



Newsletter No. 18

September 2025

Dear reader,

Welcome back to the ECEG's newsletter, where we unveil the latest updates from ECEG, our member organisations and partners, along with insights into recent initiatives from the EU institutions.

We are pleased to announce that [Mathias Schöttke](#), CEO of [BAVC](#), has been unanimously elected as the new President of ECEG. We are confident that under his leadership, ECEG will continue to thrive and strengthen its strategic position in Europe's chemical industry. Our warmest thanks go to **Jonas Hagelqvist**, ECEG's former President, for his leadership and dedication over the past years, guiding the organisation with vision and commitment. We look forward to the journey ahead!

In this edition, you will find out more about ECEG Board & GA and Steering Committee meetings in Berlin, our response to Labour Mobility consultation and updates on the European Employers Institute and EU Projects, including the upcoming ChemSkills public conference (22 October 2025, hybrid).

And that's not all – there is much more to discover inside!
Enjoy your read,
The ECEG Team

ECEG's News

ECEG written contribution to the Commission's consultation on the Fair Labour Mobility Package

On 10 September, ECEG submitted its [written contribution](#) to the European Commission's consultation on the **Fair Labour Mobility Package**, expected for 2026. Fair, transparent and efficient cross-border work is vital to the Single Market and the competitiveness of Europe's chemical industry. However, ECEG believes that the current EU framework is often complex and fragmented, placing administrative burdens on employers. Our response calls for a balanced approach that preserves workers' rights while simplifying procedures for businesses.

In particular, we supported the swift conclusion of the revision of **Regulation 883/2004**, including an exemption from prior notification for business trips and short-duration postings (up to three days). We also called on the Commission to implement the actions listed in the Communication on the **Single Market** and supported the implementation of a unified "**eDeclaration**" system across all 27 Member States to harmonise national posting requirements and reduce paperwork.

The interplay of existing **European digital tools** (such as ESSPASS, EUDI and EESSI) can streamline procedures as well as facilitate the exchange of information between Member States.

We look forward to constructive dialogue with EU institutions as this package develops.



ECEG's Meetings

ECEG's Steering Committee, Board & General Assembly

24 September, Berlin

ECEG members gathered in Berlin for the autumn meetings of the Board, General Assembly, and Steering Committee, organised in the framework of Cefic's Chemical Convention.

The **Board & General Assembly** focused on **leadership changes**. **Mathias Schöttke**, CEO of BAVC, has been elected as President of the organisation, while **Minna Etu-Seppälä**, Director of Industrial Relations at [Kemianteollisuus](#), was welcomed as the new Vice-President.

The meeting also confirmed the mandates of the current Vice-Presidents, namely: **Andrea Lavagnini** ([Federchimica](#)), **Magali Smets** ([France Chimie](#)), and **Yves Verschuere** ([essenscia](#)), alongside the re-election of **Stephen Elliott** ([CIA](#)) as Treasurer. Additionally, **Csaba Szabó** ([MAVESZ](#)) was welcomed as the new Chair of the

Steering Committee, while **Anni Siltanen**, **Petra Lindemann** and **Koen Laenens** were confirmed as Chairs of the ECEG's Working Groups. Members were also informed of recent changes within the **ECEG Secretariat**: **Eleonora Isopo** now serves as Director General, **Chiara Foglio** as Policy and Communication Executive, and **Valentine Martin** has joined as Project & Policy Assistant.

Updates were provided on ECEG's latest activities in **EU social affairs**, as well as on the work of the **European Employers Institute**. The latter covered recently published reports on subcontracting and EU-US productivity gap , and the launch of a social dialogue project on AI at work.

The **Steering Committee** reviewed the latest developments on **EU social affairs** and aligned on **lobbying priorities**, including Telework & Right to disconnect, Quality traineeships, Quality Jobs Roadmap (expected for the end of 2025), Labour Mobility consultation, EU Talent Pool and the European Parliament's initiative on subcontracting chains. Work also began on preparing the next **ECEG-industriAll work programme** (2026–2028), with competitiveness, training and labour shortages identified as key themes. ECEG reaffirmed its focus on competitiveness, skills and reducing regulatory burdens, while preparing for the Commission's upcoming initiatives on quality jobs, mobility, and health and safety.

Thanks to all members for their active participation and valuable contributions to the discussions!



External Meetings and Events

Ceemet's event "*Balancing innovation and oversight: industry insights on a potential AI at Work legislation*"

2 September, Brussels

On 2 September, ECEG participated in the event "*Balancing innovation and oversight: industry insights on a potential AI at Work legislation*", organised by Ceemet and chaired by MEP Andrea Wechsler (EPP, Germany).

The discussion brought together representatives from the European institutions, companies and employer organisations to look at how the industry can navigate the pressures of competitiveness and regulation, while safeguarding responsible AI practices in the workplace.

Emphasis was placed by the Moderator and Ceemet's Director General, Delphine Rudelli, on the fact that the EU cannot continue generating new legislation without allowing sufficient time for existing rules to be transposed, implemented, and stress-tested — all while simultaneously calling for greater competitiveness and simplification.

Thank you very much to Ceemet for an engaging discussion on such an important topic for our businesses!



EU Institutions

Quality Traineeships Directive EMPL Committee votes on its position and the start of the trilogue negotiations

On **23 September**, the **Employment and Social Affairs (EMPL) Committee** of the **European Parliament** reached a **majority position** on the **Quality Traineeships Directive** (rapporteur: *Alicia Homs Ginel, S&D*). The Parliament's position includes several key elements:

- **Scope:** Traineeships that are part of education and training programmes, as well as apprenticeships, are excluded. However, **active labour market policies** fall within the scope (*Article 1*).
- **Collective agreements:** The text **excludes derogation** from the directive through collective agreements but allows social partners to uphold or conclude agreements for its implementation, in line with national systems.
- **Equal treatment:** The possibility to treat trainees differently if justified on objective grounds has been **deleted** (*Article 3*).

- **Remuneration and social protection:** These would follow **national approaches** and be in accordance with collective agreements and, where applicable, **minimum wage legislation**, consistent with the directive's principles.
- **Duration:** The **maximum length** of a traineeship would be **six months**, with extensions permitted only for justified reasons.

On the same day, the Committee also **voted to open trilogue negotiations with the Council**, which are expected to begin **by mid-October**.

ECEG will closely monitor the upcoming developments of the legislative files and remains ready to cooperate with the EU institutions to ensure a balanced and workable approach.

Read more on the [Commission's proposal](#).

Read more on the [Council's general approach](#).

Porto Social Forum

20-21 September, online

On 20-21 September, ECEG followed online the **Porto Social Forum**, which brought together EU policymakers, Member States, and social partners to debate how to link **competitiveness** with **quality jobs**.

The discussions covered the quality jobs roadmap, labour mobility and the upcoming Commission's package, training and upskilling, as well as work-life balance.

While no formal "Porto Declaration" was adopted, draft conclusions will be presented by Portugal to the Member States. The Forum revealed broad consensus that quality jobs must combine fair pay, good working conditions, and

lifelong learning, but significant divisions remain on implementation. Unions pressed for new binding legislation on mental health, subcontracting, and AI at work, whereas employers stressed that competitiveness itself drives quality jobs, calling instead for skills investment and regulatory simplification.

ECEG welcomes the Commission's emphasis on training and digitalisation as drivers of job quality, while reiterating employers' concerns over proposals for new EU-level rules that could add compliance burdens, particularly on subcontracting.



EU Projects

ChemSkills

ChemSkills Conference: 22 October 2025, hybrid (Milan/online)

The ChemSkills consortium is preparing for its **consortium meeting**, which will take place on **20-21 October in Milan** and will be kindly hosted by **Federchimica**. The meeting will be followed by a **public conference** in the morning of **Wednesday, 22 October**, which can also be followed **online**.

If not done yet, you can register for the event via [this link](#) until **Friday, 17 October EOB**. The conference brings together representatives from industry, education and policymakers, as well as learners from across Europe, to discuss how to prepare the chemical sector for the **green** and **digital transitions**. It will also serve as an opportunity to present preliminary results from the first two years of the project.

Online workshop: “Which skills will the pharmaceutical industry need in 2030?”

On 15 September, ECEG and other partners in the Work Package 9 (Pharmaceuticals) co-organised an online workshop to discuss the **future skills needs** of the pharmaceutical industry. The 90-minute session, moderated by [IKEM](#) (WP9 leader), gathered participants from Belgium, Sweden, Hungary, Croatia, Germany and Finland. It provided a platform to explore **key trends** shaping skills demand in the sector and to validate the **emerging job roles** identified through the project’s research.

The discussion was framed around key trends (e.g. digitalisation, sustainability, regulatory developments and global competition) and their impact on skills demand. Participants highlighted the growing importance of digital and data competences, sustainability-by-design, and regulatory and cross-disciplinary expertise, while noting that routine tasks are likely to decline with automation and AI.

The webinar also served as an opportunity to verify the project’s first Skill Card, presenting the emerging role of the “Sustainable Process Development Chemist”. Two additional roles were proposed as key for the sector and will be discussed for future development due to their strategic relevance.



European Employers Institute

September was a busy month for the European Employers' Institute (EEI), with the publication of two key studies:

1. “[Can the EU restrict subcontracting? A legal perspective](#)” by **Professor Erik Sinander** from **Stockholm University**.

This study carefully examines the potential risks of EU-level restrictions on subcontracting rights, highlighting the legal challenges such measures could pose for Europe's economy and business competitiveness.

2. "[Understanding the EU-US labour productivity gap: #1 — The broad perspective](#)" by **Olivier Redoulès** from the **Rexecode**.

The first in a three-part series, this study explores the reasons behind the labour productivity gap between the EU and the US, how it varies across countries, and the main factors driving it. It identifies **11 key factors**, ranging from skills mismatches and limited ICT investment to regulatory complexity, and analyses how the gap has evolved over time.

Together, these studies contribute valuable insights to the policy debate, supporting EEI's mission to foster evidence-based discussions on how regulation and economic policy can best strengthen Europe's competitiveness.

JusTransLEAD

On 11-12 September, ECEG participated in the **Skills & Tools Forum** in Copenhagen, a key workshop of the EU co-funded JusTransLEAD project, co-led by [FECCIA](#), [Lederne](#), [Ledarna](#) and ECEG (as associated partner).

The Forum gathered managers, researchers and social partners from across Europe to identify the skills and tools needed for sustainable leadership in the context of a Just Transition towards climate neutrality in the chemical, pharmaceutical, rubber and plastics industries.

Hosted by Lederne, the two-day workshop featured interactive group sessions facilitated by Professor Tale Skjølvik (Oslo Metropolitan University). Participants explored practical approaches to strengthen **managerial leadership**, **social dialogue** and **competitiveness** while ensuring that the green transition remains **fair** and **inclusive**.

The insights collected will directly feed into the development of the **Just Transition Leadership Toolbox** for managers, one of the project's core deliverables.





Next meetings

- **22 October 2025, Milan and online**
ChemSkills project public conference
- **9 December 2025, Brussels**
SSDC Plenary

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