

MINUTES – 204/26 – 28/07/2026

100th EU COMMITTEE MEETING

DATE:

24 June 2026

LOCATION

Stockholm

The Chair, Mads Pedersen Storgaard (DK) welcomes the participants (enclosure 1). At the request of some members who will arrive later, points I, 4 (IORP) and II, 2 (Fair Labour Mobility Package) will be moved towards the end of the agenda. The Members agree to this and start the first item on the agenda (enclosure 2). The slides presented at the meeting are attached for convenience (enclosure 3). Since time was running out, the Members agreed that the points on AOB are in writing.

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

Members are informed about the state of play on the following topics. The advocacy strategy was also discussed

1. Draft Regulation on eDeclaration

A Provisional Agreement was reached in Trilogues on 23/06/2026. The Secretariat is waiting for the text of the agreement. Based on the current information, there will be maximum 50 datapoints on which an employer must notify when posting a worker. A member state can choose to ask less datapoints, but not more. A possibility will be created to upload social documents. The digital portal will be built on the Internal Market Information (IMI) System and connected to national authorities.

The provisional agreement must now be voted upon in the European Parliament and adopted by Council.

In the discussion about which member states will be using the eDeclaration, Germany has expressed interest to voluntarily join the IMI system. Denmark will not.

2. Draft Directive on Traineeships

The file is still blocked. A new political trilogue is (re)scheduled for 25/06/2026, but it is unlikely that an agreement will be reached.

In the short discussion, it was mentioned that the next trilogue might again be rescheduled.

3. Revision of 883/2004 and 987/2009 Regulations

A provisional agreement was reached on 22 April 2026, after nearly 10 years of negotiations. The main points of the provisional agreement with regard to “Applicable legislation” are presented (cf. Slides – Enclosure 3).

The vote in EP Plenary is scheduled for 6/7/2026, after which the formal adoption in Council can take place.

The Secretariat sent an email to all social attachés of the PermReps to call for a swift adoption in Council.

The following points were discussed:

- Interpretation of the exemptions: two exemptions, one for business trips (but employer still must be able to give proof that it was a business trip), one for short postings of three consecutive days in a 30-day period (to deliver a service). The exemptions are not for activities in the construction sector, listed in Annex 6 which is a copy paste of the Posting of Workers Directive Annex.
- Definition of business trip includes “receiving training”: cfr. Article 1(2) (be) of the implementing Regulation 987/2009.

4. IORP II (point for information)

Stefan Solle (Gesamtmetall) gave an overview of the issue to the participants (cf. enclosure 3). Similar to twelve years ago, the IORP II revision aims to change the governance, risk management, and transparency of occupational savings in the EU. Existing occupational pension plans would have to fulfil new conditions and withstand stress tests, including convergence plans, higher capital requirements and increased funding pressure on employers.

Ceemet co-signed a joint statement with IndustriAll and ECEG, that was published by all three organisations at the same time.

Action: The Secretariat will continue to follow the above files and inform the Members of further steps.

II. On the table

Members will be informed about the state of play on the following topics. We will also discuss our advocacy strategy.

1. Quality Jobs Act

Ceemet responded to the first stage social partner consultation and is currently waiting for the second stage social partner consultation of the QJA. The Secretariat circulated a survey on the protection of workers’ rights in subcontracting chains, encouraging to invite their member companies to complete it.

2. Fair Labour Mobility Package

The FLMP is expected to be launched in Q3 2026. The Secretariat prepared a general draft position paper on labour mobility that ultimately will serve as a basis for Ceemet’s response to the FLMP. An update is given on the ELA Manufacturing campaign, targeting to short posting especially related to activities of NACE codes C28

(manufacture of Machinery and equipment n.e.c.) and C33 (repair and installation of machinery and equipment).

a. European Labour Authority: discussion on extended mandate (to be included in position paper)

The FLMP includes a review of the scope of ELA. Based on a discussion paper that the Members received (Circular 173/26) the current and possible future tasks for ELA was discussed. The outcome of the discussion will be reflected in the Labour Mobility position paper.

b. Labour Mobility: based on the comments received by the Members on the draft position paper, the three remaining issues regarding the content were discussed:

- Strengthening the tasks and mandate of ELA (cfr. Previous agenda point).
- Attracting foreign talent: as it is a national competence and given the specificities of national, even regional, labour markets, a targeted (national) approach is preferable instead of EU common approach to attract TCN.
- Posted third country nationals (TCN): a clarification of the Commission regarding the Case law of the CJEU would be welcomed.

Action: the Secretariat is awaiting the second stage social partner consultation on the QJA. The Secretariat will inform members and prepare a draft response. Members will be invited to send their comments.

III. Implementation and follow-up of adopted directives

In a roundtable, Members share the state of play on the transposition in their country regarding the following Directives:

1. **Pay Transparency Directive** (deadline for implementation was 7/06/2026)

AT: the PTD is not implemented; the government has started the legislative process. Until now it was a political process. Discussion now on primary legislation.

DE: There is an informal draft text, but the official procedures have not started up. The German transposition will come into force at the earliest in 2028. There would not be more new burdens on reporting. The German administration is currently in discussions with other member states. It is not likely something will change at EU level. From informal meetings, it appears the file has been put on hold. Before the summer break, there is another huge package of reforms on the table, where to find compromises e.g. to change the scope of the German CS3D.

DK: there is just a new government. The PTD will be implemented in 2027; a proposal is foreseen for the autumn.

ES: Spain still hasn't transposed the Pay Transparency Directive into national law. As far as we know, the Ministry is currently working on a draft, but we haven't had access to it yet. We don't know anything else.

FI: A proposal came out last week; however, it is not official yet. The aim is to enter into force on 1/1/2027. New employees must be informed a specific salary before the person starts working, instead of a salary range. There will be a new definition about the same kind of work, more about equal value of work. There is a presumption of compliance for collective agreements

FR: the consultation of social partners took a very long time. The government took its last decision about the text and sent it on 5/6/2026. Social partners are not happy. There

is now a legality check by the Council of State. There is no presumption of compliance for collective agreements. The threshold is 50 employees.

IT: the Italian law transposing the PTD was published and entered into force in June.

The text provides that the application of a national collective agreement, signed by the most representative trade unions only, constitutes a presumption of compliance with the principles of equal pay and pay transparency and with the criteria for gender-neutral job classification, unless there is evidence to the contrary.

This presumption applies first and foremost to job classification systems. The levels, categories, and classification criteria set out in national collective agreements signed by the most representative trade unions are deemed to be based on objective and gender-neutral criteria.

This presumption also applies to the mechanisms for determining pay laid down in collective agreements. Pay scales, pay levels and criteria for pay progression provided for in national collective agreements are thus presumed to comply with the requirements of objectivity and neutrality laid down by the European Directive.

NL: The Dutch Ministry of Labour retracted the initial draft legislation because of its complexity in combination with the elections at that time, pushing the transposition towards the beginning of 2027. However, it seems unlikely they will be able to make that date. The current government has promised to refrain from goldplating, but considerable administrative burden could remain if a 'cba safe haven' is not included as a possibility.

SE: the government officially asked for a postponement of the transposition deadline and a re-negotiation of the PTD. Commissioner Lahbib replied that she will not reopen the text. In Sweden, there is a pre-legislative report, a legislative proposal could come at the beginning of 2027, coming into force mid-2027. The definition of salary was opposed by the government, since Sweden has only monthly salaries.

CH: As a non-EU country, CH does not implement PTD. However, Swiss companies that work in the EU are confronted with the PTD and are interested about the implementation in other member states. It is not clear if there will be different situations. Swiss regulations state that by 2032 there must be "equal wage". Companies with more than 100 employees must perform an equal pay control once. If it is fine, the next control will be in 2032. If it is not, companies must perform a new control. Trade Unions want tougher controls with sanctions.

TK: the government is examining the output. The Confederation will try to implement national legislation. MESS will give more detail in due course.

UK: gender action plans will become mandatory as of next year for companies with more than 250 WN to report upon.

Action: The Secretariat will follow up the PTD files and possible discussions at EU level.

2. Platform Work Directive (to be implemented by 2/12/2026)

AT: not yet implemented

CH: no regulation at national level.

DK: the directive is very detailed; it will be a copy paste exercise. We are currently examining the impact of the draft. There is no official legislation yet but should be by December.

DE: no legislative activity yet, no proposal. Should start soon.

ES: There is no draft law yet. However, Spain isn't starting from scratch in the platform economy, as it already introduced legislation in 2021 on workers' rights. As a result, some key aspects of the Directive, including the presumption of employment, are already covered. The next step will be to adapt the current framework to cover the rest of the Directive.

FI: there will be a proposal by the end of the summer, which will be very close to the text of the Directive. It will enter into force later this year.

FR: an expert is appointed by the French government to have hearings with stakeholders. A report is expected in autumn. France will be late in transposition. The Parliament agenda will be full until the end of the year. There is already a legal framework in FR, with a legal presumption as self-employed (so not as employee!). There are specific rules on collective bargaining that apply to self-employed workers on platforms but only for drivers and delivery. The aim of this possibility was to enhance the rights of these workers while preserving their self-employed status. They concluded some agreements at the beginning, but the system seems to be running out of gas now.

IT: The 1st May Decree, converted into Law 112/2026 includes some articles which relate to platform work, and is likely the starting point for the transposition of the EU Platform Work Directive, although these articles are by no means comprehensive of PWD.

The law provides that the specific methods used to perform the work through a digital platform are relevant for the purposes of classifying the employment relationship, regardless of the formal classification assigned by the parties.

Article 12 proposes a general legal presumption of employment in the platform economy: when facts reveal evidence of the exercise of management and control powers – even if exercised through automated or algorithmic systems – the employment relationship is presumed to be subordinate. In such cases, the employer is responsible for providing evidence to the contrary.

Article 13 relates to the identification of undeclared work, with platforms having to keep records of worker activity on their platform for a minimum of five years and make them accessible to the Ministry of Labour and inspection authorities.

Article 14 places information obligations on platforms. The platforms must provide information from automated or algorithmic systems: a) the assignment of tasks; b) the determination or modification of compensation; c) performance evaluation; d) the suspension, limitation, or termination of access to the platform. Secondly, on request, the platform must provide to the worker “an intelligible explanation of the automated decision affecting working conditions or compensation, as well as a review through human intervention.” Finally, the information referred to above must also be made available to competent authorities.

NL: The Dutch Ministry of Labour has not drafted a formal legislative proposal yet. So, it is unlikely that the transposition will be in time. They are focused now on one of the main elements: bogus self-employment, but with limited impact in our sector.

SE: the legislative report is out, the wording closely follows the directive. It will be legislation by the end of this year, coming into force on 1/1/2027. The ILO Convention definition seems wider than the Directive.

UK: no mandatory regulations in the pipeline. There is a discussion relating to self-employed / employee status and zero-hour contracts.

Members who attended the **ILO meetings in June**, informed about the difficult discussions regarding the 2nd year negotiations on “decent work in the platform

economy”. The trade unions tried to mix the status of self-employed with employees. The Article regarding remuneration foresees that “MS will have to check if remuneration will apply to self-employed”. MEDEF abstained, as many other countries. Sweden abstained due to the scope: fear to implement a lot of rules for the smaller scope of the Platform Directive. Then fear that these rules will also apply for the wider scope of the ILO Convention.

IV. For update

1. EU-UK relationship

Richard Rumbelow of Make UK gives an update on the latest news, following the resignation of Prime Minister Starmer, the EU-UK summit scheduled for 22/07/2026 will be postponed.

2. EU-CH relationship

Marcel Marioni of Swissmem gives an update on the latest news, following the most recent popular vote. There will not be a limit of the number of residents in Switzerland, which is good for the bilateral agreement EU-CH.

V. AOB

1. Regulation on Talent Pool

Regulation 2026/1047 of 29 April 2026 establishing the Talent Pool was published in the OJEU on 12/05/2026.

2. EWC: update from by Stefan Solle, who attends the Expert Group.

Stefan informed there have been three workshops for member states and Social Partners. Regarding Articles 14 and 14a, the Commission emphasised that pre-EWC voluntary agreements do not fall under European law. The Commission has no competence. Article 14a §1 can only be triggered by both sides or if the required threshold of employees is reached. §4 on the minimum requirements applies only if §1 is triggered. Thus, there is no automatic application of the minimum requirements. Injunctions can be triggered if there is a breach, in which case the EWC can stop the management.

3. Swedish initiative: European standard on effective gender equality work: information from Teknikföretagen.

The Swedish Government has instructed the Swedish Gender Equality Agency, together with the Swedish Agency for Public Management, to work towards a European standard on effective gender equality work. The idea is to complement and build on the existing global standard ISO 53800, with the aim of making it more applicable in a European context.

According to the Government, the work should take place in close dialogue with business, civil society and other relevant actors, and through the Swedish Institute for Standards, SIS. The Government also underlines that the standard should not lead to increased administrative burden for companies.

The background is the EU gender equality strategy for 2026–2030 and the fact that ISO 53800 has now also been adopted at European level as EN ISO 53800, but without any changes to reflect the European context. The Swedish Government therefore sees possible value in a complementary standard, for example in relation to governance and reporting structures, as well as different labour market models.

Teknikföretagen will now monitor the issue at national level, in particular to ensure that the business perspective and the need to avoid new administrative burdens are properly reflected.

4. Psychosocial risks, stress and mental health: Ceulemans report (INL)

Mental health will be one of the topics in the QJA. The H&S Committee has worked on amendments on the draft report of MEP Ceulemans (S&D, Belgian) on PSR.

The Secretariat had meetings with the shadow rapporteurs of ECR and Renew.

Ceemet co-signed a joint employer statement with BusinessEurope, SME United, EBF, ECEG, EuroCommerce, FIEC and Hotrec on 15/06/2026.

5. **Anti-poverty strategy**

The Secretariat will monitor the strategy because working, and thus earning wages, is a way to fight poverty.

6. **Ceemet website/Members Area.** There will be a short video explaining how to print tables, also for just one of a couple of countries, from the Basic Documentation.

7. **Date and place of next meeting:** the next meeting will take place in the last week of November in Brussels, date to be set with the IER Committee meeting.

Enclosures:

1. List of participants
2. Final Agenda
3. Slides (attached separately)

ENCLOSURE 1 – 204/26- 28/07/2026

100th EU Committee meeting – Stockholm, 24 June 2026

Participant list

Organisation	Name	Attendance	Museum visit	Dinner
Austria (WKO)	Ulrike WIESNER	Online		
Denmark (DI)	Mads STORGAARD PEDERSEN	Yes	Yes	Yes
	Morten LIND EISENSEE	Yes	Yes	No
Finland (TIF)	Joanna AHOKANTO-NIEMI	Yes	Yes	Yes
France (UIMM)	Lucile UHRING	Yes	Yes	Yes
Germany (Gesamtmetall)	Stefan SOLLE	Yes	Yes	No
	Victoria Krah	Yes	No	Yes
Italy (Assolombarda)	Federica PERRICCIOLI	Yes	No	Yes
Netherlands (FME)	Eva VAN DER BOOM	Yes	Yes	Yes*
Spain (Confemetal)	Daniela JIMÉNEZ LEÓN	Yes	Yes	Yes
Sweden (Technology Industries of Sweden)	Andreas EDENMAN	Yes	Yes	Yes
Switzerland (Swissmem)	Marcel MARIONI	Yes	Yes	Yes
Turkey (MESS)	Elif BERTAS YÜKSEL	Online		
	Mesut SERİN	No	Yes	Yes
UK (Make UK)	Richard RUMBELOW	Yes	No	Yes
	Rose SARGENT	Yes	Yes	Yes
Ceemet	Hilde THYS	Yes	Yes	Yes
	Delphine RUDELLI	Online		
	Jules ATTAL	Online		

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Final Agenda

11h00: start of the meeting

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

1. Draft Regulation on eDeclaration
2. Draft Directive on Traineeships
3. Revision of 883/2004 and 987/2009 Regulations
4. IORP II (*point for information*)

II. On the table

1. Quality Jobs Act
Ceemet response to second stage social partner consultation
2. Fair Labour Mobility Package
 - a. European Labour Authority: discussion on position regarding extending the mandate and tasks of ELA (to be included in position paper)
 - b. Labour Mobility: discussion on open points regarding the content of the draft position paper.

III. Implementation and follow-up of adopted directives

1. Pay Transparency Directive
2. Platform Work Directive

IV. For update

1. EU-UK relationship
2. EU-CH relationship

V. AOB

1. Regulation on Talent Pool
2. EWC: update from Expert Group
3. Swedish initiative: European standard on effective gender equality work
4. Psychosocial risks, stress and mental health: Ceulemans report (INL)
5. Anti-poverty strategy
6. Ceemet website/Members Area. Basic Documentation update
7. Date of next meeting