



Ms Roxana Minzatu

Executive Vice-President for social rights and skills,
quality jobs and preparedness
European Commission
Rue de la Loi 200
B-1049 Brussels
BELGIUM

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Dear Executive Vice-President,

Today, BusinessEurope publishes the findings of a study on *Smart approaches to address regulatory burdens of EU social regulations* by Ecorys. The objective of the study, which was carried out at the request of BusinessEurope, is to provide an evidence-based assessment of the regulatory burdens associated with EU social legislation from an employer's perspective. The study was done as part of a project carried out by BusinessEurope with financial support from the European Commission.

The report confirms that regulatory burden is most strongly associated with the instruments that entail extensive reporting requirements, recurrent documentation obligations, or complex compliance procedures. The Pay Transparency Directive (71% of respondents) and Corporate Sustainability Reporting Directive (70%), safety and health risk assessment, documentation and preventive obligations (68%), cross border social security documentation requirements for posting of workers (A1 forms, 63%) and working time reporting requirements (55%) were most frequently rated by the survey respondents as imposing very high or high costs.

For BusinessEurope, the answer lies in simplifying EU social regulatory requirements - notably, by ensuring proportionality and giving more room for collective agreements negotiated by social partners - and putting in place interoperable digital systems which make it possible to report the same data only once. The upcoming Quality Jobs Act must contribute to reducing the cumulative regulatory burdens stemming from EU social legislation while the Fair Labour Mobility Package needs to reduce the administrative cost for employers sending workers across borders.

The full report and the lessons that BusinessEurope has drawn from the study are enclosed.

BusinessEurope stands ready to constructively work with you in this direction.

Yours sincerely,

Markus J. Beyrer

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