Council of the European Union

Brussels, 5 July 2024
(OR. en)

11604/24

Interinstitutional File: 2023/0288(COD)

SOC 505
EMPL 309
CODEC 1610
STATIS 80
ECOFIN 763

NOTE

From:	Presidency
To:	Delegations
Subject:	Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on European Union labour market statistics on businesses, repealing Council Regulation (EC) No 530/1999 and Regulations (EC) No 450/2003 and (EC) No 453/2008 of the European Parliament and of the Council

Delegations will find attached the four-column table on the above proposal.

Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on European Union labour market statistics on businesses, repealing Council Regulation (EC) No 530/1999 and Regulations (EC) No 450/2003 and (EC) No 453/2008 of the European Parliament and of the Council (Text with EEA relevance)
2023/0288(COD)

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
Formula				
1	2023/0288 (COD)	2023/0288 (COD)	2023/0288 (COD)	
Proposal Title				
2	Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on European Union labour market statistics on businesses, repealing Council Regulation (EC) No 530/1999 and Regulations (EC) No 450/2003 and (EC) No 453/2008 of the European Parliament and of the Council (Text with EEA relevance)	Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on European Union labour market statistics on businesses, repealing Council Regulation (EC) No 530/1999 and Regulations (EC) No 450/2003 and (EC) No 453/2008 of the European Parliament and of the Council (Text with EEA relevance)	Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on European Union labour market statistics on businesses, repealing Council Regulation (EC) No 530/1999 and Regulations (EC) No 450/2003 and (EC) No 453/2008 of the European Parliament and of the Council (Text with EEA relevance)	
Formula				
3	THE EUROPEAN PARLIAMENT AND THE COUNCIL OF THE EUROPEAN UNION,	THE EUROPEAN PARLIAMENT AND THE COUNCIL OF THE EUROPEAN UNION,	THE EUROPEAN PARLIAMENT AND THE COUNCIL OF THE EUROPEAN UNION,	
Citation 1				
4				

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
	Having regard to the Treaty on the Functioning of the European Union, and in particular Article 338(1) thereof,	Having regard to the Treaty on the Functioning of the European Union, and in particular Article 338(1) thereof,	Having regard to the Treaty on the Functioning of the European Union, and in particular Article 338(1) thereof,	
Citation 2				
5	Having regard to the proposal from the European Commission,	Having regard to the proposal from the European Commission,	Having regard to the proposal from the European Commission,	
Citation 3				
6	After transmission of the draft legislative act to the national parliaments,	After transmission of the draft legislative act to the national parliaments,	After transmission of the draft legislative act to the national parliaments,	
Citation 3a				
6a		***Having regard to the opinion of the European Central Bank[1]*** ***1. OJ C, C/2024/668, 12.01.2024, ELI: http://data.europa.eu/eli/C/2024/668/oj.***	***Having regard to the opinion of the European Central Bank[1]*** ***1. 16053/23***	
Citation 4				
7	Having regard to the opinion of the European Economic and Social Committee[1], 1. OJ C , , p. .	*deleted*	~~*Having regard to the opinion of the European Economic and Social Committee[1],*~~ ~~*1. OJ C , , p. .*~~	
Citation 5				

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
8	Having regard to the opinion of the Committee of the Regions[1], 1. OJ C , , p. .	*deleted*	~~*Having regard to the opinion of the Committee of the Regions*~~[~~*1*~~], ~~*1. OJ C , , p. .*~~	
Citation 6				
9	Acting in accordance with the ordinary legislative procedure,	Acting in accordance with the ordinary legislative procedure,	Acting in accordance with the ordinary legislative procedure,	
Formula				
10	Whereas:	Whereas:	Whereas:	
Recital 1				
11	(1) Labour market statistics on businesses in the European Union are required for the design, implementation and evaluation of the Union policies, in particular those addressing economic, social and territorial cohesion, the European employment strategy, the European Pillar of Social Rights and the European Semester.	(1) ***Accurate, timely, reliable and comparable*** labour market statistics on businesses in the European Union are required for the design, implementation and evaluation of the Union policies, in particular those addressing economic, social and territorial cohesion, the European employment strategy, the European Pillar of Social Rights ***(EPSR),*** and the European Semester ***as well as those related to the implementation of the EPSR action plan and the social economy action plan***. ***They are equally important for the Union to fulfil the tasks assigned to it under Articles 2, 3***	(1) Labour market statistics on businesses in the European Union are required for the design, implementation and evaluation of the Union policies, in particular those addressing economic, social and territorial cohesion, the European employment strategy, the European Pillar of Social Rights and the European Semester.	

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		and 4 of the Treaty on the Functioning of the European Union (TFEU).		
Recital 2				
12	(2) The prevention and correction of macroeconomic imbalances according to Regulation (EU) 1176/2011[1] and the monitoring of adequate minimum wages according to Directive (EU) 2022/2041 of the European Parliament and of the Council[2] require accurate information on the evolution of hourly labour costs and wage levels across Member States. _____ 1. Regulation (EU) No 1176/2011 of the European Parliament and of the Council of 16 November 2011 on the prevention and correction of macroeconomic imbalances (OJ L 306, 23.11.2011, p. 25) 2. Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union (OJ L 275 of 25.10.2022, p. 33).	(2) The prevention and correction of macroeconomic imbalances according to Regulation (EU) 1176/2011[1] and the monitoring of adequate minimum wages according to Directive (EU) 2022/2041 of the European Parliament and of the Council[2] require accurate information on the evolution of hourly labour costs and wage levels, ***the rate of collective bargaining coverage, the level of the statutory minimum wage and the share of workers covered by it*** across Member States. _____ 1. Regulation (EU) No 1176/2011 of the European Parliament and of the Council of 16 November 2011 on the prevention and correction of macroeconomic imbalances (OJ L 306, 23.11.2011, p. 25). 2. Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union (OJ L 275 of 25.10.2022, p. 33).	(2) The prevention and correction of macroeconomic imbalances according to Regulation (EU) 1176/2011[1] and the monitoring of adequate minimum wages according to Directive (EU) 2022/2041 of the European Parliament and of the Council[2] require accurate information on the evolution of hourly labour costs and wage levels across Member States. _____ 1. Regulation (EU) No 1176/2011 of the European Parliament and of the Council of 16 November 2011 on the prevention and correction of macroeconomic imbalances (OJ L 306, 23.11.2011, p. 25) 2. Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union (OJ L 275 of 25.10.2022, p. 33).	
Recital 3				
13	(3) The European Central Bank uses European labour market statistics on	(3) The European Central Bank uses European labour market statistics on	(3) The European Central Bank uses European labour market statistics on	

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	businesses, in the context of the single monetary policy, for monitoring inflation and deflation risks arising from labour costs. Therefore, accurate, timely and comparable Union statistics on the evolution of labour costs are necessary.	businesses, in the context of the single monetary policy***, in particular those on the evolution of labour costs and wage growth***, for monitoring inflation and deflation risks arising from labour costs. Therefore, accurate, timely and comparable Union statistics on the evolution of labour costs are necessary. ***It is important that this analysis is complemented by the monitoring of inflation and deflation risks arising from profits.***	businesses, in the context of the single monetary policy, for monitoring inflation and deflation risks arising from labour costs. Therefore, accurate, timely and comparable Union statistics on the evolution of labour costs are necessary.	
Recital 4				
14	(4) It is necessary to extend the coverage of job vacancy statistics and the timeliness of the labour cost index as both indicators are listed among the Principal European Economic Indicators (PEEIs)[1], needed to monitor monetary and economic policies. _____ 1. Communication of the Commission to the European Parliament and the Council on eurozone statistics 'towards improved methodologies for eurozone statistics and indicators' – COM/2002/0661 final of 27 November 2002.	(4) It is necessary to extend the coverage of job vacancy statistics and the timeliness of the labour cost index as both indicators are listed among the Principal European Economic Indicators (PEEIs)[1], needed to monitor monetary and economic policies. _____ 1. Communication of the Commission to the European Parliament and the Council on eurozone statistics 'towards improved methodologies for eurozone statistics and indicators' – COM/2002/0661 final of 27 November 2002.	(4) It is necessary to extend the coverage of job vacancy statistics and the timeliness of the labour cost index as both indicators are listed among the Principal European Economic Indicators (PEEIs)[1], needed to monitor monetary and economic policies. _____ 1. Communication of the Commission to the European Parliament and the Council on eurozone statistics 'towards improved methodologies for eurozone statistics and indicators' – COM/2002/0661 final of 27 November 2002.	
Recital 4a				
14a		***(4a) It is important for analytical purposes that an appropriate***		

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		amount of back data is available to be able to assess labour cost indices over time. However, in order to reduce the burden imposed on Member States, the transmission should be limited to back data that at least covers the calendar years 2024 and 2025.		
Recital 5				
15	(5) A legal basis is necessary to regulate the transmission of the annual gender pay gap for monitoring the Sustainable Development Goals under the 2030 Agenda of the United Nations (UN), in particular, goal 5 on Gender Equality.	(5) A legal basis is necessary to regulate the transmission of the annual gender pay gap for monitoring the Sustainable Development Goals under the 2030 Agenda of the United Nations (UN), in particular, goal 5 on Gender Equality ***and goal 8 on Decent work and economic growth, as well as for monitoring the impact of Directive (EU) 2023/970 of the European Parliament and of the Council[1] (Pay Transparency Directive)***. _____ ***1. Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms (OJ L 132, 17.5.2023, p. 21, http://data.europa.eu/eli/dir/2023/970/oj).***	(5) A legal basis is necessary to regulate the transmission of the annual gender pay gap for monitoring the Sustainable Development Goals under the 2030 Agenda of the United Nations (UN), in particular, goal 5 on Gender Equality.	
Recital 6				

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
16	(6) The implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation[1] requires comparable data on wages received by men and women. Directive (EU) 2023/970 of the European Parliament and of the Council to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women[2] requires Member States to provide the Commission with up-to-date gender pay gap data annually and in a timely manner. This obligation should be complemented by the appropriate necessary statistical frame for compiling and transmitting gender pay gap data. _____ 1. Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (OJ L 204 of 26.07.2006, p. 23) 2. Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms (OJ L 132 of 17.05.2023, p. 21).	(6) The implementation***, monitoring and assessment*** of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation[1] requires comparable data on wages received by men and women. Directive (EU) 2023/970 of the European Parliament and of the Council to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women[2] requires Member States to provide the Commission with up-to-date gender pay gap data annually and in a timely manner***, in line with the Directive (EU) 2023/970 of the European Parliament and of the Council[3] (Pay Transparency Directive)***. This obligation should be complemented by the appropriate necessary statistical frame for compiling and transmitting gender pay gap data. _____ 1. Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (OJ L 204 of 26.07.2006, p. 23) 2. Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and	(6) The implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation[1] requires comparable data on wages received by men and women. ***Article 31 of the*** Directive (EU) 2023/970 of the European Parliament and of the Council to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women[2] requires Member States to provide the Commission with up-to-date gender pay gap data annually and in a timely manner. This obligation should be complemented by the appropriate necessary statistical frame for compiling and transmitting gender pay gap data***, that should include the detailed topics, the periodicity of the data provision, the reference periods and the deadline for data transmission***. _____ 1. Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (OJ L 204 of 26.07.2006, p. 23) 2. Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and	

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		women through pay transparency and enforcement mechanisms (OJ L 132 of 17.05.2023, p. 21). ***3. Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms (OJ L 132, 17.5.2023, p. 21, http://data.europa.eu/eli/dir/2023/970/oj).***	enforcement mechanisms (OJ L 132 of 17.05.2023, p. 21).	
Recital 6a				
16a		***(6a) Following the Social Economy Action Plan[1] as well as goals set in the Strategy for the rights of persons with disabilities 2021-2030, particularly following the objective to create equal opportunities and ensure them equal access to participate in society and economy, timely, comparable and accurate data on participation of persons with disabilities in labour market is needed. Such data will provide much needed assessment of progress in common efforts in reducing employment rate gaps and increasing the employment rate of persons with disabilities.*** _____ ***1. COM(2021)0778.***		
Recital 6b				
16b				

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
		(6b) The implementation of the principle of equal treatment irrespective of racial or ethnic origin requires timely, comparable and accurate data on wages and job characteristics of persons of different racial or ethnic origins. Such data will provide much needed assessment of progress in reducing discrimination in relation to employment and working conditions, including dismissals and pay.		
Recital 6c				
16c		***(6c) The gender pension gap is the relative difference between average gross pensions earned by women and men. The gap has its roots in different professional careers; those of women are characterised by lower pay, shorter and interrupted careers, and a lower volume of hours worked. As a result, women are at greater risk of poverty in later life than men. The data collected in the context of the labour market statistics on businesses regarding the structure of earnings, the gender pay gap and the structure of labour costs can also contribute to a better understanding of the gender pension gap in the Member States.***		

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Recital 7				
17	(7) In order to simplify the existing legislation and foster harmonisation in scope, concepts, definitions and quality reporting, this Regulation should cover all European labour market statistics on businesses.	(7) In order to simplify the existing legislation and foster harmonisation in scope, concepts, definitions and quality reporting, this Regulation should cover all European labour market statistics on businesses.	(7) In order to simplify the existing legislation and foster harmonisation in scope, concepts, definitions and quality reporting, this Regulation should cover all European labour market statistics on businesses.	
Recital 7a				
17a		***(7a) With the aim of improving labour market statistics on businesses, it is essential that the data meet the quality requirements. Therefore, the Commission (Eurostat) should provide further guidance on managing the data collected from low quality sources.***		
Recital 8				
18	(8) This Regulation should take into account new needs that have emerged with the development and deepening of the Union and the euro area, provided that its provisions do not create a disproportionate burden on respondents or national statistical authorities.	(8) This Regulation should take into account new needs that have emerged with the development and deepening of the Union and the euro area, provided that its provisions do not create a disproportionate burden on respondents or national statistical authorities.	(8) This Regulation should take into account new needs that have emerged with the development and deepening of the Union and the euro area, provided that its provisions do not create a disproportionate burden on respondents or national statistical authorities.	
Recital 9				
19	(9) To limit the burden on	(9) To limit the ***administrative and***	(9) To limit the burden on	

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	enterprises, in particular on SMEs, the national statistical authorities should consider administrative and innovative sources, the main aim of which is not the provision of statistics, as a substitute for or a complement to statistical surveys, subject to the quality requirements for official statistics. The latest technological and digital developments can contribute to this objective.	***financial*** burden on enterprises, in particular on ***social enterprises, SMEs and micro-enterprises*** ~~*SMEs*~~, the national statistical authorities should consider administrative and innovative sources ***already available to national, regional or local authorities***, the main aim of which is not the provision of statistics, as a substitute for or a complement to statistical surveys, subject to the quality requirements for official statistics. The latest technological and digital developments can contribute to this objective. ***However, it is necessary to limit the number of sources from which data may be collected and transmitted, to what is necessary and proportionate to achieve the objective of this Regulation. Therefore, the Commission should be empowered to adopt delegated acts to specify from which sources, other than survey data and administrative records, data may be collected and transmitted under this Regulation. In any event, any processing of data stemming from those other sources should be without prejudice to Directive 2002/58/EC of the European Parliament and of the Council[1].*** ***1. Directive 2002/58/EC of the European Parliament and of the Council of 12 July 2002 concerning the processing of personal***	enterprises, in particular on SMEs, the national statistical authorities should consider administrative and innovative sources, the main aim of which is not the provision of statistics, as a substitute for or a complement to statistical surveys, subject to the quality requirements for official statistics. The latest technological and digital developments can contribute to this objective.	

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		data and the protection of privacy in the electronic communications sector (Directive on privacy and electronic communications) (OJ L 201, 31.7.2002, p. 37, http://data.europa.eu/eli/dir/2002/58/oj).		
Recital 9a				
19a		***(9a) National statistical authorities should take into account the standard on cost-effectiveness and not entailing excessive burden on economic operators as enshrined in Article 338(2) of the Treaty on the Functioning of the European Union in their dealings with businesses. Member States should conduct efforts to ensure relevant data is adequately shared between authorities to ensure the reporting burden on enterprises is as small as possible.***		
Recital 9b				
19b		***(9b) The framework governing labour market statistics on businesses should be improved continuously. This includes data quality aspects as well as the reduction of undue economic burdens. However, new methods and procedures should be duly tested before they are incorporated in the day-to-day activities of national statistical institutes. For***		

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		that purpose, the Commission (Eurostat) and national statistical institutes should conduct feasibility and pilot studies. Such studies should be initiated by the Commission and should be open to the participation of national statistical institutes on a voluntary basis. In order to draw the right conclusions, the results of those studies should be carefully analysed by the Commission and national statistical institutes. That analysis should be made available to the statistical community and the wider public.		
Recital 10				
20	(10) In order to improve the efficiency of the statistical production processes of labour market statistics and to reduce the statistical burden on respondents, national statistical authorities should have the right to access and use, promptly and free of charge, all national administrative records and to integrate those administrative records with statistics, to the extent necessary for the development, production and dissemination of European Union labour market statistics on businesses, in accordance with Article 17a of Regulation (EC) No 223/2009 of the	(10) In order to improve the efficiency of the statistical production processes of labour market statistics and to reduce the statistical burden on respondents, national statistical authorities should have the right to access and use, promptly and free of charge, all national administrative records and to integrate those administrative records with statistics, to the extent necessary for the development, production and dissemination of European Union labour market statistics on businesses, in accordance with Article 17a of Regulation (EC) No 223/2009 of the	(10) In order to improve the efficiency of the statistical production processes of labour market statistics and to reduce the statistical burden on respondents, national statistical authorities should have the right to access and use, promptly and free of charge, all national administrative ***sources and other sources, including privately held data*** ~~*records*~~ and to integrate ~~*those administrative records*~~***these data*** with statistics, to the extent necessary for the development, production and dissemination of European Union labour market statistics on businesses, in	

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	European Parliament and of the Council[1]. _____ 1. Regulation (EC) No 223/2009 of the European Parliament and of the Council of 11 March 2009 on European statistics and repealing Regulation (EC, Euratom) No 1101/2008 of the European Parliament and of the Council on the transmission of data subject to statistical confidentiality to the Statistical Office of the European Communities, Council Regulation (EC) No 322/97 on Community Statistics, and Council Decision 89/382/EEC, Euratom establishing a Committee on the Statistical Programmes of the European Communities (OJ L 87, 31.3.2009, p. 164).	European Parliament and of the Council[1]. _____ 1. Regulation (EC) No 223/2009 of the European Parliament and of the Council of 11 March 2009 on European statistics and repealing Regulation (EC, Euratom) No 1101/2008 of the European Parliament and of the Council on the transmission of data subject to statistical confidentiality to the Statistical Office of the European Communities, Council Regulation (EC) No 322/97 on Community Statistics, and Council Decision 89/382/EEC, Euratom establishing a Committee on the Statistical Programmes of the European Communities (OJ L 87, 31.3.2009, p. 164).	accordance with ~~*Article 17a of*~~ Regulation (EC) No 223/2009 of the European Parliament and of the Council[1]. _____ 1. Regulation (EC) No 223/2009 of the European Parliament and of the Council of 11 March 2009 on European statistics and repealing Regulation (EC, Euratom) No 1101/2008 of the European Parliament and of the Council on the transmission of data subject to statistical confidentiality to the Statistical Office of the European Communities, Council Regulation (EC) No 322/97 on Community Statistics, and Council Decision 89/382/EEC, Euratom establishing a Committee on the Statistical Programmes of the European Communities (OJ L 87, 31.3.2009, p. 164).	
Recital 11				
21	(11) Regulation (EC) No 223/2009 constitutes the reference framework for this Regulation, including as regards the protection of confidential data.	(11) Regulation (EC) No 223/2009 constitutes the reference framework for this Regulation, including as regards the protection of confidential data ***and the processing and sharing of personal data, including of privately held data***.	(11) Regulation (EC) No 223/2009 constitutes the reference framework for this Regulation, including as regards the protection of confidential data.	
Recital 11a				
21a		***(11a) The use of web scraping techniques to collect data from websites, for their usual nature of an unstructured search on what is public on the internet, might not***		

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		comply with the data protection principle of accuracy insofar as there is no assessment on the reliability of the sources. The same quality requirements for official statistics (e.g. the principle of statistical accuracy and reliability of source data) might be affected.		
Recital 12				
22	(12) Since the objective of this Regulation, namely the establishment of a common framework for systematic production of high quality European Union labour market statistics on businesses, cannot be sufficiently achieved by Member States but can rather, for reasons of consistency and comparability, be better achieved at Union level, the Union may adopt measures, in accordance with the principle of subsidiarity as set out in Article 5 of the Treaty on European Union. In accordance with the principle of proportionality as set out in that Article, this Regulation does not go beyond what is necessary in order to achieve that objective.	(12) Since the objective of this Regulation, namely the establishment of a common framework for systematic production of high quality European Union labour market statistics on businesses, cannot be sufficiently achieved by Member States but can rather, for reasons of consistency and comparability, be better achieved at Union level, the Union may adopt measures, in accordance with the principle of subsidiarity as set out in Article 5 of the Treaty on European Union. In accordance with the principle of proportionality as set out in that Article, this Regulation does not go beyond what is necessary in order to achieve that objective.	(12) Since the objective of this Regulation, namely the establishment of a common framework for systematic production of high quality European Union labour market statistics on businesses, cannot be sufficiently achieved by Member States but can rather, for reasons of consistency and comparability, be better achieved at Union level, the Union may adopt measures, in accordance with the principle of subsidiarity as set out in Article 5 of the Treaty on European Union. In accordance with the principle of proportionality as set out in that Article, this Regulation does not go beyond what is necessary in order to achieve that objective.	
Recital 12a				
22a			***(12a) The power to adopt delegated***	

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			acts in accordance with Article 290 of the Treaty on the Functioning of the European Union (TFEU) should be delegated to the Commission to amend the list of the detailed topics required to be covered by labour market statistics data on businesses. It is of particular importance that the Commission carry out appropriate consultations during its preparatory work, including at expert level, and that those consultations be conducted in accordance with the principles laid down in the Interinstitutional Agreement of 13 April 2016 on Better Law-Making[1]. The Commission, when preparing and drawing up delegated acts, should ensure simultaneous, timely and appropriate transmission of relevant documents to the European Parliament and to the Council. ***1. OJ L 123, 12.5.2016, p. 1.***	
Recital 12b				
22b			***(12b) In order to ensure uniform conditions for the implementation of this Regulation, implementing powers should be conferred on the Commission to specify the elements for each topic required to be covered by labour market statistics***	

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			data on businesses. Likewise, the Commission should be conferred the power to adopt implementing acts to set out the practical arrangements for the quality reports and their content, and to grant derogations to Member States where the application of this Regulation, or the delegated or implementing acts adopted pursuant to it, require major changes to be made to a Member State's national statistical system. Those powers should be exercised in accordance with Regulation (EU) No 182/2011 of the European Parliament and of the Council of 16 February 2011 laying down the rules and general principles concerning mechanisms for control by Member States of the Commission's exercise of implementing powers[1]. ***1. Regulation (EU) No 182/2011 of the European Parliament and of the Council of 16 February 2011 laying down the rules and general principles concerning mechanisms for control by Member States of the Commission's exercise of implementing powers (OJ L 55, 28.2.2011, p. 13).***	
Recital 13				
23	(13) The European Data Protection Supervisor was consulted in	(13) The European Data Protection Supervisor was consulted in	(13) The European Data Protection Supervisor was consulted in	

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	accordance with Article 42(1) of Regulation (EU) 2018/1725 of the European Parliament and of the Council[1] and delivered an opinion on [xxx]. _____ 1. Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39).	accordance with Article 42(1) of Regulation (EU) 2018/1725 of the European Parliament and of the Council[1] and delivered an opinion on ~~[xxx]~~ ***25 September 2023***. _____ 1. Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39).	accordance with Article 42(1) of Regulation (EU) 2018/1725 of the European Parliament and of the Council[1] and delivered an opinion on ~~[xxx]~~ ***25 September 2023***. _____ 1. Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39).	
Recital 14				
24	(14) For the appropriate implementation of this Regulation in Members States, at least 12 months after the date of entering into force are needed before the first data collection.	(14) For the appropriate implementation of this Regulation in Members States, at least 12 months after the date of entering into force are needed before the first data collection. ***Therefore, it should be applied at the earliest from 1 January 2026.***	(14) For the appropriate implementation of this Regulation in Members States, at least 12 months after the date of entering into force are needed before the first data collection.	
Recital 14a				
24a			***(14a) This Regulation is without prejudice to Regulations (EU) 2016/679 and (EU) 2018/1725 and Directive 2002/58/EC of the European Parliament and of the Council. Within their respective scopes of application, the latter***	

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			Regulations are to apply to the processing of personal data under this Regulation. Anonymised or pseudonymised data should be preferably used for processing, sharing and archiving of personal data for statistical purposes under this Regulation, to guarantee the safeguards as adopted under Article 89 of the Regulation (EU) 2016/679 and Article 13 of the Regulation (EU) 2018/1725.	
Recital 15				
25	(15) The European Statistical System Committee has been consulted.	(15) The European Statistical System Committee has been consulted.	(15) The European Statistical System Committee has been consulted.	
Formula				
26	HAVE ADOPTED THIS REGULATION:	HAVE ADOPTED THIS REGULATION:	HAVE ADOPTED THIS REGULATION:	
Article 1				
27	Article 1 Subject matter	Article 1 Subject matter	Article 1 Subject matter	
Article 1, first paragraph				
28	This Regulation lays down a common legal framework for the	This Regulation lays down a common legal framework for the	This Regulation lays down a common legal framework for the	

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	development, production and dissemination of labour market statistics on businesses in the Union.	development, production and dissemination of labour market statistics on businesses in the Union.	development, production and dissemination of labour market statistics on businesses in the Union.	
Article 2				
29	Article 2 Definitions	Article 2 Definitions	Article 2 Definitions	
Article 2, first paragraph				
30	For the purposes of this Regulation, the following definitions shall apply:	For the purposes of this Regulation, the following definitions shall apply:	For the purposes of this Regulation, the following definitions shall apply:	
Article 2, first paragraph, point (1)				
31	(1) 'statistical unit' means the entity on which the data are collected or compiled;	(1) 'statistical unit' means the ~~*entity*~~***natural or legal person*** on which the data are collected or compiled;	(1) 'statistical unit' means ***statistical units within the meaning of Regulation (EEC) No 696/93 as regards enterprise and local unit or employees*** ~~*the entity*~~ on which the data are collected ***and statistics are*** ~~*or*~~ compiled;	
Article 2, first paragraph, point (2)				
32	(2) 'enterprise' means a set of legal units as defined in Council Regulation (EEC) No 696/93[1]; This includes non-market producers and other institutional units that belong to the general government sector; _____	(2) 'enterprise' means a set of legal units as defined in Council Regulation (EEC) No 696/93[1]; This includes non-market producers and other institutional units that belong to the general government sector; _____	(2) 'enterprise' means ~~*a set*~~ ***the smallest combination*** of legal units as defined in Council Regulation (EEC) No 696/93[1]; This includes non-market producers and other institutional units that belong to the general government sector;	

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	1. Council Regulation (EEC) No 696/93 of 15 March 1993 on the statistical units for the observation and analysis of the production system in the Community (OJ L 76, 30.3.1993, p. 1), ANNEX-Section III-A.	1. Council Regulation (EEC) No 696/93 of 15 March 1993 on the statistical units for the observation and analysis of the production system in the Community (OJ L 76, 30.3.1993, p. 1), ANNEX-Section III-A.	_____ 1. Council Regulation (EEC) No 696/93 of 15 March 1993 on the statistical units for the observation and analysis of the production system in the Community (OJ L 76, 30.3.1993, p. 1), ANNEX-Section III-A.	
Article 2, first paragraph, point (2a)				
32a		***(2a) 'social enterprise' means a private law entity, which can be established in a variety of legal forms, that provides goods and services for the market in an entrepreneurial way and in accordance with the principles and features of the social economy, having social or environmental objectives as the reason for its commercial activity[1];*** ***1. Council Recommendation of 27 November 2023 on developing social economy framework conditions (C/2023/1344) (OJ C, C/2023/1344, 29.11.2023, ELI: http://data.europa.eu/eli/C/2023/1344/oj).***		
Article 2, first paragraph, point (3)				
33	(3) 'local unit' means an enterprise, or a part thereof, situated in a geographically identified place;	(3) 'local unit' means an enterprise, or a part thereof, situated in a geographically identified place;	(3) 'local unit' means an enterprise, or a part thereof, situated in a geographically identified place~~;~~ ***as defined in Council Regulation (EEC) No 696/93[1].*** _____ ***1. Council Regulation (EEC) No 696/93 of***	

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			15 March 1993 on the statistical units for the observation and analysis of the production system in the Community (OJ L 76, 30.3.1993, p. 1), ANNEX-Section III-A	
Article 2, first paragraph, point (4)				
34	(4) 'resident enterprise', respectively 'resident local unit', means an enterprise, respectively a local unit, carrying out economic activities contributing to the gross domestic product (GDP);	(4) 'resident enterprise', respectively 'resident local unit', means an enterprise, respectively a local unit, carrying out economic activities contributing to the gross domestic product (GDP);	(4) 'resident enterprise', respectively 'resident local unit', means an enterprise, respectively a local unit, carrying out economic activities contributing to the gross domestic product (GDP) ***as laid down in Chapter 1 of Annex A to Regulation of the European Parliament and of the Council (EU) No 549/2013***;	
Article 2, first paragraph, point (5)				
35	(5) 'employee' means any person irrespective of his/her nationality, residency or how long he/she has worked in the Member State who has a direct employment contract with an enterprise (whether the agreement is formal or informal) and receive remuneration, irrespective of the type of work performed, the number of hours worked (full-time or part-time) and the duration of the contract (fixed or indefinite, including seasonal); the remuneration of an employee can take the form of wages and salaries,	(5) 'employee' means any person irrespective of his/her nationality, residency or how long he/she has worked in the Member State -who has a direct employment ~~*contract*~~***relationship*** with an enterprise***, established by a formal contract or an informal*** ~~*(whether the* agreement *is formal or informal)*~~, and receive remuneration, irrespective of the type of work performed, the number of hours worked (full-time or part-time) and the duration of the contract (fixed or indefinite, including seasonal); the	(5) 'employee' means any person irrespective of his/her nationality, residency or how long he/she has worked in the Member State -who has a direct employment ~~*contract*~~***agreement*** with an enterprise (whether the agreement is formal or informal) and receive remuneration, irrespective of the type of work performed, the number of hours worked (full-time or part-time) and the duration of the ~~*contract*~~***agreement*** (fixed or indefinite, including seasonal); the remuneration of an employee can	

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	including bonuses, pay for piecework and shift work, allowances, fees, commission and remuneration in kind;	remuneration of an employee can take the form of wages and salaries, including bonuses, pay for piecework and shift work, allowances, fees, commission and remuneration in kind;	take the form of wages and salaries, including bonuses, pay for piecework and shift work, allowances, fees, commission and remuneration in kind;	
Article 2, first paragraph, point (6)				
36	(6) 'employer' means an enterprise or a local unit that has a direct employment contract with an employee (whether the agreement is formal or informal);	(6) 'employer' means an enterprise or a local unit that has a direct employment ~~*contract*~~***relationship*** with an employee***, established by a formal contract or an informal*** ~~*(whether the*~~ agreement ~~*is formal or informal)*~~;	(6) 'employer' means an enterprise or a local unit that has a direct employment ~~*contract*~~***agreement*** with an employee (whether the agreement is formal or informal);	
Article 2, first paragraph, point (7)				
37	(7) 'domain' means one or several data sets that cover one or several topics;	(7) 'domain' means one or several data sets that cover one or several topics;	(7) ~~'~~***'***domain~~'~~***'*** means one or several data sets that cover ~~*one or several*~~ ***particular*** topics;	
Article 2, first paragraph, point (8)				
38	(8) 'topic' means the content of the information to be collected about the statistical units in a data collection, with each topic covering several detailed topics;	(8) 'topic' means the content of the information to be collected about the statistical units in a data collection, with each topic covering several detailed topics;	(8) ~~'~~***'***topic~~'~~***'*** means the content of the information to be ~~*collected about the statistical units in a data collection*~~ ***compiled***, with each topic covering ~~*several*~~***one or more*** detailed topics;	
Article 2, first paragraph, point (9)				

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39	(9) 'detailed topic' means the detailed content of the information to be collected about the statistical units related to a topic; each detailed topic covers one or several variables;	(9) 'detailed topic' means the detailed content of the information to be collected about the statistical units related to a topic; each detailed topic covers one or several variables;	(9) 'detailed topic~~-~~***'*** means the detailed content of the information to be ~~*collected about the statistical units*~~***compiled*** related to a topic~~;~~***,*** each detailed topic ~~*covers*~~***covering*** one or ~~*several*~~***more*** variables;	
Article 2, first paragraph, point (10)				
40	(10) 'variable' means a characteristic of a unit that may assume more than one of a set of values, which can be an absolute figure, a proportion, or a reference to a position in a classification;	(10) 'variable' means a characteristic of a unit that may assume more than one of a set of values, which can be an absolute figure, a proportion, or a reference to a position in a classification;	(10) ~~-~~***'***variable~~-~~***'*** means a characteristic of a unit that may assume more than one of a set of values~~*, which can be an absolute figure, a proportion, or a reference to a position in a classification;*~~***;**	
Article 2, first paragraph, point (11)				
41	(11) 'breakdown' means a predefined discrete, exhaustive and mutually exclusive set of values which can be assigned to a variable characterising statistical units;	(11) 'breakdown' means a predefined discrete, exhaustive and mutually exclusive set of values which can be assigned to a variable characterising statistical units;	(11) 'breakdown' means a predefined discrete, exhaustive and mutually exclusive set of values which can be assigned to a variable characterising statistical units;	
Article 2, first paragraph, point (12)				
42	(12) 'microdata' means data concerning only one statistical unit without a direct identifier;	(12) 'microdata' means data concerning only one statistical unit without a direct identifier;	(12) ~~-~~***'***microdata~~-~~***'*** means ~~*data concerning only one*~~ ***individual observations or measurements of characteristics of indirectly identifiable*** statistical ~~*unit without a direct identifier;*~~***units.***	

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Article 2, first paragraph, point (13)				
43	(13) ‘aggregated data’ means data concerning a set of several statistical units;	(13) ‘aggregated data’ means data concerning a set of several statistical units;	(13) ‘aggregated data’ means ~~*data*~~ ***statistics*** concerning a set of several statistical units;	
Article 2, first paragraph, point (14)				
44	(14) ‘statistical population’ means the set of statistical units about which information is wanted and estimates are required;	(14) ‘statistical population’ means the set of statistical units about which information is wanted and estimates are required;	(14) ‘statistical population’ means the set of statistical units about which information is wanted ~~*and estimates are required;*~~.	
Article 2, first paragraph, point (15)				
45	(15) ‘sampling frame’ means a list, map or other specification of the units which determine a statistical population that is to be completely enumerated or sampled;	(15) ‘sampling frame’ means a list, map or other specification of the units which determine a statistical population that is to be completely enumerated or sampled;	(15) ‘sampling frame’ means a list, map or other specification of the units which determine a statistical population that is to be completely enumerated or sampled;	
Article 2, first paragraph, point (16)				
46	(16) ‘sample’ means a subset of a sampling frame whose elements are selected based on a process with a known probability of selection, designed so as to allow for deriving valid estimations for the statistical population;	(16) ‘sample’ means a subset of a sampling frame whose elements are selected based on a process with a known probability of selection, designed so as to allow for deriving valid estimations for the statistical population;	(16) ‘sample’ means a subset of a sampling frame whose elements are selected based on a process with a known probability of selection, designed so as to allow for deriving valid estimations for the statistical population;	
Article 2, first paragraph, point (17)				
47				

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	(17) 'respondent' means the reporting unit that supplies information to the authority conducting the survey;	(17) 'respondent' means the reporting unit that supplies information to the authority conducting the survey;	(17) 'respondent' means the ~~*reporting*~~ unit that supplies ~~*information to the authority conducting the survey;*~~***data***	
Article 2, first paragraph, point (18)				
48	(18) 'survey data' means data collected on a sample of respondents and extrapolated to the statistical population by using appropriate mathematical methods;	(18) 'survey data' means data collected on a sample of respondents and extrapolated to the statistical population by using appropriate mathematical methods;	(18) 'survey data' means data collected on a sample of respondents and extrapolated to the statistical population by using appropriate ~~*mathematical*~~ ***statistical*** methods;	
Article 2, first paragraph, point (19)				
49	(19) 'administrative records' mean data generated by an administrative entity, usually a public body, the main aim of which is not the provision of statistics;	(19) 'administrative records' mean data generated by an administrative entity, usually a public body, the main aim of which is not the provision of statistics;	(19) 'administrative ~~*records*~~***data sources***' mean data generated by ~~*an administrative entity*~~***a non-statistical source*** , usually ***a register held by*** a public body, the main aim of which is not the provision of statistics;	
Article 2, first paragraph, point (19a)				
49a			***(19a) 'privately held data' refers to the vast amount of data held by private entities obtained as a result of their activity, which could be used by statistical authorities to produce official statistics. It may include data held by Civil Society Organisations (CSOs), among others.***	

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Article 2, first paragraph, point (20)				
50	(20) 'other sources' means data generated by a non-administrative entity including private records, websites and databases, the main aim of which is not the provision of official statistics;	(20) 'other sources' means ***quality and reliable*** data generated by a non-administrative entity including private records, websites and databases, the main aim of which is not the provision of official statistics;	(20) 'other sources' ~~*means data generated by a non-administrative entity including private records*~~***meaning data that derive from sources other than the ones listed in points (18), (19), (19a) of this Article, such as*** , websites and databases, the main aim of which is not the provision of official statistics;	
Article 2, first paragraph, point (21)				
51	(21) 'statistical classification' means an ordered list, with one or more levels of detail, of related though mutually exclusive categories used to structure information in a given statistical domain according to its similarities;	(21) 'statistical classification' means an ordered list, with one or more levels of detail, of related though mutually exclusive categories used to structure information in a given statistical domain according to its similarities;	(21) 'statistical classification' means an ordered list, with one or more levels of detail, of related though mutually exclusive categories used to structure information in a given statistical domain according to its similarities;	
Article 2, first paragraph, point (22)				
52	(22) 'reference period' means the period to which the data refer;	(22) 'reference period' means the period to which the data refer;	(22) 'reference period' means the ***time interval*** ~~*period*~~ to which ~~*the data*~~***statistics*** refer;	
Article 2, first paragraph, point (23)				
53	(23) 'data collection period' means the time period at which the data are collected.	(23) 'data collection period' means the time period at which the data are collected~~.~~**;**	(23) ~~*'data collection period' means the time period at which the data are collected.*~~	

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Article 2, first paragraph, point (24)				
54	(24) ‘metadata’ means information that is needed to use and interpret statistics and that describes the data in a structured way;	(24) ‘metadata’ means information that is needed to use and interpret statistics and that describes the data in a structured way;	(24) ‘metadata’ means information that is needed to use and interpret statistics and that describes the data in a structured way;	
Article 2, first paragraph, point (25)				
55	(25) ‘pre-checked data’ means data verified by Member States based on agreed common validation rules;	(25) ‘pre-checked data’ means data verified by Member States based on agreed common validation rules;	(25) ‘pre-checked data’ means data verified by Member States based on agreed common validation rules;	
Article 2, first paragraph, point (26)				
56	(26) ‘quality report’ means a report conveying information about the quality of a statistical product or process.	(26) ‘quality report’ means a report conveying information about the quality of a statistical product or process.	(26) ‘quality report’ means a report conveying information about the quality of a statistical product or process.	
Article 2, first paragraph, point (26a)				
56a		***(26a) ‘back data’ means data covering a period of at least two years prior to the date of application of this Regulation.***		
Article 2, first paragraph, point (26a)				
56b			***(27) 'gender pay gap’ means the difference in average gross hourly***	

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			earnings of male and female employees as a percentage of the average gross hourly earnings of the male employees.	
Article 3				
57	Article 3 Sources and methods	Article 3 Sources and methods	Article 3 Sources and methods	
Article 3(1)				
58	1. For the purpose of compiling statistics under this Regulation, Member States shall use or reuse one or a combination of the following sources provided they meet the quality standards referred to in Article 8:	1. For the purpose of compiling statistics under this Regulation, Member States shall use or reuse one or a combination of the following sources provided they meet the quality standards referred to in Article 8:	1. ~~*For the purpose of compiling statistics under this Regulation,*~~ Member States shall use ~~*or reuse*~~ one or a combination of the following ***data*** sources**,** provided they ***allow for producing statistics that*** meet the quality ~~*standards referred to*~~***requirements laid down*** in Article 8:	
Article 3(1), point (-a)				
58a				
Article 3(1), point (a)				
59	(a) survey data;	(a) survey data;	(a) ~~*survey data*~~***statistical surveys or other statistical data collections***;	
Article 3(1), point (b)				

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60	(b) administrative records;	(b) administrative records;	(b) administrative ~~*records*~~***data sources***;	
Article 3(1), point (c)				
61	(c) other sources.	(c) other sources.	(c) ~~*other sources*~~ ***privately held data***.	
Article 3(1), point (ca)				
61a			***(d) other sources***	
Article 3(1a)				
61b			***1a. Member States shall endeavour to use innovative methods to improve statistics, compiled under this Regulation provided that they allow for producing statistics that meet the quality requirements laid down in Article 8.***	
Article 3(1a)				
61c		***1a. The Commission is empowered to adopt delegated acts in accordance with Article 13 to supplement this Regulation by specifying from which other sources referred to in paragraph 1, point (c) of this Article data may be collected and transmitted. When***		

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		exercising the power to adopt such delegated acts, the Commission shall ensure that the use of those other sources is necessary and proportionate to achieve the objective under this Regulation, having due regard to the sensitivity of the data at issue and without prejudice to Directive 2002/58/EC.		
Article 3(2)				
62	2. Surveys used for the purpose of labour market statistics on businesses shall be based on samples which are representative of the statistical population. Samples of enterprises or local units shall be drawn from the national statistical business registers as defined in Article 8(4) of Regulation (EU) 2019/2152.	2. Surveys used for the purpose of labour market statistics on businesses shall be based on samples which are representative of the statistical population. Samples of enterprises or local units shall be drawn from the national statistical business registers as defined in Article 8(4) of Regulation (EU) 2019/2152.	2. Surveys used for the purpose of labour market statistics on businesses shall be based on samples which are representative of the statistical population. Samples of enterprises or local units shall be drawn from the national statistical business registers as defined in Article 8(4) of Regulation (EU) 2019/2152.	
Article 3(3)				
63	3. Member States shall provide the Commission (Eurostat) with detailed information on the sources and methods used through the quality reports referred to in Article 8(4).	3. Member States shall provide the Commission (Eurostat) with detailed information on the sources and methods used through the quality reports referred to in Article 8(4).	3. Member States shall provide the Commission (Eurostat) with detailed information on the sources and methods used through the quality reports referred to in Article 8(4).	
Article 3a				
63a		***Article 3a***		

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		Requirement for the processing of personal data		
Article 3a(1)				
63b		***1. Where the activities to be carried out under this Regulation involve the processing of personal data, such processing shall be proportionate and shall comply with Regulation (EU) 2018/1725 of the European Parliament and of the Council[1] and Regulation (EU) 2016/679 of the European Parliament and of the Council[2]. In accordance with the data minimisation principle set out in those Regulations, data provided under this Regulation shall be aggregated to such a degree that individuals cannot be identified.*** ***1. Regulation (EU) 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC (OJ L 295, 21.11.2018, p. 39, http://data.europa.eu/eli/reg/2018/1725/oj).*** ***2. Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive***		

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		95/46/EC (General Data Protection Regulation) (OJ L 119, 4.5.2016, p. 1, http://data.europa.eu/eli/reg/2016/679/oj).		
Article 3a(2)				
63c		***2. The processing of personal data for statistical purposes, which is considered to be in the public interest, shall be subject to appropriate safeguards in accordance with Article 89 of Regulation (EU) 2016/679 and Article 13 of Regulation (EU) 2018/1725. In particular, compliance with the principle that personal data are to be rendered anonymous shall be ensured.***		
Article 4				
64	Article 4 Data requirements	Article 4 Data requirements	Article 4 Data requirements	
Article 4(1), first subparagraph				
65	1. Labour market statistics on businesses shall cover the following domains and topics:	1. Labour market statistics on businesses shall cover the following domains and topics:	1. Labour market statistics on businesses shall cover the following domains and topics:	
Article 4(1), first subparagraph, point (a)				
66	(a) earnings:	(a) earnings:	(a) earnings:	

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Article 4(1), first subparagraph, point (a), first indent				
67	- (i) structure of earnings;	- (i) structure of earnings;	- (i) structure of earnings;	
Article 4(1), first subparagraph, point (a), second indent				
68	- (ii) gender pay gap;	- (ii) gender pay gap;	- (ii) gender pay gap;	
Article 4(1), first subparagraph, point (a), third indent				
68a		***- (iii) collective bargaining coverage;***		
Article 4(1), first subparagraph, point (a), fourth indent				
68b		***- (iv) level of statutory minimum wage, if applicable;***		
Article 4(1), first subparagraph, point (a), fifth indent				
68c		***- (v) statutory minimum wage coverage, if applicable;***		
Article 4(1), first subparagraph, point (b)				
69	(b) labour costs:	(b) labour costs:	(b) labour costs:	
Article 4(1), first subparagraph, point (b), first indent				
70				

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	- (i) structure of labour costs;	- (i) structure of labour costs;	- (i) structure of labour costs;	
Article 4(1), first subparagraph, point (b), second indent				
71	- (ii) labour cost index;	- (ii) labour cost index;	- (ii) labour cost index;	
Article 4(1), first subparagraph, point (c)				
72	(c) labour demand:	(c) labour demand:	(c) labour demand:	
Article 4(1), first subparagraph, point (c), first indent				
73	- (i) job vacancies.	- (i) job vacancies.	- (i) job vacancies.	
Article 4(1), second subparagraph				
74	The topics labour cost index, referred to in point (b)(ii), and job vacancies, referred to in point (c)(i), include their respective early estimates referred to in Article 5.	The topics labour cost index, referred to in point (b)(ii), and job vacancies, referred to in point (c)(i), include their respective early estimates referred to in Article 5.	The topics labour cost index, referred to in point (b)(ii), and job vacancies, referred to in point (c)(i), include their respective early estimates referred to in Article 5.	
Article 4(2)				
75	2. For each topic listed in paragraph 1, the detailed topics, their corresponding periodicity, reference periods and transmission deadlines shall be as set out in the Annex.	2. For each topic listed in paragraph 1, the detailed topics, their corresponding periodicity, reference periods and transmission deadlines shall be as set out in the Annex.	2. For each topic listed in paragraph 1, the detailed topics, their corresponding periodicity, reference periods ***including the first reference period*** and transmission deadlines shall be as set out in the Annex.	
Article 4(3)				

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76	3. The Commission shall be empowered to adopt delegated acts in accordance with Article 13 to amend the list of the detailed topics, the periodicity, the reference periods and the transmission deadlines set out in the Annex.	3. The Commission shall be empowered to adopt delegated acts in accordance with Article 13 to amend the list of the detailed topics, the periodicity, the reference periods and the transmission deadlines set out in the Annex.	3. The Commission shall be empowered to adopt delegated acts in accordance with Article 13 to amend the list of the detailed topics~~, the periodicity, the reference periods and the transmission deadlines~~ ***as*** set out in the Annex. ***The delegated acts shall be adopted at least 24 months before the beginning of the relevant reference period.***	
Article 4(3a), first subparagraph				
77	4. When exercising power to adopt delegated acts pursuant to paragraph 3, the Commission shall ensure that the amendments do not impose significant and disproportionate burden on Member States and respondents. For this purpose, feasibility studies as set out in Article 9 shall be launched and their results duly assessed and taken into account.	4. When exercising power to adopt delegated acts pursuant to paragraph 3, the Commission shall ensure that the amendments do not impose significant and disproportionate burden on Member States and respondents. For this purpose, feasibility studies as set out in Article 9 shall be launched and their results ***shall be*** duly assessed and taken into account ***before the adoption of the delegated acts***.	4. When exercising ***the*** power to adopt delegated acts pursuant to paragraph 3, the Commission shall ensure that~~ the amendments do not impose significant and disproportionate burden on Member States and respondents. For this purpose, feasibility studies as set out in Article 9 shall be launched and their results duly assessed and taken into account.~~ ***:***	
Article 4(3a), second subparagraph				
77a			***(a) the delegated acts aim to achieve cost and burden neutrality or reduction and do not, in any case, impose a significant additional cost or burden on the Member States or on the***	

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			respondents;	
Article 4(3a), third subparagraph				
77b			***(b) Over a period of ten consecutive years, a maximum of two detailed topics for a domain listed in the annex to this Regulation may be replaced by another detailed topic within the same domain and a maximum of one detailed topic in any one of the domains listed in the Annex is added;***	
Article 4(3a), fourth subparagraph				
77c			***(c) any new detailed topic shall be assessed with respect to its feasibility by means of pilot studies carried out by the Commission (Eurostat) and the Member States in accordance with Article 9.***	
Article 4(5)				
78	5. The data shall be transmitted to the Commission (Eurostat) in the form of aggregated data, except for the topic structure of earnings, referred to in paragraph 1, point (a)(i), for which microdata shall be transmitted for individual employees and local units.	5. The data shall be transmitted to the Commission (Eurostat) in the form of aggregated data, except for the topic structure of earnings, referred to in paragraph 1, point (a)(i), for which microdata shall be transmitted for individual employees and local units.	5. The data shall be transmitted to the Commission (Eurostat) in the form of aggregated data, except for the topic structure of earnings, referred to in paragraph 1, point (a)(i), for which ***pseudonomised*** microdata shall be transmitted for individual employees and local	

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			units.	
Article 4(6)				
79	6. Member States shall provide pre-checked data and related metadata using a technical format specified by the Commission (Eurostat) for each data set. The single entry point services shall be used to provide the data to the Commission (Eurostat).	6. Member States shall provide pre-checked data and related metadata using a technical format specified by the Commission (Eurostat) for each data set. The single entry point services shall be used to provide the data to the Commission (Eurostat).	6. Member States shall provide pre-checked data and related metadata using a technical format specified by the Commission (Eurostat) for each data set. The single entry point services shall be used to provide the data to the Commission (Eurostat).	
Article 4(7)				
80	7. The Commission shall adopt implementing acts specifying the following elements for each topic:	7. The Commission shall adopt implementing acts specifying the following elements for each topic:	7. The Commission shall adopt implementing acts specifying the following elements for each topic:	
Article 4(7), point (a)				
81	(a) the list and description of variables;	(a) the list and description of variables;	(a) the list and description of variables ***and their technical specifications, taking into account that a variable shall be counted as a combination of characteristics of an observation unit with the corresponding measurement unit and geographical breakdown counting as one***;	
Article 4(7), point (b)				
82	(b) statistical classifications and	(b) statistical classifications and	(b) statistical classifications and	

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	data breakdowns;	data breakdowns;	***breakdowns whereas geographical*** ~~*data*~~ breakdowns ***cannot go below NUTS1 level***;	
Article 4(7), point (c)				
83	(c) precision targets;	(c) precision targets;	~~*(c) precision targets;*~~	
Article 4(7), point (d)				
84	(d) the metadata to be transmitted with the same periodicity, reference period and deadlines as the data they refer to;	(d) the metadata to be transmitted with the same periodicity, reference period and deadlines as the data they refer to;	(d) the metadata to be transmitted with the same periodicity, reference period and deadlines as the data they refer to;	
Article 4(7), point (e)				
85	(e) the data collection periods.	(e) the data collection periods.	~~*(e) the data collection periods.*~~	
Article 4(8)				
86	These implementing acts shall be adopted in accordance with the examination procedure referred to in Article 14(2) at least 12 months before the beginning of the relevant reference period.	These implementing acts shall be adopted in accordance with the examination procedure referred to in Article 14(2) at least 12 months before the beginning of the relevant reference period.	***8.*** These implementing acts shall be adopted in accordance with the examination procedure referred to in Article 14(2) at least ~~*12*~~ ***24*** months before the beginning of the relevant reference period***, except for the first reference period as mentioned in the Annex for which 12 months shall apply. The Commission shall ensure that the implementing acts adopted pursuant to this paragraph comply with the principle of***	

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			proportionality and do not impose a significant additional burden or cost on the Member States or on businesses.	
Article 4(9)				
86a			***9. When a new detailed topic is added in accordance with paragraph 4(b) of this Article, the overall number of variables as defined in paragraph 7(a) for the domains referred to in paragraph 1 of this Article shall not be increased by more than the average number of variables within the existing detailed topics of this domain.***	
Article 4(10)				
86b			***10. When adopting implementing acts pursuant to paragraph 7:***	
Article 4(10), subparagraph a				
86c			***(a) the overall number of variables as defined in paragraph 7(a) of this Article for the topics structure of earnings , structure of labour cost, labour cost index and job vacancies shall not exceed by more than 5% the number of variables already required, on a mandatory basis, on the date of***	

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			entry into force of this Regulation. If the 5% threshold of the number of variables described above results in an unrounded number, the overall number of variables will be rounded to the next integer.	
Article 4(10), subparagraph b				
86d			***(b) the overall number of variables as defined in paragraph 7(a) of this Article for the topic gender pay gap shall not exceed by more than 5% the number of variables within the existing detailed topics of this domain. If the 5% threshold of the number of variables described above results in an unrounded number, the overall number of variables will be rounded to the next integer.***	
Article 4(10), subparagraph c				
86e			***(c) where new data are required, the Commission may only change a maximum of 5% of the variables required in accordance with the implementing acts referred to in paragraph 7 of this Article, for each domain listed in paragraph 1, every 5 years.***	
Article 4(11)				

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86f			***11. Any modification of the data breakdowns referred to in paragraph 7(b) of this Article shall be assessed with respect to its feasibility by means of a pilot study carried out by the Commission (Eurostat) and the Member States in accordance with Article 9.***	
Article 5				
87	Article 5 Early estimates	Article 5 Early estimates	Article 5 Early estimates	
Article 5(1)				
88	1. Early estimates for the labour cost index referred to in Article 4(1), point (b)(ii) and job vacancies referred to in Article 4(1), point (c)(i) shall be transmitted:	1. Early estimates for the labour cost index referred to in Article 4(1), point (b)(ii) and job vacancies referred to in Article 4(1), point (c)(i) shall be transmitted:	1. Early estimates for the labour cost index referred to in Article 4(1), point (b)(ii) and job vacancies referred to in Article 4(1), point (c)(i) shall be transmitted:	
Article 5(1), point (a)				
89	(a) by Member States whose annual number of employees represents more than 3% of the EU total, for each of the 3 latest consecutive years; and	(a) by Member States whose annual number of employees represents more than 3% of the EU total, for each of the 3 latest consecutive years; and	(a) by Member States whose annual number of employees represents more than 3% of the EU total, for each of the 3 latest consecutive years; and	
Article 5(1), point (b)				
90				

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	(b) by Member States of the euro area whose annual number of employees represents more than 3% of the euro area total, for each of the 3 latest consecutive years;	(b) by Member States of the euro area whose annual number of employees represents more than 3% of the euro area total, for each of the 3 latest consecutive years;	(b) by Member States of the euro area whose annual number of employees represents more than 3% of the euro area total, for each of the 3 latest consecutive years;	
Article 5(2)				
91	2. The shares of employees in the EU total and euro area total mentioned in paragraph 1 shall be assessed by the Commission (Eurostat) based on the available EU labour force survey annual data.	2. The shares of employees in the EU total and euro area total mentioned in paragraph 1 shall be assessed by the Commission (Eurostat) based on the available EU labour force survey annual data.	2. The shares of employees in the EU total and euro area total mentioned in paragraph 1 shall be assessed by the Commission (Eurostat) based on the available EU labour force survey annual data.	
Article 5(3)				
92	3. Should there be any change in the list of Member States whose annual number of employees is higher than the thresholds referred to in points (a) and (b) of paragraph 1, the Commission (Eurostat) shall notify the Member State(s) concerned within 6 months after the end of the period used to assess the 3% threshold. If the updated shares of employees fall below the respective thresholds referred to in points (a) and (b) of paragraph 1, the Member State(s) concerned shall be allowed to stop transmitting early estimates as from the reference quarter of the first calendar year following the date of the notification. If the updated	3. Should there be any change in the list of Member States whose annual number of employees is higher than the thresholds referred to in points (a) and (b) of paragraph 1, the Commission (Eurostat) shall notify the Member State(s) concerned within 6 months after the end of the period used to assess the 3% threshold. If the updated shares of employees fall below the respective thresholds referred to in points (a) and (b) of paragraph 1, the Member State(s) concerned shall be allowed to stop transmitting early estimates as from the reference quarter of the first calendar year following the date of the notification. If the updated	3. Should there be any change in the list of Member States whose annual number of employees is higher than the thresholds referred to in points (a) and (b) of paragraph 1, the Commission (Eurostat) shall notify the Member State(s) concerned within 6 months after the end of the period used to assess the 3% threshold. If the updated shares of employees fall below the respective thresholds referred to in points (a) and (b) of paragraph 1, the Member State(s) concerned ~~*shall be allowed to stop transmitting*~~ ***may discontinue to transmit*** early estimates as from the reference quarter of the first calendar year following the date of	

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	shares fall above those thresholds, the Member State(s) concerned shall transmit the early estimates from the first reference quarter of the third calendar year following the date of the notification.	shares fall above those thresholds, the Member State(s) concerned shall transmit the early estimates from the first reference quarter of the third calendar year following the date of the notification.	the notification. If the updated shares fall above those thresholds, the Member State(s) concerned shall transmit the early estimates from the first reference quarter of the third calendar year following the date of the notification.	
Article 6				
93	Article 6 Statistical units and statistical population	Article 6 Statistical units and statistical population	Article 6 Statistical units and statistical population	
Article 6(1)				
94	1. Statistics under this Regulation shall be compiled for one or more of the following statistical units:	1. Statistics under this Regulation shall be compiled for one or more of the following statistical units:	1. Statistics under this Regulation shall be compiled for ~~one or more of~~ the following statistical units:	
Article 6(1), point (a)				
95	(a) enterprises;	(a) enterprises;	(a) enterprises;	
Article 6(1), point (b)				
96	(b) local units;	(b) local units;	(b) local units;	
Article 6(1), point (c)				
97	(c) employees.	(c) employees.	(c) employees.	

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Article 6(2)				
98	2. For topics labour cost index, referred to in Article 4(1), point (b)(ii) and job vacancies, referred to in Article 4(1), point (c)(i), the statistical population shall consist of all enterprises or all local units that are resident of the Member State and which fulfil the following conditions:	2. For topics labour cost index, referred to in Article 4(1), point (b)(ii) and job vacancies, referred to in Article 4(1), point (c)(i), the statistical population shall consist of all enterprises or all local units that are resident of the Member State and which fulfil the following conditions:	2. For topics labour cost index, referred to in Article 4(1), point (b)(ii) and job vacancies, referred to in Article 4(1), point (c)(i), the statistical population shall consist of all enterprises or all local units that are resident of the Member State and which fulfil the following conditions:	
Article 6(2), point (a)				
99	(a) their main economic activity is included in any section of the NACE classification[1], except 'Agriculture, forestry and fishing', 'Activities of households as employers and undifferentiated goods – and services – producing activities of households for own use' and 'Activities of extraterritorial organisations and bodies' and _____ 1. Regulation (EC) No 1893/2006 of the European Parliament and of the Council of 20 December 2006 establishing the statistical classification of economic activities NACE Revision 2 and amending Council Regulation (EEC) No 3037/90 as well as certain EC Regulations on specific statistical domains (OJ L 393, 30.12.2006, p. 1)	(a) their main economic activity is included in any section of the NACE classification[1], except 'Agriculture, forestry and fishing', 'Activities of households as employers and undifferentiated goods – and services – producing activities of households for own use' and 'Activities of extraterritorial organisations and bodies' and _____ 1. Regulation (EC) No 1893/2006 of the European Parliament and of the Council of 20 December 2006 establishing the statistical classification of economic activities NACE Revision 2 and amending Council Regulation (EEC) No 3037/90 as well as certain EC Regulations on specific statistical domains (OJ L 393, 30.12.2006, p. 1)	(a) their main economic activity is included in any section of the NACE classification[1], except 'Agriculture, forestry and fishing', 'Activities of households as employers and undifferentiated goods – and services – producing activities of households for own use' and 'Activities of extraterritorial organisations and bodies' and _____ 1. Regulation (EC) No 1893/2006 of the European Parliament and of the Council of 20 December 2006 establishing the statistical classification of economic activities NACE Revision 2 and amending Council Regulation (EEC) No 3037/90 as well as certain EC Regulations on specific statistical domains (OJ L 393, 30.12.2006, p. 1)	
Article 6(2), point (b)				
100				

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	(b) they have 1 or more employees.	(b) they have 1 or more employees.	(b) they have 1 or more employees.	
Article 6(3), first subparagraph				
101	3. For topics structure of earnings, referred to in Article 4(1), point (a)(i), and gender pay gap, referred to in Article 4(1), point (a)(ii), as regards data on the employer, the statistical population shall consist of all local units that are resident of the Member State and which fulfil the following conditions:	3. For topics structure of earnings, referred to in Article 4(1), point (a)(i), and gender pay gap, referred to in Article 4(1), point (a)(ii), as regards data on the employer, the statistical population shall consist of all local units that are resident of the Member State and which fulfil the following conditions:	3. For topics structure of earnings, referred to in Article 4(1), point (a)(i), and gender pay gap, referred to in Article 4(1), point (a)(ii), as regards data on the employer, the statistical population shall consist of all local units that are resident of the Member State and which fulfil the following conditions:	
Article 6(3), first subparagraph, point (a)				
102	(a) their economic activity is included in any section of the NACE classification, except 'Agriculture, forestry and fishing', 'Activities of households as employers and undifferentiated goods – and services – producing activities of households for own use' and 'Activities of extraterritorial organisations and bodies'; and	(a) their economic activity is included in any section of the NACE classification, except 'Agriculture, forestry and fishing', 'Activities of households as employers and undifferentiated goods – and services – producing activities of households for own use' and 'Activities of extraterritorial organisations and bodies'; and	(a) their economic activity is included in any section of the NACE classification, except 'Agriculture, forestry and fishing', 'Activities of households as employers and undifferentiated goods – and services – producing activities of households for own use' ~~*and*~~, 'Activities of extraterritorial organisations and bodies' ***and any data in 'Public administration and defence, compulsory social security' that is deemed confidential due to defence and internal security purposes by the member state***; and	
Article 6(3), first subparagraph, point (b)				
103				

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
	(b) they have 1 or more employees.	(b) they have 1 or more employees.	(b) they have 1 or more employees.	
Article 6(3), second subparagraph				
104	For the topics structure of earnings and the gender pay gap, as regards data on the employee, the statistical population shall consist of all employees whose local unit belongs to the statistical population defined under points (a) and (b) of the first subparagraph.	For the topics structure of earnings and the gender pay gap, as regards data on the employee, the statistical population shall consist of all employees whose local unit belongs to the statistical population defined under points (a) and (b) of the first subparagraph.	For the topics structure of earnings and the gender pay gap, as regards data on the employee, the statistical population shall consist of all employees whose local unit belongs to the statistical population defined under points (a) and (b) of ~~*the first subparagraph*~~***this paragraph***.	
Article 6(4)				
105	4. By derogation to points (a) and (b) of paragraph 3, as regards gender pay gap data for reference period 2026, the transmission shall cover all local units that are part of enterprises with 10 or more employees and that, in addition to the activities excluded in paragraph 3 point (a), do not belong to the section 'Public administration and defence; compulsory social security' of the NACE classification.	4. By derogation to points (a) and (b) of paragraph 3, as regards gender pay gap data for reference period 2026, the transmission shall cover all local units that are part of enterprises with 10 or more employees and that, in addition to the activities excluded in paragraph 3 point (a), do not belong to the section 'Public administration and defence; compulsory social security' of the NACE classification.	4. By derogation to points (a) and (b) of paragraph 3, as regards gender pay gap data for reference period 2026, the transmission shall cover all local units that are part of enterprises with 10 or more employees and that, in addition to the activities excluded in paragraph 3 point (a), do not belong to the section 'Public administration and defence; compulsory social security' of the NACE classification***, until the Structure of Earnings for reference period 2026 has been transmitted to the Commission (Eurostat) as data source for the revision of the Gender Pay Gap for reference period 2026***.	
Article 6(5)				

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106	5. For the topic structure of labour costs, referred to in Article 4(1), point (b)(i), the statistical population shall consist of all local units that are resident of the Member State and which fulfil the following conditions:	5. For the topic structure of labour costs, referred to in Article 4(1), point (b)(i), the statistical population shall consist of all local units that are resident of the Member State and which fulfil the following conditions:	5. For the topic structure of labour costs, referred to in Article 4(1), point (b)(i), the statistical population shall consist of all local units that are resident of the Member State and which fulfil the following conditions:	
Article 6(5), point (a)				
107	(a) their economic activity is included in any section of the NACE classification, except 'Agriculture, forestry and fishing', 'Activities of households as employers and undifferentiated goods – and services – producing activities of households for own use' and 'Activities of extraterritorial organisations and bodies'; and	(a) their economic activity is included in any section of the NACE classification, except 'Agriculture, forestry and fishing', 'Activities of households as employers and undifferentiated goods – and services – producing activities of households for own use' and 'Activities of extraterritorial organisations and bodies'; and	(a) their economic activity is included in any section of the NACE classification, except 'Agriculture, forestry and fishing', 'Activities of households as employers and undifferentiated goods – and services – producing activities of households for own use' and 'Activities of extraterritorial organisations and bodies'; and	
Article 6(5), point (b)				
108	(b) they are part of enterprises with 10 or more employees.	(b) they are part of enterprises with 10 or more employees.	(b) they are part of enterprises with 10 or more employees.	
Article 6(5a)				
108a		***5a. For all the topics listed in the Annex, Member States shall collect and provide separate data in respect of social enterprises.***		

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Article 7				
109	Article 7 Ad hoc data requirements	Article 7 Ad hoc data requirements	~~*Article 7*~~ ~~*Ad hoc data requirements*~~	
Article 7(1)				
110	1. The Commission is empowered to adopt delegated acts supplementing this Regulation in accordance with Article 13 by specifying the information to be provided by Member States on an ad hoc basis, where, within the scope of this Regulation, the collection of additional data is deemed necessary for the purpose of addressing additional statistical data needs. Those delegated acts shall specify:	1. The Commission is empowered to adopt delegated acts supplementing this Regulation in accordance with Article 13 by specifying the information to be provided by Member States on an ad hoc basis, where, within the scope of this Regulation, the collection of additional data is deemed necessary for the purpose of addressing additional statistical data needs ***that cannot be otherwise fulfilled***. Those delegated acts shall specify:	~~*1. The Commission is empowered to adopt delegated acts supplementing this Regulation in accordance with Article 13 by specifying the information to be provided by Member States on an ad hoc basis, where, within the scope of this Regulation, the collection of additional data is deemed necessary for the purpose of addressing additional statistical data needs. Those delegated acts shall specify:*~~	
Article 7(1), point (a)				
111	(a) the detailed topics to be provided in the ad hoc data collection related to the domains and topics specified in Article 4 and the reasons for such additional needs;	(a) the detailed topics to be provided in the ad hoc data collection related to the domains and topics specified in Article 4 and the reasons for such additional needs;	~~*(a) the detailed topics to be provided in the ad hoc data collection related to the domains and topics specified in Article 4 and the reasons for such additional needs;*~~	
Article 7(1), point (b)				
112	(b) the reference periods and transmission deadlines.	(b) the reference periods and transmission deadlines.	~~*(b) the reference periods and transmission deadlines.*~~	

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Article 7(2)				
113	2. The Commission is empowered to adopt delegated acts referred to in paragraph 1 starting with reference year 2028 and with a minimum of 2 years between each ad hoc collection.	2. The Commission is empowered to adopt delegated acts referred to in paragraph 1 starting with reference year 2028 and with a minimum of 2 years between each ad hoc collection.	~~2. The Commission is empowered to adopt delegated acts referred to in paragraph 1 starting with reference year 2028 and with a minimum of 2 years between each ad hoc collection.~~	
Article 7(3), first subparagraph				
114	3. The Commission shall adopt implementing acts to specify the ad hoc information referred to in paragraph 1 and metadata. Those implementing acts shall specify the following technical elements, where appropriate:	3. The Commission shall adopt implementing acts to specify the ad hoc information referred to in paragraph 1 and metadata. Those implementing acts shall specify the following technical elements, where appropriate:	~~3. The Commission shall adopt implementing acts to specify the ad hoc information referred to in paragraph 1 and metadata. Those implementing acts shall specify the following technical elements, where appropriate:~~	
Article 7(3), first subparagraph, point (a)				
115	(a) the list and description of variables;	(a) the list and description of variables;	~~(a) the list and description of variables;~~	
Article 7(3), first subparagraph, point (b)				
116	(b) statistical classifications and data breakdowns;	(b) statistical classifications and data breakdowns;	~~(b) statistical classifications and data breakdowns;~~	
Article 7(3), first subparagraph, point (c)				
117				

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	(c) detailed specifications of the statistical units covered;	(c) detailed specifications of the statistical units covered;	~~(c) detailed specifications of the statistical units covered;~~	
Article 7(3), first subparagraph, point (d)				
118	(d) the metadata to be transmitted;	(d) the metadata to be transmitted;	~~(d) the metadata to be transmitted;~~	
Article 7(3), first subparagraph, point (e)				
119	(e) the data collection periods.	(e) the data collection periods.	~~(e) the data collection periods.~~	
Article 7(3), second subparagraph				
120	Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 14(2) not later than 24 months before the beginning of the relevant reference period.	Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 14(2) not later than 24 months before the beginning of the relevant reference period.	~~Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 14(2) not later than 24 months before the beginning of the relevant reference period.~~	
Article 8				
121	Article 8 Quality requirements and quality reporting	Article 8 Quality requirements and quality reporting	Article 8 Quality requirements and quality reporting	
Article 8(1)				
122	1. Member States shall take the necessary measures to ensure the quality of the data and metadata transmitted.	1. Member States shall take the necessary measures to ensure the quality of the data and metadata transmitted.	1. Member States shall take the necessary measures to ensure the quality of the data and metadata transmitted.	

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Article 8(2)				
123	2. Member States shall ensure that the data obtained using the sources laid down in Article 3 provide a full coverage of and give accurate estimates on the statistical units and population defined in Article 6.	2. Member States shall ensure that the data***, including back data,*** obtained using the sources laid down in Article 3 provide a full coverage of and give accurate estimates on the statistical units and population defined in Article 6.	2. Member States shall ***aim to*** ensure that the data obtained using the sources laid down in Article 3 provide a full coverage of and give accurate estimates on the statistical units and population defined in Article 6.	
Article 8(3)				
124	3. For the purpose of this Regulation, the quality criteria defined in Article 12(1) of Regulation (EC) No 223/2009 shall apply.	3. For the purpose of this Regulation, the quality criteria defined in Article 12(1) of Regulation (EC) No 223/2009 shall apply.	3. For the purpose of this Regulation, the quality criteria defined in Article 12(1) of Regulation (EC) No 223/2009 shall apply.	
Article 8(4)				
125	4. Member States shall transmit quality reports on the sources and methods for each of the topics listed in Article 4.	4. Member States shall transmit quality reports on the sources and methods for each of the topics listed in Article 4.	4. Member States shall transmit quality reports on the sources and methods for each of the topics listed in Article 4.	
Article 8(5)				
126	5. The Commission shall adopt implementing acts to set out the practical arrangements for the quality reports and their content. Those implementing acts shall be	5. The Commission shall adopt implementing acts to set out the practical arrangements for the quality reports and their content. Those implementing acts shall be	5. The Commission shall adopt implementing acts to set out the practical arrangements for the quality reports and their content. Those implementing acts shall be	

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
	adopted in accordance with the examination procedure referred to in Article 14(2).	adopted in accordance with the examination procedure referred to in Article 14(2).	adopted in accordance with the examination procedure referred to in Article 14(2) ***and shall not impose a significant additional burden or costs on the Member States***.	
Article 8(6)				
127	6. Member States shall inform the Commission (Eurostat) about any relevant information or change with regard to the implementation of this Regulation that would influence the quality of the data transmitted. The information shall be given as soon as possible and no later than 3 months after any such change enters into force.	6. Member States shall inform the Commission (Eurostat) about any relevant information or change with regard to the implementation of this Regulation that would influence the quality of the data transmitted. The information shall be given as soon as possible and no later than 3 months after any such change enters into force.	6. Member States shall inform the Commission (Eurostat) ***as soon as possible*** about any relevant information or change with regard to the implementation of this Regulation that would influence the quality of the data transmitted. ~~*The information shall be given as soon as possible and no later than 3 months after any such change enters into force.*~~	
Article 8(7)				
128	7. Upon a duly reasoned request from the Commission (Eurostat), Member States shall provide additional information necessary to evaluate the quality of the statistical information.	7. Upon ~~*a duly reasoned*~~ request from the Commission (Eurostat), Member States shall provide additional information necessary to evaluate the quality of the statistical information.	7. Upon a duly reasoned request from the Commission (Eurostat), Member States shall provide additional information necessary to evaluate the quality of the statistical information.	
Article 8(8)				
129	8. The Commission (Eurostat) shall assess the quality of the data transmitted, the sources and methods	8. The Commission (Eurostat) shall assess the quality of the data transmitted, the sources and methods	8. The Commission (Eurostat) shall assess the quality of the data transmitted, the sources and methods	

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	used and the sampling frames.	used and the sampling frames. ***The Commission (Eurostat) shall prepare and publish reports on the quality of the data transmitted, sources and methods used. In those reports, the Commission (Eurostat) shall recommend how to manage the sources considered to be of low quality, and the data collected through those sources.***	used and the sampling frames.	
Article 9				
130	Article 9 Feasibility and pilot studies	Article 9 Feasibility and pilot studies	Article 9 Feasibility and pilot studies	
Article 9(1)				
131	1. In order to improve the labour market statistics on businesses or to limit the burden on enterprises, the Commission (Eurostat) may initiate feasibility and pilot studies. The purpose of such studies shall include improving quality and comparability, exploring new possibilities and implementing new features to respond to user needs, improving integration between surveys and other data sources, and reducing the burden on respondents. The studies shall take into account technological and digital developments.	1. In order to improve the labour market statistics on businesses or to limit the ***administrative and financial*** burden on enterprises***, in particular SMEs and micro-enterprises***, the Commission (Eurostat) may initiate feasibility and pilot studies. The purpose of such studies shall include ***at least one of the following elements:*** ***(a)*** improving ***the*** quality and comparability~~,~~ ***of data;*** ***(b)*** exploring new possibilities and implementing new features to respond to user needs~~,~~***;*** ***(c)*** improving integration between surveys and other data	1. In order to improve the labour market statistics on businesses or to limit the burden on enterprises, the Commission (Eurostat) may initiate feasibility and pilot studies. The purpose of such studies shall include***:*** ***(a)*** improving quality and comparability~~,~~***;*** ***(b)*** exploring new possibilities and implementing new features to respond to user needs~~,~~***;*** ***(c)*** improving integration between surveys and other data sources, and~~,~~***;*** ***(d)*** reducing the burden on	

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		sources~~, *and* ~~**;** ***(d)*** reducing the burden on respondents~~.~~**;** ***(e) improving the cost-effectiveness of data collection.*** The studies shall take into account technological and digital developments.	respondents. The studies shall take into account technological and digital developments.	
Article 9(1a)				
131a		***1a. Data collected as part of the pilot studies referred to in paragraph 1 of this Article shall be limited to the domains and topics listed in Article 4(1) and the detailed topics specified in the Annex.***		
Article 9(2)				
132	2. Member States may participate in those studies on a voluntary basis. In cooperation with the Commission (Eurostat), they shall ensure the studies are representative at Union level.	2. Member States may participate in those studies on a voluntary basis. In cooperation with the Commission (Eurostat), they shall ensure the studies are representative at Union level.	2. Member States may participate in those studies on a voluntary basis. In cooperation with the Commission (Eurostat), they shall ensure the studies are representative at Union level.	
Article 9(3)				
133	3. The results of those studies shall be evaluated by the Commission (Eurostat) in cooperation with Member States and the main	3. The results of those studies shall be evaluated by the Commission (Eurostat) in cooperation with Member States and the main	3. The results of those studies shall be evaluated by the Commission (Eurostat) in cooperation with Member States and the main	

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	stakeholders. The Commission (Eurostat) shall prepare reports on the findings of the studies in cooperation with the Member States.	stakeholders***, including social partners***. The Commission (Eurostat) shall prepare reports on the findings of the studies in cooperation with the Member States. ***Those reports shall be made publicly available.***	stakeholders. The Commission (Eurostat) shall prepare reports on the findings of the studies in cooperation with the Member States.	
Article 9(2a), second subparagraph				
133a		***In the reports referred to in the first subparagraph, the Commission (Eurostat) may recommend how pilot studies should be integrated as permanent solutions.***		
Article 9(2b)				
133b		***3a. The Commission is empowered to adopt delegated acts in accordance with Article 13 to supplement this Regulation by specifying the roles and responsibilities of the actors conducting the studies referred to in paragraph 1 of this Article insofar processing of personal data takes place for the purpose of those studies.***		
Article 10				
134	Article 10 Financing	Article 10 Financing	Article 10 Financing	

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Article 10(1), first subparagraph				
135	1. A financial contribution may be provided from the general budget of the Union to the national statistical institutes and other national authorities, referred to in Article 5(2) of Regulation (EC) No 223/2009, to:	1. A financial contribution may be provided from the general budget of the Union to the national statistical institutes and other national authorities, referred to in Article 5(2) of Regulation (EC) No 223/2009, to:	1. ~~A~~ ***As regards the implementation of this Regulation,*** financial contribution ~~*may be provided*~~***shall be made available*** from the ~~*general budget*~~ ***Single Market Programme established by Regulation (EU) No 2021/690*** of the ~~*Union*~~***European Parliament and the Council and in accordance with Regulation (EU, Euratom) 2018/1046 of the European Parliament and of the Council*** to the national statistical institutes and other national authorities, referred to in Article 5(2) of Regulation (EC) No 223/2009, to:	
Article 10(1), first subparagraph, point (a)				
136	(a) improve sources, including sampling frames, for the labour market statistics on businesses, from the date this Regulation enters into force until 31 December 2029 at the latest;	(a) improve sources, including sampling frames, for the labour market statistics on businesses, from the date this Regulation enters into force until 31 December 2029 at the latest;	(a) improve sources***, methods***, including sampling frames, for the labour market statistics on businesses~~*, from the date this Regulation enters into force until 31 December 2029 at the latest;*~~***.***	
Article 10(1), first subparagraph, point (b)				
137	(b) improve methods for the labour market statistics on businesses, including the feasibility and pilot studies referred to in Article 9.	(b) improve methods for the labour market statistics on businesses, including the feasibility and pilot studies referred to in Article 9.	(b) ~~*improve methods for the labour market statistics on businesses, including the*~~***support the participation of the Member States***	

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
			in representative pilot and feasibility ~~*and pilot*~~ studies referred to in Article 9~~.~~ ***of this Regulation.***	
Article 10(1), second subparagraph				
138	The Union shall not finance costs for the regular compilation of statistics to be transmitted under this Regulation.	The Union shall not finance costs for the regular compilation of statistics to be transmitted under this Regulation.	~~*The Union shall not finance costs for the regular compilation of statistics to be transmitted under this Regulation.*~~	
Article 10(1) subparagraph a				
138a			***1a. The amount of the Union financial contribution under this Article shall be established in accordance with the rules of the Single Market Programme as part of the annual budgetary procedure, subject to the availability of funding. The budgetary authority shall determine the appropriation available each year.***	
Article 10(2)				
139	2. The Union financial contribution shall not exceed 90% of the eligible costs.	2. The Union financial contribution shall not exceed ~~*90%*~~***80%*** of the eligible costs.	2. The Union financial contribution shall not exceed 90% of the eligible costs.	
Article 11				
140	Article 11	Article 11	Article 11	

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
	Protection of the financial interests of the Union	Protection of the financial interests of the Union	Protection of the financial interests of the Union	
Article 11(1)				
141	1. The Commission shall take appropriate measures to ensure that, when actions financed under this Regulation are implemented, the financial interests of the Union are protected by the application of preventive measures against fraud, corruption and any other illegal activities, by effective checks and, if irregularities are detected, by the recovery of the amounts wrongly paid and, where appropriate, by effective, proportionate and dissuasive administrative and financial penalties.	1. The Commission shall take appropriate measures to ensure that, when actions financed under this Regulation are implemented, the financial interests of the Union are protected by the application of preventive measures against fraud, corruption and any other illegal activities, by effective checks and, if irregularities are detected, by the recovery of the amounts wrongly paid and, where appropriate, by effective, proportionate and dissuasive administrative and financial penalties.	1. The Commission shall take appropriate measures to ensure that, when actions financed under this Regulation are implemented, the financial interests of the Union are protected by the application of preventive measures against fraud, corruption and any other illegal activities, by effective checks and, if irregularities are detected, by the recovery of the amounts wrongly paid and, where appropriate, by effective, proportionate and dissuasive administrative and financial penalties.	
Article 11(2)				
142	2. The Commission or its representatives and the Court of Auditors shall have the power of audit, on the basis of documents and on-the-spot checks, over all grant beneficiaries, contractors and subcontractors who have received Union funds under this Regulation.	2. The Commission or its representatives and the Court of Auditors shall have the power of audit, on the basis of documents and on-the-spot checks, over all grant beneficiaries, contractors and subcontractors who have received Union funds under this Regulation.	2. The Commission or its representatives and the Court of Auditors shall have the power of audit, on the basis of documents and on-the-spot checks, over all grant beneficiaries, contractors and subcontractors who have received Union funds under this Regulation.	
Article 11(3)				
143				

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
	3. The European Anti-Fraud Office (OLAF) may carry out investigations, including on-the-spot checks and inspections, in accordance with the provisions and procedures laid down in Regulation (EU, Euratom) No 883/2013 of the European Parliament and of the Council[1] and Council Regulation (Euratom, EC) No 2185/96[2] with a view to establishing whether there has been fraud, corruption or any other illegal activity affecting the financial interests of the Union in connection with a grant agreement or grant decision or contract funded under this Regulation. _____ 1. Regulation (EU, Euratom) No 883/2013 of the European Parliament and of the Council of 11 September 2013 concerning investigations conducted by the European Anti-Fraud Office (OLAF) and repealing Regulation (EC) No 1073/1999 of the European Parliament and of the Council and Council Regulation (Euratom) No 1074/1999 (OJ L 248, 18.9.2013, p. 1). 2. Council Regulation (Euratom, EC) No 2185/96 of 11 November 1996 concerning on-the-spot checks and inspections carried out by the Commission in order to protect the European Communities' financial interests against fraud and other irregularities (OJ L 292, 15.11.1996, p. 2.).	3. The European Anti-Fraud Office (OLAF) may carry out investigations, including on-the-spot checks and inspections, in accordance with the provisions and procedures laid down in Regulation (EU, Euratom) No 883/2013 of the European Parliament and of the Council[1] and Council Regulation (Euratom, EC) No 2185/96[2] with a view to establishing whether there has been fraud, corruption or any other illegal activity affecting the financial interests of the Union in connection with a grant agreement or grant decision or contract funded under this Regulation. _____ 1. Regulation (EU, Euratom) No 883/2013 of the European Parliament and of the Council of 11 September 2013 concerning investigations conducted by the European Anti-Fraud Office (OLAF) and repealing Regulation (EC) No 1073/1999 of the European Parliament and of the Council and Council Regulation (Euratom) No 1074/1999 (OJ L 248, 18.9.2013, p. 1). 2. Council Regulation (Euratom, EC) No 2185/96 of 11 November 1996 concerning on-the-spot checks and inspections carried out by the Commission in order to protect the European Communities' financial interests against fraud and other irregularities (OJ L 292, 15.11.1996, p. 2.).	3. The European Anti-Fraud Office (OLAF) may carry out investigations, including on-the-spot checks and inspections, in accordance with the provisions and procedures laid down in Regulation (EU, Euratom) No 883/2013 of the European Parliament and of the Council[1] and Council Regulation (Euratom, EC) No 2185/96[2] with a view to establishing whether there has been fraud, corruption or any other illegal activity affecting the financial interests of the Union in connection with a grant agreement or grant decision or contract funded under this Regulation. _____ 1. Regulation (EU, Euratom) No 883/2013 of the European Parliament and of the Council of 11 September 2013 concerning investigations conducted by the European Anti-Fraud Office (OLAF) and repealing Regulation (EC) No 1073/1999 of the European Parliament and of the Council and Council Regulation (Euratom) No 1074/1999 (OJ L 248, 18.9.2013, p. 1). 2. Council Regulation (Euratom, EC) No 2185/96 of 11 November 1996 concerning on-the-spot checks and inspections carried out by the Commission in order to protect the European Communities' financial interests against fraud and other irregularities (OJ L 292, 15.11.1996, p. 2.).	
Article 11(4)				
144	4. Without prejudice to paragraphs 1, 2 and 3, cooperation agreements	4. Without prejudice to paragraphs 1, 2 and 3, cooperation agreements	4. Without prejudice to paragraphs 1, 2 and 3, cooperation agreements	

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
	with third countries and with international organisations, contracts, grant agreements and grant decisions resulting from the implementation of this Regulation shall contain provisions expressly empowering the Commission, the Court of Auditors, the European Public Prosecutor and OLAF to conduct such audits and investigations, in accordance with their respective competences.	with third countries and with international organisations, contracts, grant agreements and grant decisions resulting from the implementation of this Regulation shall contain provisions expressly empowering the Commission, the Court of Auditors, the European Public Prosecutor and OLAF to conduct such audits and investigations, in accordance with their respective competences.	with third countries and with international organisations, contracts, grant agreements and grant decisions resulting from the implementation of this Regulation shall contain provisions expressly empowering the Commission, the Court of Auditors, the European Public Prosecutor and OLAF to conduct such audits and investigations, in accordance with their respective competences.	
Article 12				
145	Article 12 Derogations	Article 12 Derogations	Article 12 Derogations	
Article 12(1), first subparagraph				
146	1. Where the application of this Regulation, or the delegated or implementing acts adopted pursuant thereto, requires major changes to be made to a Member State's national statistical system, the Commission may grant, by means of implementing acts, derogations to the Member State, for a maximum duration of 2 years. Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 14(2).	1. Where the application of this Regulation, or the delegated or implementing acts adopted pursuant thereto, requires major changes to be made to a Member State's national statistical system, the Commission may grant, by means of implementing acts, ***duly justified*** derogations to the Member State, for a maximum duration of ~~*2 years*~~***one year***. Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 14(2).	1. Where the application of this Regulation, or the delegated or implementing acts adopted pursuant thereto, requires major changes to be made to a Member State's national statistical system, the Commission may grant, by means of implementing acts, derogations to the Member State, for a maximum duration of ~~2~~***4*** years. Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 14(2). ***The relevant Member State shall submit a duly justified request***	

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
			to the Commission within 3 months after the date of entry into force of this Regulation or the delegated or implementing acts adopted pursuant thereto.	
Article 12(1), second subparagraph				
147	When granting the derogations, the Commission shall take into account the comparability of Member States' statistics and the timely calculation of the required representative and reliable European aggregates. The Commission shall also ensure that the requirements related to statistics, metadata and quality covered under this Regulation that were previously covered under the repealed regulations continue to be met without interruption.	When granting the derogations, the Commission shall take into account the comparability of Member States' statistics and the timely calculation of the required representative and reliable European aggregates. The Commission shall also ensure that the requirements related to statistics, metadata and quality covered under this Regulation that were previously covered under the repealed regulations continue to be met without interruption.	When granting the derogations, the Commission shall take into account the comparability of Member States' statistics and the timely calculation of the required representative and reliable European aggregates. The Commission shall also ensure that the requirements related to statistics, metadata and quality covered under this Regulation that were previously covered under the repealed regulations continue to be met without interruption.	
Article 12(2)				
148	2. The relevant Member State shall submit a duly justified request to the Commission within 3 months after the date of entry into force of this Regulation or the delegated or implementing acts adopted pursuant thereto.	2. The relevant Member State shall submit a duly justified request to the Commission within 3 months after the date of entry into force of this Regulation or the delegated or implementing acts adopted pursuant thereto.	~~*2. The relevant Member State shall submit a duly justified request to the Commission within 3 months after the date of entry into force of this Regulation or the delegated or implementing acts adopted pursuant thereto.*~~ Text merged to paragraph 1	
Article 12(2a)				

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
148a			***3. Where a derogation remains justified at the end of the period for which it was granted, the Commission may adopt an implementing act granting a further derogation for a maximum period of one year. The relevant Member State shall submit a request setting out the reasons and detailed grounds in support of such an extension to the Commission not later than six months before the end of the period of validity of the derogation granted pursuant to paragraph 1.***	
Article 13				
149	Article 13 Exercise of the delegation	Article 13 Exercise of the delegation	Article 13 Exercise of the delegation	
Article 13(1)				
150	1. The power to adopt delegated acts is conferred on the Commission subject to the conditions laid down in this Article.	1. The power to adopt delegated acts is conferred on the Commission subject to the conditions laid down in this Article.	1. The power to adopt delegated acts is conferred on the Commission subject to the conditions laid down in this Article.	
Article 13(2)				
151	2. The power to adopt delegated acts referred to in Articles 4(3) and 7(1) shall be conferred on the	2. The power to adopt delegated acts referred to in Articles ***3(1a), 4(3), 7(1) and 9(3a)*** ~~4(3) and 7(1)~~	2. The power to adopt delegated acts referred to in ~~Articles 4(3) and 7(1)~~***Article 4(3)*** shall be conferred	

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
	Commission for an indeterminate period of time from [Publications Office: please insert exact date of entry into force of the Regulation].	shall be conferred on the Commission for ~~an indeterminate~~***a*** period of ~~time~~***5 years*** from [Publications Office: please insert exact date of entry into force of the Regulation]. ***The Commission shall draw up a report in respect of the delegation of power not later than nine months before the end of the 5-year period. The delegation of power shall be tacitly extended for periods of an identical duration, unless the European Parliament or the Council opposes such extension not later than three months before the end of each period.***	on the Commission for ~~an indeterminate~~ ***a*** period of ***five years*** ~~time~~ from [Publications Office: please insert exact date of entry into force of the Regulation]. ***The Commission shall draw up a report in respect of the delegation of power not later than nine months before the end of the five-year period. The delegation of power shall be tacitly extended for periods of an identical duration, unless the European Parliament or the Council opposes such extension not later than three months before the end of each period.***	
Article 13(3)				
152	3. The delegation of power referred to in Articles 4(3) and 7(1) may be revoked at any time by the European Parliament or by the Council. A decision to revoke shall put an end to the delegation of the power specified in that decision. It shall take effect on the day following the publication of the decision in the Official Journal of the European Union or at a later date specified therein. It shall not affect the validity of any delegated acts already in force.	3. The delegation of power referred to in Articles ***3(1a), 4(3), 7(1) and 9(3a)***~~4(3) and 7(1)~~ may be revoked at any time by the European Parliament or by the Council. A decision to revoke shall put an end to the delegation of the power specified in that decision. It shall take effect on the day following the publication of the decision in the Official Journal of the European Union or at a later date specified therein. It shall not affect the validity of any delegated acts already in force.	3. The delegation of power referred to in ~~Articles 4(3) and 7(1)~~***Article 4(3)*** may be revoked at any time by the European Parliament or by the Council. A decision to revoke shall put an end to the delegation of the power specified in that decision. It shall take effect on the day following the publication of the decision in the Official Journal of the European Union or at a later date specified therein. It shall not affect the validity of any delegated acts already in force.	
Article 13(4)				

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
153	4. Before adopting a delegated act, the Commission shall consult experts designated by each Member State in accordance with the principles laid down in the Interinstitutional Agreement of 13 April 2016 on Better Law-Making.	4. Before adopting a delegated act, the Commission shall consult experts designated by each Member State in accordance with the principles laid down in the Interinstitutional Agreement of 13 April 2016 on Better Law-Making.	4. Before adopting a delegated act, the Commission shall consult experts designated by each Member State in accordance with the principles laid down in the Interinstitutional Agreement of 13 April 2016 on Better Law-Making.	
Article 13(5)				
154	5. As soon as it adopts a delegated act, the Commission shall notify it simultaneously to the European Parliament and to the Council.	5. As soon as it adopts a delegated act, the Commission shall notify it simultaneously to the European Parliament and to the Council.	5. As soon as it adopts a delegated act, the Commission shall notify it simultaneously to the European Parliament and to the Council.	
Article 13(6)				
155	6. A delegated act adopted pursuant to Articles 4(3) and 7(1) shall enter into force only if no objection has been expressed either by the European Parliament or by the Council within a period of two months of notification of that act to the European Parliament and the Council or if, before the expiry of that period, the European Parliament and the Council have both informed the Commission that they will not object. That period shall be extended by two months at the initiative of the European Parliament or the Council.	6. A delegated act adopted pursuant to Articles ***3(1a), 4(3), 7(1) and 9(3a)*** ~~*4(3) and 7(1)*~~ shall enter into force only if no objection has been expressed either by the European Parliament or by the Council within a period of ~~*two*~~***three*** months of notification of that act to the European Parliament and the Council or if, before the expiry of that period, the European Parliament and the Council have both informed the Commission that they will not object. That period shall be extended by ~~*two*~~***three*** months at the initiative of the European Parliament or the Council.	6. A delegated act adopted pursuant to ~~*Articles 4(3) and 7(1)*~~***Article 4(3)*** shall enter into force only if no objection has been expressed either by the European Parliament or by the Council within a period of two months of notification of that act to the European Parliament and the Council or if, before the expiry of that period, the European Parliament and the Council have both informed the Commission that they will not object. That period shall be extended by two months at the initiative of the European Parliament or the Council.	

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
Article 14				
156	Article 14 Committee procedure	Article 14 Committee procedure	Article 14 Committee procedure	
Article 14(1)				
157	1. The Commission shall be assisted by the European Statistical System Committee established by Regulation (EC) No 223/2009. That committee shall be a committee within the meaning of Regulation (EU) No 182/2011.	1. The Commission shall be assisted by the European Statistical System Committee established by Regulation (EC) No 223/2009. That committee shall be a committee within the meaning of Regulation (EU) No 182/2011.	1. The Commission shall be assisted by the European Statistical System Committee established by Regulation (EC) No 223/2009. That committee shall be a committee within the meaning of Regulation (EU) No 182/2011.	
Article 14(2)				
158	2. Where reference is made to this paragraph, Article 5 of Regulation (EU) No 182/2011 shall apply.	2. Where reference is made to this paragraph, Article 5 of Regulation (EU) No 182/2011 shall apply.	2. Where reference is made to this paragraph, Article 5 of Regulation (EU) No 182/2011 shall apply.	
Article 15				
159	Article 15 Repeal	Article 15 Repeal	Article 15 Repeal	
Article 15(1)				
160	1. Regulations (EC) No 530/1999, (EC) No 450/2003 and (EC) No 453/2008 are repealed with effect	1. Regulations (EC) No 530/1999, (EC) No 450/2003 and (EC) No 453/2008 are repealed with effect	1. Regulations (EC) No 530/1999, (EC) No 450/2003 and (EC) No 453/2008 are repealed with effect	

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
	from 1 January 2026.	from 1 January 2026.	from 1 January 2026.	
Article 15(2)				
161	2. References to the repealed Regulations shall be construed as references to this Regulation.	2. References to the repealed Regulations shall be construed as references to this Regulation.	2. References to the repealed Regulations shall be construed as references to this Regulation.	
Article 16				
162	Article 16 Entry into force and application	Article 16 Entry into force and application	Article 16 Entry into force and application	
Article 16, first paragraph				
163	This Regulation shall enter into force on the twentieth day following that of its publication in the Official Journal of the European Union.	This Regulation shall enter into force on the twentieth day following that of its publication in the Official Journal of the European Union.	This Regulation shall enter into force on the twentieth day following that of its publication in the Official Journal of the European Union.	
Article 16, second paragraph				
164	It shall apply from 1 January 2026.	It shall apply from 1 January 2026.	It shall apply from 1 January 2026.	
Article 16, third paragraph				
165	This Regulation shall be binding in its entirety and directly applicable in all Member States.	This Regulation shall be binding in its entirety and directly applicable in all Member States.	This Regulation shall be binding in its entirety and directly applicable in all Member States.	
Formula				

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
166	Done at Brussels,	Done at Brussels,	Done at Brussels,	
Formula				
167	For the European Parliament	For the European Parliament	For the European Parliament	
Formula				
168	The President	The President	The President	
Formula				
169	For the Council	For the Council	For the Council	
Formula				
170	The President	The President	The President	
Annex				
171	Annex	Annex	Annex	
Annex, first paragraph				
172	Domains, topics and detailed topics; periodicity of the data provision, reference periods and deadline for data transmission per topic	Domains, topics and detailed topics; periodicity of the data provision, reference periods and deadline for data transmission per topic	Domains, topics and detailed topics; periodicity of the data provision, reference periods and deadline for data transmission per topic	
Annex, Table 1, Column 1, Row 1				

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
173	Domain	Domain	Domain	
Annex, Table 1, Column 1, Row 2				
174	Earnings	Earnings	Earnings	
Annex, Table 1, Column 1, Row 9				
175	Labour costs	Labour costs	Labour costs	
Annex, Table 1, Column 1, Row 18				
176	Labour demand	Labour demand	Labour demand	
Annex, Table 1, Column 2, Row 1				
177	Topic	Topic	Topic	
Annex, Table 1, Column 2, Row 2				
178	Structure of Earnings	Structure of Earnings	Structure of Earnings	
Annex, Table 1, Column 2, Row 7				
179	Gender Pay Gap	Gender Pay Gap ***New topic: Minimum Wage*** ***New topic: Collective Bargaining Coverage***	Gender Pay Gap	

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
		Annex, Table 1, Column 2, Row 7a (new) Annex, Table 1, Column 2, Row 7b (new)		
Annex, Table 1, Column 2, Row 9				
180	Structure of labour costs	Structure of labour costs	Structure of labour costs	
Annex, Table 1, Column 2, Row 13				
181				
Annex, Table 1, Column 2, Row 14				
182	Labour cost index	Labour cost index	Labour cost index	
Annex, Table 1, Column 2, Row 18				
183	Job vacancies	Job vacancies	Job vacancies	
Annex, Table 1, Column 3, Row 1				
184	Detailed topic	Detailed topic	Detailed topic	
Annex, Table 1, Column 3, Row 2				
185	Earnings Total annual and monthly earnings and all their components, as well as	Earnings Total annual and monthly earnings and all their components, as well as	Earnings Total annual and monthly earnings and all their components, as well as	

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
	hourly earnings paid to each employee sampled.	hourly earnings paid to each employee sampled.	hourly earnings paid to each employee sampled.	
Annex, Table 1, Column 3, Row 3				
186	Employer's characteristics Economic, legal, geographical and employment information on the local unit to which each sampled employee is attached, and on its enterprise.	Employer's characteristics Economic, legal, geographical and employment information on the local unit to which each sampled employee is attached, and on its enterprise.	Employer's characteristics Economic, legal, geographical and employment information on the local unit to which each sampled employee is attached, and on its enterprise.	
Annex, Table 1, Column 3, Row 4				
187	Employee's characteristics Individual demographic, educational, contractual and occupational information on each employee sampled.	Employee's characteristics ***Individual demographic, geographic including whether the employee is a migrant or cross-border worker, educational, contractual and occupational information on each employee sampled.*** ~~*Individual demographic, educational, contractual and occupational information on each employee sampled.*~~	Employee's characteristics Individual demographic, educational, contractual and occupational information on each employee sampled.	
Annex, Table 1, Column 3, Row 5				
188	Working periods Information on paid working	Working periods Information on paid working	Working periods Information on paid working	

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
	periods, for each employee sampled.	periods, for each employee sampled.	periods, for each employee sampled.	
Annex, Table 1, Column 3, Row 6				
189	Technical items of the survey Sampling and data collection information for each employee sampled and his/her employer (e.g., weights).	Technical items of the survey Sampling and data collection information for each employee sampled and his/her employer (e.g., weights).	Technical items of the survey Sampling and data collection information for each employee sampled and his/her employer (e.g., weights).	
Annex, Table 1, Column 3, Row 7				
190	Hourly earnings Hourly earnings of male and female employees by main characteristics of the employer and of the employee and corresponding relative differences between hourly earnings of male and female employees.	Hourly earnings Hourly earnings of male and female employees by main characteristics of the employer and of the employee and corresponding relative differences between hourly earnings of male and female employees.	Hourly earnings Hourly earnings of male and female employees by main characteristics of the employer and of the employee and corresponding relative differences between hourly earnings of male and female employees.	
Annex, Table 1, Column 3, Row 8				
191	Employees Number of male and female employees by characteristics of the employer and of the employee.	Employees Number of male and female employees by characteristics of the employer and of the employee. ***New detailed topic: Level of the statutory minimum wage*** ***New detailed topic: Number and***	Employees Number of male and female employees by characteristics of the employer and of the employee.	

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
		share of workers covered by the statutory minimum wage ***New detailed topic: Number of employees covered by collective agreements*** Annex, Table 1, Column 3, Row 8a (new) Annex, Table 1, Column 3, Row 8b (new) Annex, Table 1, Column 3, Row 8c (new)		
Annex, Table 1, Column 3, Row 9				
192	Labour costs Total costs borne by the employer for employing labour and components of these costs.	Labour costs Total costs borne by the employer for employing labour and components of these costs.	Labour costs Total costs borne by the employer for employing labour and components of these costs.	
Annex, Table 1, Column 3, Row 10				
193	Hours worked Hours actually worked by main types of employees.	Hours worked Hours actually worked by main types of employees.	Hours worked Hours actually worked by main types of employees.	
Annex, Table 1, Column 3, Row 11				
194	Hours paid Hours paid by main types of employees.	Hours paid Hours paid by main types of employees.	Hours paid Hours paid by main types of employees.	

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
Annex, Table 1, Column 3, Row 12				
195	Employees Number of employees by main types.	Employees Number of employees by main types.	Employees Number of employees by main types.	
Annex, Table 1, Column 3, Row 13				
196	Local units Information on local units in the sample.	Local units Information on local units in the sample.	Local units Information on local units in the sample.	
Annex, Table 1, Column 3, Row 14				
197	Quarterly index of labour costs per hour worked Quarterly index of labour costs per hour worked, by type of costs; unadjusted and adjusted time series.	Quarterly index of labour costs per hour worked Quarterly index of labour costs per hour worked, by type of costs; unadjusted and adjusted time series.	Quarterly index of labour costs per hour worked Quarterly index of labour costs per hour worked, by type of costs; unadjusted and adjusted time series.	
Annex, Table 1, Column 3, Row 15				
198	Quarterly index of total labour costs Unadjusted and adjusted time series.	Quarterly index of total labour costs Unadjusted and adjusted time series.	~~*Quarterly index of total labour costs*~~ ~~*Unadjusted and adjusted time series.*~~	
Annex, Table 1, Column 3, Row 16				
199				

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
	Quarterly index of hours worked Unadjusted and adjusted time series.	Quarterly index of hours worked Unadjusted and adjusted time series.	~~*Quarterly index of hours worked*~~ ~~*Unadjusted and adjusted time series.*~~	
Annex, Table 1, Column 3, Row 17				
200	Annual labour costs Annual labour costs levels (weights) by type of costs.	Annual labour costs Annual labour costs levels (weights) by type of costs.	Annual labour costs Annual labour costs levels (weights) by type of costs.	
Annex, Table 1, Column 3, Row 18				
201	Vacant posts Information on vacant posts recorded; unadjusted and adjusted time series.	Vacant posts Information on vacant posts recorded; unadjusted and adjusted time series.	Vacant posts Information on vacant posts recorded; unadjusted and adjusted time series.	
Annex, Table 1, Column 3, Row 19				
202	Occupied posts Information on occupied posts recorded; unadjusted and adjusted time series.	Occupied posts Information on occupied posts recorded; unadjusted and adjusted time series.	Occupied posts Information on occupied posts recorded; unadjusted and adjusted time series.	
Annex, Table 1, Column 4, Row 1				
203	Periodicity	Periodicity	Periodicity	
Annex, Table 1, Column 4, Row 2				

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
204	Every four years	Every four years	Every four years	
Annex, Table 1, Column 4, Row 7				
205	Every year	Every year ***New periodicity: Every two years*** ***New periodicity: Every two years*** ***New periodicity: Every two years*** Annex, Table 1, Column 4, Row 7a (new) Annex, Table 1, Column 4, Row 7b (new) Annex, Table 1, Column 4, Row 7c (new)	Every year	
Annex, Table 1, Column 4, Row 9				
206	Every four years	Every four years	Every four years	
Annex, Table 1, Column 4, Row 14				
207	Every quarter	Every quarter	Every quarter	
Annex, Table 1, Column 4, Row 17				
208	Every year	Every year	Every year	
Annex, Table 1, Column 4, Row 18				

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
209	Every quarter	Every quarter	Every quarter	
Annex, Table 1, Column 5, Row 1				
210	Reference period	Reference period	Reference period	
Annex, Table 1, Column 5, Row 2				
211	Calendar year	Calendar year	Calendar year ***and a representative month in that year***	
Annex, Table 1, Column 5, Row 7				
212	Calendar year	Calendar year ***New reference period: Calendar year*** ***New reference period: Calendar year*** ***New reference period: Calendar year*** Annex, Table 1, Column 5, Row 7a (new) Annex, Table 1, Column 5, Row 7b (new) Annex, Table 1, Column 5, Row 7c (new)	Calendar year ***and a representative month in that year***	
Annex, Table 1, Column 5, Row 9				
213				

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
	Calendar year	Calendar year	Calendar year	
Annex, Table 1, Column 5, Row 14				
214	Calendar quarter	Calendar quarter	Calendar quarter	
Annex, Table 1, Column 5, Row 17				
215	Calendar year	Calendar year	Calendar year	
Annex, Table 1, Column 5, Row 18				
216	Calendar quarter	Calendar quarter	Calendar quarter	*deleted*
Annex, Table 1, Column 6, Row 1				
217	Data transmission deadline (1) (2)	Data transmission deadline (1) (2)	Data transmission deadline (1) (2)	
Annex, Table 1, Column 6, Row 2				
218	T+16 months	T+16 months	T+16 months	
Annex, Table 1, Column 6, Row 7				
219	T+13 months	T+13 months ***New data transmission deadline: T+13 months*** ***New data transmission deadline:***	T+13 months	

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
		T+13 months ***New data transmission deadline: T+13 months*** Annex, Table 1, Column 6, Row 7a (new) Annex, Table 1, Column 6, Row 7b (new) Annex, Table 1, Column 6, Row 7c (new)		
Annex, Table 1, Column 6, Row 9				
220	T+18 months	T+18 months	T+18 months	
Annex, Table 1, Column 6, Row 14				
221	— Early estimates: T+45 days — Final data: T+65 days	— Early estimates: T+45 days — Final data: T+65 days	— Early estimates: T+45 days — Final data: T+65 days	
Annex, Table 1, Column 6, Row 17				
222	End of the first quarter of year T+1 + 65 days	End of the first quarter of year T+1 + 65 days	End of the first quarter of year T+1 ***year*** + 65 days	
Annex, Table 1, Column 6, Row 18				
223	— Early estimates: T+45 days — Final data: T+70 days	— Early estimates: T+45 days — Final data: T+70 days	— Early estimates: T+45 days — Final data: T+70 days	
Annex, Table 1, Column 7, Row 1				

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
224	First Reference Period	First Reference Period	First Reference Period	
Annex, Table 1, Column 7, Row 2				
225	2026	2026	2026	
Annex, Table 1, Column 7, Row 7				
226	2026	2026 ***New First Reference Period: 2026*** ***New First Reference Period: 2026*** ***New First Reference Period: 2026*** Annex, Table 1, Column 7, Row 7a (new) Annex, Table 1, Column 7, Row 7b (new) Annex, Table 1, Column 7, Row 7c (new)	2026	
Annex, Table 1, Column 7, Row 9				
227	2028	2028	2028	
Annex, Table 1, Column 7, Row 14				
228	First quarter of year 2026	First quarter of year 2026	First quarter of year 2026	
Annex, Table 1, Column 7, Row 18				

	Commission Proposal	EP Mandate	Council Mandate	Draft Agreement
229	First quarter of year 2026	First quarter of year 2026	First quarter of year 2026	
Annex, second paragraph				
230	(1) After the end of the reference period “T”.	(1) After the end of the reference period “T”.	(1) After the end of the reference period “T”.	
Annex, third paragraph				
231	(2) When the above-mentioned deadlines fall on a Saturday or a Sunday, the effective deadline shall be the following Monday before 12:00 am (CET).	(2) When the above-mentioned deadlines fall on a Saturday or a Sunday, the effective deadline shall be the following Monday before 12:00 am (CET).	(2) When the above-mentioned deadlines fall on a Saturday or a Sunday, the effective deadline shall be the following Monday before 12:00 am (CET).	