Commented Agenda – 286/26- 05/11/26

IER Committee meeting of 24th November 2026

1. ROUNDTABLE ON NATIONAL DEVELOPMENTS – By IER experts

IER experts are invited to refer to the items listed below and any other topic that they consider might be relevant for the Committee and for Ceemet to feed its advocacy activities in Brussels.

- Collective agreements in the MET industries: recent outcomes
- Restructuring trends in MET industries with a particular focus on the automotive sector
- AI and collective bargaining
- Information and consultation of workers as regards introduction of major changes in the workplace (AI or others)
- Others

2. ACTIVATION OF PERSONS FACING SIGNIFICANT BARRIERS TO ENTER THE LABOUR MARKET- For discussion

- Latest development at EU level

Ceemet will brief members regarding this topic. As for now, Ceemet has sent its response to the first phase consultation of social partners on possible direction of EU action on activation of persons facing significant barriers to enter the labour market. The deadline to submit the first-round consultation responses was 12th October 2026.

The Commission is now set to release the second phase consultation of social partners before announcing potential measures in this field.

Background information

Through this initiative, the Commission intends to help facilitate access to — or a return to — the labour market for those people who are neither employed nor enrolled in education or training. To this end it analyses the different situations and barriers to access the labour market for different underrepresented groups (women, long term unemployed, migrants, low skilled workers etc.) as in the Commission's views improving activity rates requires a range of tailored policies targeting each underrepresented group.

Whereas Ceemet supports the overall goal of the initiative, we note that this topic falls within national competence. We therefore do not consider a binding instrument to be appropriate, necessary or proportionate in this field. Once again, we highlight the fundamental role played by the social partners at the appropriate level in shaping labour market policies in many Member States in accordance with national regulations and industrial relations systems.

That said, Ceemet would welcome non-binding policy initiatives in this field, including recommendations to the Member States on the activation of persons facing significant barriers to enter the labour market.

- Role of social partnership and collective bargaining in supporting the activation and sustainable employment of people facing significant barriers to entering the labour market- the national level

IER experts are asked to refer to the role of collective bargaining in this field. How are social partners supporting in their country the return to the labour market of those persons who are outside of it through different measures.

IER experts can also refer to policy in place in their countries on these matters.

3. REPRESENTATIVENESS OF THE EUROPEAN SOCIAL PARTNER ORGANISATIONS: METAL SECTOR- For discussion

Tina Weber, Senior Research Manager, Eurofound will present the first review of the interim findings for the representativeness study for the metal sector.

The purpose of this study is to assess the representativeness of the European social partners in the metal sector based on the membership of the affiliated national organisations. The study covers 27 EU Member States.

In this regard, Eurofound has drawn up an initial interim report presenting the data on the social partners compiled to date by Eurofound's network of national correspondents (NECs). Eurofound is currently verifying the accuracy of this data with the European social partner organisations.

In an initial review of the study, the Ceemet secretariat has identified numerous inaccuracies and a tendency to confuse employers' organisations, trade organisations and social partner organisations.

It is very important that members check the accuracy of the information relating to their national situation and inform the Secretariat about it in order for Ceemet to provide the accurate data and for the representativeness study to be carried out correctly.

4. QUALITY JOBS ACT– For information

Ceemet will debrief members as regards the latest developments on this matter.

5. **SOCIAL DIALOGUE AT EU LEVEL** – For information and discussion

a. Ceemet-industriAll Europe social dialogue

Ceemet Secretariat will brief members as regards the latest developments of Ceemet-industriAll Europe social dialogue.

The Social dialogue plenary meeting will take place on 1st December 2026. The focus topics of the meeting will be the fair labour mobility package and the activation of persons facing significant barriers to enter the labour market.

b. Ceemet & EU funded projects connected to social dialogue

Ceemet secretariat will inform members as regards the latest developments in these 2 important EU funded projects:

- **TRIREME - ¨Digital & Green skills for the Mobility Ecosystem¨**

It is to be highlighted that the social partners organised the second TRIREME regional workshop followed by a site visit (at VOLVO) on 3rd and 4th November 2026 in Gothenburg.

Background information:

Objective: The project Digital and green skills towards the future of the mobility ecosystem (TRIREME) focuses on the mobility- automotive ecosystem, in order to facilitate its transition towards a greener and more digital future by developing a comprehensive and sustainable skills and training strategy that addresses the current and future needs of the workforce. This project funded by ERAMUS+ programme was launched in March 2024 and will last until 28 February 2028.

As part of this project, Ceemet together with its trade union counterpart, industriAll Europe, is leading Work Package 6 that deals with the social transformation of the automotive mobility ecosystem in the context of the twin transition. Amongst other tasks, the social partners will:

- Analyse the social aspects of the transformation of the automotive-mobility ecosystem,
- Collect, share and analyse good examples of national, regional, local, and company initiatives and social partners' activities that have proven to be successful in tackling the social aspects of the green and digital transition.
- Compile and analyse "less successful" practices in order to identify what has not worked.
- Organise different workshops with mobility stakeholders in Brussels and in different European regions in order to present and collect the best practices on the ground and discuss the preliminary recommendations. *(The MET social partners have organised already the southern regional workshop in Turin in October 2025 and the northern regional workshop in Gothenburg in November 2025).*

The final policy recommendations will be disseminated across the mobility ecosystem and addressed also to policy makers.

- **Skills4ADC+ - Skills for aerospace and defence community- For information**

It is to be highlighted that on 21st October 2026, the MET social partners organsied a policy roundtable to Exchange on the reality of transformation in the aerospace & defence sector. The workshop was the opportunity to discuss specific examples as regards skills needs, training approaches for re and up skilling as well as the challenges and opportunities posed by the ongoing transformation.

Background information:

The project "Skills for Aerospace and Defence Community" (SKILLS4ADC+) aims to reinforce Europe's capacity to anticipate and respond to emerging skills needs in the aerospace and defence sectors. It supports the design of forward-looking, inclusive, and cross-sectoral upskilling and reskilling strategies aligned with key EU priorities such as the green and digital transitions, cross-industry mobility, and defence industrial readiness. Aerospace and defence sectors are key in Europe's security, technological sovereignty, and economic competitiveness, but they are experiencing increasing difficulty in attracting and retaining talent, particularly in highly technical and emerging roles.

SKILLS4ADC+ responds to this challenge by strengthening the skills ecosystem for aerospace and defence through the development of evidence-based, scalable, and inclusive upskilling and reskilling solutions, along with a strategy to boost SMEs in this domain. The project leverages the experience and networks of 13 partners from 7 EU Member States, comprising leading industry players, SMEs, universities, VET providers, clusters, and social partners, all being members of the Pact for Skills. This collaboration will ensure strong foundation for joint actions reinforcing the Pact's ambition of creating future-proof industrial skills ecosystems.

Ceemet is a partner in this project, in order to deliver the social partners perspective

6. AOB & NEXT MEETING

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