



99th EU Committee meeting

24 March 2026, Brussels



Agenda

Guest Speaker

Francesco Corti

Cabinet of EVP Commissioner Mînzatu
Fair Labour Mobility Package

I. Draft proposals for legislative initiatives : update & next steps

1. Draft Regulation on eDeclaration
2. Draft Directive on traineeships
3. Draft Regulation on Talent Pool
4. Revision of the Regulation on Social Security Coordination

II. On the table

1. Qualitative Jobs Act
 - AI & Alg. Mgt. @work
 - Subcontracting
 - Just Transition
 - Telework and the right to disconnect
2. **Fair Labour Mobility Package**
3. **28th regime**
4. Gender Equality Strategy
5. Pensions

III. Implementation & follow-up of adopted directives

Roundtable on:

1. Adequate Minimum Wages Directive
2. Pay Transparency Directive
3. Platform Work Directive

For information:

1. EWC Directive
2. Omnibus I: CSRD & CS3D

IV. Updates

1. Update on EU-UK Relationship
2. Update on EU-CH Relationship

V. A.O.B.

1. Public Procurement: social conditionalities
2. Basic Documentation update
3. Date & place of next EU Committee meeting



Guest speaker

Francesco Corti

Cabinet of EVP Commissioner Mînzatu

II. On the table

2. Fair Labour Mobility Package

DG EMPL – EVP Commissioner Mînzatu

- FLMP is to be launched in September 2026
- Aims to facilitate labour mobility with strengthened ELA and modernize, simplify and digitalise social security coordination
- Will encompass:
 - Initiative on skills portability
 - ESSPASS
 - European Labour Authority
 - See also 28th regime: cross-border telework
- In preparation: Commission launched call for evidence for an impact assessment
- Ceemet prepared response to the call for evidence on ESSPASS, approved by EU Committee and adopted by the GA. Sent to the Commission on 12/02/2026

Discussion on ELA mandate

- ELA was established on 20/06/2019 (Regulation (EU) 2019/1149 establishing a European Labour Authority) as a European Union body to help strengthen fairness and trust in the internal market.
- Mandate of ELA:
 - **Access to information** and coordination of EURES
 - Cooperation and exchange of information between MSs
 - Cooperation and support of joined and concerted inspections
 - Labour mobility analyses and risk assessment
 - Support to capacity building
 - European platform tackling undeclared work
 - Mediation between MSs
 - Cooperation with agencies and specialised bodies
 - Interoperability and exchange of information
- Strengthening the mandate of ELA
 - Access to data and risk assessment ?
 - Information to 3CN before they come to EU ?
 - Bilateral contacts with third countries ?



II. On the table

3. 28th regime – EU Inc.

DG JUST – Commissioner McGrath

- Launched on 18/03/2026 proposal for a regulation for EU Inc.
- For all (innovative) companies in Europe, to opt-in. Especially for innovative, start-ups and scale-ups
- A new single set of corporate rules, building the cornerstone and starting point for the EU's 28th regime.
- EU Inc. is an optional, digital-by-default European corporate framework.
- It will make it easier for businesses to start, operate and grow across the EU
- Incentivising them to stay in Europe and encourage those who once looked elsewhere to return.
- EU Inc. aims to reduce regulatory fragmentation, lower legal barriers, lessen administrative burden and make it easier for companies to operate across the EU
- Leaving other areas such as taxation and labour law under national jurisdiction
- Optional EU wide legal framework that coexists with national systems

Ceemet will only monitor social aspects

28th regime: what is it ?

Communication Towards a 28th regime for EU companies

Proposal for a regulation on the 28th regime corporate legal framework
– ‘EU Inc’

Recommendation on definitions

- EU Inc. companies are **free to choose the MS in which they incorporate and set up HQ.**
- Fully digital registration with the (future) EU central Register.
- EU Inc. can operate seamlessly in other MS, no need to establish a subsidiary or a local representative in the other MS
- Must be treated the same as a company set up in that MS (open a bank account in another MS, exercise an economic activity, ...)
- Safeguards to prevent any risk of potential fraud and abuses
- Commission Recommendation on definition of innovative enterprises, innovative startups and innovative scaleups.



28th regime: interesting aspects

- **Fully digital:** use of European Business Wallet, Single Digital Gateway, Once-Only-Technical System OOTS
- **Certified AI based automatic translation system:** can support public administrations to understand and accept documents originating from other MS, would reduce administrative burdens costs for companies in cross-border operations. *Question: can later also be used for other documents e.g. employment contract, salary slip?*
- **Strong safeguards against abuse:** "National employment and social laws are not affected by the proposal. They will apply to EU Inc. the same way they apply to any other business under national company law. The applicable safeguards of the Member State of registration will apply in full to the EU Inc. company, including when it comes to rules regarding co-determination." [Website of Commission](#) [Commission presents proposal for EU Inc.](#)



28th regime: social legislation

In the proposal for regulation:

Recitals 16 – 19: list the following social EU legislation

- Regulation 593/2008 on the law applicable to contractual obligations (Rome I Regulation)
- Directive 2002/14/EC on informing and consulting employees
- Directive 2009/38/EC on EWC (Note: no mention of the new Directive)
- Directive 2001/23/EC on Transfers of Undertakings
- Directive 98/59/EC on Collective Redundancies

Recital 83 “This Regulation does not affect Union or national employment law. They will apply to EU Inc. the same way they apply to any other business under national company law.”

Article 2 (8): “employee representation means participation as defined in point (k) of Article 2 of Directive 2001/86/EC.”

- Directive 2001/86 supplementing the Statute for a European company with regard to the involvement of employees (Societas Europaea)

Art. 78 – 79: Employee stock options (EU-ESOs), taxed when options are sold



28th regime: social legislation

Attract and retain talent:

Commission press release 18/03/2026

- **"Better means to attract talents:** EU Inc. companies will be able to set up EU-wide employee stock option plans. The stock option will only be taxed on the income generated once it is sold. This is a crucial factor in ensuring attractiveness, particularly for innovative startups."

Communication page 5

- "EU Inc. companies need also favourable employment and taxation conditions to retain and attract talent and swiftly operate across borders."
- "In the area of employment, with the forthcoming **Fair Labour Mobility Package** the Commission will explore 100% cross-border telework for startups and scaleups across the Union, applying the social security legislation of the MS where the employer is located".
- **Attract 3CN from abroad**, via EU Talent Pool Regulation
- "Commission will explore feasibility of **"Omnibus"** of targeted amendments to **EU's legal migration framework** to ensure that is aligned with the Union's competitiveness and innovation objectives".





I. Legislative initiatives

1. Regulation on eDeclaration



EC: Draft regulation presented on 13/11/2024



EP: IMCO (co-rapporteur - A. Schwab DE, EPP) & EMPL (co-rapporteur J. Danielsson SE, S&D)

- 20/05/2025: joint report discussed in EMPL
- 8/09/2025 Report adopted in Committee
- 8/10/2025 Committee decision to enter into interinstitutional negotiations confirmed by plenary



Council: general agreement on 22/05/2025



Trilogue negotiations ongoing.

Ceemet remains cautious that the final eDeclaration will not have too many datapoints.

2. Directive on Traineeships

In March 2024, the European Commission presented two initiatives to improve the **working conditions for trainees:**

- Proposal for a Directive on improving and enforcing working conditions for trainees and **combatting** regular **employment relationships disguised** as traineeships
- Proposal for a revised 2014 Council Recommendation on a Quality Framework for Traineeships.

European Parliament:

- Rapporteur Homs Ginel (ES/S&D)
- EMPL decision to open trilogue negotiations with report confirmed by plenary on 8/10/2025

Council: general agreement reached on 19/06/2025

Trilogues are ongoing.

- Scope and type of traineeships covered remain sensitive topics
- Next trilogue would be scheduled for 24/03/2026



3. Regulation establishing an EU talent pool



Commission (DG HOME) adopted a proposal for a regulation establishing the talent pool on 15/11/2023



European Parliament

- On 20/12/2024 MEP Al-Sahlani Abir published her draft report
- Voted and adopted in Plenary on 26/03/2025
- Mandate to enter trilogues on 3/04/2025



Council

- General approach was reached on 18/06/2024



Trilogues

- A Provisional Agreement was reached in trilogues on 18/11/2025
- In EP, the Plenary approved the Provisional Agreement on 10/03/2026
- At Council level approved on 18/03/2026

We now wait for its publication in the OJEU.

The entry into force is 20 days after publication



3. Regulation establishing an EU talent pool



Digital platform to facilitate recruitment for 3CN in EU member state

- Voluntary participation for member state
- List of EU-wide shortage occupations, with possible national / regional adjustments
- Occupations that contribute to EU competitiveness

3CN create profile with skills, qualifications

Safeguard: only legitimate employers can advertise



After match between 3CN and EU employer:

- Work permit & visa according to national procedure of MS of employer
- MS can foresee accelerated immigration procedures



Platform will have **information, given by member states**

- On **national** immigration procedure (work permit, visa requirements, residence permit)
- On working conditions

Awareness campaigns by Commission



4. Revision of the Regulation on Social Security Coordination



Council:

- Mid February, relaunch discussions under the CY Presidency
- Based on informal mandate PL Presidency on 11/04/2025
- AI exemptions
- List of criteria to define registered office



EP: rapporteur MEP Bischoff

- Exception of exemption for construction remains red line



Trilogue negotiations:

Two technical meetings under CY Presidency

Indicative date for political meeting around 22/04/2026



4. Revision of the Regulation on Social Security Coordination

If successful

- New Regulation comes into force 2 years after its publication in OJEU
- In the meantime, Commission could propose **guidelines** to facilitate exchanges between PES and national administrations
- See also Fair Labour Mobility Package
 - Commission will explore the possibility to allow 100% telework for startups and scaleups across the Union, applying the social security legislation of the MS where the employer is located.
(sometimes referred to as Revision of 883/2004 **2.0**)

Ceemet actions

- Letter to Cypriot Presidency
- Meeting with upcoming Irish Presidency



II. On the table

1. Quality Jobs Act

State of the Union President Von der Leyen on 10/09/2025

- QJA will be launched in December 2026
- In preparation: 1st stage social partner consultation of social partners launched on 4/12/2025
- Ceemet prepared response, a short paper with focus on enforcement, approved by EU/IER/H&S/AI and adopted by the GA. Sent to the Commission on 29/01/2026
- 2nd stage social partner consultation expected to be launched before summer

Ceemet will respond to 2nd stage consultation of social partners

1. AI & Algorithmic Management at the workplace



- On 20/05/2025, MEP Andrzej Bula (Polish, EPP) published his draft report 2025/2080(INL) with recommendations to the European Commission on digitalisation, artificial intelligence, and algorithmic management in the workplace – shaping the future of work.
A proposal for a Directive was an Annex to the draft report.

The content of the EMPL report ran counter Ceemet position



- EP Plenary voted on 17/12/2025 and adopted resolution calling for EU acting, without the reference to “a legislative proposal”.

Ceemet very pleased with the outcome, lobby actions worked well



- European Commission has 3 months to respond to resolutions taken under Art. 225 TFEU.



1. AI & Algorithmic Management at the workplace

European Commission response on 10/03/2026

- COM welcomes the EP resolution, which contributes to QJA (Q4 2026)
- Refers to commitments in European Declaration on Digital Rights and Principles for the Digital Decade
- Refers to QJR, adopted by COM on 4/12/2025
- EU action must be guided by 2 **mutually reinforcing goals**
 - Improve working conditions and promote transparent, fair, accountable and safe deployment and use of automated monitoring and decision-making systems in the workplace
 - Supporting and enabling the take-up of AI tools at work to increase productivity and promote competitiveness
- Takes note of request for an impact assessment
- Reiterates its commitment to respond with a legislative act to the resolutions taken under Art. 225 TFEU, in full compliance with the **principles of proportionality, subsidiarity and better legislation**, pending the **conclusions of the consultation of the social partners**



1. AI & Algorithmic Management at the workplace

European Commission response on 10/03/2026 (continued)

- The use of algorithmic management systems by employers **is already partially covered**
 - By the GDPR where they process personal data
 - By AI Act insofar these systems fall within the definition AI
- COM is analysing the extent to which some of the elements in the resolution are **already regulated in EU law**
- COM will take into consideration the **need to focus on effective implementation and enforcement of existing EU protections** across all MS, **providing further clarity** on those protections, and **where necessary** consider **targeted complementary measures not covered by the current rules**
- EU action will have to:
 - Guarantee clear **added value**
 - Consistency with the legal framework
 - **Avoid duplications** with existing legislation, in particular AI Act, GDPR
 - Promote a level playing field



1. AI & Algorithmic Management at the workplace

European Commission response on 10/03/2026 (continued)

- COM will take into account existing protections and the **renewed focus** on **competitiveness** and **simplification** of EU regulation
- **Better Regulation** guidelines:
 - Impact assessment on competitiveness, esp. SMEs
 - Proportionality assessments
 - Potential administrative and compliance burdens
- Collects data on the use of AM tools by employers, will ensure additional data and evidence collective in support of initiative.
- Constructive cooperation “to promote fair and transparent use of technology at the workplace, as part of our joint efforts to achieve a more competitive Europe which is protective of its workers”.



1. AI & Algorithmic Management at the workplace

Ceemet is positively about Commission response

- Commission remains vague, does not specify its intentions
- Ticks a lot of the boxes of Ceemet's response in the 1st stage social partner consultation.
- We now await 2nd stage social partner consultation



1. AI & Algorithmic Management at the workplace



- Council split on the need for new initiative on AI@work
- AI can be tool for employers to improve employees' wellbeing, thus boosting productivity.
- European Semester is opportunity for balanced approach for innovation, AI deployment and competitiveness alignment with quality employment, robust social dialogue and strong institutions.
- Europe's technological transformation can strengthen not only economic performance, but also social cohesion and trust.



2. Subcontracting



On 3/07/2025, MEP Johan Danielsson (Swedish, S&D) presented a draft report on addressing subcontracting chains and the role of intermediaries in order to protect workers' rights, including:

- Limitation of tiers in subcontracting chain in problematic sectors
- A call to the Commission for legislative action

Voted and adopted in EMPL on 3/12/2025

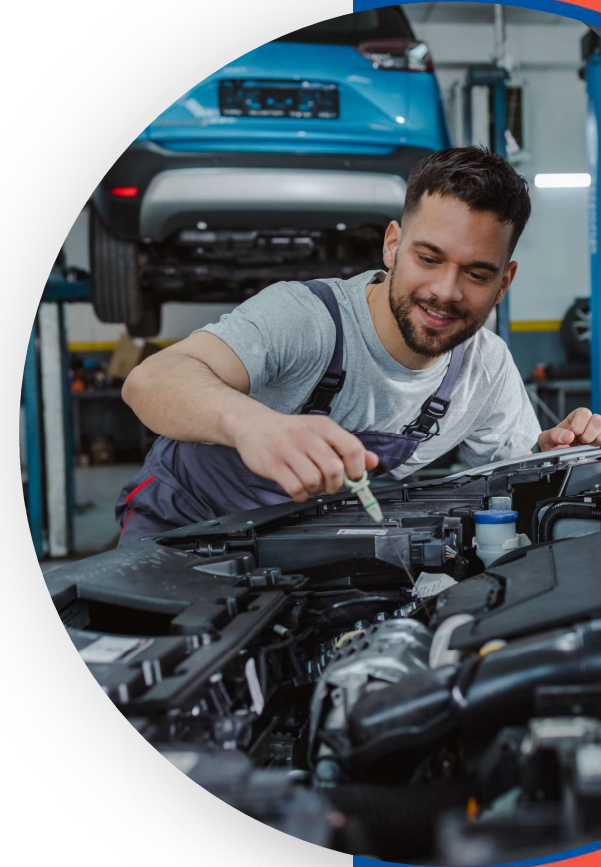
Vote in Plenary on 12/02/2026: no call for legislative action, no limitation of tiers

The content of the draft report ran counter Ceemet position

Ceemet very pleased with the outcome, lobby actions worked well. Almost all the points of our position paper can be ticked off.

Actions of Ceemet:

- Adoption of Ceemet position paper on 28/11/2025
- Ceemet co-signed joint statement to oppose legal initiative (BusinessEurope, FIEC, Hotrec, WEC)
- Following initiative of MEP Dahl (Danish/EPP)
- Mailing to MEPs of EPP, ECR and Renew recommending not to vote in favour of re-introducing limitation to two tiers



Subcontracting – successful lobbying

**Suggestion to deep dive in where and how we got here, working together with others
Building on Lobbying Action Plan?**



- Overview of phases and lobby activities
- Adoption of Ceemet position paper on 28/11/2025
- Ceemet co-signed joint statement to oppose legal initiative (BusinessEurope, FIEC, Hotrec, WEC)
- Following initiative of MEP Dahl (Danish/EPP)
- Mailing to MEPs of EPP, ECR and Renew recommending not to vote in favour of re-introducing limitation to two tiers

Timeline of milestones



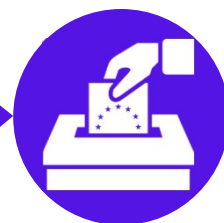
Meetings to discuss
topic of
MEP Johanssen



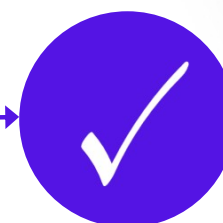
3/07/2025
Presentation of
report in EMPL



3/12/2025 Vote
and adoption
Report in EMPL



12/02/2026
Vote in EP Plenary



10/03/2026
Response of
Commission



3. Just transition



EP: On 23/09/2025 MEP Jana TOOM (Estonia, Renew) presented a draft report to call for a new Directive on Just Transition in the world of work

- Adoption in EMPL on 3/12/2025
- Vote in plenary on 20/01/2026: the call for a directive was rejected



The Commission has 3 months to reply to the Parliament



4. Telework and the right to disconnect



Ceemet replied to 1st stage social partner consultation June 2024

Ceemet gave input to 2nd stage social partner consultation on 6 October 2025



II. On the table

4. Gender Equality Strategy

Commissioner Lahbib

- Commission adopted Gender Equality Strategy on 5/03/2026

Among the topics:

- Combatting gender-based violence, including cyber-violence
 - Better address sexual harassment in the workplace
- Closing gender gaps
 - Gender pay gap – Pay Transparency Directive
 - Gender pension gap
 - Gender financial literacy and investment gap, support and financing for women entrepreneurs
- Empowering women and men to together achieve equality
 - Adopt a “Boys in HEAL” approach to encourage boys and men to study and work in sectors like Health, Education, Administration and Literacy
 - Completing efforts on “Girls in STEM”

Ceemet will monitor topics of importance for our sector

II. On the table

5. Pensions

DG FISMA – Commissioner Albuquerque

- Commission launched the Pension Package on 20/11/2025
- Part of Savings and Investments Union SIU
 - Communication on enhancing the supplementary pensions sector to improve retirement income
 - Recommendation on pension tracking systems, pension dashboards and auto-enrollment
 - Revision of Institutions for Occupational Retirement Provision IORP Directive
 - Revision of the Pan European Personal Pension Product (PEPP) Regulation
- Aims to address pension adequacy, coverage gaps and the role of pensions in supporting long term investments.
- Facilitate access to pension schemes to supplement public pensions
- Sustainability of pension systems is linked to the competitiveness of the European economy

III. Implementation and follow-up of adopted directives



A. National Roundtable on transposition

- **Adequate Minimum wage Directive**
- **Pay Transparency Directive**
- **Platform Work Directive**

B. Good to know

Ceemet actions on PTD:

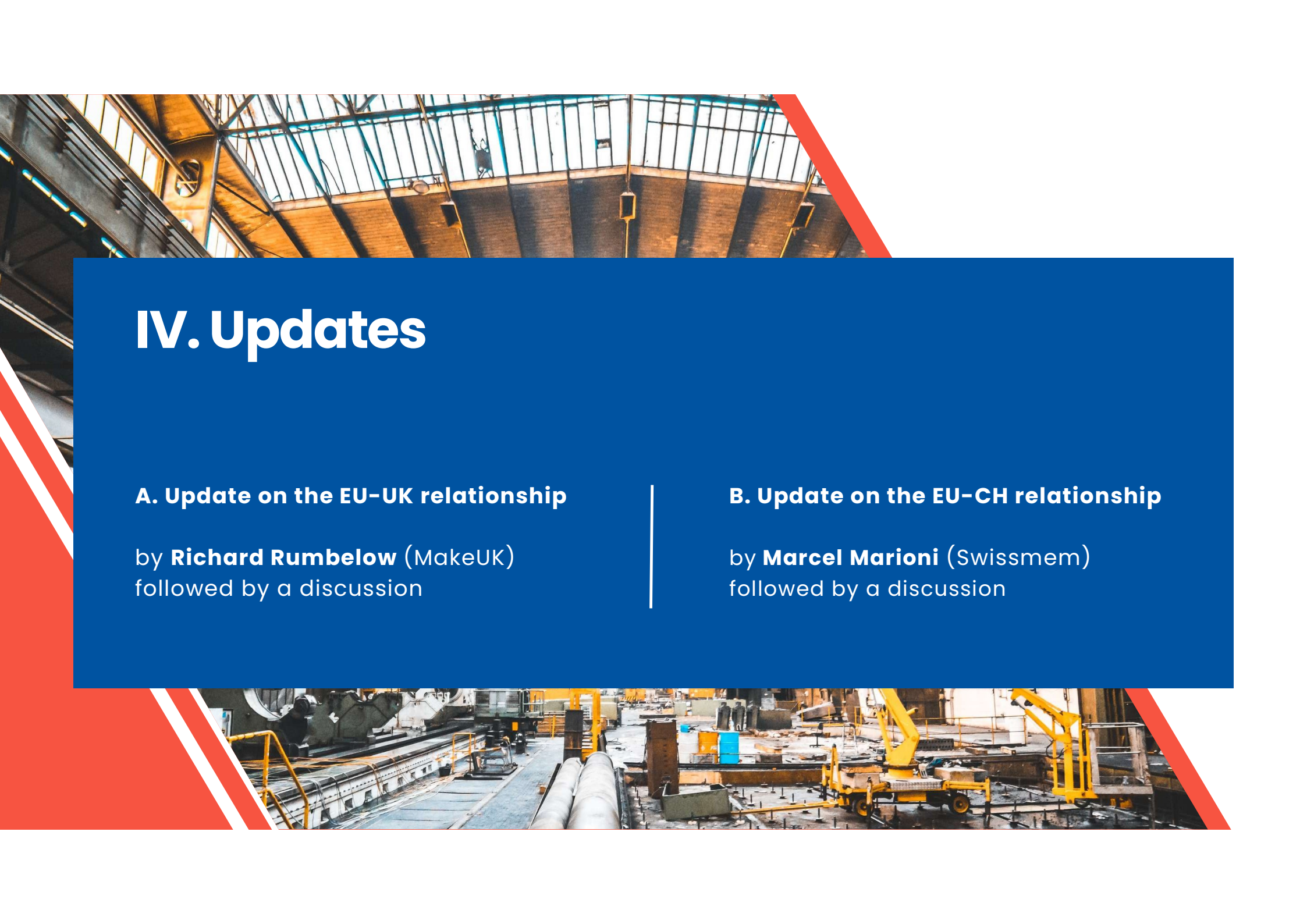
26/02/2026 Ceemet sent a joint letter to Stop-the-clock-letter, to EVP Commissioners Mînzatu, Séjourné, Ribera, Commissioner Lahbib, Coreper and social attachés of PermReps

EWC Directive:

Feedback from Stefan Solle (Gesamtmetall) from Expert Group on the transposition of the Directive

Omnibus I: CSRD and CS3D:

Directive 2026/470 published in the OJEU on 26/02/2026. There are different dates by which various provisions are to be implemented



IV. Updates

A. Update on the EU-UK relationship

by **Richard Rumbelow** (MakeUK)
followed by a discussion

B. Update on the EU-CH relationship

by **Marcel Marioni** (Swissmem)
followed by a discussion





V. AOB

- a. Public Procurement / social conditionalities
- b. Basic Documentation: check Members Area !
- c. Date and Place of next EU Committee meeting
24 June 2026 in Stockholm



Thank you
for your attention

