



2023/0288(COD)

19.1.2024

AMENDMENTS

11 - 63

Draft opinion

Milan Brglez

(PE754.689v01-00)

Proposal for a Regulation of the European Parliament and of the Council on European 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

Proposal for a regulation

(COM(2023)0459 – C9-0316/2023 – 2023/0288(COD))

AM_Com_LegOpinion

Amendment 11
Irena Joveva

Proposal for a regulation
Recital 1

Text proposed by the Commission

(1) Labour market statistics on businesses in the European Union are required for the design, implementation and evaluation of the Union policies, in particular those addressing economic, social and territorial cohesion, the European employment strategy, the European Pillar of Social Rights and the European Semester.

Amendment

(1) ***Accurate, timely, reliable and comparable data for compiling*** labour market statistics on businesses in the European Union are required for the design, implementation and evaluation of the Union policies, ***and to fulfil the tasks assigned to it under Articles 2, 3 and 4 of the Treaty on the Functioning of the European Union (TFEU)*** in particular those addressing economic, social and territorial cohesion, the European employment strategy, the European Pillar of Social Rights ***together with the European Pillar of Social Rights Action Plan***, and the European Semester.

Or. en

Amendment 12
Nikolaj Villumsen

Proposal for a regulation
Recital 1

Text proposed by the Commission

(1) Labour market statistics on businesses in the European Union are required for the design, implementation and evaluation of the Union policies, in particular those addressing economic, social and territorial cohesion, the European employment strategy, the European Pillar of Social Rights and the European Semester.

Amendment

(1) ***Accurate, timely and comparable*** labour market statistics on businesses in the European Union are required for the design, implementation and evaluation of the Union policies, in particular those addressing economic, social and territorial cohesion, the European employment strategy, the European Pillar of Social Rights and the European Semester ***and the social economy action plan***.

Or. en

Amendment 13

Irena Joveva

Proposal for a regulation

Recital 2

Text proposed by the Commission

(2) The prevention and correction of macroeconomic imbalances according to Regulation (EU) 1176/2011¹⁵ and the monitoring of adequate minimum wages according to Directive (EU) 2022/2041 of the European Parliament and of the Council¹⁶ require accurate information on the evolution of hourly labour costs and wage levels across Member States.

¹⁵ 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)

¹⁶ 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).

Amendment

(2) The prevention and correction of macroeconomic imbalances according to Regulation (EU) 1176/2011¹⁵ and the monitoring of adequate minimum wages according to Directive (EU) 2022/2041 of the European Parliament and of the Council¹⁶ require accurate information on the evolution of hourly labour costs and wage levels, ***collective bargaining coverage and monitoring of European Working Time Directive (2003/88/EC)*** across Member States.

¹⁵ 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)

¹⁶ 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).

Or. en

Amendment 14

Nikolaj Villumsen

Proposal for a regulation

Recital 2

Text proposed by the Commission

(2) The prevention and correction of macroeconomic imbalances according to

Amendment

(2) The prevention and correction of macroeconomic imbalances according to

Regulation (EU) 1176/2011¹⁵ and the monitoring of adequate minimum wages according to Directive (EU) 2022/2041 of the European Parliament and of the Council¹⁶ require accurate information on the evolution of hourly labour costs and wage levels across Member States.

¹⁵ 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)

¹⁶ 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).

Regulation (EU) 1176/2011¹⁵ and the monitoring of adequate minimum wages according to Directive (EU) 2022/2041 of the European Parliament and of the Council¹⁶ require accurate information on the evolution of hourly labour costs and wage levels *as well as on collective bargaining coverage* across Member States.

¹⁵ 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)

¹⁶ 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).

Or. en

Amendment 15

Kira Marie Peter-Hansen

on behalf of the Verts/ALE Group

Proposal for a regulation

Recital 2

Text proposed by the Commission

(2) The prevention and correction of macroeconomic imbalances according to Regulation (EU) 1176/2011¹⁵ and the monitoring of adequate minimum wages according to Directive (EU) 2022/2041 of the European Parliament and of the Council¹⁶ require accurate information on the evolution of hourly labour costs and wage levels across Member States.

¹⁵ Regulation (EU) No 1176/2011 of the

Amendment

(2) The prevention and correction of macroeconomic imbalances according to Regulation (EU) 1176/2011 and the monitoring of adequate minimum wages according to Directive (EU) 2022/2041 of the European Parliament and of the Council require accurate information on the evolution of hourly labour costs and wage levels *as well as collective bargaining coverage* across Member States

¹⁵ 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)

¹⁶ 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).

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)

¹⁶ 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).

Or. en

Amendment 16

Kira Marie Peter-Hansen

on behalf of the Verts/ALE Group

Proposal for a regulation

Recital 3

Text proposed by the Commission

(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 labour costs. Therefore, accurate, timely and comparable Union statistics on the evolution of labour costs are necessary.

Amendment

(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 labour costs, ***also in relation to profits***. Therefore, accurate, timely and comparable Union statistics on the evolution of labour costs are necessary.

Or. en

Amendment 17

Nikolaj Villumsen

Proposal for a regulation

Recital 3

Text proposed by the Commission

(3) The European Central Bank uses European labour market statistics on businesses, in the context of the single

Amendment

(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 labour costs. Therefore, accurate, timely and comparable Union statistics on the evolution of labour costs are necessary.

monetary policy, for monitoring inflation and deflation risks arising from labour costs. Therefore, accurate, timely and comparable Union statistics on the evolution of labour costs **and wage growth**, are necessary.

Or. en

Amendment 18
Irena Joveva

Proposal for a regulation
Recital 4

Text proposed by the Commission

(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)¹⁷, needed to monitor monetary and economic policies.

¹⁷ 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.

Amendment

(4) It is necessary to extend the coverage **to include** job vacancy **data and to improve** timeliness of the labour cost index as both indicators are listed among the Principal European Economic Indicators (PEEIs)¹⁷, needed to monitor monetary and economic policies.

¹⁷ 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.

Or. en

Amendment 19
Margarita de la Pisa Carrión

Proposal for a regulation
Recital 5

Text proposed by the Commission

(5) **A legal basis is necessary to regulate the transmission of the annual**

Amendment

deleted

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.

Or. en

Amendment 20
Nikolaj Villumsen

Proposal for a regulation
Recital 5

Text proposed by the Commission

(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.

Amendment

(5) A legal basis is necessary to regulate the transmission of the annual gender pay gap, *to assess the implementation and impact of Directive (EU) 2023/970 as well as* for monitoring the Sustainable Development Goals under the 2030 Agenda of the United Nations (UN), in particular, goal 5 on Gender Equality *and goal 8 on Decent work and economic growth.*

Or. en

Amendment 21
Kira Marie Peter-Hansen
on behalf of the Verts/ALE Group

Proposal for a regulation
Recital 6

Text proposed by the Commission

(6) The implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation¹⁸ requires comparable data on wages received by men and women. Directive (EU) 2023/970 of the European Parliament and of the Council to strengthen the application of the

Amendment

(6) The implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation¹⁸ requires comparable data on wages received by men and women. Directive (EU) 2023/970 of the European Parliament and of the Council to strengthen the application of the

principle of equal pay for equal work or work of equal value between men and women¹⁹ 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.

¹⁸ 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)

¹⁹ 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).

principle of equal pay for equal work or work of equal value between men and women¹⁹ requires Member States to provide the Commission with up-to-date gender pay gap data, *in line with the Pay Transparency Directive*, 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.

¹⁸ 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)

¹⁹ 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).

Or. en

Amendment 22

Nikolaj Villumsen

Proposal for a regulation

Recital 6

Text proposed by the Commission

(6) The implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation¹⁸ requires comparable data on wages received by men and women. Directive (EU) 2023/970 of the European Parliament and of the Council to strengthen the application of the

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¹⁸ 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)

¹⁹ 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).

principle of equal pay for equal work or work of equal value between men and women¹⁹ 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 **and pension** gap data.

¹⁸ 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)

¹⁹ 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).

Or. en

Amendment 23

Irena Joveva

Proposal for a regulation

Recital 6

Text proposed by the Commission

(6) The implementation **of the principle** of equal opportunities and equal treatment of men and women in matters of employment and occupation¹⁸ requires comparable data on wages received by men and women. Directive (EU) 2023/970 of the European Parliament and of the Council to strengthen the application of the

Amendment

(6) The implementation, **monitoring and assessment** of equal opportunities and equal treatment of men and women in matters of employment and occupation¹⁸ requires comparable data on wages received by men and women. Directive (EU) 2023/970 of the European Parliament and of the Council to strengthen the

principle of equal pay for equal work or work of equal value between men and women¹⁹ 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.

¹⁸ 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)

¹⁹ 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).

application of the principle of equal pay for equal work or work of equal value between men and women¹⁹ 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.

¹⁸ 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)

¹⁹ 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).

Or. en

Amendment 24

Margarita de la Pisa Carrión

Proposal for a regulation

Recital 6

Text proposed by the Commission

(6) The implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation¹⁸ requires comparable data on wages received by men and women. Directive (EU) 2023/970 of the European Parliament and of the Council to strengthen the application of the principle of equal pay for equal work or

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(6) The implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation¹⁸ requires comparable data on wages received by men and women. Directive (EU) 2023/970 of the European Parliament and of the Council to strengthen the application of the principle of equal pay for equal work or

work of equal value between men and women¹⁹ 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.

¹⁸ 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)

¹⁹ 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).

work of equal value between men and women¹⁹ requires Member States to provide the Commission with up-to-date **women/men** pay gap data annually and in a timely manner. This obligation should be complemented by the appropriate necessary statistical frame for compiling and transmitting **women/men** pay gap data.

¹⁸ 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)

¹⁹ 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).

Or. en

Amendment 25

Irena Joveva

Proposal for a regulation

Recital 6 a (new)

Text proposed by the Commission

Amendment

(6 a) Following the Social Economy Action Plan as well as goals set in the Strategy for the rights of persons with disabilities 2021-2030, particularly following the objective to create equal opportunities and ensure them equal access to participate in society and economy, timely, comparable and accurate data on participation of persons with disabilities in labour market is

needed. Such data will provide much needed assessment of progress in common efforts in reducing employment rate gaps and increasing the employment rate of persons with disabilities.

Or. en

Amendment 26

Irena Joveva

Proposal for a regulation

Recital 7 a (new)

Text proposed by the Commission

Amendment

(7 a) The collection of data should comply with the rules set out in the General Data Protection Regulation (GDPR). The collection of data should not create excessive administrative burden for enterprises, in particular for SMEs.

Or. en

Amendment 27

Kira Marie Peter-Hansen

on behalf of the Verts/ALE Group

Proposal for a regulation

Recital 9

Text proposed by the Commission

Amendment

(9) To limit the burden on enterprises, in particular on **SMEs**, the national statistical authorities should consider administrative and innovative sources, the main aim of which is not the provision of statistics, as a substitute for or a complement to statistical surveys, subject to the quality requirements for official statistics. The latest technological and digital developments can contribute to this

(9) To limit the burden on enterprises, in particular on **social enterprises, SMEs and micro-enterprises**, the national statistical authorities should consider administrative and innovative sources, the main aim of which is not the provision of statistics, as a substitute for or a complement to statistical surveys, subject to the quality requirements for official statistics. The latest technological and digital developments can contribute to this

objective.

objective.

Or. en

Amendment 28

Kira Marie Peter-Hansen

on behalf of the Verts/ALE Group

Proposal for a regulation

Recital 10 a (new)

Text proposed by the Commission

Amendment

(10 a) Where the activities to be carried out under this Regulation involve the processing of personal data, such processing should comply with the relevant Union legislation on personal data protection, namely Regulation (EU) 2018/1725 of the European Parliament and of the Council and Regulation (EU) 2016/679 of the European Parliament and of the Council. 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;

Or. en

Amendment 29

Kira Marie Peter-Hansen

Proposal for a regulation

Recital 10 b (new)

Text proposed by the Commission

Amendment

(10 b) Processing of personal data for the statistical purposes, which is considered to be in the public interest, should be subject to appropriate safeguards in accordance with Article 89 of Regulation (EU) 2016/679 and Article 13 of Regulation

(EU) 2018/1725. In particular, compliance with the principle that personal data are to be rendered anonymous should be ensured.

Or. en

Amendment 30
Kira Marie Peter-Hansen
on behalf of the Verts/ALE Group

Proposal for a regulation
Recital 11 a (new)

Text proposed by the Commission

Amendment

(11 a) The use of web scraping techniques to collect data from websites, for their usual nature of an unstructured search on what is public on the internet, might not comply with the data protection principle of accuracy insofar as there is no assessment on the reliability of the sources. The same quality requirements for official statistics (e.g. the principle of statistical accuracy and reliability of source data) might be affected.

Or. en

Amendment 31
Nikolaj Villumsen

Proposal for a regulation
Article 2 – paragraph 1 – point 2 a (new)

Text proposed by the Commission

Amendment

(2 a) ‘social enterprise’ means a private law entity 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. Social

enterprises can be set up in a variety of legal forms^{1a}

^{1a} Council recommendation on developing social economy framework conditions of 9 November 2023.

Or. en

Amendment 32
Margarita de la Pisa Carrión

Proposal for a regulation
Article 2 – paragraph 1 – point 5

Text proposed by the Commission

(5) ‘employee’ means any person irrespective of his/her nationality, residency or how long he/she has worked in the Member State who has a direct employment contract with an enterprise (whether the agreement is formal or informal) and receive remuneration, irrespective of the type of work performed, the number of hours worked (full-time or part-time) and the duration of the contract (fixed or indefinite, including seasonal); the remuneration of an employee can take the form of wages and salaries, including bonuses, pay for piecework and shift work, allowances, fees, commission and remuneration in kind;

Amendment

(5) ‘employee’ means any person irrespective of his/her nationality, **legal** residency or how long he/she has worked in the Member State who has a direct employment contract with an enterprise (whether the agreement is formal or informal) and receive remuneration, irrespective of the type of work performed, the number of hours worked (full-time or part-time) and the duration of the contract (fixed or indefinite, including seasonal); the remuneration of an employee can take the form of wages and salaries, including bonuses, pay for piecework and shift work, allowances, fees, commission and remuneration in kind;

Or. en

Amendment 33
Beata Szydło, Elżbieta Rafalska, Margarita de la Pisa Carrión

Proposal for a regulation
Article 2 – paragraph 1 – point 5

Text proposed by the Commission

(5) ‘employee’ means any person irrespective of his/her nationality, residency or how long he/she has worked in the Member State who has a direct employment **contract** with an enterprise **(whether the agreement is formal or informal)** and receive remuneration, irrespective of the type of work performed, the number of hours worked (full-time or part-time) and the duration of the contract (fixed or indefinite, including seasonal); the remuneration of an employee can take the form of wages and salaries, including bonuses, pay for piecework and shift work, allowances, fees, commission and remuneration in kind;

Amendment

(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 **relationship** with an enterprise and receive remuneration, irrespective of the type of work performed, the number of hours worked (full-time or part-time) and the duration of the contract (fixed or indefinite, including seasonal); the remuneration of an employee can take the form of wages and salaries, including bonuses, pay for piecework and shift work, allowances, fees, commission and remuneration in kind;

Or. en

Amendment 34
Nikolaj Villumsen

Proposal for a regulation
Article 2 – paragraph 1 – point 6

Text proposed by the Commission

(6) ‘employer’ means an enterprise or a local unit that has a direct employment **contract** with an employee **(whether the agreement is formal or informal)**;

Amendment

(6) ‘employer’ means an enterprise or a local unit that has a direct employment **relationship** with an employee **established by a formal contract or an informal agreement**;

Or. en

Amendment 35
Beata Szydło, Elżbieta Rafalska, Margarita de la Pisa Carrión

Proposal for a regulation
Article 2 – paragraph 1 – point 6

Text proposed by the Commission

(6) ‘employer’ means an enterprise or a local unit that has a direct employment ***contract*** with an employee (***whether the agreement is formal or informal***);

Amendment

(6) ‘employer’ means an enterprise or a local unit that has a direct employment ***relationship*** with an employee;

Or. en

Amendment 36

Kira Marie Peter-Hansen

on behalf of the Verts/ALE Group

Proposal for a regulation

Article 3 – paragraph 1 – subparagraph 1 (new)

Text proposed by the Commission

Amendment

Any processing of data stemming under Article 3(1)(c) shall be without prejudice to Directive 2002/58 [ePrivacy Directive]. The use of web scraping techniques shall be limited to non-personal data.

Or. en

Amendment 37

Kira Marie Peter-Hansen

on behalf of the Verts/ALE Group

Proposal for a regulation

Article 3 – paragraph 3 a (new)

Text proposed by the Commission

Amendment

3 a. A necessary condition for the lawfulness of the processing of personal data stemming from these sources is the existence of a legal basis under Article 6 GDPR and/or Article 5 EUDPR. In case of processing of special categories of data, regard must also be had to the general prohibition included in Article 9 GDPR and Article 10 EUDPR and the respective

exceptions.

Or. en

Amendment 38

Margarita de la Pisa Carrión

Proposal for a regulation

Article 4 – paragraph 1 – subparagraph 1 – point a – indent 2

Text proposed by the Commission

Amendment

– (ii) **gender** pay gap;

– (ii) pay gap ***between men and women***;

Or. en

Amendment 39

Margarita de la Pisa Carrión

Proposal for a regulation

Article 4 – paragraph 1 – subparagraph 1 – point a – indent 2 a (new)

Text proposed by the Commission

Amendment

– (iii) ***objective reasons for that pay gap***;

Or. en

Amendment 40

Irena Joveva

Proposal for a regulation

Article 4 – paragraph 1 – subparagraph 1 – point a – indent 2 a (new)

Text proposed by the Commission

Amendment

– (iii) ***collective bargaining coverage***;

Or. en

Amendment 41
Nikolaj Villumsen

Proposal for a regulation

Article 4 – paragraph 1 – subparagraph 1 – point a – indent 2 a (new)

Text proposed by the Commission

Amendment

- (iii) *collective bargaining coverage;*

Or. en

Amendment 42
Kira Marie Peter-Hansen
on behalf of the Verts/ALE Group

Proposal for a regulation

Article 4 – paragraph 1 – subparagraph 1 – point a – indent 2 a (new)

Text proposed by the Commission

Amendment

- *collective bargaining coverage*

Or. en

Amendment 43
Nikolaj Villumsen

Proposal for a regulation

Article 4 – paragraph 1 – subparagraph 1 – point a – indent 2 b (new)

Text proposed by the Commission

Amendment

- (iv) *gender pension gap;*

Or. en

Amendment 44
Nikolaj Villumsen

Proposal for a regulation

Article 4 – paragraph 1 – subparagraph 1 – point a – indent 2 c (new)

Text proposed by the Commission

Amendment

– (v) ***numbers of hours worked;***

Or. en

Amendment 45

Margarita de la Pisa Carrión

Proposal for a regulation

Article 4 – paragraph 3

Text proposed by the Commission

Amendment

3. ***The Commission shall be empowered to adopt delegated acts in accordance with Article 13 to amend the list of the detailed topics, the periodicity, the reference periods and the transmission deadlines set out in the Annex.*** ***deleted***

Or. en

Amendment 46

Beata Szydło, Elżbieta Rafalska, Margarita de la Pisa Carrión

Proposal for a regulation

Article 4 – paragraph 3

Text proposed by the Commission

Amendment

3. The Commission ***shall be*** empowered to adopt delegated acts in accordance with Article 13 to amend the list of the detailed topics, ***the periodicity, the reference periods and the transmission deadlines*** set out in the Annex.

3. The Commission ***is*** empowered to adopt delegated acts in accordance with Article 13 to amend the list of the detailed topics ***as*** set out in the Annex. ***The delegated acts shall be adopted at least 24 months before the beginning of the relevant reference period.***

Or. en

Amendment 47

Beata Szydło, Elżbieta Rafalska, Margarita de la Pisa Carrión

Proposal for a regulation

Article 4 – paragraph 4

Text proposed by the Commission

4. When exercising power to adopt delegated acts pursuant to paragraph 3, the Commission shall ensure that ***the amendments*** do not impose significant ***and disproportionate*** burden on Member States ***and*** respondents. ***For this purpose, feasibility studies as set out in Article 9 shall be launched and their results duly assessed and taken into account.***

Amendment

4. When exercising power to adopt delegated acts pursuant to paragraph 3 ***of this Article***, the Commission shall ensure that:

(a) the delegated acts aim to achieve cost and burden neutrality or reduction and do not, in any case, impose a significant additional cost or burden on the Member States or on the respondents;

(b) a maximum of two detailed topics are replaced by another detailed topic and a maximum of one detailed topic in total for all domains listed in the Annex is added over a period of ten consecutive years;

(c) any new detailed topic shall be assessed with respect to its feasibility by means of pilot studies carried out by the Commission (Eurostat) and the Member States in accordance with Article 9.

Or. en

Amendment 48

Kira Marie Peter-Hansen

on behalf of the Verts/ALE Group

Proposal for a regulation

Article 4 – paragraph 5

Text proposed by the Commission

Amendment

5. The data shall be transmitted to the Commission (Eurostat) in the form of aggregated data, except for the topic structure of earnings, referred to in paragraph 1, point (a)(i), for which microdata shall be transmitted for individual employees and local units.

5. ***Any processing of personal data shall be limited to what is necessary and proportionate in relation to the purpose for which they are processed.*** The data shall be transmitted to the Commission (Eurostat) in the form of aggregated data ***to such a degree that individuals cannot be identified,*** 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.

Or. en

Amendment 49

Beata Szydło, Elżbieta Rafalska, Margarita de la Pisa Carrión

Proposal for a regulation

Article 4 – paragraph 7 – subparagraph 1 – point c

Text proposed by the Commission

Amendment

(c) precision targets;

deleted

Or. en

Justification

We consider this an essential that could prevent Member States from making use of alternative data sources.

Amendment 50

Beata Szydło, Elżbieta Rafalska, Margarita de la Pisa Carrión

Proposal for a regulation

Article 4 – paragraph 7 – subparagraph 1 – point e

Text proposed by the Commission

Amendment

(e) the data collection periods.

deleted

Amendment 51

Beata Szydło, Elżbieta Rafalska, Margarita de la Pisa Carrión

Proposal for a regulation

Article 6 – paragraph 1 – introductory part

Text proposed by the Commission

1. Statistics under this Regulation shall be compiled for ***one or more of*** the following statistical units:

Amendment

1. Statistics under this Regulation shall be compiled for the following statistical units:

Amendment 52

Nikolaj Villumsen

Proposal for a regulation

Article 6 – paragraph 1 – point c a (new)

Text proposed by the Commission

Amendment

(c a) Apprentices and trainees.

Amendment 53

Beata Szydło, Elżbieta Rafalska, Margarita de la Pisa Carrión

Proposal for a regulation

Article 6 – paragraph 2 – introductory part

Text proposed by the Commission

Amendment

2. For ***topics labour cost index, referred to in Article 4(1), point (b)(ii) and*** job vacancies, referred to in Article 4(1), point (c)(i), the statistical population shall consist of all enterprises or all local units that are resident of the Member State and which fulfil the following conditions:

2. For ***topic*** 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:

Justification

The coverage requirement of labour cost index should be raised to units with at least 10 employees. There is an inconsistency between coverages of labour cost index (LCI) and labour cost statistics - the LCS data cover entities with 10 or more employees. Labour cost index refers to LCS data, so the compatibility of LCI and LCS coverage is crucial.

Amendment 54

Margarita de la Pisa Carrión

Proposal for a regulation

Article 6 – paragraph 2 – point b

Text proposed by the Commission

(b) they have **1** or more employees.

Amendment

(b) they have **30** or more employees.

Or. en

Amendment 55

Margarita de la Pisa Carrión

Proposal for a regulation

Article 6 – paragraph 3 – subparagraph 1 – introductory part

Text proposed by the Commission

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:

Amendment

For topics structure of earnings, referred to in Article 4(1), point (a)(i), and **women/men pay gap, as well as the objective reasons for that** pay gap, referred to in Article 4(1), **points** (a)(ii) **and** (iii), 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:

Or. en

Amendment 56

Margarita de la Pisa Carrión

Proposal for a regulation

Article 6 – paragraph 3 – subparagraph 1 – point b

Text proposed by the Commission

(b) they have **1** or more employees.

Amendment

(b) they have **30** or more employees.

Or. en

Amendment 57

Margarita de la Pisa Carrión

Proposal for a regulation

Article 6 – paragraph 4

Text proposed by the Commission

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.

Amendment

4. By derogation to points (a) and (b) of paragraph 3, as regards **women/men** pay gap data for reference period 2026, the transmission shall cover all local units that are part of enterprises with **100** 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.

Or. en

Amendment 58

Beata Szydło, Elżbieta Rafalska, Margarita de la Pisa Carrión

Proposal for a regulation

Article 6 – paragraph 5 – introductory part

Text proposed by the Commission

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:

Amendment

5. For the **topics** structure of labour costs, referred to in Article 4(1), point (b)(i), **labour cost index, referred to in Article 4(1), point (b)(ii)**, the statistical population shall consist of all local units that are resident of the Member State and

which fulfil the following conditions:’

Or. en

Justification

The coverage requirement of labour cost index should be raised to units with at least 10 employees. There is an inconsistency between coverages of labour cost index (LCI) and labour cost statistics - the LCS data cover entities with 10 or more employees. Labour cost index refers to LCS data, so the compatibility of LCI and LCS coverage is crucial.

Amendment 59

Margarita de la Pisa Carrión

Proposal for a regulation

Article 6 – paragraph 5 – point b

Text proposed by the Commission

(b) they are part of enterprises with **10** or more employees.

Amendment

(b) they are part of enterprises with **100** or more employees.

Or. en

Amendment 60

Nikolaj Villumsen

Proposal for a regulation

Article 6 – paragraph 5 a (new)

Text proposed by the Commission

Amendment

5 a. For all the topics in the Annex, the Member States shall collect and provide separate data on social enterprises.

Or. en

Amendment 61

Margarita de la Pisa Carrión

Proposal for a regulation
Annex I

Text proposed by the Commission

ANNEX I

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 <i>Total annual and monthly earnings and all their components, as well as hourly earnings paid to each employee sampled.</i>	Every four years	Calendar year	T+16 months	2026
		Employer's characteristics <i>Economic, legal, geographical and employment information on the local unit to which each sampled employee is attached, and on its enterprise.</i>				
		Employee's characteristics <i>Individual demographic, educational, contractual and occupational information on each employee sampled.</i>				
		Working periods <i>Information on paid working periods, for each employee sampled.</i>				

		Technical items of the survey <i>Sampling and data collection information for each employee sampled and his/her employer (e.g., weights).</i>				
	Gender Pay Gap	Hourly earnings <i>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.</i>	Every year	Calendar year	T+13 months	2026
		Employees <i>Number of male and female employees by characteristics of the employer and of the employee.</i>				
Labour costs	Structure of labour costs	Labour costs <i>Total costs borne by the employer for employing labour and components of these costs.</i>	Every four years	Calendar year	T+18 months	2028
		Hours worked <i>Hours actually worked by main types of employees.</i>				
		Hours paid <i>Hours paid by main types of employees.</i>				
		Employees <i>Number of employees by main types.</i>				
		Local units <i>Information on local units in the sample.</i>				

	Labour cost index	Quarterly index of labour costs per hour worked <i>Quarterly index of labour costs per hour worked, by type of costs; unadjusted and adjusted time series.</i>	Every quarter	Calendar quarter	- Early estimates: T+45 days Final data: T+65 days	First quarter of year 2026
		Quarterly index of total labour costs <i>Unadjusted and adjusted time series.</i>				
		Quarterly index of hours worked <i>Unadjusted and adjusted time series.</i>				
		Annual labour costs				
			Annual labour costs	Every year	Calendar	End of the
		<i>Annual labour costs levels (weights) by type of costs.</i>		year	first quarter of year T+1 + 65 days	
Labour demand	Job vacancies	Vacant posts <i>Information on vacant posts recorded; unadjusted and adjusted time series.</i>	Every quarter	Calendar quarter	- Early estimates: T+45 days Final data: T+70 days	First quarter of year 2026
		Occupied posts <i>Information on occupied posts recorded; unadjusted and adjusted time series.</i>				

(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).

Amendment

ANNEX I

Domains, topics and detailed topics; periodicity of the data provision, reference periods and

deadline for data transmission per topic

Domain	Topic⁽¹⁾	Detailed topic	Periodicity	Reference period	Data transmission deadline ^{(2) (3)}	First Reference Period
Earnings	Structure of Earnings	Earnings <i>Total annual and monthly earnings and all their components, as well as hourly earnings paid to each employee sampled.</i>	Every four years	Calendar year	T+16 months	2026
		Employer's characteristics <i>Economic, legal, geographical and employment information on the local unit to which each sampled employee is attached, and on its enterprise.</i>				
		Employee's characteristics <i>Individual demographic, educational, contractual and occupational information on each employee sampled.</i>				
		Working periods <i>Information on paid working periods, for each employee sampled.</i>				
		Technical items of the survey <i>Sampling and data collection information for each employee sampled and his/her employer (e.g., weights).</i>				

	Women/ Men Pay Gap	Hourly earnings <i>Hourly earnings of male and female employees by main</i>	Every year	Calendar year	T+13 months	2026
		<i>characteristics of the employer and of the employee and corresponding relative differences between hourly earnings of male and female employees. Objective reasons for that pay gap.</i>				
		Employees <i>Number of male and female employees by characteristics of the employer and of the employee.</i>				
	Collective bargaining coverage	Number of employees covered by collective agreements	Every year	Calendar year	T+13 months	2026
Labour costs	Structure of labour costs	Labour costs <i>Total costs borne by the employer for employing labour and components of these costs.</i>	Every four years	Calendar year	T+18 months	2028
		Hours worked <i>Hours actually worked by main types of employees.</i>				
		Hours paid <i>Hours paid by main types of employees.</i>				
		Employees <i>Number of employees by main types.</i>				
		Local units <i>Information on local units in the sample.</i>				
	Labour cost index	Quarterly index of labour costs per hour worked <i>Quarterly index of</i>	Every quarter	Calendar quarter	- Early estimates: T+45 days Final data:	First quarter of year 2026

		<i>labour costs per hour worked, by type of costs; unadjusted and adjusted time series.</i>			T+65 days	
		Quarterly index of total labour costs <i>Unadjusted and adjusted time series.</i>				
		Quarterly index of hours worked <i>Unadjusted and adjusted time series.</i>				
		Annual labour costs	Every year	Calendar	End of the	
		<i>Annual labour costs levels (weights) by type of costs.</i>		year	first quarter of year T+1 + 65 days	
Labour demand	Job vacancies	Vacant posts <i>Information on vacant posts recorded; unadjusted and adjusted time series.</i>	Every quarter	Calendar quarter	- Early estimates: T+45 days Final data: T+70 days	First quarter of year 2026
		Occupied posts <i>Information on occupied posts recorded; unadjusted and adjusted time series.</i>				
(1) All topics shall be disaggregated by social enterprises.						
(2) After the end of the reference period “T”.						
(3) 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).						

Or. en

Amendment 62
Irena Joveva

Proposal for a regulation
Annex I

Text proposed by the Commission

ANNEX I

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 <i>Total annual and monthly earnings and all their components, as well as hourly earnings paid to each employee sampled.</i>	Every four years	Calendar year	T+16 months	2026
		Employer's characteristics <i>Economic, legal, geographical and employment information on the local unit to which each sampled employee is attached, and on its enterprise.</i>				
		Employee's characteristics <i>Individual demographic, educational, contractual and occupational information on each employee sampled.</i>				
		Working periods <i>Information on paid working periods, for each employee sampled.</i>				

		Technical items of the survey <i>Sampling and data collection information for each employee sampled and his/her employer (e.g., weights).</i>				
	Gender Pay Gap	Hourly earnings <i>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.</i>	Every year	Calendar year	T+13 months	2026
		Employees <i>Number of male and female employees by characteristics of the employer and of the employee.</i>				
Labour costs	Structure of labour costs	Labour costs <i>Total costs borne by the employer for employing labour and components of these costs.</i>	Every four years	Calendar year	T+18 months	2028
		Hours worked <i>Hours actually worked by main types of employees.</i>				
		Hours paid <i>Hours paid by main types of employees.</i>				
		Employees <i>Number of employees by main types.</i>				
		Local units <i>Information on local units in the sample.</i>				

	Labour cost index	Quarterly index of labour costs per hour worked <i>Quarterly index of labour costs per hour worked, by type of costs; unadjusted and adjusted time series.</i>	Every quarter	Calendar quarter	- Early estimates: T+45 days Final data: T+65 days	First quarter of year 2026
		Quarterly index of total labour costs <i>Unadjusted and adjusted time series.</i>				
		Quarterly index of hours worked <i>Unadjusted and adjusted time series.</i>				
		Annual labour costs				
			Annual labour costs	Every year	Calendar	End of the
		<i>Annual labour costs levels (weights) by type of costs.</i>		year	first quarter of year T+1 + 65 days	
Labour demand	Job vacancies	Vacant posts <i>Information on vacant posts recorded; unadjusted and adjusted time series.</i>	Every quarter	Calendar quarter	- Early estimates: T+45 days Final data: T+70 days	First quarter of year 2026
		Occupied posts <i>Information on occupied posts recorded; unadjusted and adjusted time series.</i>				
(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).						

Amendment

ANNEX I

Domains, topics and detailed topics; periodicity of the data provision, reference periods and

deadline for data transmission per topic

Domain	Topic⁽¹⁾	Detailed topic	Periodicity	Reference period	Data transmission deadline ^{(2) (3)}	First Reference Period
Earnings	Structure of Earnings	Earnings <i>Total annual and monthly earnings and all their components, as well as hourly earnings paid to each employee sampled.</i>	Every four years	Calendar year	T+16 months	2026
		Employer's characteristics <i>Economic, legal, geographical and employment information on the local unit to which each sampled employee is attached, and on its enterprise.</i>				
		Employee's characteristics <i>Individual demographic, educational, contractual and occupational information on each employee sampled.</i>				
		Working periods <i>Information on paid working periods, for each employee sampled.</i>				
		Technical items of the survey <i>Sampling and data collection information for each employee sampled and his/her employer (e.g., weights).</i>				

	Gender Pay Gap	Hourly earnings <i>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.</i>	Every year	Calendar year	T+13 months	2026
		Employees <i>Number of male and female employees by characteristics of the employer and of the employee.</i>				
	Collective bargaining coverage	Number of employees covered by collective agreements	Every year	Calendar year	T+13 months	2026
Labour costs	Structure of labour costs	Labour costs <i>Total costs borne by the employer for employing labour and components of these costs.</i>	Every four years	Calendar year	T+18 months	2028
		Hours worked <i>Hours actually worked by main types of employees.</i>				
		Hours paid <i>Hours paid by main types of employees.</i>				
		Employees <i>Number of employees by main types.</i>				
		Local units <i>Information on local units in the sample.</i>				
	Labour cost index	Quarterly index of labour costs per hour worked <i>Quarterly index of labour costs per hour worked, by</i>	Every quarter	Calendar quarter	- Early estimates: T+45 days Final data: T+65 days	First quarter of year 2026

		<i>type of costs; unadjusted and adjusted time series.</i>				
		Quarterly index of total labour costs <i>Unadjusted and adjusted time series.</i>				
		Quarterly index of hours worked <i>Unadjusted and adjusted time series.</i>				
		Annual labour costs	Every year	Calendar	End of the	
		<i>Annual labour costs levels (weights) by type of costs.</i>		year	first quarter of year T+1 + 65 days	
Labour demand	Job vacancies	Vacant posts <i>Information on vacant posts recorded; unadjusted and adjusted time series.</i>	Every quarter	Calendar quarter	- Early estimates: T+45 days Final data: T+70 days	First quarter of year 2026
		Occupied posts <i>Information on occupied posts recorded; unadjusted and adjusted time series.</i>				
(1) All topics shall be disaggregated by social enterprises.						
(2) After the end of the reference period “T”.						
(3) 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).						

Or. en

Amendment 63
Nikolaj Villumsen

Proposal for a regulation
Annex I

Text proposed by the Commission

ANNEX I

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 <i>Total annual and monthly earnings and all their components, as well as hourly earnings paid to each employee sampled.</i>	Every four years	Calendar year	T+16 months	2026
		Employer's characteristics <i>Economic, legal, geographical and employment information on the local unit to which each sampled employee is attached, and on its enterprise.</i>				
		Employee's characteristics <i>Individual demographic, educational, contractual and occupational information on each employee sampled.</i>				
		Working periods <i>Information on paid working periods, for each employee sampled.</i>				

		Technical items of the survey <i>Sampling and data collection information for each employee sampled and his/her employer (e.g., weights).</i>				
	Gender Pay Gap	Hourly earnings <i>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.</i>	Every year	Calendar year	T+13 months	2026
		Employees <i>Number of male and female employees by characteristics of the employer and of the employee.</i>				
Labour costs	Structure of labour costs	Labour costs <i>Total costs borne by the employer for employing labour and components of these costs.</i>	Every four years	Calendar year	T+18 months	2028
		Hours worked <i>Hours actually worked by main types of employees.</i>				
		Hours paid <i>Hours paid by main types of employees.</i>				
		Employees <i>Number of employees by main types.</i>				
		Local units <i>Information on local units in the sample.</i>				

	Labour cost index	Quarterly index of labour costs per hour worked <i>Quarterly index of labour costs per hour worked, by type of costs; unadjusted and adjusted time series.</i>	Every quarter	Calendar quarter	- Early estimates: T+45 days Final data: T+65 days	First quarter of year 2026
		Quarterly index of total labour costs <i>Unadjusted and adjusted time series.</i>				
		Quarterly index of hours worked <i>Unadjusted and adjusted time series.</i>				
		Annual labour costs	Every year	Calendar	End of the	
		<i>Annual labour costs levels (weights) by type of costs.</i>		year	first quarter of year T+1 + 65 days	
Labour demand	Job vacancies	Vacant posts <i>Information on vacant posts recorded; unadjusted and adjusted time series.</i>	Every quarter	Calendar quarter	- Early estimates: T+45 days Final data: T+70 days	First quarter of year 2026
		Occupied posts <i>Information on occupied posts recorded; unadjusted and adjusted time series.</i>				

(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).

Amendment

ANNEX I

Domains, topics and detailed topics; periodicity of the data provision, reference periods and

deadline for data transmission per topic

Domain	Topic⁽¹⁾	Detailed topic	Periodicity	Reference period	Data transmission deadline ^{(2) (3)}	First Reference Period
Earnings	Structure of Earnings	Earnings <i>Total annual and monthly earnings and all their components, as well as hourly earnings paid to each employee sampled.</i>	Every four years	Calendar year	T+16 months	2026
		Employer's characteristics <i>Economic, legal, geographical and employment information on the local unit to which each sampled employee is attached, and on its enterprise.</i>				
		Employee's characteristics <i>Individual demographic, educational, contractual and occupational information on each employee sampled.</i>				
		Working periods <i>Information on paid working periods, for each employee sampled.</i>				
		Technical items of the survey <i>Sampling and data collection information for each employee sampled and his/her employer (e.g., weights).</i>				

	Gender Pay Gap	Hourly earnings <i>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.</i>	Every year	Calendar year	T+13 months	2026
		Employees <i>Number of male and female employees by characteristics of the employer and of the employee.</i>				
	Collective bargaining coverage	Number of employees covered by collective agreements	Every year	Calendar year	T+13 months	2026
Labour costs	Structure of labour costs	Labour costs <i>Total costs borne by the employer for employing labour and components of these costs.</i>	Every four years	Calendar year	T+18 months	2028
		Hours worked <i>Hours actually worked by main types of employees.</i>				
		Hours paid <i>Hours paid by main types of employees.</i>				
		Employees <i>Number of employees by main types.</i>				
		Local units <i>Information on local units in the sample.</i>				
	Labour cost index	Quarterly index of labour costs per hour worked <i>Quarterly index of labour costs per hour worked, by</i>	Every quarter	Calendar quarter	- Early estimates: T+45 days Final data: T+65 days	First quarter of year 2026

		<i>type of costs; unadjusted and adjusted time series.</i>				
		Quarterly index of total labour costs <i>Unadjusted and adjusted time series.</i>				
		Quarterly index of hours worked <i>Unadjusted and adjusted time series.</i>				
		Annual labour costs	Every year	Calendar	End of the	
		<i>Annual labour costs levels (weights) by type of costs.</i>		year	first quarter of year T+1 + 65 days	
Labour demand	Job vacancies	Vacant posts <i>Information on vacant posts recorded; unadjusted and adjusted time series.</i>	Every quarter	Calendar quarter	- Early estimates: T+45 days Final data: T+70 days	First quarter of year 2026
		Occupied posts <i>Information on occupied posts recorded; unadjusted and adjusted time series.</i>				
(1) All topics shall be disaggregated by social enterprises.						
(2) After the end of the reference period “T”.						
(3) 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).						

Or. en