

100th EU Committee meeting

24 June 2026, Stockholm



1

Agenda

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

1. Draft Regulation on eDeclaration
2. Draft Directive on traineeships
3. Revision of the Regulation on Social Security Coordination
4. IORP II (*point for information*)

II. On the table

1. Qualitative Jobs Act
2. Fair Labour Mobility Package
 - a. European Labour Authority discussion strengthening mandate
 - b. Labour Mobility position paper

III. Implementation & follow-up of adopted directives

- Roundtable on:
1. Pay Transparency Directive
 2. Platform Work Directive

IV. Updates

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

V. A.O.B.

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

2

I. Draft proposals for legislative initiatives

1. Draft 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). Report adopted on 8/09/2025



Council: general agreement on 22/05/2025



Trilogue negotiations started on 13/10/2025.
Willingness to finish before the end of the Cypriot Presidency
Next political meeting foreseen for 23/06/2026

Ceemet remains cautious about the number of datapoints
Co-signed joint statement with EU employer federations

3

2. Directive on Traineeships

European Commission

- Proposal for a Directive improve & enforce working conditions for trainees on 20/03/2024

European Parliament:

- Rapporteur MEP 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 (re)scheduled for 25/06/2026



4



3. Revision of Regulations 883/2004 and 987/2009 on Social security coordination



Commission proposal on 13/12/2016
Provisional agreement reached on 22/04/2026 – after nearly 10 years of negotiations



EP: vote in Plenary foreseen on 6/07/2026
Council: after formal adoption in EP



Applicable legislation for posted workers

- Exemption for A1 for posting of 3 consecutive days in 30 calendar days and for business trips, not for construction activities

Ceemet welcomes the exemptions of A1 for short postings and business trips

5

3. Revision of the Regulation on Social Security Coordination

Business trip: definition in Art. 1 R. 987/2009

Posting

- Prior affiliation before posting: 3 months
- 2 months between two postings
- **Mandatory** prior notification to competent institution of MS whose legislation is applicable
 - Automatic acknowledgment of receipt
 - **Exemption: for short postings (not for construction)**
 - Annex 6: construction sector activities = Annex of POWD 96/71/EC
 - Employer shall provide evidence showing that the activity falls under an exemption

Multi-state employment

- Guidance to determine "registered office or place of business"
- Relevant factors: place where essential decisions are taken, where the turnover is generated, and the place where the general meetings are held.



6

3. Revision of the Regulation on Social Security Coordination

Commission

- Power to adopt implementing acts to specify standard procedure, time limits to ensure uniform conditions (Title II R. 883/2004 on applicable legislation) after an examination procedure
- Delegating power to update Annexes, following a request from the Administrative Commission

New Regulations come into force:

- 1st day of the month following its publication in OJEU
- For articles related to applicable legislation: 2 years after it comes into force
- For some other topics (not followed by Ceemet) such as new rules on unemployment, different transitional rules may apply



7

4. 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

Ceemet will monitor topics of importance for our sector

8

Revision of the IORP II Directive – Current developments

- [Review: Key points of the Commission's proposal of November 2025](#)
- Art. 16 – IORPs must maintain a sufficient solvency margin at all times
- Art. 17 – The Commission may specify solvency margins at any time by means of a delegated act
- Art. 18a – Stress tests for IORPs with defined benefit schemes that are almost impossible to meet → if the stress test shows that own funds are insufficient, the IORP must submit a convergence plan within three months setting out how solvency is to be achieved
- Articles 16–18a threaten the introduction of high own funds requirements, particularly for IORPs with defined benefit schemes
- Art. 19 – Greater alignment of investments with sustainability criteria and more requirements regarding investment risk
- Articles 21 and 44 – More compliance requirements for the management of the IORPs
- Articles 36–43 – Increased disclosure obligations for IORPs towards members and beneficiaries
- Art. 44 – Establishment of an internal complaints system for members/beneficiaries

9

9

EP: Draft opinion in the Committee on Employment (EMPL)

- Collective agreements should serve as the framework for automatic membership schemes in the Member States (Amendment 11)
- Strengthening the sustainability criteria in the proposed Directive (Amendment 14)
- Extension of information requirements (Amendments 23–32)
- No amendments on solvency provisions of the proposed Directive in Article 18a



Estelle Ceulemans,
S&D Belgium

10

10

EP: Amendments in the EMPL Committee

- Collective agreements should serve as the framework for national automatic membership schemes (partly EPP and The Left)
- Deletion of the delegated acts establishing the solvency margins in Article 17 (EPP, including Wechsler)
- Sustainability criteria do not take precedence over the objective of achieving adequate pensions (ECR)
- No amendments on solvency requirements of the proposed directive in Article 18a

11

11

EP: Draft report in the lead committee (ECON)

- There should be at least one IORP in each Member State that is open to all employees – but, with reference to the competence of the Member States, it is emphasised that there should be no European-level obligation to join an IORP (Amendments 7 and 28)
- Sustainability criteria regarding investment should be an option for Member States, not laid down in the Directive (Amendments 11 and 48–51)
- MS should be able to exclude IORPs with fewer than 1,000 members or beneficiaries from the scope of the Directive (Amendment 22)
- Deletion of the delegated acts setting out the solvency margins (Amendment 38)
- Minimal relaxation of stress tests → Member State authorities should be able to decide whether a convergence plan must be submitted (Amendment 42)



Damian Boeselager,
Volt/Greens, DE

12

12

EP: Timetable in the ECON Committee

23 June	Debate on the draft report
25 June	Deadline for amendments
2 September	Debate on the amendments
Compromise negotiations between the political groups	
15 October	Vote in ECON



Damian Boeselager,
Volt/Greens, DE

13

13

Council: Presidency compromise proposal of 23 April 2026

- Clear rejection of delegated acts on solvency margins by Member States: "Almost all Member States which provided written comments expressed views against the provision that allows revision of the parameters through Commission delegated acts."
- Regarding stress tests in Article 18a, a majority of Member States appear to be against binding EU requirements, favouring leaving the decision to Member States ("Member States may...")

14

14

II. On the table

No legislative text yet

A. Quality Jobs Act

Quality Jobs Roadmap of 4/12/2025

Quality Jobs Act: planned in Q4 2026

- Ceemet replied to the 1st phase of social partner consultation on possible direction of EU action to improve working conditions, health and safety at work and implementation of workers' rights
- Awaiting the 2nd phase of social partner consultation

B. Fair Labour Mobility Package

In Single Market Strategy of 21/05/2025, labour mobility (posting of workers) is one of the "terrible ten" hurdles of the single market

Launch of FLMP planned in Q3 2026

Ceemet gave input in response on call for evidence on skills portability initiative and ESSPASS on 12/02/2026

15

1. Quality Jobs Act (QJA)

- AI and algorithmic management at the workplace
 - EP Bula report (INL)
- Mental health, psychosocial risks at work
 - EP Ceulemans draft report (INL)
 - ACSH: tripartite advisory committee on safety and health
- Merging of OSH legislation (Workplace Directive, Display Screen Directive)
 - Definition of workplace
 - Teleworking
- Subcontracting
 - EP Danielsson report (INI)
- Education & training
- Enforcement

16

2. Fair Labour Mobility Package (FLMP)

- Labour Mobility
 - Free movement of services
 - Free movement of persons
- Proposal for a European Social Security Pass: ESSPASS
 - Digital wallet
 - PDA1, EHIC
 - For other digital documents
- Proposal to strengthen the European Labour Authority ELA
 - Access to information
- Skills Portability Initiative
 - Digitisation of qualifications and skills credentials
 - Simplify procedures for recognition of qualifications and skills across borders
- See also 28th regime: cross-border telework

17

Discussion paper: strengthening ELA mandate

- Access to information “of a general nature”
 - Helpdesk function: practical, trusted, on-demand advice
 - Direct exchange online and by phone
 - Also targeted information for an individual case?
- Concerted and Joint Inspections
 - Voluntary nature of inspections must remain
 - ELA not only facilitator but also initiator?
- Access to data on labour mobility for concrete risk assessments and analytical work at EU level
 - Direct access for ELA to national databases on labour mobility?
 - Direct access for ELA to IMI (eDeclaration)?
 - Then role as data processor must be adapted (GDPR)
- Cooperation between MSs
 - Bilateral agreements: direct access to each other’s database
 - Automatic access of national database to MS administrations?
- TCN: Talent Pool Regulation
 - Additional competences or tasks for ELA regarding TCN?
- Promote labour mobility
 - Focus on intra-EU mobility
 - Should attracting TCN to European companies be task of ELA?



18

Labour Mobility position paper

- Draft position paper with track changes of the
 - SNW should be evaluated by the user / national social partners?
- ELA discussion:
 - Result will be taken on board in the Labour Mobility paper
- Attracting foreign talent
 - Welcome Talent Pool, encourage MS to let their companies use it
 - Shared competence EU and MS: subsidiarity principle applies
 - National and regional specificities of labour markets: targeted (national) approach preferable instead of EU common approach to attract TCN
- Posted TCN
 - For TCN already legally in the EU, a clear explanation of CJEU caselaw in an explanatory paper by the Commission would be welcome.
 - Schengen-acquis not respected in some MS (Vander Elst visa)
- Approval of the comments?



19

Labour Mobility position paper

- Next step: final draft including the result of the ELA mandate and paragraph on TCN will be circulated
 - Will include an executive summary that reflects the content as discussed today
 - For approval by GA/EU



20

III. Implementation & follow-up of adopted directives

A. National Roundtable on transposition

- **Pay Transparency Directive**
- **Platform Work Directive**

B. Good to know

Ceemet actions on PTD:

- DG Just workshop on Pay Transparency on 24/04/2026
- Joint letter co-signed with ECEG, EuroCommerce, EBF and Hotrec calling for reality check addressed at the Secretariat General of Commission 7/04/2026
- Ceemet co-signed a Joint Statement from European employers on 5/06/2026
- Ceemet statement published on 8/06/2026
- Mailing to EMPL, social attachés, DG EMPL, Cabinet Lahbib on 9/06/2026

21

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

22

V. AOB

- a. Talent Pool Regulation 2026/1047 published
- b. EWC Expert Group update
- c. Swedish initiative: European standard on effective gender equality work
- d. Psychosocial risks, stress and mental health: Ceulemans report (INL)
- e. Anti-poverty strategy
- f. Ceemet website/Members Area. Basic Documentation update
- g. Date and Place of next EU Committee meeting

23

Ceemet
European Tech &
Industry Employers

Thank you

for your attention

24