EESC EMPLOYERS' GROUP'S INTERNAL RULES OF PROCEDURE	EESC EMPLOYERS' GROUP IMPLEMENTING PROVISIONS TO THE INTERNAL RULES OF PROCEDURE
DECEMBER 2024	DECEMBER 2024
Chapter I **INTRODUCTION**	**Chapter I** **INTRODUCTION**
Rule 1	**Rule 1**
1. The EESC Employers' group internal Rules of Procedure are in line with Rule 6(2) of the EESC Rules of Procedures, which states that *"the groups shall operate in a democratic, transparent and autonomous manner in their functioning, in accordance with their principles and internal practice and with these Rules of Procedure".*	**1.** In accordance with Rule 39(2) of the Internal Rules of Procedure of the Employers' group, the EESC Employers' group bureau has adopted the implementing provisions as follows.
2. The group adheres to the fundamental principles set out in the EESC Rules of Procedure and Code of Conduct, such as integrity, openness, diligence, honesty and accountability.	**2.** The numbering and rule references used in these implementing provisions correspond to those in the Internal Rules of Procedure.
3. The EESC Employers' group Members shall perform their tasks in compliance with the EESC Rules of Procedure, the Code of Conduct and the Members' Statute to which they are legally bound.	
4. In line with Rule 6 of the EESC Rules of Procedure, the mission of the Employers' group of the EESC (hereafter referred to as the group) is to contribute, in cooperation with the other EESC groups, to fulfilling the EESC's role as set out in the EU founding Treaties and in the EESC's Rules of Procedure. In particular, its mission is to promote employers' and businesses' interests and priorities in the EESC's activities and towards EU and international institutions and other stakeholders. In this context, these rules provide information on the organisation of the group's internal procedures and core activities.	

Chapter II **COMPOSITION & ORGANISATION OF THE GROUP**	**Chapter II** **COMPOSITION & ORGANISATION OF THE GROUP**
Rule 2 - Bodies **1.** The group shall comprise the following bodies: • The group assembly; • The group bureau; • The group presidency; • The group president; • The group electoral committee • The group renewal panel • The New Works panel (hereafter referred to as the assembly, bureau, presidency, president, electoral committee, renewal panel, and New Works panel).	
Rule 3 – Assembly **1.** The assembly shall comprise all EESC members belonging to the Employers' group. **2.** The group members shall have a proven employer and/or business background and shall have expressed their willingness to belong to this group. **3.** EESC members who wish to join the Employers' group during the term shall address a request to the group president. Membership of the Employers' group shall be proposed by the president and accepted by the assembly with a majority of two thirds of members present. **4.** At any time during the term, in line with Rule 6(3) of the EESC Rules of Procedure and the Members' Statute article 5, the request for membership of the Employers' group may be refused, in exceptional circumstances and with motivated reasons, by the assembly on a proposal by the president with a majority of two thirds of the members present. The reasons may be that:	**Rule 3 – Providing information to the newly appointed group Members** **1.** The group secretariat shall ensure the welcoming of newly appointed members and make sure that all necessary information is provided in due time. It may be assisted by more experienced members in that task.

• the candidate member goes against employers' views. • the candidate member does not adhere to the principles of the group stated in these rules. • the candidate member has breached the EESC Code of Conduct. The group shall provide motivations for the refusal and communicate it to the candidate member.	
5. The group bureau shall re-examine the refusal decision if so requested by the rejected member and communicate the final decision in good time.	**5.** The rejected member may lodge an internal appeal with the bureau within two weeks of notification of the refusal. • The bureau shall hear the member concerned, either orally or in writing, before adopting a final decision. • The bureau may annul or confirm the initial decision not later than four weeks after the lodging of the appeal or, if it does not meet in that period, at its next meeting.
6. Resignations from the group shall be in writing and shall be addressed to the president of the group.	
7. A member may be expelled from the Employers' group by the assembly with a majority of two thirds of members present in exceptional circumstances and with motivated reasons. The reasons for the expulsion may be that: • the member goes against employers' views • the member does not adhere to the principles of the group stated in these rules • the member has breached the EESC Code of Conduct. The group shall provide motivations for the expulsion and communicate it to the concerned member.	
8. The group bureau shall re-examine the decision of expulsion if so requested by the expulsed member and communicate the final decision in good time.	**8.** The expulsed member may lodge an internal appeal with the bureau within two weeks of notification of the

	expulsion. The appeal shall have the immediate effect of suspending the expulsion procedure: • The bureau shall hear the member concerned, either orally or in writing, before adopting a final decision. • The bureau may annul or confirm the initial decision not later than four weeks after the lodging of the appeal or, if it does not meet in that period, at its next meeting.
Rule 4 - President The president shall be elected for a term of two and a half years (half an EESC term) from among the members of the group. He/she may be re-elected. The president's overall time in office shall not exceed two full EESC terms.	
Rule 5 - Bureau **1.** All Member States shall be represented in the bureau. **2.** At the beginning of the term of office, each national delegation shall appoint a member to the bureau for a term of two and half years. **3.** Their appointment may be renewed. **4.** Members of the bureau shall inform their delegations of decisions taken by the bureau and coordinate their feedback and reflections on the group's actions and initiatives. **5.** The national delegations are encouraged to inform the bureau on their actions and initiatives. **6.** When the EESC president/vice-president, section presidents and CCMI president belong to the Employers' group and are not members of the bureau at the same time, they are invited to attend the meetings of the bureau. In that case, they do not have the right to vote.	**Rule 5 - Bureau** **2.** Resignations from the bureau shall be in writing and shall be addressed to the president of the group. The national delegation in question shall appoint a new representative in the bureau**.**
Rule 6 - Presidency **1.** The presidency shall comprise the president and the vice-presidents. **2.** On a proposal from the president, the bureau shall appoint at least six but not more than ten vice-presidents	

for the period referred to in Rule 5(2), respecting the principles laid down in Rule 20(3). **Rule 7 - Electoral committee** The electoral committee is composed of three members appointed by the bureau on a proposal of the president. **Rule 8 - Renewal panel** The renewal panel is composed of two members appointed by the bureau on a proposal of the president. **Rule 9 - New Works panel** The New Works panel is composed of two or three members appointed by the bureau on a proposal of the president. The panel is appointed on a regular basis and at least at the beginning of each mid-term. **Rule 10 - Organisation of meetings** **1.** The **assembly** shall meet in so-called 'group meetings' in preparation for the EESC plenary session. It may also meet on other occasions, when duly convened by the president as extraordinary group meetings. **2.** The **bureau** shall meet in so-called 'group bureau meetings' in preparation for the EESC plenary sessions. It may also meet on other occasions, when duly convened by the president as extraordinary bureau meetings. **3.** The **presidency** shall hold dedicated meetings at least twice per year. If deemed necessary, the president shall invite section & CCMI presidents or other guests to the presidency meetings.	**Rule 9 - New Works panel** When proposing the appointment of members of the panel, the president shall take into consideration specific experience in the New Work process, geographical balance as well as gender balance.

Chapter III **POLITICAL GOVERNANCE OF THE GROUP**	**Chapter III** **POLITICAL GOVERNANCE OF THE GROUP**
Rule 11 - Group Assembly	**Rule 11 - Group Assembly**
1. The group assembly discusses the group's positions / orientations related to the EESC's activities and EU policy developments. The president, with the support of the other members of the EESC bureau, informs the Assembly about the EESC's activities. The president may invite external guests to contribute to the discussions.	
2. Section & CCMI presidents, section vice-presidents or the CCMI Bureau Member shall brief members at every group Meeting preceding a plenary Session and give voting recommendations to them about the opinions/amendments in their section/commission. The group assembly discusses and decides on final voting recommendations for the plenary.	**2.** Group voting recommendations will be sent to all group members in writing after each group meeting and before the EESC plenary session.
3. The assembly is also responsible for: • Membership of the Employers' group (see Rule 3(3) to 3(8)) • Elections of members in key positions (see Rule 21(1))	
4. The assembly shall have residual powers: any power not conferred on another body by these Rules of Procedure shall belong to the assembly.	
Rule 12 - Group president	
1. The president has overall responsibility for the group's policies and activities and shall inform the assembly on a regular basis of their implementation.	
2. He/she represents the group in the EESC bodies and performs his/her duties as provided in the EESC Rules of Procedure.	
3. The president may ask to be represented by a vice-president, a bureau member, or a member of the group in internal or external meetings and events.	

4. The president shall chair the Presidency, bureau, group meetings and any meeting he/she convenes.

Rule 13 - Group presidency

1. At presidency meetings, the president and vice-presidents discuss strategic topics relevant for the group.

2. The vice-presidents shall assist the president in his/her duties.

Rule 14 - Group bureau

1. On the proposal of the president, the bureau:

- Decides on the group's candidates for the positions of rapporteur/co-rapporteur, president and member of study groups as well as any position within the New Work process (see Rule 29(5)).
- Approves the procedure and timeline for elections (see Rule 34(1))
- Decides on appointments of members in EESC bodies (see Rule 23(1))
- Approves group advisors to be appointed by the group president
- Appoints ad-hoc groups (see Rule 18).
- Appoints CCMI delegates (see Rule 34(5))
- Decides on the refusal or expulsion of members in case of request of re-examination (Rules 3(5) & 3(8))
- Adopts the implementing provisions (Rule 39(2))

2. The bureau is regularly informed by the president about the group's financial and budgetary situation.

3. With regard to voting, bureau decisions shall be taken by simple majority[1] in line with Rule 5(6).

Rule 15 - Group electoral committee

1. The role of this committee is to prepare the group elections (communication to members, timeline, concrete framework for the elections) for the bureau's consideration and to ensure compliance with the principles and group rules of procedure.

[1] A decision is taken by simple majority if there are more members in favour than members against.

2. This committee is also responsible for interpreting the rules relating to the elections if needed.

Rule 16 - Group renewal panel

The role of this panel is to assist the president in preparing the list of members to be appointed for all positions in EESC permanent groups and other bodies (except the positions of member of the EESC bureau or positions subject to elections) for the bureau's consideration in full compliance with the group rules of procedure.

Rule 17 - New Works panel

The role of the New Works panel is to prepare a proposal of allocation of EESC work (referrals, ad-hoc groups, delegations) to group members during each plenary week in line with Rule 29(1) of these rules.

Rule 18 - Ad-hoc Groups

The role of the ad-hoc groups is to assist the president by preparing documents of various nature. These ad-hoc groups shall have a clear mandate and well-defined objectives, work in a transparent way, and report regularly to the group bureau (at least once a year). They shall be dismissed when the objectives are achieved.

Rule 19 - Written procedure

1. If the group bureau or the group is required to adopt a decision within such a time period that it is not desirable to wait for its next meeting, the group president may decide to use the written procedure.

2. In this case, the group secretariat shall send the text of the draft decision electronically to all members of the bureau or group together with instructions on the deadlines for replying and any necessary background documents.

3. Members shall be given ideally 3 working days to send their replies to the secretariat.

4. The outcome of the written procedure as described in Rule 19(1) to 19(4) can only be the adoption or rejection

of the proposed decision; it is not possible to request changes. The decision shall be deemed adopted if, at the deadline, a simple majority of the responses received state that they are in favour of the proposed decision.	
Chapter IV **ELECTIONS AND APPOINTMENTS**	**Chapter IV** **ELECTIONS AND APPOINTMENTS**
Rule 20 - General principles **1.** The group shall hold office for a period corresponding to the EESC term of office of five years. Members shall be elected or appointed to positions of responsibility in bodies of the EESC (as defined by the EESC Rules of Procedure) for a term of two and a half years. They may be re-elected or appointed where the EESC Rules of Procedure allow, taking into account the principles stated below. **2.** Elections are held every two and a half years, at the end of a half-term and are valid for the next half-term. In case of EESC renewal (every 5 years), the elections held in the previous term are valid for the first half of the following term. **3.** The aim of all elections and appointments is to ensure that the group is well represented at all levels in the EESC's work. Preparations of elections or appointments shall be handled in a transparent and timely manner. All elections and appointments shall be handled in such a way to enable as many interested members as possible to be involved. **4.** The following specific criteria shall be taken into account for appointments: • skills, expertise and experience, • gender balance, • geographical balance, • availability, capacity and willingness to contribute actively to the given position	

Positions subject to elections, appointments and other positions **Rule 21 - Positions subject to Elections** **1.** Elections shall be held for the following positions, taking into account the rotation between the groups when applicable: • Group president • EESC president • EESC vice-president • Quaestor • Section presidents and vice-presidents • CCMI president or CCMI bureau member • Presidents and vice-presidents of Observatories • Presidents and vice-presidents of permanent groups or other bodies established by the EESC bureau[2] • President of the EESC ethical committee • Spokespersons of categories managed by the group secretariat **2.** Except for the group president position, the elections of group members mentioned in Rule 21(1) are confirmed by the EESC bureau or the plenary in line with the EESC Rules of procedure. **3.** In case an elected member withdraws after his/her election or resigns from office before the end of the mandate, elections for replacement shall be organised according to the procedure as set in these rules. **Rule 22 - Positions subject to appointments: EESC bureau members** **1.** The group president negotiates with the other two group presidents the list of the Member States from which the group will nominate members for the EESC bureau, in line with the EESC Rules of Procedure. Once the list is agreed, the group president invites the	**Positions subject to elections, appointments and other positions** **Rule 21 - Positions subject to Elections** **1.** The CCMI bureau member is the only representative of the Employers' group in the CCMI bureau. Taking this into account, as well as the fact that the CCMI bureau Member plays the same role as section vice-presidents, the position is to be obtained by election in the similar manner as section vice-presidents.

[2] **See in appendix the indicative list of permanent groups and other bodies subject to appointment -** The list of other positions in EESC permanent groups and other bodies is approved by the EESC bureau in line with EESC Rules of Procedure Rule 35.

respective national delegations to nominate a group I member as their candidate for the EESC bureau.

Rule 23 - All other positions in EESC permanent groups and other bodies[3]

1. All other positions of responsibility in permanent groups and other bodies of the EESC (established by the EESC bureau) shall be subject to appointment by the bureau, upon a proposal of the president and on the basis of the interest expressed by members. In preparing this proposal, the president shall be assisted by the renewal Panel.

2. The procedure for the appointment of CCMI delegates is established by the bureau in line with the EESC Rules of Procedure and these internal rules under 34(1).

3. In the event that an appointed member is not reappointed for a new term, resigns or leaves his/her role before the end of the mandate, a replacement will be appointed according to the procedure as set in these rules.

Rule 24 - Timeline and procedures

1. After consultation of the electoral committee and discussion with the presidency, the president proposes to the bureau the timing and procedures for elections and appointments for approval.

2. The following posts are considered essential for ensuring continuity in the EESC's work and therefore elections for them shall be organised ideally not later than **six months** before the end of the mandate: president or vice-president of the EESC, president of Employers group, section presidents, CCMI president, Quaestor. Other elections shall take place ideally not later than **four months** before the end of the term.

3 **See in appendix the indicative list of permanent groups and other bodies subject to appointment -** The list of other positions in EESC permanent groups and other bodies is approved by the EESC bureau in line with EESC Rules of Procedure Rule 35.

3. The call for candidacy shall: • take place at least one month before the date of the elections • contain all relevant information about the elections such as timing, deadlines, procedures, applicable rules, necessary documents to be sent by candidates. • give sufficient time (at least two weeks) to candidates to submit their applications **4.** To consider a candidacy valid, the documents shall be submitted electronically by email by the deadline. **5.** In case of unforeseen circumstances that require urgent elections to be carried out, the president, after consultation of the electoral committee, may propose to the bureau a shorter deadline for the call.	
Rule 25 - Voting procedures **1.** Election meetings can be organised in person, in hybrid mode, or fully online. In line with Rule 15(1), the Electoral committee proposes the type of meeting to the bureau and the means of elections (physical ballot or electronically). Regardless of the type of meeting, members shall all vote by the same means. **2.** If the meeting is fully in person, members shall all be requested to vote by physical or electronic vote. **3.** If the meeting is hybrid (some members present physically and some online), or if the meeting is fully online, members vote electronically. **4.** In case of electronic vote, the electoral committee proposes to the bureau the technical tool to be used. The tool must be reliable and ensure that all electoral principles can be respected. **5.** Voting shall be secret.	**Rule 25 - Voting procedures**

6. Only members participating at the electoral meeting can vote. Delegation of votes is not possible. • For physical meetings, members shall be present in the room in order to vote. • In case of hybrid meetings, members shall be present in the room or connected remotely, in order to vote. • In case of online meetings, members shall be connected remotely in order to vote. • Members can no longer vote if they arrive at the meeting or connect to the meeting after the vote is open. **7.** Each member shall have one vote for each position and may also abstain. **8.** Should there be only one candidate for a position, that person must obtain over 50% of the valid votes in order to be elected. • Should the candidate not obtain the necessary votes, a second election will be organised, at a later stage, with a new call for candidacies. • If no other candidate submits a candidacy, then the only candidate needs a simple majority to be elected. Should there be another candidacy, the next provision applies. **9.** Should there be two candidates, the candidate receiving more than 50% of the valid votes in the first round shall be elected. • If none of them receive more than 50%, a second round will be organised during the same electoral meeting or at a later stage if necessary. • In the second round, the candidate receiving the highest number of votes (simple majority) is elected. No new candidates can be admitted. • In the event of a tie, a second vote will be organised, at a later stage if necessary. No new candidate can be admitted. • In the event of another tie, new elections shall be organised with a new call for candidacies.	**6.** For members connected remotely, participation at the electoral meeting will be verified based on the connection logbook generated before the vote.

10. Should there be three or more candidates, the candidate receiving more than 50% of the valid votes shall be automatically elected in the first round. • Should no candidate receive more than 50% of the valid votes, the two candidates receiving the highest number of votes shall face a second round of election during the same electoral meeting or at a later stage if necessary. • In the second round, a simple majority is then needed to be elected. No new candidates can be admitted. • In the event of a tie between two candidates in the first round, a separate vote shall take place between the two concerned candidates with simple majority to identify who will participate in the second round. • In the event of a tie in the second round, another vote will be organised, at a later stage if necessary. No new candidate can be admitted. • In the event of another tie, new elections shall be organised with a new call for candidacies.	
Chapter V **GROUP ADVISORS** **Rule 26 - Group advisors for consultative work** **1.** Group advisors can be appointed in order to assist the group members of a specific Study group. Their appointment and participation to meetings is subject to the provisions of the EESC Rules of Procedure rule 81 and Rule 83, the Code of conduct where applicable (in particular, art. 7 "declaration of financial interests" and art. 8 "conflict of interests"), and the members' statute where applicable.	**Chapter V** **GROUP ADVISORS** **Rule 26 - Group advisors for consultative work** **1.** The duties of a group advisor are the following: • Support group I study group members in preparing for the study group meetings in a coordinated manner; • If requested by the group's study group members, prepare a summary note (or annotated version of draft opinions or European Commission proposals) with comments for group I study group Members • Participate in meetings linked to EESC opinions as provided in EESC rules of procedure • Report any difficulties arising back to the group I secretariat • If requested by the members of the group's study group members, help in the drafting of individual amendments, group amendments or a counter-opinion for the group. • Any other support agreed among the study group members

2. Group advisors shall be appointed by the president, after discussion and approval by the bureau, on the basis of a joint proposal from study group members. Only one name per Study group can be proposed to the bureau. The appointment of a Group advisor must be based on the following criteria; the Group advisor: a. shall be in a trustworthy relation to the concerned Group members b. shall be qualified to present a clearly defined employers and/or business points of view c. shall have relevant policy knowledge and an understanding of the policy context in the field of the concerned opinion d. shall be available to advise Group Members during the period foreseen by the Group for the preparation of the opinion concerned (or document in case of Rule 27) e. shall not be in a situation liable to give rise to a conflict of interests or which may objectively be perceived as a conflict of interests within the meaning of art. 8 of the Code of Conduct of the European Economic and Social Committee **3.** Once a group advisor has been appointed, he/she can be re-appointed on other dossiers directly by the president without the bureau's approval. The criteria set in Rule 26(2) apply. **4.** Group advisors can be proposed only for dossiers where group I does not have the rapporteur or co-rapporteur. In exceptional cases, based on a specific and duly motivated request by study group members, group advisors can be proposed in dossiers where the group has a Rapporteur or Co-Rapporteur. In that case, the decision to propose an advisor for that dossier shall be taken by the president. The criteria set in Rule 26(2) apply. **5.** Group advisors shall be appointed taking into account the budget availability to cover costs in line with EESC Rules of Procedure Rule 81(4). **Rule 27 - Group advisors for group related activities**	**2.** In view of the bureau's approval, study group members shall provide relevant information on the candidate's advisor qualifications to the group Secretariat. The latter, will transmit the provided information to the bureau in view of the discussion and approval.

1. In line with the EESC Rules of Procedure Rule 83.4, group advisors may also provide assistance in order to prepare other documents or reports for the groups concerning the consultative and political work of the Committee. This type of advisor shall be assigned to group strategic initiatives. **2.** Group advisors for group documents are appointed by the president after approval by the bureau. The criteria set in Rule 26(2) apply. **3.** Invitation of group advisors to meetings shall take into account budget availabilities to cover costs in line with EESC Rules of Procedure Rule 81(4).	
Chapter VI **MEMBERS' PARTICIPATION**	**Chapter VI** **MEMBERS' PARTICIPATION**
Rule 28 All members shall make every effort to contribute actively to the EESC's and group activities.	**Rule 28** Relevant statistics shall be made available periodically for the group attention, referring to: • Group Members attributed Study groups and delegations • Gender balance in member's allocated work
Rule 29 - New Works **1.** Members of Study groups participate on the basis of a transparent process called "New Works" which aims to allocate EESC work (referrals, ad-hoc groups, delegations) to group members in a fair & balanced way and based on objective criteria such as: • experience, • expertise, • gender balance, • geographical balance, • availability, • ongoing and past work statistics. • reliable participation in study group meetings. It also aims to propose group members in the positions of rapporteur or co-rapporteur, president and member of study groups. **2.** The process is managed independently by the New Works panel.	**Rule 29 - New Works**

3. When applying for the New Work, members shall use the online consultation tools provided by the secretariat and indicate solid justification and priorities for each work for which they indicate a preference. **4.** Reserve lists are constituted for each work among the interested members. **5.** During each plenary, the proposal of the New Works panel is reviewed and confirmed by the group bureau. The president has the task of negotiating the positions of rapporteur or co-rapporteur and president with the other two group presidents. The final list of Study groups composition is shared to the members by the secretariat after the plenary.	**3.** The New Works online consultation takes place in principle during every plenary but can take place between plenaries if necessary.
Rule 30 - Replacements **1.** Should a member be unable to fulfil a given task or to participate in a specific work or an event, he/she is required to inform the group secretariat immediately, and ideally 10 days in advance, by sending an apology in the system provided online or by email. He/she shall also indicate whether he/she wishes to be replaced by an alternate or another specific member. **2.** If the excused member has not indicated any specific alternate or member to replace him or her, the secretariat engages to find a replacement. The reserve list and other possibilities are explored. The secretariat operates transparent weekly system of replacements. The secretariat informs the excused member of the proposed replacement and the results of the weekly replacements are communicated to the group. **3.** The secretariat is responsible for organising the replacement in practice.	**Rule 30 - Weekly replacement system** **1.** The weekly replacements system consists of consulting members on all available positions for replacement every week and attributing those positions to interested group members based on criteria such as experience, expertise, gender, geographical balance, and past replacements statistics. **2.** Interested members are invited to provide justifications when applying. The system is managed by the secretariat.
Rule 31 - Attendance Should a member be consistently absent from EESC work / duties allocated to him/her, without good reason, the president may, after discussing with the concerned member, consider taking the necessary steps to replace him/her with another member. The president is then	

assisted by the Renewal Panel. A formal decision shall be taken by the bureau.

Chapter VII
SPECIAL PROVISIONS FOR CCMI DELEGATES

Rule 32 - Composition of Category 1

1. The Employers' group CCMI delegates are drawn from a wide spectrum of industrial sectors. They form Category 1.

2. The delegates of the CCMI are appointed for a period of 5 years in line with Rule 28 of the EESC RoP and implementing provisions. The CCMI delegates' mandate does not coincide with the EESC members mandate and generally starts at the beginning of the following year.

Rule 33 - CCMI coordinator

1. The CCMI Coordinator's role is mainly to:

- based on the rotation between the groups, act as co-president of the CCMI
- coordinate the EESC's consultative work with the Category 1 Delegates during the New Work process and propose delegates for CCMI opinions
- represent the Category 1 delegates at the CCMI bureau
- co-chair the common preparatory meetings of group 1 Members and Delegates.

2. The CCMI coordinator is invited to group meetings and may attend EESC Assembly as observer.

3. The CCMI Coordinator must be elected for a two and a half year-term by the Employers' group CCMI members and delegates in one of the CCMI preparatory meetings (meeting of Employers' group CCMI members and Category 1 delegates)
at the beginning of each term. They can be re-elected without limitation.

4. The voting procedures for this election shall be the same as for the elections of group members to positions of responsibility (Rule 25).

Rule 34 - Appointment of Category 1 delegates **1.** The bureau is in charge of approving the timeline and procedures for the appointments of category 1 delegates. **2.** At the beginning of a five-year term, the president proposes to the bureau members the list of European organisations representing various industrial sectors which were consulted in the past to propose CCMI delegates candidates. **3.** The bureau members shall be given the opportunity to propose new sectorial organisations to be consulted and shall approve the final list of European sectorial & business organisations to be consulted. **4.** These organisations are invited to put forward their candidates for delegates. **5.** The group president, with the support of the CCMI president or CCMI bureau member, proposes to the bureau the candidates for a delegate position based on the political priorities of the group and the criteria below: • knowledge and experience in their sectoral matters • recognition as European Sectoral Social Partner • possibility to represent several sectors or to ensure coordination with related sectors ("cluster") • any other criteria decided by the bureau **6.** In line with Rule 10(6) of the EESC Rules of Procedure, the EESC Assembly officially shall confirm these nominations.	
Chapter VIII **INTERNAL COORDINATION OF THE WORK IN THE EMPLOYERS GROUP**	**Chapter VIII** **INTERNAL COORDINATION OF THE WORK IN THE EMPLOYERS GROUP**
Rule 35 - Consultative work **1.** The group shall regularly update its strategic documents in order to facilitate its consultative work.	**Rule 35 - Consultative work** **1.** The significant role of cooperation, interaction and communication among all group Members must be consolidated and actively developed.

2. The group shall regularly define & update its working methods in order to effectively communicate its priorities within and outside the EESC.	**2.** Proper communication and interaction with other groups and bodies within EESC and within the group is necessary to achieve the best overall outcome.
3. Members shall cooperate and coordinate inside the study groups and/or sections and the CCMI, in order to ensure that the employers' group positions are effectively included in the EESC opinions	**3.** Internal cooperation at each stage is necessary in order to make use of the best expertise and to achieve the best possible impact.
4. Members shall signal to the president / vice-president of the section/CCMI and the group Secretariat potential difficulties in study group discussions at an early stage to allow the group as a whole to determine its position at section/CCMI and plenary level.	**4.** Thematic discussion platforms (in connection with the above provisions on "Clusters of expertise/Thematic platforms") should be developed inside the group where the activity and participation of the Members is key.
Rule 36 - Group Initiatives **1.** The group may prepare and launch initiatives (i.e. own-initiative opinions, studies, statements, declarations, resolutions, events etc.) based on a proposal from group members.	
2. The group Members can be invited by the president on a regular basis, subject to budgetary availability, to propose initiatives such as: own initiative opinions, studies, events.	
Chapter IX **RELATIONS WITH EXTERNAL STAKEHOLDERS**	**Chapter IX** **RELATIONS WITH EXTERNAL STAKEHOLDERS**
Rule 37	**Rule 37**
1. The group maintains close relations with the key European employers' and/or business organisations, along with sector-based associations and National Federations. The objective is to achieve synergies, exchange information and gain access to the views and priorities of EU employers and/or businesses.	**1.** The group may sign a memorandum of understanding with specific Employers/Business associations at EU level. The cooperation may come in different forms – memorandum of understanding, common events, joint position paper, expertise exchange etc.
2. The group maintains close relations with other organisations at national, EU or global level. The objective is to enhance the impact of the group's work through cooperation, exchange information, organisation of joint events, etc…	**2.** The president may allocate meeting room facilities (with or without interpreting services) to employers' and/or business organisations. These organisations must respect the terms and conditions adopted by the group as well as those imposed by the EESC. The bureau is

3. The group shall actively work to increase its visibility – inside and outside the EESC, through using wide range of electronic communication, social media, events, promotion materials, etc.	regularly informed about the allocation of meeting rooms.
Chapter X **GROUP SECRETARIAT**	**Chapter X** **GROUP SECRETARIAT**
Rule 38	**Rule 38**
1. The group secretariat's task is to support and assist the group members in their mission, streamlining business views in EU legislation.	
2. The group secretariat supports members in study groups, in sections/CCMI, at the plenary and in other EESC bodies if needed.	**2.** The group secretariat may circulate to group members voting recommendations before section/CCMI meetings, under the supervision of the section/CCMI presidents or vice-presidents/CCMI Bureau member.
3. Where and when requested by group members, the group secretariat shall also facilitate internal discussions to help group members find common views. They may also facilitate contacts with group partner organisations or other EU organisations on sensitive or important issues.	
4. The group secretariat assists the members in organising group ordinary or extraordinary meetings in or outside Brussels.	
5. Group members shall be updated regularly about the repartition of tasks and positions in the group secretariat.	
6. The group secretariat will, under the supervision and with the help of the category spokesperson, provide the necessary support to the categories under the responsibility of the group. The categories which fall under the responsibility of the group are in principle the ones with a majority of members from the Employers' group and shall be agreed with the other groups.	
7. The conditions of employment applying to the group secretariat are laid out in Rule 103 and 109 of the EESC Rules of Procedure.	

Chapter XI REVISION OF THE RULES	Chapter XI REVISION OF THE RULES
Rule 39 **1.** The rules may be amended and/or supplemented by an open vote approved by a simple majority vote of members of the group present, on a proposal from the president, the bureau or one third of the group members. **2.** These rules are complemented by implementing provisions adopted by the bureau. The implementing provisions are designed to clarify the group rules of procedure only when necessary.	**Rule 39** **1.** The implementing provisions may be amended by the group bureau, deciding by a simple majority of the members present.

EESC - GROUP I

List of permanent groups and other bodies subject to appointment

Sections & CCMI
(NAT) Section Agriculture, Rural Development and the Environment (NAT)
(ECO) Section Economic and Monetary Union and Economic and Social Cohesion (ECO)
(SOC) Section Employment, Social Affairs and Citizenship (SOC)
(REX) Section External Relations (REX)
(INT) Section Single Market, Production and Consumption (INT)
(TEN) Section Transport, Energy, Infrastructure and the Information Society (TEN)
(CCMI) Consultative Commission on Industrial Change (CCMI)
Section Bureaus
(NAT) NAT Section Bureau
(ECO) ECO Section Bureau
(SOC) SOC Section Bureau
(REX) REX Section Bureau
(INT) INT Section Bureau
(TEN) TEN Section Bureau
Observatories
(INT) Single Market Enforcement Observatory
(NAT) Sustainable Development Observatory
(SOC) Labour Market Observatory
Audit and Adhoc groups
(AUDIT) Audit Committee

(AD-HOC) Group on the European Citizens' Initiative
(AD-HOC) Group on Equality
(AD-HOC) EESC Youth Group
(AD-HOC) Permanent Group on the European Semester
(AD-HOC) Permanent Group on the Conference of the Parties to the UNFCCC
(AD-HOC) Permanent Group on Fundamental Rights and the Rule of Law (FRRL)
Other permanent Groups
(TEN) Permanent Group - Services of general interest
(TEN) Permanent Group - Energy
(TEN) Permanent Group - Transport
(NAT) Permanent Group - Sustainable food systems
(SOC) Permanent Group - Inclusion of the Roma
(SOC) Permanent Group - Immigration and integration
Follow-up Committees
(REX) International Trade Follow-up Committee
(REX) Transatlantic Relations Follow-up Committee
(REX) Latin America Follow-up Committee
(REX) EU-Euromed Follow-up Committee
(REX) EU-ACP Follow-up Committee
(REX) EU-UK Follow-up Committee
(REX) East and Southeast Asia Follow-up Committee
(REX) Western Balkans Follow-up Committee
Consultative Committee & Civil Society Platforms
(REX) CARIFORUM-EU Consultative Committee
(REX) European Economic Area Consultative Committee + EEA CC Bureau
(REX) EU-Armenia Civil Society Platform
(REX) EU-Moldova Civil Society Platform
(REX) EU-Ukraine Civil Society Platform
Domestic Advisory Groups
(REX) EU-Ukraine/Moldova/Georgia Domestic Advisory Group*
(REX) EU-UK Domestic Advisory Group*
(REX) EU-Canada Domestic Advisory Group*
(REX) EU-Kenya Domestic Advisory Group*
(REX) EU-Japan Domestic Advisory Group*
(REX) EU-Singapore Domestic Advisory Group*
(REX) EU-Republic of Korea Domestic Advisory Group*
(REX) EU-Vietnam Domestic Advisory Group*

(REX) EU-New Zealand Domestic Advisory Group*
(REX) EU-Central America Domestic Advisory Group*
(REX) EU-Colombia/Peru/Ecuador Domestic Advisory Group*
Joint Consultative Committees & Round tables
(REX) EU-Albania Civil Society Joint Consultative Committee
(REX) EU-Montenegro Joint Consultative Committee
(REX) EU-Serbia Joint Consultative Committee
(REX) EU-Türkiye Joint Consultative Committee
(REX) EU-Brazil Civil Society Round Table
(REX) EU-China Round Table

*Chairs and co-Chairs of EU DAGs are elected by the DAG members themselves.

[last update: 16/09/2025]