

Communication Working Group Call

8 September 2025, Brussels



Agenda

I. Ceemet's latest position papers & communication

II. Member's participation

III. Big topics for Q4

IV. National developments

V. AOB



I. Ceemet's latest position papers & communication

Already published papers



[Position paper] MET industry perspectives on the Union of Skills



[Position paper] Quality Jobs Roadmap



[Position paper] Artificial Intelligence at the workplace



[Ceemet survey] The use of data and AI by MET industries



[EEI] Can the EU restrict subcontracting? A legal perspective



I. Ceemet's latest position papers & communication

POSITION PAPER –18/06/2024

Ceemet position paper on the Commission Action Plan to address Labour and Skills Shortages

Rue Belliard 40/ Belliardstraat 40,
1040, Brussels, Belgium
T: +32 (0) 2 786 30 45
E: secretariat@ceemet.org
www.ceemet.org
EU transparency register 61370904700-43

PRELIMINARY REMARKS

On 20th March 2024, the European Commission released a Communication proposing an Action plan to address labour and skills shortages.¹

Ceemet broadly welcomes this initiative and, in its twofold capacity of employer organisation and sectoral social partner, is ready to play its part in its implementation. For the Tech and industry Employers, the issues linked to the labour market situation, and in particular to the current shortage of labour and skills, are so pressing and challenging that they should be looked at as a priority for all: EU and national policy makers, as well as companies, trade unions, industry associations etc. Hence, we are pleased that the Commission has come up with a coordinated plan, that involves the Commission, the Member States and the social partners to tackle the issues linked to a rapidly tightening labour market.

As a matter of fact, many of the measures proposed by the Commission, coincide with the MET industries' recommendations that are reflected both in our position paper on tackling labour and skills shortages of November 2022 and in our written contributions to the Commission consultation of February 2024 on this same matter.

We consider that, to effectively address this unprecedented situation, a combination of different measures targeting migration, skills, employment and labour market issues should be deployed. These measures range from putting in place well-designed legal migration policies in order to attract third country nationals (TCNs) to the European Union to investing in active labour market policies and in up-and-reskilling policies of the workforce. Additionally, boosting mobility within the EU, rethinking retirement policies, investing and ensuring the adequate working conditions in the workplace or continue working on the anticipation of skills' needs are also relevant actions to overcome this situation.

Having said that, we would also like to highlight that we consider that the Commission has taken the opportunity of this action plan to come forward with other proposals that are not strictly connected to tackling labour and skills shortages and on which we have a more critical opinion.

CEEMET COMMENTS ON THE ACTION PLAN

For the Tech and Industry Employers, labour shortages and skills shortages are two different phenomena as they occur due to the combination of different factors. However, both challenges are intrinsically interlinked, and they are both the causes of a tightening labour market. In this respect, we generally agree with the Commission's analyses on the key drivers for labour shortages, including demographic change which reduces

¹ https://ec.europa.eu/commission/presscorner/detail/en/ip_24_1507

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Quality Jobs Roadmap

Position paper and written contribution to the European Commission consultation



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MET industry perspectives on the Union of Skills

Position paper

July 2025
www.ceemet.org



Ceemet
European Tech &
Industry Employers

Artificial Intelligence at the workplace

Position paper

September 2025
www.ceemet.org



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The use of data and AI by MET industries

Ceemet and member company questionnaire on data & Artificial Intelligence

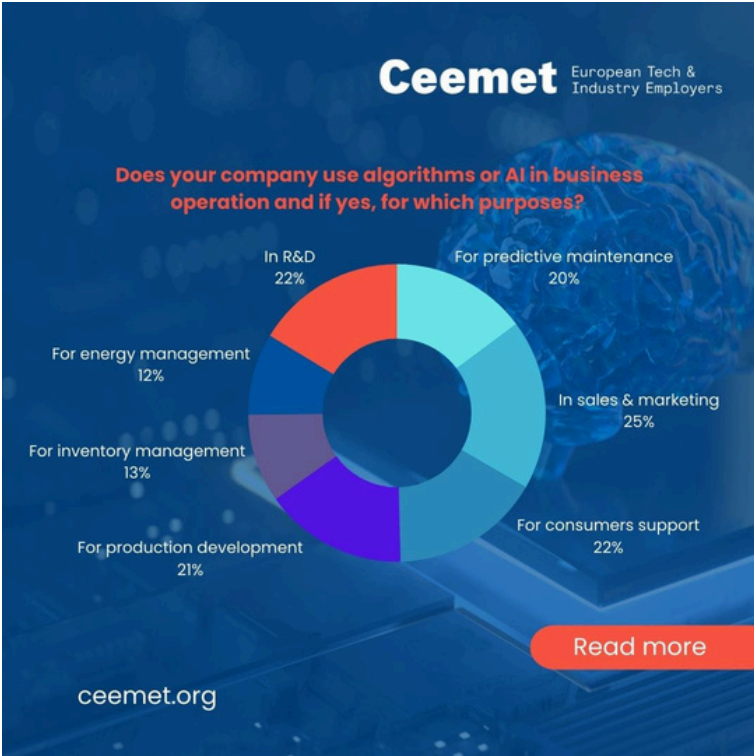
September 2025
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EEL
European Employers' Institute

Can the EU restrict subcontracting? A legal perspective

I. Ceemet's latest position papers & communication



Ceemet European Tech & Industry Employers

AI is increasingly present in the workplace, while at the same time being increasingly regulated at the European level.

The EU must not overregulate AI if we want to remain a technological and industrial leader.

[Read more](#)

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AI contributes to a healthier working environment and plays an important role in preventing occupational risks by offering innovative solutions and reducing dangerous tasks.

[Read more](#)

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Stimulate investment in AI to boost growth and innovation

The USA announced €500 billion in investments in AI technologies, while the EU committed to €200 billion only.

[Read more](#)

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Avoid new legislation on AI

The deployment and use of AI systems at the workplace is already regulated by the AI Act, the GDPR and other relevant EU and national legislations.

[Read more](#)

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Reskill or upskill for the artificial intelligence era

The EU and Member States should adapt the education system to equip workers with the skills they need to succeed with AI technologies, both in using them and in creating new ones.

[Read more](#)

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60%

of employees who work with robotics and AI expect positive impacts on their productivity, job satisfaction, and safety

[Read more](#)

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Promote social dialogue for the fair adoption of AI

Social dialogue should be promoted to increase the use of AI in the MET industries and thus regain competitiveness.

[Read more](#)

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I. Ceemet's latest position papers & communication

Upcoming papers



Paper on Omnibus

EU Committee

September – October 2025



Paper on investment

CEG Group

September – October 2025



Paper on subcontracting

EU Committee

November – December 2025

II. Member's participation

How to synergise with Ceemet

Your engagement and traction on social media matters

Ceemet newsletter:

- Intros
- Articles for newsrooms

EU-OSHA campaign

- Smart digital systems
- Do you have a story or a case study we could use?
- A presentation will follow



III. Big topics for Q4

AI at workplace & Subcontracting



AI in the workplace:

- Breakfast event on 2 September
- Meetings with the Commission and the EP
- Paper and study out
- Press release and social media
- **What we need:** multiplication of messages



Subcontracting:

- New study by EEI (legal aspects)
- Ceemet paper in preparation
- Meetings with MEPs before ddl for amendments
- **What we need:** case stories, numbers...

The background of the slide features a close-up photograph of several microphones on stands, with a prominent yellow foam cover on one. A solid blue rectangular box is overlaid on the image, containing white text. Red diagonal stripes are present in the corners of the slide, partially overlapping the blue box and the background image.

IV. National developments

- What are the current regulations or pending reforms in each country?
- What are your priority topics for the rest of the year?
- What communication activities do you have planned till the end of the year?

Item 5. AOB

Topics for the December meeting



**Thank you
for your attention**



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