

EN

E-002322/2024

Answer given by Executive Vice-President Mînzatu
on behalf of the European Commission
(7.1.2025)

One of the main objectives of Directive (EU) 2022/2041¹ is to promote collective bargaining on wage-setting, given that well-functioning collective bargaining is an essential factor for achieving adequate minimum wage protection. In this regard, Article 4(1) of the Directive requires all Member States, with the involvement of the social partners, to take measures to increase the collective bargaining coverage and facilitate the exercise of the right to collective bargaining on wage-setting.

In accordance with Article 153(5) of the Treaty on the Functioning of the European Union², the Directive fully respects the competence of Member States as regards the right of association. National measures regulating the exercise of this right are outside the scope of the Directive.

Now that the transposition deadline of 15 November 2024 has elapsed, the Commission will assess Member States' transposition measures. This assessment will include the measures to which the question refers, but only to the extent they fall within the material scope of the Directive, which is still to be determined. The Commission will then take any necessary action in case of non-compliance with the Directive.

In addition, as part of the implementation of the Directive and in accordance with Article 10 thereof, Finland will have to periodically provide to the Commission, as from 1 October 2025, data and information on the rate and development of collective bargaining coverage and on the minimum wage protection provided for in collective agreements. The Commission will analyse the information provided, report the results of this analysis to the European Parliament and to the Council and shall simultaneously publish the data and information transmitted by Member States.

¹ Directive (EU) 2022/2041 of the European Parliament and the Council of 19 October 2022 on adequate minimum wages in the European Union (OJ L 275, 25.10.2022, p. 33–47) - <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32022L2041>

² <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A12008E153>