

Basic information	
2023/0288(COD)	Procedure completed
COD - Ordinary legislative procedure (ex-codecision procedure) Regulation	
Labour market statistics on businesses	
Repealing Regulation 2003/450 2001/0166(COD) Repealing Regulation 2008/453 2007/0033(COD)	
Subject	
4.15 Employment policy, action to combat unemployment 4.15.02 Employment: guidelines, actions, Funds 4.15.04 Workforce, occupational mobility, job conversion, working conditions 5.10.01 Convergence of economic policies, public deficit, interest rates 8.60 European statistical legislation	

Key players			
European Parliament	Committee responsible	Rapporteur	Appointed
	ECON Economic and Monetary Affairs	TINAGLI Irene (S&D)	12/09/2024
		Shadow rapporteur NIEDERMAYER Luděk (EPP) POKORNÁ JERMANOVÁ Jaroslava (PfE) MALÁG Marlena (ECR) BOYER Gilles (Renew) PETER-HANSEN Kira Marie (Greens/EFA) BOTENGA Marc (The Left)	
Former committee responsible	Former rapporteur	Appointed	
ECON Economic and Monetary Affairs	TINAGLI Irene (S&D)	19/09/2023	
Former committee for opinion	Former rapporteur for opinion	Appointed	
EMPL Employment and Social Affairs (Associated committee)	BRGLEZ Milan (S&D)	17/10/2023	

Council of the European Union	Council configuration	Meetings	Date
	Agriculture and Fisheries	4088	2025-03-24
European Commission	Commission DG	Commissioner	
	Eurostat - European statistics	GENTILONI Paolo	

Key events			
Date	Event	Reference	Summary
28/07/2023	Legislative proposal published	COM(2023)0459	 Summary
19/10/2023	Committee referral announced in Parliament, 1st reading		
19/10/2023	Referral to associated committees announced in Parliament		
22/02/2024	Vote in committee, 1st reading		
22/02/2024	Committee report tabled for plenary, 1st reading	A9-0054/2024	 Summary
22/02/2024	Committee decision to open interinstitutional negotiations with report adopted in committee		
26/02/2024	Committee decision to enter into interinstitutional negotiations announced in plenary (Rule 71)		
27/02/2024	Committee decision to enter into interinstitutional negotiations confirmed by plenary (Rule 71)		
24/04/2024	Decision by Parliament, 1st reading	T9-0356/2024	 Summary
24/04/2024	Results of vote in Parliament		
21/10/2024	Committee decision to open interinstitutional negotiations after 1st reading in Parliament		
13/11/2024	Committee referral announced in Parliament, 1st reading		
13/11/2024	Committee decision to enter into interinstitutional negotiations announced in plenary (Rule 72)		
16/01/2025	Approval in committee of the text agreed at early 2nd reading interinstitutional negotiations	PE767.868 PE767.946	
27/03/2025	Council position published	17082/2024	 Summary
03/04/2025	Committee referral announced in Parliament, 2nd reading		
09/04/2025	Committee recommendation tabled for plenary, 2nd reading	A10-0057/2025	
06/05/2025	Decision by Parliament, 2nd reading	T10-0072/2025	 Summary
06/05/2025	Results of vote in Parliament		
07/05/2025	Final act signed		
20/05/2025	Final act published in Official Journal		

Technical information	
Procedure reference	2023/0288(COD)
Procedure type	COD - Ordinary legislative procedure (ex-codecision procedure)
Procedure subtype	Legislation
Legislative instrument	Regulation
Amendments and repeals	Repealing Regulation 2003/450 2001/0166(COD) Repealing Regulation 2008/453 2007/0033(COD)
Legal basis	Rules of Procedure EP 57_o Treaty on the Functioning of the EU TFEU 338-p1
Other legal basis	Rules of Procedure EP 165
Stage reached in procedure	Procedure completed
Committee dossier	ECON/10/01020

Documentation gateway				
European Parliament				
Document type	Committee	Reference	Date	Summary
Committee draft report		PE757.907	19/12/2023	
Amendments tabled in committee		PE758.193	23/01/2024	
Committee opinion	EMPL	PE754.689	14/02/2024	
Committee report tabled for plenary, 1st reading/single reading		A9-0054/2024	22/02/2024	Summary
Text adopted by Parliament, 1st reading/single reading		T9-0356/2024	24/04/2024	Summary
Text agreed during interinstitutional negotiations		PE767.868	10/01/2025	
Committee letter confirming interinstitutional agreement		PE767.946	17/01/2025	
Committee draft report		PE772.016	03/04/2025	
Committee recommendation tabled for plenary, 2nd reading		A10-0057/2025	09/04/2025	
Text adopted by Parliament, 2nd reading		T10-0072/2025	06/05/2025	Summary
Council of the EU				
Document type	Reference	Date	Summary	
Council position	17082/2024	27/03/2025		
Draft final act	00011/2025/LEX	28/04/2025		
European Commission				
Document type	Reference	Date	Summary	
Legislative proposal	COM(2023)0459 	28/07/2023	Summary	
Document attached to the procedure	SEC(2023)0295	28/07/2023		

Document attached to the procedure	SWD(2023)0265 	28/07/2023	
Document attached to the procedure	SWD(2023)0266 	28/07/2023	
Commission response to text adopted in plenary	SP(2024)394	08/08/2024	
Commission communication on Council's position	COM(2025)0134 	25/03/2025	

Other institutions and bodies

Institution/body	Document type	Reference	Date	Summary
EDPS	Document attached to the procedure	N9-0092/2023 OJ C 000 20.11.2023, p. 0000	25/09/2023	
ECB	European Central Bank: opinion, guideline, report	CON/2023/0038 OJ C 000 12.01.2024, p. 0000	24/11/2023	

Final act

Regulation 2025/0941
OJ OJ L 20.05.2025

[Summary](#)

Labour market statistics on businesses

2023/0288(COD) - 06/05/2025 - Text adopted by Parliament, 2nd reading

The European Parliament adopted a legislative resolution **approving** without amendment the Council's position at first reading with a view to the adoption of 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.

The proposed regulation concerns statistics on wages, labour costs, the gender pay gap and job vacancies in the EU, which the European Statistical System publishes regularly, and aims to improve the comparability of statistics between Member States while ensuring that data on the gender pay gap are collected annually.

The Council's position:

- stipulates that data on minimum wages and collective bargaining in relation to the Minimum Wages Directive should be drawn from currently available data;
- adds a mention of the gender pay gap, specifying that Eurostat can compile total annual and monthly salaries for male and female employees using data from the Structure of Earnings Survey;
- adds a definition of 'social enterprise';
- adds clarifications to clarify the notion of 'data held by the private sector' and mentions retrospective data, emphasising their importance;
- adds a provision on 'Sources and methods' ensuring access to personal data held by private data holders, for the purposes of labour market statistics concerning businesses;
- mentions the need to avoid an additional burden on respondents and the need to carry out EU-funded pilot or feasibility studies before making any proposal for a delegated or implementing act;
- provides that delegated acts may only lay down the frequency, reference periods and deadlines for transmission of detailed topics already included in the Annex for new detailed topics;
- calls on the Commission to regularly review the use and usability of data and to stop using certain variables or detailed themes when they are no longer necessary;

- includes references to a delegated act and an implementing act, devoted in particular to the temporary production of data;
- refers to mandatory funding under the Single Market Programme, supplemented by an indication of the possibility of using funds from the general EU budget;
- provides that a four-year exemption will apply to multi-annual data collections, a two-year derogation to annual collections, while a one-year derogation will apply to quarterly data collections;
- modifies a number of first reference periods, moving them from 2026 to 2027.

Labour market statistics on businesses

2023/0288(COD) - 27/03/2025 - Council position

The Council adopted its **position at first reading** with a view to adopting a regulation of the European Parliament and of the Council on European Union labour market statistics on businesses.

The proposed regulation establishes a common legal framework for the development, production and dissemination of labour market statistics relating to businesses in the Union.

Definitions

A definition of '**social enterprises**' has been added, but pilot and feasibility studies are needed to develop a methodology to produce accurate data based on the classifications available in the business register.

A definition of the '**gender pay gap**' has also been introduced into the text, namely the difference between the average gross hourly wages of male and female employees, expressed as a percentage of the average gross hourly wage of male employees. A reference to the gender pay gap has also been added to the recitals, specifying that Eurostat may compile total annual and monthly wages for male and female employees using data from the Structure of Earnings Survey.

Sources and methods

Member States may use one or a combination of the following data sources, provided that they allow the production of statistics that meet the quality requirements: (a) statistical surveys or other statistical data collections; (b) administrative data; (c) **data made available by private data holders**. Clarifications have been added in the recitals to clarify the concept of 'privately held data'. The recitals also refer to historical data, emphasising their importance.

Data requirements

Labour market statistics for businesses will cover the following areas and topics:

- (a) **wages**: (i) wage structure; (ii) the gender pay gap;
- (b) **labour cost**: (i) labour cost structure; (ii) labour cost index;
- (c) **demand for labour**: (i) job vacancies.

For each topic, the detailed topics, as well as their periodicities, reference periods, including the first reference period, and deadlines for transmitting the corresponding data are given in the annex.

The Commission may adopt **delegated acts** to amend the list of detailed topics set out in the annex. Where a delegated act introduces a new detailed topic, that delegated act may also specify the frequency, the reference period and the deadline for transmission.

Delegated acts must be adopted at least eighteen months before the start of the reference period concerned.

When exercising the power to adopt delegated acts, the Commission shall ensure that: (a) delegated acts do not impose any significant **additional burden or costs** on Member States or respondents; (b) **pilot or feasibility studies** are carried out and their results are duly assessed and taken into account before the adoption of any delegated act.

To underline the importance of reducing response burden, the Council's position adds a reference in the recitals urging the Commission to regularly review the use and usability of the data and detailed topics when they are no longer needed.

The Commission will adopt **implementing acts** specifying a number of elements for each theme. In order to ensure the timely implementation of the Structure of Earnings Survey, for the reference year 2026, a provision has been added under which the relevant implementing act will be adopted before 1 September 2025.

The Council's position includes references to a delegated act and an implementing act, dedicated in particular to the **temporary production of data**. The temporary nature of these delegated or implementing acts is further clarified by a provision stipulating that the information to be provided by Member States will not exceed the period of three reference years.

Funding

The Council's position refers to mandatory funding under the Single Market Programme, supplemented by an indication of the possibility of using funds from the general EU budget. The Union's financial contribution may not exceed 90% of eligible costs.

Derogations

Derogations were **linked to periodicities**. Therefore, 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.

Labour market statistics on businesses

2023/0288(COD) - 20/05/2025 - Final act

PURPOSE: to improve the collection of labour market statistics on businesses at EU level.

LEGISLATIVE ACT: Regulation (EU) 2025/941 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 (

CONTENT: accurate, timely, reliable and comparable labour market statistics on businesses in the Union are required for the design, implementation and evaluation of Union policies, in particular those addressing economic, social and territorial cohesion and the European employment strategy, and in the context of the principles of the European Pillar of Social Rights (EPSR). Those statistics are also relevant in the context of the European Semester, the EPSR action plan and the social economy action plan.

This Regulation establishes a **common legal framework for the development, production and dissemination of labour market statistics on businesses in the Union**. The new rules adopted update existing legislation with a view to improving the comparability of labour market statistics relating to businesses and increasing the coverage of the economy.

Data requirements

Labour market statistics on businesses will 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.

A definition of the '**gender pay gap**' is introduced in the text meaning 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.

For each topic, the detailed topics, as well as their periodicity, reference periods, including the first reference period, and deadlines for transmission of the corresponding data are given in the annex.

The Commission may adopt delegated acts to amend the list of detailed topics set out in the Annex. When exercising the power to adopt delegated acts, the Commission must ensure that: (a) the delegated acts do not impose a significant additional burden or cost on Member States or respondents; (b) pilot or feasibility studies are carried out and their results are duly assessed and taken into account before the adoption of any delegated act.

Access to data

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 data, privately held data and other sources, and to integrate those data with statistics, to the extent necessary for the development, production and dissemination of European Union labour market statistics on businesses.

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.

Quality requirements and quality reporting

Member States will (i) take the necessary measures to ensure the quality of the data and metadata transmitted; (ii) ensure that the data produced under the Regulation provide a full coverage of statistical units and population and provide accurate estimates of them.

Pilot and feasibility studies

In order to improve 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 launch pilot and feasibility studies, for example to improve the quality and comparability of data.

Funding

As regards the implementation of the Regulation, a financial contribution from the **Single Market Programme** will be made available to national statistical institutes and other national authorities. A financial contribution from the general budget of the Union may also be made available.

Exceptions

The Commission may, by means of implementing acts, grant duly justified derogations to a Member State, for a maximum period of one year for data with a quarterly periodicity, two years for data with an annual periodicity and four years for data with a multiannual periodicity.

ENTRY INTO FORCE: 9.6.2025.

APPLICATION: from 1.1.2026.

Labour market statistics on businesses

2023/0288(COD) - 22/02/2024 - Committee report tabled for plenary, 1st reading/single reading

The Committee on Economic and Monetary Affairs adopted the report by Irene TINAGLI (S&D, IT) on the 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.

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

The committee responsible recommended that the European Parliament's position adopted at first reading under the ordinary legislative procedure should amend the proposal as follows:

The amendments introduced by Members stress the following points:

- the prevention and correction of macroeconomic imbalances and the monitoring of adequate minimum wages 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;
- 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. 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;
- the application, monitoring and evaluation of the principle of equal opportunities and equal treatment of women and men in matters of employment and occupation require comparable data on the **wages received by women and men**;
- there is a need for timely, comparable and accurate data on the participation of **people with disabilities** in the labour market. Such data will provide a much-needed assessment of progress in joint efforts to reduce employment rate gaps and increase the employment rate of people with disabilities;
- 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;
- data collected in the framework of labour market statistics on enterprises concerning the structure of earnings, the **gender pay gap** and the structure of labour costs could also contribute to a better understanding of the gender pension gap in the Member States;
- the Commission (Eurostat) should provide further guidance on the management of data from low quality sources;
- the Commission should be empowered to adopt delegated acts in order to specify which sources, other than survey data and administrative records, may be used to collect and transmit data under the Regulation;
- Member States should work to ensure adequate sharing of relevant data between authorities, in order to ensure that reporting burden is as small as possible on businesses;
- where the activities to be undertaken under the Regulation involve the **processing of personal data**, this must be proportionate and in compliance with Regulation (EU) 2018/1725 and Regulation (EU) 2016/679 of the European Parliament and of the Council;
- 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 results of those studies should be evaluated by the Commission (Eurostat) in cooperation with Member States and the main stakeholders, including social partners. The Commission (Eurostat) may recommend how pilot studies should be integrated as permanent solutions.

The Union financial contribution should not exceed **80%** of the eligible costs.

Lastly, the regulation should apply from 1 January 2026.

Labour market statistics on businesses

2023/0288(COD) - 28/07/2023 - Legislative proposal

PURPOSE: to establish a common framework for systematic production of high quality European Union labour market statistics on businesses.

PROPOSED ACT: Regulation of the European Parliament and of the Council.

ROLE OF THE EUROPEAN PARLIAMENT: the European Parliament decides in accordance with the ordinary legislative procedure and on an equal footing with the Council.

BACKGROUND: 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.

Labour market statistics on businesses on the level and structure of labour costs have been collected since 19591, with a periodicity of 2 to 4 years based on specific legislation for each data collection, and covered different economic sectors (industry, wholesale and retail distribution, road transport, banking and insurance, services).

The evaluation conducted by the Commission has shown that the current legal framework of 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 has significantly improved labour market statistics on businesses overall. Some limitations of the statistics that were recognised already at the time of adoption of the legal acts (missing parts of the economy) became more salient as EU policies developed, and their monitoring required more precise indicators.

The lack of a legal obligation to provide annual information on the gender pay gap has become more problematic. Another weakness of the current legal framework is that it does not capture significant actors of the EU economy, such as micro firms. In addition, there is room for improving the timeliness and frequency of labour market statistics on businesses data. Lastly, the legal architecture could be simplified by replacing the three framework regulations currently in force with one consolidated text to ensure full harmonisation and consistency across all labour market statistics on businesses data collections.

CONTENT: the proposed regulation lays down a **new framework for European labour statistics on businesses**. It integrates current statistics on the structure and distribution of earnings and labour costs, the labour cost index, job vacancies and the gender pay gap. It also specifies that Member States must provide statistics on 3 domains (earnings, labour costs, labour demand), 5 related topics and 20 detailed topics.

These statistics are supported by articles on the subject matter, definitions, data sources and methods (including specific enablers for the reuse of administrative data sources), data requirements, early estimates, statistical population and units, ad hoc data requirements, quality requirements and quality reporting, pilot and feasibility studies, and potential financial contributions.

The details of data requirements will be specified in implementing acts, but the proposed regulation makes it possible to amend the list of detailed topics and their periodicity, reference periods and data transmission deadlines by delegated acts.

The proposal also provides for the possibility to respond to upcoming data requirements with ad hoc data collections.

Lastly, the proposed regulation offers potential co-financing to further modernise statistical production systems and carry out pilot and feasibility studies as appropriate.

Labour market statistics on businesses

2023/0288(COD) - 24/04/2024 - Text adopted by Parliament, 1st reading/single reading

The European Parliament adopted by 459 votes to 76, with 49 abstentions, a legislative resolution on the 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.

The proposed Regulation establishes a common framework for systematic production of high-quality European Union labour market statistics on businesses.

The European Parliament's position adopted at first reading under the ordinary legislative procedure amends the proposal as follows:

Data requirements

Labour market statistics on businesses should cover the following domains and topics:

- (a) earnings: (i) structure of earnings; (ii) gender pay gap; (iii) collective bargaining coverage; (iv) level of statutory minimum wage, if applicable; (v) statutory minimum wage coverage, if applicable;
- (b) labour costs: (i) structure of labour costs; (ii) labour cost index;
- (c) labour demand: (i) job vacancies.

The amended text stressed the need 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.

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.

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.

Sources and methods

To limit the **administrative and financial burden** on enterprises, in particular on social enterprises, SMEs and micro-enterprises, 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 Commission is empowered to adopt delegated acts to ensure that the use of those other sources is necessary and proportionate to achieve the objective under this Regulation.

Requirement for the processing of personal data

Where the activities to be carried out under this Regulation involve the processing of personal data, such processing should be proportionate. In accordance with the data minimisation principle set out in those Regulations, data provided under this Regulation should be aggregated to such a degree that individuals cannot be identified.

Feasibility and pilot studies

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 is to, *inter alia*, improve the quality and comparability of data and to improve the cost-effectiveness of data collection.

The Union financial contribution should not exceed **80%** of the eligible costs.