

94th Board of Directors

17th March 2023, Videoconference

The Chairman, **Hubert Mongon** (UIMM, FR), welcomed the delegates (*enclosure 1*) and proposed some minor changes to the agenda. The revised agenda was then approved (*enclosure 2*). Hubert Mongon also wished Turkey, and MESS members, a quick recovery after the dramatic earthquakes which have hit the country.

Item 1 - Adoption of minutes of the 93rd Board of Directors

The minutes of the 93rd Board of Directors meeting had been agreed in written procedure (ceemet-circ.: 290/22) and were **approved for the record**.

Item 2 – Budgetary & Statutory issues

a. Update on the follow-up / consequences of the cyber-attack

Before giving the floor to the Director General, **Hubert Mongon** thanked MESS for identifying the fraud and allowing Ceemet to take quick measures.

Delphine Rudelli gave a short summary of the cyber-attack and its consequences and also explained the measures she had taken in the following weeks. The biggest impact is on Make UK who suffered a financial loss of 100,950€ following the payment of their 2022 membership contribution to a fraudulent bank account. In terms of prevention measures, the Secretariat reinforced their IT control measures (e.g. multifactor authentication, change of passwords etc.) and followed a cybersecurity training course. A complaint was filed at the police, but investigations are still underway.

Stephen Phipson (Make UK, UK) highlighted that this type of cyberattack is unfortunately increasing on employers' organisations and that we should learn lessons from what happened. Concerning Ceemet, Make UK is very much conscious of the very difficult situation in which the non-payment of a yearly membership fee from the UK puts the organization. Therefore, Make UK has obtained from their Board an additional amount to pay 50% of the lost membership fee (50,000 €) as a compensation to the Ceemet budget. Make UK's offer was welcomed by the Board members who warmly thanked Stephen Phipson for his great effort.

Decisions:

- 1. Make UK will pay an exceptional 50,000€ contribution to compensate the loss of their 2022 annual contribution (100,950€) in the Ceemet annual budget.**
- 2. The Secretariat will subscribe an insurance for cybercrime.**

b. Portugal's request for a financing plan of their 2022 and 2023 contribution

Delphine Rudelli presented the request made by ANEME for a financial plan of their 2022 contribution and onwards.

The proposal is as follows:

- a payment plan of the 2022 contribution (12 619€) over the next four years (2023 to 2026).
- the reduction of the annual membership fee by 50% over this period (2023 / 2026).
- ANEME would speed up the payments of the 2022 contribution if their financial situation would become sustainable again.

All members recognized the importance of having Portugal on board in Ceemet and the added value of the contributions made by ANEME's representatives in the different working groups. Nevertheless, members found it equally important to follow Ceemet statutes which request a suspension of a membership in case of non-payment of the fee. As the participants couldn't find a clear-cut solution during the meeting, they asked the Chairman to deal with the situation.

Decisions:

- 1. The Chairman of the Board of Directors is given mandate to elaborate a solution – with the support of the Director General – which the Board members will fully support.**
- 2. The Chairman of the Board will report to the Board and the General Assembly in London at the end of June 2023.**

c. Adoption of Ceemet accounts for 2022

Caroline Driezen from ACTA presented the Ceemet accounts for 2022 (attached as per *enclosure 3*) to the participants. She specified that, following the decision made by Make UK to pay an exceptional 50 000€ contribution for 2022, she will revise the accounts to take this information into account and send the revised version to the Director General.

As no other questions were raised by the members, the Director General thanked the accountant and asked the Board to recommend the adoption of the Ceemet accounts for 2022 (with 50 000€ to be added to the final result) to the General Assembly to be held in London on 29 & 30 June 2023.

Decisions:

The Board **agreed to recommend to the next Ceemet General Assembly** the following:

- 1. The 2022 Ceemet accounts are approved taking into account the extraordinary contribution of 50,000€ which will be paid by Make UK.**
- 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 2022.**

d. Draft revision of Ceemet statutes

Delphine Rudelli presented the changes proposed by the law firm to put the Ceemet statutes in conformity with the new Company Code which will enter into force on 1st January 2024.

Stefano Franchi (Federmecanica, IT) requested to add one limitation to the task of the Director General in article 6 (wording adapted in the revised version attached as per *enclosure 4*).

Decisions:

- 1. As no other comments are made, the draft revised statutes are adopted**
- 2. The revised version will be presented to the General Assembly for final approval.**

Item 3 – Follow-up of the 40th GA in Berlin

a. Implementation of the strategy to reinforce the employers' voice: PA/PR strategy

Delphine Rudelli presented the microplans (*enclosure 5*) which had been sent to the participants with the working papers. They were prepared on the basis of the strategy to reinforce the employers' voice in Brussels, adopted at the last Ceemet General Assembly in Berlin in October 2022. The microplans consist of implementation measures which put into action the strategy, in a phased approach and with the resources available at the Secretariat. They have been elaborated for each of the stakeholders with whom Ceemet works, using their network in order to avoid duplication and to create synergies. Only one pillar of the strategy hasn't been developed and it is the Employer's Institute as its creation does not depend on Ceemet but on numerous factors which we cannot always influence.

In the following discussion, **Oliver Zander** (Gesamtmittel, DE) highlighted that we should not forget that the main aim of Ceemet should be to become member of BusinessEurope as this is the ultimate way to become a strong employers' organization. **Laszlo Deak** (MAGEOSZ, HUN) also asked explanations to better understand the relations between Ceemet and BusinessEurope and Delphine Rudelli proposed to organize a bilateral meeting with him to discuss the topic.

Decisions:

1. The microplans implementing Ceemet strategy to reinforce the employers' voice are adopted.
2. They will be submitted to the General Assembly in June 2023 for final approval.

b. Update on Employers' Institute

Delphine Rudelli informed the participants about the decision of BusinessEurope (BE) Executive Committee not to go ahead with the creation of the Employers' Institute. Instead, BE will try to do a piece of research on a project-based budget line and with the sectors.

In the discussion which followed, members expressed their frustration and difficulties to understand why they did not manage to convince their confederations (except one member) to go ahead with this project. Nevertheless, following Oliver Zander's comment, they agreed that Ceemet should continue working for the creation of the Institute. The Swedish president of BusinessEurope needs to be convinced of the added value and necessity of the Institute.

Decisions:

1. After the meeting between Oliver Zander, Hubert Mongon, Delphine Rudelli & Markus Beyrer (BE Director General) on 24 March 2023, some next steps can be decided by Ceemet.
2. The topic should continue to be pushed by Ceemet.

c. Preparation of the Workshop on Collective Bargaining

Delphine Rudelli & Oliver Zander presented the concept note of the Workshop on Collective Bargaining (*enclosure 6*). After a discussion on the content and the format, some elements of consensus emerged, and the following decisions were taken:

Decisions:

1. **Delphine Rudelli & Oliver Zander will continue working on the Concept and the programme of the workshop**
2. **The following ideas have been retained:**
 - a. **The workshop should be organised over one full day for this year (8h30 -17h00). For next year members will decide if a longer meeting is needed.**
 - b. **The workshop should not focus on factual presentations of the national systems but rather on some elements of analysis (strengths & weaknesses, evolution & trends etc)**
 - c. **External speakers can be invited if needed.**

d. Update on recent activities

Delphine Rudelli presented an update on four files on which Ceemet is currently very active:

- the review of the European Works Council for which the Commission will soon launch a consultation of the social partners,
- the own-initiative report of the European Parliament on traineeship which is calling for a Directive on the remuneration of trainees,
- the Communication and draft Recommendation on social dialogue,
- the Transition Pathway on the Mobility ecosystem.

More information on these initiatives can be found in the Ceemet lobbying action plan sent as working paper (*enclosure 5 to circ: 72/23*).

Item 4 – Roundtable on major national economic & social developments

The topic was not discussed due to lack of time.

Item 5 – AOB

a. Preparation of the Ceemet “plan” for the new European institutions in 2024

Delphine Rudelli presented the draft structure of the Ceemet “plan” for the new European institutions (attached as per *enclosure 7*). Members were satisfied with its content and asked for the final outcome to be translated in as many languages as possible (each time feasible). The Secretariat was asked to take a cautious approach in its call for less social regulation in order to remain credible vis-à-vis the widest audience.

Decisions:

1. **The Secretariat should draft the plan according to the agreed structure.**
2. **The “plan” should be ready ahead of the next European elections.**
3. **The “plan” should be translated in as many languages as possible, and if possible, distributed in paper version.**

b. Date and place of next Board meeting

The 95th Board of the Directors meeting will take place in London, on **Thursday 29 June 2023**, from **10h00-11h30 (GMT)**

c. Update on the preparation of the upcoming 41st General Assembly in London

Ben Fletcher (Make UK, UK) updated the Board on the most recent developments regarding the upcoming 41st General Assembly, which will take place in London on 29th & 30th June 2023. Make UK will circulate all additional logistics details via Ceemet secretariat.

As no other items are raised, the Chairman closed the 94th Board meeting.

Brussels, March 2023

Hubert Mongon
Chairman of the Board

Delphine Rudelli
Director General

ENCLOSURES

1. List of participants
2. Revised agenda
3. Ceemet accounts for 2022
4. Ceemet revised statutes
5. Microplans
6. Concept note Workshop Collective Bargaining
7. Draft Ceemet “plan” for the new European institutions

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List of participants

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ITALY	Mr. Stefano FRANCHI Ms. Francesca POLLI
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Ceemet	Mrs. Delphine RUDELLI

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REVISED AGENDA

Item 1 - Adoption of minutes of 93rd Board of Directors

Item 2 – Budgetary & Statutory issues

- a. Update on the follow-up / consequences of the cyber-attack
- b. Portugal’s request for a financing plan of their 2022 & 2023 contributions
- c. Adoption of Ceemet accounts for 2022
- d. Draft revision of Ceemet statutes

Item 3 - Follow-up of 40th GA in Berlin

- a. Implementation of the strategy to reinforce the employer’s voice: PA/PR strategy
- b. Update on Employers’ institute
- c. Preparation of the Workshop on collective bargaining
- d. Update on recent activities

Item 4 - Roundtable on major national economic& social developments

Item 5 - AOB

- a. Preparation of the Ceemet “plan” for the new European institutions in 2024
- b. Date and place of next Board meeting
- c. Update on the preparation of the upcoming 41st General Assembly in London