

MET Sector Social Dialogue Plenary Meeting

10 December 2025
09:00-17:15

PROPOSED AGENDA

LANGUAGES FOR ACTIVE INTERPRETATION:

LANGUAGES FOR PASSIVE INTERPRETATION:

Chairs:

1. (09:00-10:00)

Preparatory meetings (organised separately by each organisation)

- Room details will be announced separately.

2. (10:00 – 10:05)

Welcome and formal approval of the agenda

Formal approval of the agenda for the records.

3. (10:05 – 10:10)

Statutory issues:

- a. Formal approval of the minutes

The minutes of the plenary meeting of 5 December 2024 were sent to industriAll and Ceemet members for comments and approval. After consultation with the MET social partners, the minutes were officially submitted to the European Commission.

4. (10.10-11.30)

Situation in the EU MET industry and EU- US Trade Deal implication

- a. Fredrik Beckvid Tranchell, Policy Officer for EU trade relations with US, DG Trade

Fredrik Beckvid Tranchell, Policy Officer for EU trade relations with US at DG Trade, will give an update on the current situation related to the EU-US Deal and its implications for the metal industries.

Background information

The United States and the European Union have agreed on a Framework Agreement in late July 2025, following the application of US tariffs. The deal lays the groundwork for eliminating EU tariffs on all US industrial goods and expanding EU market access for a wide range of US agricultural and seafood products. In return, the US will cap tariffs on many EU goods at 15%, reduce Section 232 tariffs—including on automobiles—and apply MFN¹-only rates for key sectors such as aircraft, generic pharmaceuticals and selected chemicals.

The agreement goes far beyond tariffs. The EU commits to major purchases of US energy products worth \$750 billion through 2028 and at least \$40 billion in US AI chips, while European companies are expected to invest an additional \$600 billion in the US. The EU also plans to significantly increase procurement of US defence equipment. Both sides will deepen cooperation on standards, simplify sanitary rules for agricultural products, and negotiate mutual recognition in areas such as cybersecurity and automotive standards.

- b. Judith Kirton-Darling, industriAll Europe
- c. Delphine Rudelli, Ceemet

industriAll Europe and Ceemet will present their views regarding the trade situation in the MET industries.

- d. Open Discussion

Members are invited to reply as much as possible to the following questions:

- 1. Do you see an effect from the US Tariffs in your company /sector?**
- 2. Have you experienced investment delays or relocations linked to US politics?**
- 3. Are you seeing signals of potential job losses or restructuring related to US developments?**
- 4. Do you feel that US policy stability (or volatility) is reducing the attractiveness of investment in Europe?**

¹ most favorited nation clause

(11.30 – 11.45) Coffee Break

5. (11.45 - 13.00)

Quality job roadmap

a. Maria Luisa Llano-Cardenal, DG EMPL

Maria Luisa Cabral Luisa Llano Cardenal, head of Unit social dialogue, DG EMPL, will present the Quality Jobs Roadmap to be released by the European Commission on 3rd December 2025.

According to the Commission, the Roadmap, which is being prepared together with the Social Partners, aims to **promote quality jobs in the EU**, as a key factor that enables and supports competitiveness, fosters social fairness and contributes to just transition.

One of the central aspects of the Roadmap will undoubtedly be the role of social dialogue and collective bargaining in framing and shaping the world of work in an age of rapid change and transformation of the industries.

Following the publication of the roadmap a social partner hearing will be held on 12th December 2025. The hearing will be followed by a written consultation of the social partners on the consultation document.

Ms. Llano Cardenal will also refer to the Quality Jobs Act that will be released in Q3 2026.

b. IndustriAll and Ceemet reaction

Ceemet and industriAll Europe will present their views regarding the roadmap.

Ceemet position paper on the preparatory phase can be downloaded [here](#). industriAll Europe paper can be found [here](#).

c. Open Discussion

Members of the plenary will have the opportunity to present their views as regards the Roadmap and the employment situation in the MET industries in their countries in the context of the transformation of the economy.

Members are invited to reply as much as possible to the following questions:

- **What are your views regarding the Quality Jobs Roadmap and in particular the topics proposed?**
- **What are your views regarding the role social dialogue and collective bargaining in shaping the world of work and in discussing the topic of quality jobs?**
- **What do you expect from the European level in this area? Do you think legislation connected to the quality jobs roadmap could eventually interfere with social partner autonomy?**

(13:00 – 14:30) Lunch Break

6. (14:30 – 15:30)

MMF with a focus on the Competitiveness fund

a. Magdalena Brussel-Jacaszek, DG GROW

Magdalena Brussel-Jacaszek, policy officer, DG GROW, will present the European Competitiveness Fund, (ECF, the Fund). The Fund is part of the post-2027 Multiannual Financial Framework (MFF) package, which aims to consolidate 14 individual funding instruments from the current MFF in one framework to operate as an investment capacity to bolster European competitiveness in technologies and strategic sectors critical to the EU competitiveness from collaborative research to scaling up, **innovation, industrial and infrastructure deployment and manufacturing, including skills, and in support of projects and companies including SMEs, start-ups, larger companies, universities and research entities, while acting as a leverage tool employing budgetary instruments to attract private, institutional and national investments.**

The Fund is intrinsically linked to the Competitiveness Compass released in January 2025. Amongst many other issues, the Compass highlights the productivity gaps between the EU and other advanced economies that have widened constantly over the last years, rendering the EU less competitive compared to other major economies.

Against this background, the Competitiveness Compass diagnoses significant issues that hinder competitiveness within the EU. A central issue identified is the dispersion of Union spending across multiple overlapping programmes, many of which fund similar initiatives but with differing requirements, complicating the effective combination of funding.

To this end, the Compass identifies several key factors necessary to enhance the Union's competitiveness: (1) closing the innovation gap, (2) decarbonisation, and (3) reducing excessive dependencies and improving security. Additionally, it highlights five horizontal enablers: (1) simplification, (2) removing barriers in the Single Market, (3) financing, (4) skills and quality jobs, and (5) better coordination.

In this connection, simplification, financing, and better coordination are the primary focus of the European Competitiveness Fund.

Regarding the MFF, negotiations on the EU's 2028–2034 MFF are now taking place between the EU co legislators. The proposal for the 2028-2034 MFF was presented by the Commission on 16th July 2025.

b. IndustriAll Europe and Ceemet reaction

industriAll Europe and Ceemet will present their views on the Competitiveness Fund.

c. Open discussion

Members are invited to present their views on the Fund, and to reply as possible to the following questions:

- **Do you think the Fund will serve to address the challenges that industries and workers are facing in the transition ?**
- **Regarding employers, could you give us your views on the challenges that SMEs face when accessing EU funding ?**

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7. (15.30 – 16.00)
Coffee Break

8. (16:00 – 16:30)
Reports from the working groups and other activities:

- SSD C&E

The Chairs of this WG will present the outcomes of the year 2025.

- SSD E&T

The Chairs of this WG will present the outcomes of the year 2025.

- Approval of the work programmes for 2026

The draft work-programmes for 2026 will be presented and adopted.

9. (16.30 -17.00)
- **AOB**
- **Social dialogue meetings 2026**

The dates for the social dialogue meetings in 2026 are as follows:

- Social dialogue Working Group Competitiveness and Employment – 3 March 2026 (Online)
- Social dialogue Working Group Education and Training – 7 May 2026 (in-person)
- Social dialogue plenary meeting – 1 December 2026 (in-person)

- **Social Transformation: TRIREME**

The TRIREME EU funded project fosters robust partnerships across different sectors of the ecosystem, focusing on skills roadmaps, delivering training, and the social dimension.

IndustriAll Europe and Ceemet are leading the work package on the social impact of the continuous transformation in the ecosystem with a particular focus on the automotive sector.

Against this backdrop, the MET social partners are committed to promoting a pro-active and socially responsible approach to anticipating and managing change with an effective social dialogue at all levels and the involvement of workers in the decision-making process when appropriate, ensuring that change is reflected in the long-term strategies of companies, as well as the development of labour-market relevant training policies that take into account companies and workers' needs .

The secretariats will update members regarding the latest developments of this project including the first social partner regional workshop that was held in Torino in October 2025.

- **End of the meeting**
