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NOTE

From: Presidency

To: Permanent Representatives Committee

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

- *Analysis of the final compromise text with a view to agreement*

I. INTRODUCTION

1. The Commission submitted its proposal for a Regulation 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 Council¹, on 28 July 2023.
2. The legal basis of the proposal is Article 338(1) of the Treaty on the Functioning of the European Union; therefore it is subject to the ordinary legislative procedure.
3. This proposal aims at making statistics more comparable across Member States while ensuring annual collection of data on gender pay gap. It concerns statistics that the European Statistical System publishes regularly namely on earnings, labour costs, the gender pay gap and job vacancies in the EU.

¹ 12258/23 + ADD 1-4

4. The European Data Protection Supervisor² and the European Central Bank³ issued Opinions on the proposal on 25 September and 24 November 2023, respectively.
5. The Rapporteur's (Ms Irene Tinagli) report was adopted on 22 February 2024 by the European Parliament ECON Committee and approved as the negotiating mandate for the Parliament with a favourable vote in the Plenary on 22 February 2024. On 24 April 2024, the Plenary voted on its position at First Reading. The Parliament's position at First Reading consists of the Rapporteur's report and four additional amendments introduced by the EMPL Committee (associated committee for this file).
6. The first trilogue took place on 21 November 2024 under the Hungarian Presidency.
7. In its meeting on 11 December 2024, Coreper approved a revised mandate.⁴
8. At the second trilogue, on 12 December 2024, the negotiating teams of the Council and the Parliament reached a provisional agreement, the main elements of which are outlined below.

II. ELEMENTS OF THE PROVISIONAL AGREEMENT

1. Requirement for additional data

The new data requirements suggested by the European Parliament on **disability**, **ethnic origin** and **migrants/cross-border workers** will not be part of the LMB Regulation.

Data on **minimum wages** and **collective bargaining** requested by the European Parliament in connection to the Directive on Minimum Wage, are to be drawn from the currently available data. Eurostat can calculate the coverage of collective pay agreements and the share of workers covered by a minimum wage using data already provided by the National Statistical Authorities.

² 13363/23

³ 16053/23 + ADD 1

⁴ 16689/24

As regards **gender pay gap**, a reference was added in recitals that Eurostat can compile the total annual and monthly earnings for male and female employees using data from the Structure of Earnings Survey.

2. **Definitions**

The co-legislators acknowledge the importance of **social enterprises** and a relevant definition was added. In order to operationalise this definition, it was agreed that feasibility and pilot studies are needed with a view to develop a methodology which can produce accurate data based on the available classifications in the business register.

In order to avoid misinterpretation of the term “**gender pay gap**”, a relevant definition was introduced in the text. Explanation was added in the recitals to describe the concept of “**privately held data**” mirroring the recital included in the amendment of Regulation 223/2009. No provision on **back data** was included in the operational part but their importance was underlined in a recital.

3. **Quality of data sources**

Instead of a **delegated act empowering the Commission to limit the data sources** from which data may be collected and transmitted, it was decided that the quality reporting will be complemented by guidance that Eurostat will provide on the quality assessment of data sources.

4. **Personal data requested from private data holders**

In accordance with the new Article 17c of the recently amended Regulation 223/2009, sectoral legislation shall specify the **categories of personal data that can be requested from private data holders**. Therefore, in order to ensure access to personal data for the purposes of LMB statistics, an additional provision was added under Article 3 “Sources and methods”.

5. **Delegated and implementing acts - Safeguards**

Principle-based **safeguards** were added in relation to the delegated and implementing acts of Article 4. Those safeguards include clear references to the need to avoid additional burden on the respondents and to the necessity for EU-financed feasibility or pilot studies which would have to be carried out before any delegated or implementing act would be proposed. These delegated and implementing acts will be adopted at least **18 months** before the beginning of the relevant reference period except for the **first reference periods** for which **12 months** will apply.

In order to ensure the **timely implementation of the Structure of Earnings Survey**, for the reference year of 2026, a provision was added pursuant to which the relevant implementing act shall be adopted before 1 September 2025.

The **periodicity**, the **reference periods** and the **transmission deadlines** of detailed topics already included in the Annex will not be amended via a delegated act. Delegated acts may set the abovementioned parameters only for new detailed topics.

As regards the **geographical breakdowns** set out in implementing acts, these cannot go below **NUTS1 level**.

To underline the importance on **reducing response burden**, a reference was added in the recitals urging the Commission to regularly review the use and usability of data and discontinue variables and detailed topics when they are no longer needed.

6. Temporary production of data

Article 7 regarding “**Ad-hoc data requirements**” was deleted. A delegated and an implementing act, dedicated particularly to temporary production of data, were included under Article 4. Those acts may only set up detailed topics that are relevant to the domains and topics already included in the Annex and **will not result in an obligation for new statistical surveys** on businesses. The Commission will present such delegated acts only **once every two years and not before 2029** as a reference year. The temporary nature of these delegated or implementing acts is further specified with a provision foreseeing that information to be provided by Member States **will not exceed the period of three reference years**. What is more, the same conditions as for the rest of the delegated and implementing acts of Article 4 will apply, therefore references on the burden on the respondents are included and EU-financed feasibility or pilot studies will be carried out ahead of any such delegated or implementing act.

7. Financing

With regard to financing, a reference to **mandatory financing** from the Single Market Programme is included, complemented with a reference to the **possibility to use funding from the general budget** of the EU. The Union’s financial contribution was retained at **90%** as foreseen in the initial proposal from the Commission.

8. Derogations

Derogations were linked to periodicities. A **four-year derogation** will apply to multi-annual data collections, a **two-year derogation** to annual periodicities while a **one-year derogation** will apply to quarterly data collections. In justified cases, the Commission may grant a **further derogation of one more year** independently from the periodicity.

9. **First reference periods and repeal**

Due to the fact that this Regulation will be adopted later than initially foreseen, a number of **first reference periods** were changed from 2026 to 2027. One of these changes concerns the data regarding the gender pay gap. As a consequence, the relevant **derogation foreseen in Article 6(4)** is obsolete and it was deleted.

For the same reason, the **dates of repealing** Regulations (EC) No 450/2003 and (EC) No 453/2008 were also changed from 2026 to 2027. Nevertheless, in order to ensure the continuity of data production, the Member States will transmit data and metadata with regard to the reference periods that fall, in whole or in part, before that date.

10. **Annex**

The **quarterly indexes of total labour cost and of hours worked** will be provided on a voluntary basis.

III. CONCLUSION

1. The Permanent Representatives Committee is thus invited to analyse the final compromise text as set out in the Annex to this note with a view to reaching an agreement at early second reading with the European Parliament.
 2. This approval would be conditional upon the receipt of a letter from the Chair of the European Parliament's ECON Committee confirming that the European Parliament can accept the text as set out in the Annex to this note and that, should the Council adopt this text as its first-reading position, the European Parliament would not adopt any amendments to it in its second reading.
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2023/0288 (COD)

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)

THE EUROPEAN PARLIAMENT AND THE COUNCIL OF THE EUROPEAN UNION,

Having regard to the Treaty on the Functioning of the European Union, and in particular Article 338(1) thereof,

Having regard to the proposal from the European Commission,

After transmission of the draft legislative act to the national parliaments,

*Having regard to the opinion of the European Central Bank,*⁵

~~Having regard to the opinion of the European Economic and Social Committee~~⁶;

~~Having regard to the opinion of the Committee of the Regions~~⁷;

Acting in accordance with the ordinary legislative procedure,

⁵ *OJ C, C/2024/668, 12.01.2024, ELI: <http://data.europa.eu/eli/C/2024/668/oj>.*

⁶ ~~OJ C, , p.:~~

⁷ ~~OJ C, , p.:~~

Whereas:

- (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, ***and the principles of*** the European Pillar of Social Rights ~~and (EPSR)~~. ***Those statistics are also relevant in the context of*** the European Semester, ***the EPSR action plan and the social economy action plan. They are also important for the Union to fulfil its tasks under the Treaties.***
- (2) The prevention and correction of macroeconomic imbalances according to Regulation (EU) 1176/2011⁸ and the monitoring of adequate minimum wages according to Directive (EU) 2022/2041 of the European Parliament and of the Council⁹ require accurate information on the evolution of hourly labour costs and wage levels, ***the coverage of collective pay agreements and the share of workers covered by a minimum wage*** across Member States.
- (3) The European Central Bank uses European labour market statistics on businesses, in the context of the single monetary policy, ~~for monitoring inflation and deflation risks arising from~~ ***in particular those on the evolution of*** labour costs ***and wage growth***. Therefore, accurate, timely, ***reliable*** and comparable Union statistics on the evolution of labour costs are necessary.
- (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)¹⁰, needed to monitor monetary and economic policies.
- (4a) ***It is important for analytical purposes that an appropriate amount of back data is available to be able to assess labour cost indices over time.***
- (4b) ***In order to operationalise the definition of social enterprise, it is important to initiate***

⁸ 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).

⁹ 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).

¹⁰ 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.

feasibility and pilot studies with the aim of having specific data on social enterprises.

- (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.
- (6) The implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation¹¹ 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 women¹² 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.***
- (6a) *The concept of gender pay gap is defined in Directive (EU) 2023/970. That definition should be adapted for the purpose of compiling and transmitting gender pay gap data under this Regulation. In particular, the term 'employee' is to cover workers in an employment relationship, including paid trainees and apprentices.***
- (6b) *To complement the picture on pay differences, the Commission (Eurostat) should compile the total annual and monthly earnings, covering all their components, for male and female employees every four years, based on the structure of earnings data.***
- (6e) *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***

¹¹ 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)

¹² 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).

can also contribute to a better understanding of the gender pension gap in the Member States.

- (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. ***Therefore, it is appropriate to repeal Regulation (EC) No 530/1999 and Regulations (EC) No 450/2003 and (EC) No 453/2008 of the European Parliament and of the Council and replace them by this Regulation.***
- (7a) ***It is essential that statistics collected under this Regulation meet the quality criteria of Regulation 223/2009. Statistical precision is an important measure of quality for data coming from samples. It is therefore needed to specify precision targets that should be aimed at when sampling schemes are defined in the Member State. In addition, for the purposes of quality reporting, the Commission (Eurostat) should include in its quality reporting guidance on how to further improve the quality of the statistics compiled under this Regulation.***

Member States might use innovative techniques to collect data, such as web scraping to collect data from websites. The data collected with those techniques should comply with the applicable quality requirements.

- (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~~ ***significant additional cost or*** burden on respondents or national statistical authorities.

- (9) To limit the ***administrative and financial*** burden on enterprises, in particular on ***social enterprises, small and medium-sized enterprises (SMEs) and micro-enterprises*** ^{SMEs}, the national statistical authorities should consider ***all available*** administrative ~~and~~, innovative ***and other*** 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.
- (9a) ***National statistical authorities should take into account the principle of cost-effectiveness and not entailing excessive burden on economic operators. Member States should conduct efforts to ensure that relevant data is adequately shared between authorities without prejudice to statistical confidentiality in order to ensure that the reporting burden on enterprises is as small as possible.***
- (9b) ***Reducing response burden is equally important as incorporating new data needs into the production of European statistics. The Commission (Eurostat) should regularly review the use and usability of data and discontinue variables and detailed topics when they are no longer justified by relevant user need.***
- (9c) ***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 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.***

- (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 ~~data, privately held data and other sources~~, 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 accordance with ~~Article 17a of~~ Regulation (EC) No 223/2009 of the European Parliament and of the Council¹³.
- (10a) ***Privately held data refers to the vast amount of data held by private data holders obtained as a result of their activity, which could be used by statistical authorities to produce official statistics. It might include data held by civil society organisations, among others.***
- (11) Regulation (EC) No 223/2009 constitutes the reference framework for this Regulation, including as regards the protection of confidential data ***including the processing of personal data***.
- (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.

¹³ 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).

- (12a) *The power to adopt delegated 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 and to supplement this Regulation for the temporary production of additional data for the purpose of addressing additional statistical data needs that cannot be otherwise fulfilled. 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-Making¹⁴. In particular, to ensure equal participation in the preparation of delegated acts, the European Parliament and the Council receive all documents at the same time as Member States' experts, and their experts systematically have access to meetings of Commission expert groups dealing with the preparation of delegated acts.*
- (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 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 powers¹⁵.*

¹⁴ OJ L 123, 12.5.2016, p. 1.

¹⁵ 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).

- (13) The European Data Protection Supervisor was consulted in accordance with Article 42(1) of Regulation (EU) 2018/1725 of the European Parliament and of the Council¹⁶ and delivered an opinion on [xxx] **25 September 2023**.
- (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.
- (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 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.***
- (15) The European Statistical System Committee has been consulted.

HAVE ADOPTED THIS REGULATION:

Article 1
Subject matter

This Regulation lays down a common legal framework for the development, production and dissemination of labour market statistics on businesses in the Union.

¹⁶ 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).

Article 2
Definitions

For the purposes of this Regulation, the following definitions shall apply:

- (1) ‘statistical unit’ means ~~the~~ **an** entity on which ~~the~~ data are collected ~~or~~ **and statistics are** compiled;
- (2) ‘enterprise’ means ~~a set~~ **the smallest combination** of legal units as defined in Council Regulation (EEC) No 696/93¹⁷; This includes non-market producers and other institutional units that belong to the general government sector;
- (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**¹⁸;
- (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**¹⁹;
- (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**;

¹⁷ 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.

¹⁸ **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>).**

¹⁹ **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**

- (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 **or agreement** (fixed or indefinite, including seasonal); the 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;
- (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)~~;
- (7) 'domain²' means one or several data sets that cover ~~one or several~~ **particular** topics;
- (8) 'topic²' 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;
- (9) 'detailed topic²' means the detailed content of the information to be ~~collected about the statistical units~~ **compiled** related to a topic², each detailed topic ~~covers~~ **covering** one or ~~several~~ **more** variables;
- (10) 'variable²' means a characteristic of a unit **or a set of units** 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;~~
- (11) 'breakdown' means a predefined discrete, exhaustive and mutually exclusive set of values which can be assigned to a variable characterising statistical units;
- (12) 'microdata' means ~~data concerning only one~~ **individual observations or measurements of characteristics of** statistical ~~unit~~ **units** without a direct identifier;
- (13) 'aggregated data' means data concerning a set of several statistical units;

- (14) ‘statistical population’ means the set of statistical units about which information is ~~wanted and estimates are required~~;
- (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;
- (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;
- (17) ‘respondent’ means the ~~reporting~~ unit that supplies ~~information to the authority conducting the survey~~ *data*;
- (18) ‘*statistical survey data*’ means *collecting data from* ~~data collected on~~ a sample of respondents, *which can be* ~~and~~ extrapolated to the statistical population by using appropriate ~~mathematical~~ *statistical* methods;
- (19) ‘administrative records *data*’ 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;
- (20) ‘other sources’ ~~means data generated by a non-administrative entity including private records~~ *mean data that derive from sources other than the ones listed in points (a), (b) and (c) of Article 3(1), such as* websites and databases, the main aim of which is not the provision of official statistics;
- (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;
- (22) ‘reference period’ means the *time interval* ~~period~~ to which ~~the data~~ *statistics* refer;
- (23) ~~‘data collection period’ means the time period at which the data are collected.~~
- (24) ‘metadata’ means information that is needed to use and interpret statistics and that describes the data in a structured way;

- (25) 'pre-checked data' means data verified by Member States based on agreed common validation rules;
- (26) 'quality report' means a report conveying information about the quality of a statistical product or process.
- (26b) *'gender pay gap' means the difference in average gross hourly earnings of male and female employees expressed as a percentage of the average gross hourly earnings of the male employees.*

Article 3

Sources and methods

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:
- (a) ~~survey data~~ *statistical surveys or other statistical data collections;*
 - (b) administrative ~~records~~ *data;*
 - (c) ~~other sources:~~ *data made available by private data holders;*
 - (d) *other sources.*
- 1a. Member States and the Commission (Eurostat) shall endeavour to use innovative methods and data sources to improve statistics compiled pursuant to this Regulation and to reduce response burden, provided that those methods and sources allow for the production of statistics that meet the quality requirements laid down in Article 8.*
- 1b. In the event that a request submitted by a national statistical institute or the Commission (Eurostat) to a private data holder in accordance with Regulation (EC) No 223/2009 on European statistics concerns personal data, that request shall be limited to the personal data categories covered by the domains and topics specified in Article 4.*

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.
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 4
Data requirements

1. Labour market statistics on businesses shall cover the following domains and topics:
 - (a) earnings:
 - (i) structure of earnings;
 - (ii) gender pay gap;
 - (b) labour costs:
 - (i) structure of labour costs;
 - (ii) labour cost index;
 - (c) labour demand:
 - (i) job vacancies.

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.

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.

3. The Commission shall be empowered to adopt delegated acts in accordance with Article 13 to amend the list of the detailed topics *as set out in the Annex. For new detailed topics only, those delegated acts may also include* the periodicity, the reference periods and the transmission deadlines ~~set out in the Annex~~. *The delegated acts shall be adopted at least 18 months before the beginning of the relevant reference period.*
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.:~~
- (a) *the delegated acts do not, in any case, impose a significant additional cost or burden on the Member States or on the respondents;*
- (b) *feasibility or pilot studies as set out in Article 9 shall be carried out and their results shall be duly assessed and taken into account before the adoption of any delegated act.*
- The studies referred to in paragraph 4, point (b), shall be financed in accordance with Article 10.*
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.
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).

7. The Commission shall adopt implementing acts specifying the following elements for each topic:

- (a) the list and description of variables *and their technical specifications*;
- (b) statistical classifications and *breakdowns whereas geographical data breakdowns cannot go below NUTS1 level*;
- (c) precision targets;
- (d) the metadata to be transmitted with the same periodicity, reference period and deadlines as the data they refer to;
- (e) ~~the data collection periods.~~

These implementing acts shall be adopted in accordance with the examination procedure referred to in Article 14(2) at least ~~12~~**18** 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 implementing act for the topic Structure of Earnings shall be adopted before 1 September 2025 for the first reference period beginning in 2026. The Commission shall ensure that the implementing acts adopted pursuant to this paragraph comply with the principle of proportionality and do not impose a significant additional burden or cost on the Member States or on businesses.*

11. *Feasibility or pilot studies as set out in Article 9 shall be carried out and their results shall be duly assessed and taken into account before any modification of the data breakdowns referred to in paragraph 7(b) of this Article.*

11a. *The Commission is empowered to adopt delegated acts supplementing this Regulation in accordance with Article 13 by setting out the information to be provided by Member States for a maximum period of three reference years, where, within the scope of this Regulation, the production of additional data is deemed necessary for the purpose of addressing additional statistical data needs that cannot be otherwise fulfilled.*

In particular the delegated acts referred to in this paragraph shall not result in an obligation for a new statistical survey on businesses.

Those delegated acts shall set out:

- (a) the detailed topics to be provided according to this paragraph, related to the domains and topics specified in Article 4 and the reasons for such additional needs;*
- (b) the periodicity, reference periods and transmission deadlines.*

The delegated acts referred to in this paragraph shall not apply to reference periods before 2029 and shall have a minimum of 2 years between each additional data production starting from the deadline for transmitting the data of the latest additional data production.

Feasibility or pilot studies as set out in Article 9 shall be carried out and their results shall be duly assessed and taken into account before the adoption of any delegated act.

The studies referred to in this paragraph, subparagraph 5, shall be financed in accordance with Article 10.

11b. The Commission shall adopt implementing acts to specify the additional information referred to in paragraph 11a and metadata. Those implementing acts shall specify the following technical elements, where appropriate:

- (a) the list and description of variables and their technical specifications;*
- (b) statistical classifications and data breakdowns whereas geographical breakdowns cannot go below NUTS1 level;*
- (c) detailed specifications of the statistical units covered;*
- (d) precision targets;*
- (e) the metadata to be transmitted.*

Those implementing acts shall be adopted in accordance with the examination procedure referred to in Article 14(2) not later than 18 months before the beginning of the relevant reference period.

Feasibility or pilot studies as set out in Article 9 shall be carried out and their results shall be duly assessed and taken into account before the adoption of any implementing act.

Article 5

Early estimates

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:
 - (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
 - (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;
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.
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~~ **may cease** transmitting early estimates as from the reference quarter of the first calendar year following the date of 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

Statistical units and statistical population

1. Statistics under this Regulation shall be compiled for one or more of the following statistical units:
 - (a) enterprises;
 - (b) local units;
 - (c) employees.
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:
 - (a) their main economic activity is included in any section of the NACE classification²⁰, 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
 - (b) they have 1 or more employees.
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:

²⁰ 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 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 within the Public administration and defence, compulsory social security sector related to defence and national security that is deemed confidential in a Member State in accordance with its national law**; and
- (b) they have 1 or more employees.

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.

- 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.~~
- 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:
 - (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
 - (b) they are part of enterprises with 10 or more employees.

Article 7

Ad hoc data requirements

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:~~
 - ~~(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;~~
 - ~~(b) the reference periods and transmission deadlines.~~
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.~~
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:~~
 - ~~(a) the list and description of variables;~~
 - ~~(b) statistical classifications and data breakdowns;~~
 - ~~(c) detailed specifications of the statistical units covered;~~
 - ~~(d) the metadata to be transmitted;~~
 - ~~(e) the data collection periods.~~

~~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

Quality requirements and quality reporting

1. Member States shall take the necessary measures to ensure the quality of the data and metadata transmitted.
2. Member States shall ensure that the data ~~obtained using the sources laid down in Article 3~~ **produced under this Regulation** provide a full coverage of and give accurate estimates on the statistical units and population defined in Article 6.
3. For the purpose of this Regulation, the quality criteria defined in Article 12(1) of Regulation (EC) No 223/2009 shall apply.
4. Member States shall transmit quality reports on the sources and methods for each of the topics listed in Article 4.
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 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.**
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.
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.
8. The Commission (Eurostat) shall assess the quality of the data transmitted, the sources and methods 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 provide guidance on how to further improve the quality of the statistics compiled under this Regulation.**

Article 9

Feasibility and pilot studies

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, **including in particular to provide data on social enterprises**; (c) improving integration between surveys and other data sources, ~~and~~; (d) reducing the burden on respondents, ~~;~~ (e) **improving the cost-effectiveness of data collection**; and (f) **ensuring feasibility of the matters covered by the delegated and implementing acts**. The studies shall take into account technological and digital developments.
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.
3. The results of those studies shall be evaluated by the Commission (Eurostat) in cooperation with Member States and the main stakeholders, **including social partners**. The Commission (Eurostat) shall prepare reports on the findings of the studies, **including the possible future use of the results**, in cooperation with the Member States. **Those reports shall be made publicly available**.

Article 10

Financing

1. ~~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) 2024/2509 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:

- (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;~~
- (b) ~~improve methods for the labour market statistics on businesses, including the~~ **support the participation of the Member States in pilot and** feasibility and pilot studies referred to in Article 9- **of this Regulation.**

Financial contribution may also be provided from the general budget of the Union.

~~The Union shall not finance costs for the regular compilation of statistics to be transmitted under this Regulation.~~

- 1a. ***The amount of the Union financial contribution under subparagraph 1 of paragraph 1 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 appropriations available each year.***
2. The Union financial contribution shall not exceed 90% of the eligible costs.

Article 11

Protection of the financial interests of the Union

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.
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.

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 Council²¹ and Council Regulation (Euratom, EC) No 2185/96²² 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.
4. Without prejudice to paragraphs 1, 2 and 3, cooperation agreements 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

Derogations

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 ***1 year for data with a quarterly periodicity, of 2 years for data with an annual periodicity, and of 4 years for data with a multiannual periodicity***. 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 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.***

When granting the derogations, the Commission shall take into account the comparability

²¹ 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).

²² 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.).

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.

- ~~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.~~
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

Exercise of the delegation

1. The power to adopt delegated acts is conferred on the Commission subject to the conditions laid down in this Article.
2. The power to adopt delegated acts referred to in Articles 4(3) and ~~7(1)~~**4(11a)** 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.***

3. The delegation of power referred to in Articles 4(3) and ~~7(1)~~**4(11a)** 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.
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.
5. As soon as it adopts a delegated act, the Commission shall notify it simultaneously to the European Parliament and to the Council.
6. A delegated act adopted pursuant to Articles 4(3) and ~~7(1)~~**4(11a)** 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.

Article 14

Committee procedure

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.
2. Where reference is made to this paragraph, Article 5 of Regulation (EU) No 182/2011 shall apply.

Article 15

Repeal

1. ~~Regulations~~ **Regulation** (EC) No 530/1999; **is repealed with effect from 1 January 2026 and Regulations** (EC) No 450/2003 and (EC) No 453/2008 are repealed with effect from 1 January ~~2026~~**2027, without prejudice to the obligations set out in those regulations concerning the transmission of data and metadata, including quality reports, with regard to reference periods that fall, in whole or in part, before that date.**
2. References to the repealed Regulations shall be construed as references to this Regulation.

Article 16

Entry into force and application

This Regulation shall enter into force on the twentieth day following that of its publication in the Official Journal of the European Union.

It shall apply from 1 January 2026.

This Regulation shall be binding in its entirety and directly applicable in all Member States.

Done at Brussels,

For the European Parliament

The President

For the Council

The President

Annex

Domains, topics and detailed topics; periodicity of the data provision, reference periods and deadline for data transmission per topic

Domain	Topic	Detailed topic	Periodicity	Reference period	Data transmission deadline (1) (2)	First Reference Period
Earnings	Structure of Earnings	Earnings Total annual and monthly earnings and all their components, as well as hourly earnings paid to each employee sampled.	Every four years	Calendar year <i>and a representative month in that year</i>	T+16 months	2026
		Employer's characteristics Economic, legal, geographical and employment information on the local unit to which each sampled employee is attached, and on its enterprise-, <i>including collective pay agreements.</i>				
		Employee's characteristics Individual demographic, educational, contractual and occupational information on each employee sampled.				

Domain	Topic	Detailed topic	Periodicity	Reference period	Data transmission deadline (1) (2)	First Reference Period
		Working periods Information on paid working periods, for each employee sampled.				
		Technical items of the survey Sampling and data collection information for each employee sampled and his/her employer (e.g., weights).				
	Gender Pay Gap	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.	Every year	Calendar year	T+13 months	2026 2027
		Employees Number of male and female employees by characteristics of the employer and of the employee.				

Domain	Topic	Detailed topic	Periodicity	Reference period	Data transmission deadline (1) (2)	First Reference Period
Labour costs	Structure of labour costs	Labour costs Total costs borne by the employer for employing labour and components of these costs.	Every four years	Calendar year	T+18 months	2028
		Hours worked Hours actually worked by main types of employees.				
		Hours paid Hours paid by main types of employees.				
		Employees Number of employees by main types.				
	Local units Information on local units in the sample.					
Labour cost index	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.	Every quarter	Calendar quarter	— Early estimates: T+45 days — Final data: T+65 days	First quarter of year 2026 2027	

Domain	Topic	Detailed topic	Periodicity	Reference period	Data transmission deadline (1) (2)	First Reference Period
		Quarterly index of total labour costs Unadjusted and adjusted time series. ¹				
		Quarterly index of hours worked Unadjusted and adjusted time series. ²				
		Annual labour costs Annual labour costs levels (weights) by type of costs.	Every year	Calendar year	End of the first quarter of year T+1 + 65 T+155 days	
Labour demand	Job vacancies	Vacant posts Information on vacant posts recorded; unadjusted and adjusted time series.	Every quarter	Calendar quarter	— Early estimates: T+45 days — Final data: T+70 days	First quarter of year 2026 2027
		Occupied posts Information on occupied posts recorded; unadjusted and adjusted time series.				

¹ *To be provided on a voluntary basis.*

² *To be provided on a voluntary basis.*

- (1) After the end of the reference period “T”.
- (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)

