

Basic information	
<p>2025/0232(COD)</p> <p>COD - Ordinary legislative procedure (ex-codecision procedure) Directive</p>	Awaiting Parliament's position in 1st reading
<p>Protection of workers from the risks related to exposure to carcinogens or mutagens at work</p> <p>Amending Directive 2004/37/EC 1999/0085(COD)</p> <p>Subject</p> <p>4.15.15 Health and safety at work, occupational medicine</p>	

Key players				
European Parliament	Committee responsible		Rapporteur	Appointed
	EMPL Employment and Social Affairs		SOMMEN Liesbet (EPP)	13/10/2025
		<p>Shadow rapporteur</p> <p>MEBAREK Nora (S&D)</p> <p>DE LA PISA CARRIÓN Margarita (Pfe)</p> <p>VIVALDINI Mariateresa (ECR)</p> <p>ALLIONE Grégory (Renew)</p> <p>OHISALO Maria (Greens /EFA)</p> <p>CLAUSEN Per (The Left)</p>		
Council of the European Union				
European Commission	Commission DG		Commissioner	
	Employment, Social Affairs and Inclusion		MÎNZATU Roxana	
European Economic and Social Committee				
European Committee of the Regions				

Key events			
Date	Event	Reference	Summary
18/07/2025	Legislative proposal published	COM(2025)0418 	Summary

06/10/2025	Committee referral announced in Parliament, 1st reading		
15/04/2026	Vote in committee, 1st reading		
15/04/2026	Committee decision to open interinstitutional negotiations with report adopted in committee		
17/04/2026	Committee report tabled for plenary, 1st reading	A10-0100/2026	Summary
27/04/2026	Committee decision to enter into interinstitutional negotiations announced in plenary (Rule 71)		

Technical information	
Procedure reference	2025/0232(COD)
Procedure type	COD - Ordinary legislative procedure (ex-codecision procedure)
Procedure subtype	Legislation
Legislative instrument	Directive
Amendments and repeals	Amending Directive 2004/37/EC 1999/0085(COD)
Legal basis	Treaty on the Functioning of the European Union TFEU 153-p1 Treaty on the Functioning of the European Union TFEU 153-p2
Other legal basis	Rules of Procedure EP 165
Mandatory consultation of other institutions	European Economic and Social Committee European Committee of the Regions
Stage reached in procedure	Awaiting Parliament's position in 1st reading
Committee dossier	EMPL/10/03700

Documentation gateway				
European Parliament				
Document type	Committee	Reference	Date	Summary
Committee draft report		PE781.362	11/12/2025	
Amendments tabled in committee		PE782.282	30/01/2026	
Committee report tabled for plenary, 1st reading/single reading		A10-0100/2026	17/04/2026	Summary
European Commission				
Document type	Reference	Date	Summary	
Legislative proposal	COM(2025)0418 	18/07/2025	Summary	
Document attached to the procedure	SEC(2025)0217 	18/07/2025		
Document attached to the procedure	SWD(2025)0191 	18/07/2025		
Document attached to the procedure	SWD(2025)0192 	18/07/2025		

Document attached to the procedure	SWD(2025)0193 	18/07/2025	
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National parliaments

Document type	Parliament /Chamber	Reference	Date	Summary
Contribution	IT_CHAMBER	COM(2025)0418	15/10/2025	
Contribution	ES_PARLIAMENT	COM(2025)0418	28/10/2025	
Contribution	IT_SENATE	COM(2025)0418	10/11/2025	
Contribution	IT_SENATE	COM(2025)0418	10/11/2025	

Additional information

Source	Document	Date
European Commission	EUR-Lex	

Meetings with interest representatives published in line with the Rules of Procedure

Rapporteurs, Shadow Rapporteurs and Committee Chairs

Transparency				
Name	Role	Committee	Date	Interest representatives
VIVALDINI Mariateresa	Shadow rapporteur	EMPL	04/03/2026	European Aluminium coal chemistry europe EUROFER Euro Alliages ECGA
CLAUSEN Per	Shadow rapporteur	EMPL	18/02/2026	Danish Trade Union Confederation EU Office
SOMMEN Liesbet	Rapporteur	EMPL	17/02/2026	Cobalt Institute
CLAUSEN Per	Shadow rapporteur	EMPL	21/01/2026	Danish Trade Union Confederation EU Office
ALLIONE Grégory	Shadow rapporteur	EMPL	20/01/2026	European Biosafety Network
MEBAREK Nora	Shadow rapporteur	EMPL	17/12/2025	European Trade Union Institute
MEBAREK Nora	Shadow rapporteur	EMPL	03/12/2025	Ceemet
CLAUSEN Per	Shadow rapporteur	EMPL	06/11/2025	Dansk Metalarbejderforbund
MEBAREK Nora	Shadow rapporteur	EMPL	05/11/2025	EUROPEAN TRADE UNION CONFEDERATION
MEBAREK Nora	Shadow rapporteur	EMPL	05/11/2025	industriAll European Trade Union

Other Members

Transparency

Name	Date	Interest representatives
VIND Marianne	23/02/2026	European Biosafety Network

Protection of workers from the risks related to exposure to carcinogens or mutagens at work

2025/0232(COD) - 17/04/2026 - Committee report tabled for plenary, 1st reading/single reading

The Committee on Employment and Social Affairs adopted the report by Liesbet SOMMEN (EPP, BE) on the proposal for a directive of the European Parliament and of the Council amending Directive 2004/37/EC as regards the addition of substances and setting limit values in its Annexes I, III and IIIa.

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:

Definitions

Members proposed to introduce the definition of 'hazardous medicinal products' to mean medicinal products that contain one or more substances that meet the criteria for classification as a category 1A or 1B carcinogen, mutagen or reprotoxic as set out in Annex I to Regulation (EC) No 1272/2008.

Use of personal protective equipment

To improve the protection of workers, Members added an obligation for employers to provide personal protective equipment, such as respiratory protective devices, when residual exposure cannot be reduced to levels below the limit values, which need to be adjusted to a worker's body-type. When wearing them, workers should have the right to regular breaks in contamination-free areas.

New exposure limit values

Union-wide data from work-related health problems due to exposure to cobalt and its inorganic compounds, polycyclic aromatic hydrocarbons, isoprene and 1,4-dioxane are often absent, unreliable or insufficient. The Commission should develop guidelines and recommendations for data collection by the Member States to improve the reporting and exposures registries.

In this regard, Members backed new limit values for cobalt and its inorganic compounds, used for battery production, polycyclic aromatic hydrocarbons, used in steel, iron and aluminium production, and 1,4-dioxane, used for chemical and textile production. They also supported the addition of welding fumes.

Isoprene

Members included a long-term occupational exposure limit value for isoprene (used in the chemical and rubber producing industry), which they say meets the criteria for classification as carcinogenic. Exposure to isoprene can cause irritation to the nose, throat, and lungs, and chronic and high exposure may lead to liver cancer and anaemia. While for the time being the exposure of workers is still low, a binding occupational exposure limit for isoprene is nevertheless needed to prevent potential risks arising in the future and to secure a level-playing field across Members States. Members proposed to establish this limit value at 8.5 mg/m³ (3 ppm).

Polycyclic aromatic hydrocarbons (PAHs)

Members stressed that this revision should strengthen the protection of firefighters against polycyclic aromatic hydrocarbons (PAHs).

Aircraft engine exhaust emissions

Workers in several sectors, including aviation ground operations, may be exposed to aircraft engine exhaust emissions ("jet exhaust"), a complex mixture of ultrafine particles and hazardous substances. It is therefore necessary to accelerate scientific assessment and move towards establishing an occupational exposure limit value for aircraft engine exhaust emissions.

Support for small and medium sized businesses

To support small and medium sized businesses (SMEs) with the implementation of the directive, Members proposed that Member States should monitor and report the effects of the implementation of the legislation on SMEs, including specific measures such as financial and technical support.

Evaluation

In addition to the necessary preventive measures provided in this directive, the Commission should, no later than 12 months after the entry into force of this directive, consult the Advisory Committee on Safety and Health at Work (ACSH) on the need to update its Recommendation (EU) 2022/2337 on the European schedule of occupational diseases, with a view to encouraging Member States to introduce enhanced prevention measures at the

occupational level and provisions allowing for better compensation for conditions suspected to be linked to occupational exposure in certain professions.

Protection of workers from the risks related to exposure to carcinogens or mutagens at work

2025/0232(COD) - 18/07/2025 - Legislative proposal

PURPOSE: to strengthen worker protection against hazardous chemicals.

PROPOSED ACT: Directive 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: in June 2021, the Commission presented the EU Strategic Framework on Health and Safety at Work 2021-2027, which aims to turn Principle 10 of the **European Pillar of Social Rights** on the right of workers to a high level of protection of their health and safety at work into concrete actions.

Cancer remains the leading cause of work-related deaths in the EU. It is estimated that around **80 000 people in the EU** lose their lives each year due to exposure to carcinogens at work. This highlights the need to further improve the prevention of work-related diseases in the EU.

The Commission's proposed sixth revision of Directive 2004/37/EC on carcinogens, mutagens and reprotoxic agents (CMRD 6) is the result of an extensive consultation process with social partners, the European Chemicals Agency's Committee for Risk Assessment, and the Advisory Committee on Safety and Health at Work. The EU has already adopted five revisions of the CMRD, covering more than 40 key hazardous chemicals and helping to save the lives of more than 100 000 workers over the next 50 years.

CMRD 6 responds to requests made by the European Parliament and the Council in the context of the fourth revision of the CMRD (CMRD 4) to achieve new or revised occupational exposure limits (OELs) for at least 25 substances.

CONTENT: with the **sixth revision of the CMRD**, the Commission proposes to set exposure limits for cobalt and inorganic cobalt compounds, polycyclic aromatic hydrocarbons (PAHs) and 1,4-dioxane. Welding fumes are also added under the CMRD.

Cobalt and inorganic compounds

The proposed limit is 0.01 mg/m³ for particles that can be breathed in through the nose and mouth, and 0.0025 mg/m³ for finer particles that can reach deeper into the lungs. The transitional limits (0.02 mg/m³ and 0.0042 mg/m³) give industries six years to adapt.

Polycyclic aromatic hydrocarbons (PAHs)

The proposed new limit value is 0.00007 mg/m³. To help the most affected sectors adapt, a temporary limit of 0.00014 mg/m³ will apply for six years after the directive comes into force.

1,4-dioxane

The proposed general limit is 7.3 mg/m³ with a short-term exposure limit of 73 mg/m³. A biological limit is also suggested.

In addition to setting these exposure limits, the Commission proposes "notations," which warn employers and workers of possible exposure through the skin or other means and indicate when additional protective measures are necessary.

Welding fumes

Welding fumes can contain harmful substances such as chromium, nickel, and cadmium compounds, which are classified as carcinogens. The proposal plans to include welding fumes in the CMRD.

This initiative also includes an amendment to correct the existing entry on **mercury** and divalent inorganic mercury compounds in Annex III to fully align the term used for this substance with the scope of the CMRD.

Overall, the Commission estimates that the preferred options should **prevent 1 676 cases of lung cancer** and 18 912 non-cancerous cases over 40 years.