert working group on AI, gathering industriAll Europe and Ceemet members, was held on 16 June 2022. The participants to this working group discussed in-depth the impact of artificial intelligence on health and safety, skills, data protection and human resources. At this occasion, the MET social partners also agreed to work on joint conclusions on AI in the MET industries.

As a result, Ceemet and industriAll Europe adopted joint conclusions on "Artificial intelligence in the MET industries" at the Social Dialogue Working Group on Competitiveness and Employment of 15 March 2023.

Those conclusions were presented during the AI informal Workshop organised by Business Europe on 28<sup>th</sup> January 2025.

Ceemet participated in the AI Summit in Paris on 10 February 2025.

Finally, Ceemet held another meeting of its AHG on AI on 17 February 2025 where the current challenges of AI in the context of employment and social affairs were discussed. The aim of this working group is to start gathering internal intelligence as regards the impact of AI on the workplace and to start shaping Ceemet position on the matter.

#### e) What is Ceemet going to do?

- Ceemet will continue to monitor all policy initiatives related to AI that might have an impact on the world of work.
- Ceemet will publish a position paper on AI at the workplace.
- Ceemet will continue to bring together the expert of the AI Ad-Hoc Working Group to exchange regarding the national developments on artificial intelligence.
- Ceemet will continue to actively participate in the BusinessEurope working group on artificial intelligence that has been set-up in the beginning of 2024. This working group will enable EU employers' to gather intelligence and exchange views regarding this relevant topic.
- Ceemet will develop its activities in this field and will participate for example to the Communication campaign on " Worker management through AI " organised by EU OSHA Agency from February to June 2025.

### 3. The European Commission Autumn Package

#### a) What is it about?

The European Commission will publish the 2024 Autumn Package in November 2024. This Package will prepare the first Economic Semester 2025. The European Semester cycle begins in November when the European Commission presents the European Semester Autumn Package. This sets out general social and economic priorities and provides Member States with policy guidance for the period ahead.

- The Autumn Package is part of the broader European Semester and is primarily focused on national economic aspects. It will include a country report and specific recommendations for each Member State. Therefore, from a Ceemet perspective, national information is of paramount importance.
- The 2024 Autumn Package is likely to follow the 2024 trend, providing tailored advice to individual Member States on how to boost jobs, growth and investment. The upcoming Autumn Package should also focus on the current challenges such as the slowing of the economy, inflationary challenges and the cost of energy.

#### b) Where are we in the process?

- The **Council** will have until March 2025 to formulate a position on this topic.

#### c) What are Ceemet's objectives and messages?

- Policy makers must continue to tackle inflationary challenges. The ECB must find the right balance to have interest rates which lower inflation but do not adversely affect businesses activities and investments.
- Long-term energy policies must be reviewed. There should be less dependence on gas. Furthermore, we must ensure that economies have a diverse energy mix which takes into account both energy supply security and sustainability. Furthermore, we must ensure a market-based electricity model. We need better infrastructure across the EU with digital solutions for demand elasticity and a market that drives investments to clean energy.
- The better functioning of supply chains must be ensured. This can be facilitated by the European Commission prioritising free trade agreements with like-minded countries.
- The current vacancy rate in the MET sector is at approximately 360,000, this is over 2% of employment. In this context, better matching of jobs with the labour market and targeted labour activation policies are necessary to close this gap. Furthermore, we must put in place legal migration policies that work, both internally within the EU and externally for third countries.
- We must improve the attractiveness of the EU as a place to do business. Too much regulation can reduce the possibility of companies doing business, decrease competition, investment and generally slow the whole economy. Legislators must break down the barriers to European companies, and their workers, operating across borders.
- Following the Draghi's report, policy makers should explore solutions to maintain the competitiveness of the EU by providing support to the companies in research and innovation, protecting them from unfair competition and implementing a pragmatic Industrial plan.

#### d) What has Ceemet done?

- The Secretariat published the 2024 Chief Economists Report on 24<sup>th</sup> September 2024, which will serve as our input to the Autumn Package.

#### e) What is Ceemet going to do?

- The Secretariat and the Chief Economists Group will provide an Economic Outlook for 2025 based on the data and economic trend of 2024.
- The Secretariat will send a note on this topic to members following its publication.
- The Secretariat will continue to follow the evolution of the European Semester and all relevant proposals from the European Commission.

## 4. Review of EU Sectoral Social dialogue

### a) What is it about?

On 25 January 2023, the European Commission released its long-awaited Communication on *Strengthening social dialogue in the European Union: harnessing its full potential for managing fair transitions* and its proposal for a Council Recommendation on *Strengthening social dialogue in the European Union*.

With these initiatives, the Commission intends to strengthen and promote social dialogue with concrete actions at national and EU level.

The Communication aims at further promoting the role of social partners in EU policy making and at reinforcing sectoral social dialogue at EU level. To achieve these goals the Commission proposes a set of measures, including a possible review of the legal framework for sectoral social dialogue through the revision of the Commission Decision 98/500/EC on the establishment of sectoral social dialogue committees.

The Council Recommendation proposes for the first time a series of concrete measures on how Member States can further organise and strengthen social dialogue and collective bargaining at national level while fully respecting the autonomy of social partners.

On 31 January 2024, the European Commission and the Belgian Presidency of the EU organised the Val Duchesse Social Partner's Summit on Social Dialogue. The Summit, which aims at giving a new push to European social dialogue brought together the EU social partners as well as Commission high level representatives.

### b) Where are we in the process?

The Council Recommendation on strengthening social dialogue in the EU was published in the Official Journal of the EU on 6 December 2023.

On 31<sup>st</sup> January 2024, the "Tripartite Declaration for a Thriving European Social Dialogue" was officially released. Under this declaration, which is the outcome of the Val Duchesse Social Partner Summit, the signatories commit to undertake the following:

- Address labour and skills shortages

The Commission released its action plan to tackle labour and skills on 30 March 2024

- Put social dialogue at the heart of our common future

The signatories reiterate their commitment to fully respect and promote the role of social partners and social dialogue.

- Establishment of a European Social Dialogue Envoy

The Commission will appoint a dedicated European Social Dialogue envoy who will liaise regularly with the European Social partners in order to promote and strengthen further social dialogue.

- Develop a Pact for European Social Dialogue

The Val Duchesse Declaration also initiates a process towards a Pact for European Social Dialogue. To this end, a series of tripartite and bipartite meetings with the European Social partners are being held in order to identify new proposals to reinforce European Social Dialogue. It is to be signed on 5 March 2025

Furthermore, the Commission will propose in Q4 2024 A Roadmap for a Quality Jobs Strategy. The strategy will be prepared together with the social partners.

### c) What are Ceemet's objectives and messages?

Regarding the Communication and the Council Recommendation of 2023, Ceemet broadly welcomes the two initiatives as the Commission confirms its commitment to support social dialogue at national and EU level. Ceemet is pleased to see that the Commission has finally assigned a social dialogue coordinator in each Commission Service, as a way to improve the understanding of social dialogue across all the Commission DGs.

We also welcome the Commission objective to set-up a research network for analysing and promoting EU social dialogue as well as the Commission intention to continue to support the negotiations of social partners agreements by providing them with administrative and legal support.

In relation to the Val Duchesse Social Partner Summit of 31<sup>st</sup> January 2024, Ceemet is quite satisfied with the outcomes of it. As it has been the case for the last few years, Ceemet will continue to actively contribute with its expertise to reinforcing and strengthening social dialogue at EU level.

### d) What has Ceemet done?

- Ceemet sent its contributions to the Commission consultation of EU sectoral social partners on 15 July 2021.
- Ceemet has actively participated and put forward its position at all the meetings organised by the Commission and the social partners between September 2021 and May 2022 (cf. b).
- Ceemet has taken the opportunity of different meetings with Commission representatives within DG GROW and DG EMPL to pass its messages on how to improve social dialogue at EU level, including: consult and involve social partners and all policies that have an employment dimension (even if not released from DG EMPL); allocate the necessary resources to social dialogue meetings etc.
- Ceemet has also actively led the discussions with sector employers' organisations to raise sectoral employers' concerns on the Commissions' approach on the review of sectoral social dialogue and, more precisely, on the intention of transferring the organisation of EU sectoral social dialogue committee meetings to social partners. A joint letter signed by all sector employer organisations was sent to Joost Korte, Director General, (Directorate-General for Employment, Social Affairs and Inclusion) at the end of May 2022.
- The European sectoral social partners published on 8 February 2023 an open letter urging the Commission to come up with a solution ensuring that the necessary financial and political support is made available to the sectoral social partners without increasing the burden on them. Ceemet and its partners expect, in particular, that the Commission maintains both its logistical and financial support to secure the proper organisation of the sectoral social dialogue committees and thus a well-functioning sectoral social dialogue at EU level.
- On 15 March 2023, Ceemet released its position paper on the Council Recommendation on strengthening social dialogue in the EU.
- In March 2023, Ceemet met the Social Attachés from Bulgaria, Romania, and Slovakia to convey its messages concerning the Council Recommendation on strengthening social dialogue in the EU. On 7 June 2023, 36 European sectoral social partners sent a joint letter to the Deputy Director General and Head of Unit of Social Dialogue (DG EMPL) concerning the review of the rules on the financing of

the European Sectoral Social Dialogue Committees.

- In July 2023 the Commission informally announced that it will continue financing the sectoral social dialogue meetings in 2024. As of 1 January 2025, the organisation of social dialogue meetings would take place via an external contractor.
- On 27 September 2023, Ceemet actively participated to the meeting organised by the Commission together with the sectoral social partners aimed at discussing the future organisation of social dialogue meetings. On 31 January 2024, Ceemet participated in the Val Duchesse Social partner summit as part of the employers' delegation.
- On 27 February 2024, Ceemet sent its written contributions regarding the action plan on labour and skills shortages.
- On 19 June 2024, Ceemet issued its position paper on the Commission action plan to address labour and skills shortages.

### e) What is Ceemet going to do?

Regarding the commitments undertaken under the Tripartite Declaration for A thriving European Social Dialogue, Ceemet will:

- Continue to convey its messages and views regarding an improved sectoral social dialogue and put forward its recommendations on what we consider are the pre-requisites for a well-functioning, efficient, value-adding sectoral social dialogue at EU level.
- Work together with the Commission and the other social partners towards the development of the Pact for European social dialogue.
- Work together with the European Social Dialogue Envoy in order to give a more prominent role to social partners in informing the Commission policy initiatives across all DGs.
- Continue to convey its messages as regards the challenging situation of labour and skills shortages
- Work together with the Commission and other social partners with a view to developing the Quality Jobs Roadmap.