Minutes – 138/26 –26/05/2026

47th General Assembly

DATE:
29 April 2026

LOCATION
Istanbul

Hubert Mongon, Chair of the Ceemet Board, welcomed the participants *(enclosure 1)*, especially the newcomers to a General Assembly: **Nishan Artin Bazdigyan** from Bulgaria, **Svetlana Budimcevic** from Serbia, **Ales Bizjak** from Slovenia, **José Maria Tejero Gonzalez** from Spain and **Lord Richard Harrington** from the United-Kingdom. The agenda was then approved with no further comments *(enclosure 2)*.

Item 1 – Adoption of minutes of 46th General Assembly, 10th October 2025

The minutes of the 46th General Assembly were sent to the members with circular 265/25. They were approved at the meeting for the record.

Item 2 – Budgetary and statutory issues

a. Ceemet accounts for 2025

Caroline Driezen from ACTA presented the Ceemet accounts for 2025 to the participants.

As no questions were raised by the members, Hubert Mongon thanked Caroline and asked the General Assembly to approve the Ceemet accounts for 2025.

<u>**Decisions:**</u>
1. **The 2025 Ceemet accounts are approved *(enclosure 3)*.**
2. **Discharge is granted to the Directors of Ceemet, in particular the Board of Directors, and the Ceemet Director General for the financial treatment of Ceemet during the financial year 2025.**

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b. New associate member

The participants were informed about the new statute of the Serbian Employers' Association, which became "associate" member on 1st January 2026, after two years as observer. **This development was welcomed by the General Assembly**

c. Ceemet revised contributions for 2026

Delphine Rudelli presented the **revised contributions** for 2026 (*enclosure 4*). The changes introduced are due to two main elements: the situation of Italy and Spain which have been adjusted on the basis of their national budget and Serbia's new statute as associate member (following two years as observer).

The **revised version of the 2026 contributions** was approved by the General Assembly.

d. New Board members

For the record, the General Assembly endorsed formally the nomination of the new Board Members:

- **Marcus Dahlsten**, Chief negotiator at Teknikföretagen, as 2nd representative of the Nordic group. His mandate will run from 1st January 2026 to 31 December 2028.
- **Jose Maria Tejero Gonzalez**, Secretary General of Confemetal, as representative of the Southern group. His mandate will run until the end of Andres Sanchez de Apellaniz' current mandate, i.e. December 2027.
- **Janne Makkula,** Executive Director at TIF . His mandate will run until the end of Minna Helle's mandate at the end of 2027.

e. Update on the AI Group case

The participants were updated as regards the situation with AI Group. The first hearing in front of the Belgian courts took place in April 2026. Despite attempts by AI Group to delay the procedure, the process is ongoing but should last until end of 2027, with the hearing of the lawyers in Q1 of 2027. The Secretariat will keep the members informed of the next steps.

Item 3 – National roundtable on major social developments: labour law and collective bargaining

Hubert Mongon explained that the roundtable format changed slightly, with a focus on social and employment feedback as the macroeconomic datas have been send before the meeting *(enclosure 6)*.

Lord Richard Harrington (UK) explained that Make UK is now 130 years old, with 27,000 members and 40 people working on policy, especially employment law. Things are not going well because the UK is no longer in the EU. As a result, UK is facing many of the same problems as other members, such as skills shortages. Reskilling is not easy. There are 50,000 vacancies in manufacturing, not due to wages but because younger people lack relevant skills.

In addition, he explained that the UK continues to face stiff competition from the US and China, alongside significant energy challenges. Consequently, much of the UK's lobbying focuses on reducing energy prices, though progress is slow. Access to finance remains a major barrier, particularly for SMEs; while American and Asian firms can access capital more easily, such funding are less available in Europe.

Regarding policy response, some progress has been made on industrial strategy through partnerships with the government. Although the UK industry gave support in the drafting of the the previous strategy, it failed because the government lacked conviction in the plan. Similarly, the new government began its term promisingly, with the Prime Minister supporting a major industrial strategy, yet a year later, the plan has not materialized.

More broadly, he mentioned that while there are signs of progress, long-term growth prospects and stable government-industry planning remain uncertain. Nevertheless, recent surveys indicate a more optimistic outlook this year. Manufacturing still accounts for 10% of the UK’s GDP, but there is profound concern regarding the "Made in Europe" initiative. The UK is already witnessing a tangible risk of deindustrialization across the continent.

Richard Rumbelow (UK) added that further agreements with the EU are necessary, particularly regarding the UK’s reintegration into specific programs with ongoing discussions on a potential return to Erasmus and Erasmus+. More boardly, a summary was provided on UK-EU political relations and imminent milestones, including a Common Understanding Framework covering agriculture, energy, youth mobility, Erasmus, border management, and law enforcement (see *enclosure 5 National reports*).

Look ahead, the UK-EU Political Summit 2026, is expected in Brussels before the summer recess. Make UK will advocate for reducing frictions, specifically regarding professional qualifications, product standards, and business mobility. At the same time, defence and security remain key priorities despite delays in EU SAFE defence procurement, the UK continues to support European defence and financial commitments to Ukraine while strengthening bilateral ties with Germany, France, Italy, and the Nordic countries. Finally, on economic security, the UK needs to demonstrate a strong mutual interest with the EU particularly on supply chain dependency. While proposals for the EU’s Industrial Accelerator Act suggest a “Made with Europe” approach, further efforts are needed especially in the automotive sector and critical materials.

Ulrike Wiesner (Austria) referred to the macroeconomic data and collective bargaining developments, which are attached in the national report (*enclosure 5 National reports*).

Janne Makkula (Finland) explained that the Finnish collective agreement for the MET sector will remain in force until November 2027. For this year and the next, it is still valid. On the economy side, recovery is not strong, but it is better than before, even after the Iran situation. Growth remains modest, and competitiveness continues to be familiar challenges for us. In Finland, there is a significant regulatory burden, and it is necessary to attract more investment. Skills shortages are also a pressing issue. A major highlight is the €30 billion industrial transaction, the largest in the world, involving our members who are global leaders in elevators. This represents long-term growth potential. At political level, Finland is moving toward spring parliamentary elections, which will create uncertainty in policy direction. The next government will be different, and this adds unpredictability. In summary, the sector remains resilient, but competitiveness is still the key priority.

Nishan Artin Bazdigyan explained that the sectoral collective agreement is generally limited and covers minimum wage and a number of other elements such as holidays payments or payments of night and shift work.

Peter Jan Germeaux (Belgium) reported that Belgium is still assessing budget decisions, which have affected social dialogue with impacts on taxes, social security and salary costs. In this context, pension reforms and automatic salary indexation linked to inflation, have strained relations with trade unions. The government has attempted dialogue but unions remain dissatisfied; a recent proposal was made, and discussions are ongoing with Agoria involved as the government drew inspiration from its proposal. Moreover, the budget highlights a major shift in unemployment benefits, now limited to two years, The employment rate stands at 72,8%, but over 20% of the population remain inactive, particularly those on long-term sick leave creating a significant cost.

At sectoral level, collective bargaining differs between digital and manufacturing an agreement exists in digital, but not in manufacturing and tech. Employers and unions have resumed talks to break the deadlock, but initial discussions have not progressed well. A key challenge remains unions' focus on purchasing power, while employers stress broader geopolitical pressures on companies.

Replying to the question of **Oliver Zander** on how the new automatic indexation system would work, **Pieter-Jan Germeaux** replied that the government aimed to limit indexation to a ceiling of €4,000 gross per month, so only up to that part of monthly salary. Employers proposed to change the calculation of indexation by limiting the effect of energy in the indexation basket. To smooth the effect, employers suggested instead to use an average of four months' prices, to extend the period to twelve months and to ensure that shocks are not immediately calculated in the index as it is the case now.

Robert Thurm (Germany) presented the economic picture of Germany and explained that the economic outlook for 2025–2027 points to moderate inflation, steady wage growth, and a gradual but weak economic recovery. Inflation stands at 2.7% in March 2026, after 2.2% in 2025, and is expected to rise slightly to 2.8% in 2026 and 2.9% in 2027. At the same time, wages are projected to increase by 3.5% in 2026 and 3.4% in 2027, suggesting a modest improvement in purchasing power. Economic growth remains limited, with GDP expanding by only 0.2% in 2025, but is forecast to pick up gradually to 0.6% in 2026 and 0.9% in 2027. The labor market remains relatively stable, as unemployment is expected to move marginally from 6.3% in 2025 to 6.4% in 2026 before declining slightly to 6.2% in 2027. In external trade, exports exceeded imports in 2025, resulting in a trade surplus. Public finances show a debt level of 63.5% of GDP and a budget deficit of 2.7% in 2025, indicating moderate fiscal pressure. Overall, the data reflects a stable but subdued economic environment with limited growth momentum.

Laszlo Deak (Hungary) reported that in Hungary wage policy is being reshaped through a three-year agreement, with minimum wages rising significantly. However, collective bargaining coverage remains low at 18–20%, far below the EU requirement, and an action plan is due by end-2025. At the same time, Labour Code amendments increase flexibility and protection, including extended paternity leave and stronger dismissal safeguards, while overtime and simplified employment rules have been tightened. Finally, despite adjustments following the EU Minimum Wage Directive, its core objectives remain, with reforms integrated into national legislation and a new formal consultation framework introduced. *(enclosure 5 National reports)*

Svetlana Budimčević (Serbia) stated that Serbia has strong interaction with the European Union. The GDP increased by 2.4% and was expected to reach 3.5%, but due to the current situation, this will not be the case.

The situation is now stable, and the inflation rate is under control. As regards collective bargaining, she pointed out that the national legislation is overly detailed and leaves little room for negotiations (for example, maternity leave may last up to 12 months). The only remaining space for social dialogue is the determination of the minimum wage, which is usually set once a year. This year, it amounts on average to 550 euros, while next year it is expected to reach around 600 euros. It is also important to emphasise that only a small number of employees receive this amount. Furthermore, the process of harmonising labour legislation with EU law is currently underway and more intensive collective bargaining is expected only after this process is completed.

Ales Bizxak (Slovenia) reported that Slovenia (2 million people) is well-connected and export-oriented, making "Made with Europe" essential, alongside links with ex-Yugoslavia for investment and skilled labour. However, GDP growth has recently declined. Politically, elections are expected in March after four years of left-wing government. At the same time, unemployment is low, but the country relies heavily on foreign workers (17% non-EU, including from India and the Philippines). Economically, wages are rising, supported by market pressure and government measures (e.g. 16% minimum wage increase), leaving little room for further negotiation as sectoral bargaining declines. Meanwhile, challenges include reskilling needs and high sick leave costs

Jose Maria Tejero Gonzales (Spain) highlighted that collective bargaining, with economic effects in 2026, includes so far 2.240 collective agreements with an average agreed wage increase of 2.9%. There is a national agreement in the MET sector, but 50 provincial agreements also exist. Forty agreements have economic effects. Those ones signed in this year record an average increase of 3.5%. Nevertheless, the Bank of Spain, in its latest projections of March, puts inflation at 3.0 %. The Middle East crisis makes it hard to achieve stable prices, and the risk of economic slowdown is present.

Marcus Dahlsten (Sweden) explained that last year the Swedish economy was slightly better. A new election will take place in September, and the government is currently in a weaker position than before. With five months remaining before the election, it appears that the side of government may change. Labour law issues are significant, as their collective agreement expires in March 2027. Employers are starting preparation for collective bargaining in December 2026. This will be complicated, particularly regarding the reduction of working hours. For blue collar workers, the demands of the trade unions on confederation level are too high. It is hard to separate working hours and wage formation. As this demand came at confederation level, sectors have now rejected the trade unions' demand for negotiations. However, for the white-collar, negotiations are taking place at sectoral level and it could therefore be difficult for employers to refuse any discussion on working time. Risk would be high to face industrial actions. On the EU agenda, the Swedish government has called for a stop-the-clock regarding the Pay Transparency Directive.

Marcel Marioni (Switzerland) mentioned that in Switzerland, growth is at 1.1 percent across all industries, while the EU market shows 4 percent. The first quarter of 2026 is, however, better in the EU. Short-time working affects 80 percent of companies, most of which are MET export companies. The current collective bargaining agreement is valid until June 2028, so negotiations will begin early in 2028. There is no regulation on minimum wage at national level, but five Cantons have a minimum hourly wage between 23 and 26 euros. The monthly minimum wage is about 4,000 euros per month. Looking ahead, uncertainty remains with probably upcoming referendums against the Bilateral Agreements III concluded with the EU that could require renegotiating EU agreements, which is crucial as Switzerland depends heavily on exports. Switzerland has now a population of 9 million. The referendum on 14 June 2026 aims to cap the population at 9 millions. This could jeopardise the free movement of persons with the EU and, consequently, the bilateral agreements with the EU. Currently, 45 percent are against this referendum, and there is hope for a turnaround.

Seyda Biscaya (Türkiye) reported that the commission of academics is working on labour costcode, including general and sectoral provisions. The aim is to harmonise fragmented rules between sectors. The first draft is expected to be shared in the fourth quarter of 2026, and it will be a long process before legislative adoption.

Hubert Mongon (France) noted that President Macron will remain until 2027, but there is a high level of difficulty in parliament. The main problem concerns the Pay Transparency Directive. UIMM continues to use the Swedish position to convince the French government. At that time, the human resources' professionals identified the pay transparency Directive as one of the top three issues, considering it to be probably the worst example of what the EU can impose. He also referred in the UIMM national development attached (enclosure 5 National report).

Item 4 – The situation of the MET industries in the European Union and beyond Incl the Industrial Accelerator Act (IAA)

Pauline Dubois-Graffin (Ceemet) presented the IAA and introduced the debate with some questions such as the position of the members on the Made in Europe vs Made with Europe, the feasibility of the introduction of social conditionalities or the modernisation of the custom union.

Stephen Phipson (UK) explained that the customs union is not within Ceemet's scope. The UK is deeply interconnected with Europe, with significant interdependency, and this validates the paper. The defence industries have huge supply chain interdependencies, with 12,000 supply chains in the UK supplying defense and other sectors. The EU cannot interfere and disrupt these supply chains. For Ceemet, it is important to ensure we remain focused on the employment perspective. For Make Uk, Ceemet should support Made *with* Europe, instead of Made in Europe.

Oliver Zander (Germany) reacted by strongly expressing his rejection of the Commission's proposal. The situation is seen as economic warfare, and we have already witnessed China's reaction. He considered that lower energy costs as well as reduced social contributions and taxes are the answer to building the EU and strongly advised to explain to the Commission what the real needs for the EU industries are. The IAA is an illusion, offering nothing in terms of reforms in the European Union. We will lose more competitiveness, just as the US will lose competitiveness through tariffs. He detailed the problems with the IAA: there are 37 delegated acts involved. The EU is deciding for our industry, determining which products are necessary and which are not. This adds more bureaucracy. At the end, we will have to document the entire supply chain. These are the same mistakes as CSRD and CS3D. Regulation alone will not bring new technologies. The Ceemet paper is therefore a good starting point, but we need to be stronger.

Janne Makkula (Finland) agreed with Oliver Zander's intervention. However, he highlighted that the EU is taking this proposal forward, and we should therefore reflect on how to strengthen the outcome of this IAA. It should be broad and realistic. Industry is built on trusted partnerships and requires access to the best technology. A pragmatic approach is needed. The Ceemet position paper should reflect this more clearly. He further stressed that we should avoid using the expression "Made in Europe." The market must remain open and competitive. The EU is a machine of regulation, but since this is on the table, we should lobby effectively and defend our interests.

Svetlana Budimcevic (Serbia) reported that Serbia is in the same situation that the EU regarding the bureaucracy. The Commission does not understand the economic situation well. Serbia is strongly integrated into the European market, particularly in the MET sector. The EU is the largest investor. “Made with Europe” is the right framing.

Marcel Marioni (Switzerland) explained that this paper mentions partnership, but the goals are an illusion for the next year. We need open markets. The EU is our biggest partner, but we must also engage freely with all markets. If the IAA leads to protectionism under “Made in Europe,” it will be very damaging. Our strength comes from engaging with all global markets. “Made with EU” is the right approach, but we also need access to markets like the US

Marcus Dahlsten (Sweden) expressed support for the “Made with Europe”, which is important for Northern Europe, as it is a core part of competitiveness. However, it also limits possibilities.

Fatih Ay (Türkiye) welcomed the Ceemet paper on the IAA and strongly supported modernising the EU Customs Union, stressing it as a strategic imperative for competitiveness, the resilience of value chains and economic security and requested Ceemet’s support. However, it is not feasible to exclude Turkish employees to meet the 50% EU workforce requirement, while Turkish firms would still be limited in public procurement. More broadly, Türkiye’s industrial role is essential for Europe, particularly in the MET sector, where companies have invested heavily; excluding Türkiye risks competitiveness and creating labour shortages.

Finally, Fatih Ay explained that MESS Group collective agreements were concluded in January 2026 and are valid for a duration of two years, covering the period from 1 September 2025 to 31 August 2027. MESS will be carrying out negotiations for three individual agreements with the United Metalworkers' Union and one individual agreement with the Turkish Metalworkers' Union. For these four individual agreements, negotiations are expected to start in the last quarter of 2026.

Oliver Zander (Germany) insisted on the fact that Ceemet should work on the paper next week and give it different orientations. Serbia’s membership in the EU is a goal but excluding Serbia from our supply chain for political and economic reasons is problematic. The aims are clear, but the methods are not. This is the same issue as CSRD, where the Commission assumes it knows better than the market.

Hubert Mongon (France) added that the IAA represents significant development and is a first step toward recognizing sovereignty. UIMM supports the goal of increasing manufacturing GDP. However, the measures proposed in the IAA are largely insufficient to achieve this. They do not account for the market and supply chains. The scope must be broad to support both traditional and innovative industries.

Yolanda Sanz Martin (Spain) explained that the IAA proposal does not fully reflect the supply chain. Industry needs legal and economic security to strengthen national capacity. Industrial development must be conditioned properly. The EU Commission itself recognizes these conditions. While modern digital power is emphasized, industries are not adequately considered. There are significant gaps in this strategy.

Richard Rumbelow (UK) proposed to discuss the act with the trade unions in order to learn more about their views. In his views, it is important that trade unions understand the consequences of social conditionalities.

Delphine Rudelli replied to Richard Rumbleow that the IAA was already discussed with the trade unions. Their only focus was on social conditionality, which is extremely problematic. Once introduced, it will spread everywhere. We must be aware that their priorities differ from ours. From the discussion now "Made with Europe," rather than "Made in Europe," is already a clear message and guiding principle. The focus should be on social and employment impacts. The question is how far we will go in opposing this proposal. We need to provide a general comment on the IAA, stating clearly whether it is good or not, and to what extent we oppose it.

Janne Makkula (Finland) explained that maintaining a strong position is important, but that this should not come at the cost of losing influence. He highlighted that Ceemet should remain pragmatic and advocate for substance. Nevertheless, he considered it necessary for Ceemet to criticize the "Made in Europe" concept and instead promote "Made with Europe." At the same time, as Oliver noted, bureaucracy is expected to increase; therefore, a proper balance must be found.

Oliver Zander (Germany) recognised that it is the challenge of lobbying. However, he highlighted that MET industries learned from the Commission's projects on taxonomy and CSRD, which became too complex. Ceemet needs to challenge the Commission. Market economy should come from market processes, not from the Commission deciding on solutions and products. While Oliver Zander agrees that the EU can pursue sovereignty in defence, it is not the case for but not in other areas. This is the reason why Gesamtmetall is against the IAA.

Ales Bizxak (Slovenia) noted that Slovenia is heavily depending on the Balkan countries. The question is how to protect Europe against unfair competition from China? Chinese parts are cheaper, and they manipulate trade currency and CO_2. MET industries cannot compete with China now. Europe must protect itself against rules of unfair competition, and this text acknowledges that.

Delphine Rudelli wrapped up the discussion with the following proposal: Ceemet will redraft the paper with a clear signal that the IAA is not the right answer to Europe's reindustrialisation. However, instead of commenting on the different aspects of the IAA, the paper should rather mention what should be done to support the industry: less red tape, "Made with Europe" rather than "Made in Europe", measures to support the competitiveness etc. Participants are asked to send written input in the coming days.

Item 5 - Update on Ceemet activities

a. Employers Strategy revision

Viktorya Muradyan presented the Employers' strategy adopted in 2022, now nearing the end of its cycle and requiring review. While many priorities have been achieved, evolving EU geopolitical and regulatory conditions call for an updated approach. The revision will refine positioning, member engagement, and performance measurement rather than fully overhaul the strategy. The process starts with a Secretariat assessment, followed by discussions within an updated Liaison Committee. Member involvement will be ensured through continuous feedback and regular consultation throughout drafting. The revised strategy is expected to be adopted by Autumn 2027 after key milestones in 2026 and Spring 2027.

Richard Rumbelow wondered how quickly the Liaison Committee will be restructured and whether the work will start only after restructuring. Delphine replied that the process will start next week. She added that the Committee has not changed since 2020 and it does no longer reflect the current membership. Hence, a new composition is necessary for this Committee that is the interface between Ceemet Secretariat and BoD/GA. Active involvement of the members is expected from members who want to take part.

As no other question was raised, the participants gave green light to the Secretariat to start the process as presented.

On another note, **Oliver Zander** suggested to have regular monthly Board meetings to discuss Ceemet's strategy and its alignment with members' situation at national level.

Delphine Rudelli will send the first invitation for the meeting in May.

b. Update on the European Employers' Institute

Delphine Rudelli started by reminding everyone that EEI was launched 18 months ago. Initially, it had 9 members, now the number is 19. At the moment, EEI has two European projects. The first one is AI@Work and the second one, which has just been kicked off, is Mind@Work, a project on mental health led by FIEC. Two studies are also in the pipeline: the first one is on right to training. The idea is to demonstrate that the topic is for sectoral stakeholders and national level, not for the EU. The second project is on the impact of extreme temperatures at the workplace which is a Health & Safety issue. We want to have enough ammunition to be able to push back against a possible legally binding initiative.

Eventually, the EEI is currently preparing a call for application "labour mobility". The aim is to start working as from March 2027 if we obtain EU funding.

One of the main challenges is to reach financial sustainability. The objective is to increase the staff at of the Institute, which is only one half-time employee (and the chair) for the moment. If the EEI wants to grow and develop, a part time employee is not sufficient. Our aim is to obtain more funding under the MFF funding or via the annual budget line if not feasible.

c. Main Ceemet Lobbying files

Delphine Rudelli mentioned two files which require a lot of attention from Ceemet at the moment:

1. *The Pay Transparency Directive*

Over the last months, employers have been very active in trying to postpone the implementation of the Directive and give time for a revision. The aim of the employers' strategy is to gather support from as many Member States as possible, like with Sweden who called for a "stop the clock". Indeed, no MS has finalised the transposition for multiple reasons. This gives us a small window of opportunity. Five sectors are coordinating their advocacy and calling for: a stop-the-clock (which means prolonging the transposition period for two years); then a revision and in the meantime a reality check (by practitioners from our members/companies) to understand how much administrative burden the Directive creates. At this stage, opposition is extremely strong from the trade unions, and the Commission is absolutely not convinced.

Commission President von der Leyen said she will not allow the revision of the file. Any information Members can provide on the situation at national level will be helpful in Ceemet's advocacy work.

Stephen Phipson (UK) shared with the participants that the UK has a gender pay reporting obligation for companies with more than 250 employees. But after three years of gender pay reporting, this has created massive administrative burden with no positive impact. Indeed, pay transparency is not about gender equality. The Government now regrets this decision, and the file is on the lists of legislation to be simplified.

Delphine Rudelli mentioned that in the social field, there is very little on simplification. Employers are often accused of pushing for deregulation when they ask for simplification.

Hubert Mongon mentioned that the situation is quite critical in France on this file. The Pay Transparency directive is a good way for trade unions and their representatives to manage the HR policy of the companies. it therefore creates major problems for the companies.

Ulrike Wiesner added that in Austria the impact on collective agreement is very detrimental. With the implementation of the directive, collective agreements system would have to be changed.

2. *The Quality Job Act*

The European Commission is preparing the Quality Jobs Act for the end of 2026. It will contain several provisions on a variety of topics. For the moment, we are awaiting the 2nd consultation phase of social partners (for 6 May 2026). Ceemet will reply to the consultation and keep members informed.

Hilde Thys then updates the participants on two other EU files.

3. *Psychological risks*

Hilde Thys reported by MEP Estelle Ceulemans (S&D) is being drafted in the EMPL committee as an own-initiative report, including a draft Directive in its annex. Ceemet considers a new EU law on psychosocial risks (PSR) unnecessary, arguing that the existing Framework Directive already covers the issue, even without explicit reference to PSR. It also calls for waiting for the Advisory Committee on Safety and Health (ACSH) Working Party's opinion on the PSR definition, as this tripartite body would ensure a more balanced approach than the rapporteur's proposal, which is seen as more union-driven.

Finally, Ceemet opposes shifting the burden of proof to employers, stating this is unworkable given limits on access to employees' private lives and medical data, and stresses that mental health is influenced by both work and non-work factors. Ceemet is actively lobbying on this file.

4. *Social security coordination*

Hilde Thys highlighted that after 10 years in trilogue there has been outcome last week. Ceemet does not have the final texts yet, but there will be an exemption for an A1 document for business trips and for short 3-days posting of workers within the EU. At that stage she explained that it should be align with Ceemet positions.

d. Update of the Ceemet Members' area

Viktorya Muradyan updated the GA about the improved Members' area of the Ceemet website. She said that Ceemet has been thinking about how to improve internal communication and collaboration between the Secretariat and the members. While the Members' Area has been there for a while, it wasn't very user friendly, didn't contain necessary information and was quite fragmented. That's why from the end of 2025, the Secretariat started discussions about improving the Members' area so that everyone who work on Ceemet files can have everything stored in one place. After Secretariat brainstorming and request of input from members, the changes are in the process of being done and will be soon finalised.

Viktorya mentioned that the area is open to everyone who works on Ceemet matters. If someone is missing access details, they are welcome to contact her and **Noura Younes**, Office Manager to activate their account. When the changes are finalised, a Circular will be sent with all the details. She added that hopefully the platform will be useful of members.

Item 6 – AOB

It was confirmed that the 48th General Assembly will take place on 15 & 16 October in Madrid and will be hosted by Confemetal.

Participants also decided that the 49th General Assembly will take place in Brussels on 5th May 2027, with a dinner on the 4th May 2027.

As no other item was raised, Hubert Mongon thanked once again MESS for the fantastic organisation and the gifts as well as the participants for the constructive discussions.

He then closed the 47th General Assembly.

Brussels, May 2026

Hubert Mongon	Delphine Rudelli
Chair of the Board	Director General

Enclosures:

1. List of participants – GA meeting
2. Final agenda
3. 2025 Ceemet accounts
4. Revised contributions for 2026
5. National reports – See attached to this email

ENCLOSURE 1 – 138/26 – 26/05/2026

47th General Assembly
29th April 2026, Istanbul

List of participants – General Assembly Meeting

AUSTRIA (WKO)	Ms. Ulrike **WIESNER -** Industrial Law and Social Policy
BELGIUM (Agoria)	Mr. Pieter-Jan **GERMEAUX -** Manager Social Dialogue & Politics (Online)
BULGARIA	
(BBCMB)	Mr. Violin **NENOV** - Chairman of BBCMB Management Board Mr. Nishan Artin **BAZDIGYAN** - Chairman of the BBCMB Control
FINLAND (TIF)	Mr. Janne **MAKKULA -** Executive Director Mr. Ville **LEPPÄNIEMI -** Legal advisor
FRANCE (UIMM)	Mr. Hubert **MONGON -** Director General
GERMANY (Gesamtmetall)	Mr. Oliver **ZANDER** - Director General Mr. Robert **THURM**- Adviser International Relations
HUNGARY (Mageosz)	Mr. Laszlo **DEAK-** Managing Director
ITALY	Ms. Francesca **POLLI** (Online)
SERBIA (Unija poslodavaca Srbije)	Ms.Svetlana **BUDIMCEVIC**-Acting Director
SLOVENIA (GSZ)	Mr. Ales **BIZJAK -** Director
SPAIN (Confemetal)	Mr. José Maria **TEJERO GONZALEZ -** Director General Ms. Yolanda **SANZ MARTIN -** Director International

SWEDEN (Technologies of Sweden)	Mr. Marcus **DAHLSTEN -** Senior Director Negotiation Mr. Andreas **EDENMAN -** Chief Legal Officer
SWITZERLAND (Swissmem)	Mr. Marcel **MARIONI -** Head Employer Politics
TURKEY(MESS)	Mr. Fatih **AY**- Secretary General Ms. Şeyda **BISCAYA-** Chief Legal Advisor
UK (MAKE UK)	Lord Richard **HARRINGTON**- Chairman Mr. Stephen **PHIPSON-**CEO Mr. Richard **RUMBELOW-**Director of International Business
Ceemet	Mrs. Delphine **RUDELLI**-Director General Ms. Isabel **SOBRINO-MATE -** Senior Policy Adviser Ms. Pauline **DUBOIS-GRAFFIN**-Policy Adviser Ms. Hilde **THYS** (Online)- Senior Policy Adviser Ms. Viktorya **MURADYAN** (Online) - PR & Communication Manager

ENCLOSURE 2 – 138/26 – 26/05/2026

47th General Assembly
29 April 2026, Istanbul

Final Agenda

Welcome & introduction by the Chair

Item 1 Adoption of minutes of 46th General Assembly, 10th October 2025

Item 2 Budgetary & Statutory issues

a. Adoption of Ceemet accounts for 2025
b. Revised budget for 2026
c. New associate member
d. New members of the Board
e. Legal action against AI Group (Australia)

Item 3 National roundtable on major social developments: labour law and collective bargaining

Incl. an update on the EU-UK relationship from MakeUk

Item 4 The situation of the MET industries in the European Union and beyond

Incl how to manage trade-offs and resource scarcity between European defence, welfare, and twin transitions

Incl is the Industrial Accelerator Act the appropriate tool to ensure the future of our industries

Item 5 Update on Ceemet activities

a. Review of the Ceemet Employers' Strategy

Incl. relations with European industry associations of the MET

b. Update on the European Employers' Institute
c. Main Ceemet lobbying files

Item 6 AOB

a. Next GA with Presidents

ENCLOSURE 3 – 138/26– 26/05/2026

47th General Assembly

28 April 2026, Istanbul

Ceemet account 2025

Balance sheet, result and appropriation: Non profit

Ceemet
31.12.2025

(EUR)	12/2025	12/2024	12/2023
Assets	2.114.884,17	1.856.565,59	1.715.810,99
Fixed assets	55.108,08	29.769,05	25.398,38
III. Tangible fixed assets	11.045,88	6.202,85	1.832,18
C. Furniture and vehicles	11.045,88	6.202,85	1.832,18
IV. Financial fixed assets	44.062,20	23.566,20	23.566,20
C. Other financial fixed assets	44.062,20	23.566,20	23.566,20
Current assets	2.059.776,09	1.826.796,54	1.690.412,61
VII. Amounts receivable within one year	1.296.885,71	987.935,13	964.344,51
A. Trade debtors	1.292.305,63	987.935,13	964.344,51
B. Other amounts receivable	4.580,08	0,00	0,00
VIII. Current investments	322.884,49	317.092,89	261.008,91
IX. Cash at bank and in hand	397.021,59	473.897,17	430.724,08
X. Accruals and deferred income	42.984,30	47.871,35	34.335,11

Ceemet
31.12.2025

(EUR)	12/2025	12/2024	12/2023
Equity and liabilities	2.114.884,17	1.856.565,59	1.715.810,99
Equity	458.480,08	529.275,78	423.312,92
I. Contributions	100.000,00	100.000,00	100.000,00
IV. Accumulated profits (+)/ losses (-)	358.480,08	429.275,78	323.312,92
Amounts payable	1.656.404,09	1.327.289,81	1.292.498,07
IX. Amounts payable within one year	384.936,44	156.763,58	163.077,07
C. Trade debts	70.205,57	62.128,61	72.455,64
E. Taxes, remuneration and social security	96.890,55	81.028,34	90.621,43
F. Other amounts payable	217.840,32	13.606,63	0,00
X. Accruals and deferred income	1.271.467,65	1.170.526,23	1.129.421,00

Ceemet
31.12.2025

EUR)	12/2025	12/2024	12/2023
'rofit and loss account			
I. Operating income	1.191.015,23	1.146.794,78	1.117.934,51
A. Turnover	0,00	3.738,00	5.784,00
D. Contributions, gifts, legacies and grants	1.145.860,00	1.129.421,00	1.110.450,03
E. Other operating income	45.155,23	13.635,78	1.700,48
II. Operating charges	1.266.120,93	1.053.665,54	1.108.884,74
B. Services and other goods	309.857,09	254.689,95	252.574,30
C. Remunerations, social security costs and pensions	947.450,38	793.780,71	842.445,41
D. Amortisations of and other amounts written down on formation expenses, intangible and tangible fixed assets	6.076,35	3.653,43	12.030,56
G. Other operating charges	2.737,11	1.366,59	1.834,47
I. Non recurring operating costs	0,00	174,86	0,00
IV. Financial income	4.300,79	4.204,12	4.707,07

Ceemet
31.12.2025

(EUR)	12/2025	12/2024	12/2023
Appropriation account	0,00	0,00	0,00
A. Profit/loss to be appropriated	358.480,08	429.275,78	323.312,92
D. Profit/loss to be carried forward	358.480,08	429.275,78	323.312,92

47th General Assembly

28 April 2026, Istanbul

Proposed Contributions for 2026

As adopted at the 46th General Assembly – Helsinki, 10 October 2025 and reviewed on the basis of the information provided by Spain, Italy and Serbia

I. KEY FOR DISTRIBUTION

Number of persons employed (whole country)		Coefficients / points
1 -	50.000	0,5
50,001 -	100.000	1
100,001 -	200.000	2
200,001 -	400.000	3
400,001 -	700.000	4
700,001 -	1.000.000	5
1,000,001 -	2.500.000	6
2.500.001	3.000.000	7
more than	3.000.000	8

II. SHARE OF INDIVIDUAL ORGANISATION

Point value 2024:	€ 19.062,00
Point value 2025 with 3% :	€ 20.015,00
Point value 2026 with 5% :	€ 21.016,00

COUNTRY	COEFFICIENT	CONTRIBUTIONS		
		2024	2025	5%
AUSTRIA	3	€ 57.186,00	€ 60.045,00	€ 63.047
BELGIUM	3	€ 57.186,00	€ 60.045,00	€ 63.047
BULGARIA	0,25	€ 4.765,50	€ 5.004,00	€ 5.254
CROATIA	0,25	€ 4.765,50	€ 5.004,00	€ 5.254
DENMARK	2	€ 38.124,00	€ 40.030,00	€ 42.032
FINLAND	3	€ 57.186,00	€ 60.045,00	€ 63.047
FRANCE	6,5	€ 114.372,00	€ 120.090,00	€ 136.604
GERMANY	8,5	€ 152.496,00	€ 160.120,00	€ 178.636
HUNGARY	0,25	€ 4.765,50	€ 5.004,00	€ 5.254
ITALY [1]	6	€ 100.075,50	€ 105.078,75	€ 105.079
NETHERLANDS	3	€ 57.186,00	€ 60.045,00	€ 63.047
NORWAY	2	€ 38.124,00	€ 40.030,00	€ 42.032
SLOVENIA	0,25	€ 4.765,50	€ 5.004,00	€ 5.254
SERBIA[2]	0,25	0	0	€ 2.627
SPAIN [1]	4	€ 57.186,00	€ 60.045,00	€ 62.083
SWEDEN	3	€ 57.186,00	€ 60.045,00	€ 63.047
SWITZERLAND	3	€ 57.186,00	€ 60.045,00	€ 63.047
TURKEY	6,5	€ 114.372,00	€ 120.090,00	€ 136.604
UNITED KINGDOM	6,5	€ 114.372,00	€ 120.090,00	€ 136.604
Total	61.25	€ 1.129.424	€ 1.145.860	€ 1.241.600

III. PROPOSED BUDGET 2026

Proposed budget	**1,261,880€**	**Fall back on reserve fund**	**20 280 €**
Potential contributions	**1.241.600€**		

[1] Fee is adapted and limited to 4% of the national budget

[2] As observer, Serbia pays 50% of the fee.

47th General Assembly
28 April 2026, Istanbul

Economic data overview

1. **Gross Domestic Product (GDP) & evolution**

Country	GDP 2026 In %	GDP 2027 In %	Inflation rate 2026 in %	Inflation rate 2027 in %	Public Debt In % GDP
Austria	1	1	2.2	⌀ 2.5	80
Belgium	1	1	2.2	2.2	109.4
Bulgaria	2.6 - 2.8	2.1-2.5	3.8	3.2	25-28
Finland	1	1.5	2.4	1.5	91.4
France	0.9	0.8	1.8	2.1	118.3
Germany	0.6	0.9	2.7	2.8	63.5
Hungary	0.4	1.7	1.8	3.8	74.6
Italy	0.5	0.5	2.6	1.8	137.1
Netherlands	1.4	1.2	2.8	2	47.8
Serbia	2 (2025)	3.5	2.4 (2025)	3	44.8
Slovenia	2	NA	2.6	NA	66.6 (2024)
Spain	2.3	1.8	2.6	1.7	101.2 (fbr 26)
Sweden	2.6	2.7	1.3	1.6	19.6 (2026) 20.8 (2027)
Switzerland	1.0	NA	0.4	NA	25-30
Turkey	3.6	3.8	30.87	15-21	23.8
UK	0.9	1.3	3.2	NA	93.1

2. **Employment**

Country	Expected wage increase 2026	Unemployment rate % in 2026	Unemployment rate expected in 2027
Austria	2	7.5	7
Belgium	2.2	6.2	6.1
Bulgaria	7	5.2	3.8
Finland	2.9 (2027)	9.4	9
France	2.2	8.2	8.4
Germany	3.5 / 3.4 (2027)	6.4	6.2
Hungary	10.5	4.4	4.5-4.8
Italy	2.4	5.7	5.8
Netherlands	4.2 (MET 3.0)	4.0	4.1
Serbia	11.2 (2025)	8.2 (2025)	NA
Slovenia	6,7 % nominal, 4,0 % real	4.6	NA
Spain	2.9	9.9	9.5
Sweden	3.4	8.4	7.9
Switzerland	1.1 %; MET Industry: 0.85%	3.1	3
Turkey	NA	8.5	8.4
UK	3	5.2	5

3. Trade balance & Other relevant indicators

Country	Exports In billion €	Imports billion €	Other information
Austria	190	200	
Belgium	340.4	347.6	Labour cost in private sector: 2.2 Household real disposable income: 0.3%
Bulgaria	6.8	8.6	Foreign direct investments for 2025: 601 million € Consumption has a predominant share in GDP - about 70%. It is planned to increase social security contributions by 3 percentage points from 2027 as a measure to reduce the budget deficit. The tax on dividends is planned to increase from 5% to 10%.
Finland	74.3	75.2	
France	617 (2025)	661 (2025)	Companies' gross fixed capital formation : +0,7 % in 2026 Household consumption : +0,6 % in 2026 Manufacturing production : +0,6 % in 2025
Germany	1.807	1.702	
Hungary	148	138	Household Consumption: +2,9 % Investments: -2,2 % Industry Production: -1,8 % Budget Deficit: 4,7-5,0 %
Italy	643,1 – MET 284,4 (2025)	592,3 – MET 232.3 (2025)	
Netherlands	800	690	
Serbia	33.06	41.8	Investment (gross fixed capital formation): +0.9% (2025, real growth, RZS) Consumption (retail trade proxy): +4.2% (2025,
Slovenia	70.6	72.1	Labour productivity (GDP per person employed), real growth (2025): 1,5%
Spain	387.1 (2025)	444.1 (2025)	Investment: 6.3 (2025)/ 2.9(2026)/1.8 (2027)
Sweden	312.9 (2025)	315.5 (2025)	
Switzerland	317.8	251.7	Current interest rates Swiss national Bank: 0% Turnover in the MET industry 2025: -0.3% Exports Swiss MET 2025: 68. Billion CHF (+0.7%) Workforce in the MET Industry Q4/2025: 322'900
Turkey	242	323	
UK	£897	£919	