

**Delivering
quality jobs in
every sector
and in every
region**

ETUC DEMANDS

Delivering quality jobs in every sector and in every region

Europe is facing a quality job and social justice emergency.

According to Eurobarometer, rising prices and the cost of living (42%) and the economic situation (41%) were the main topics that motivated European citizens to vote in the last European elections in June this year.

Given the level of concern, it is essential to restore trust. The European Union must demonstrate that it genuinely intends to deliver a fair deal for working people, their families and communities.

This must start with a plan to deliver quality jobs for every sector and every region.

This requires urgent actions, legislative initiatives and investments, and must be built on the following pillars.

1. Quality jobs as a key component for European competitiveness

Quality jobs are at the heart of European competitiveness.

The discussion on competitiveness all too often ignores people, from their jobs, to the homes that workers need to live in, the transport that will bring them to work, the childcare and schools for their children, or the health care and other public services and social protection they can rely on, to the facilities and services in the communities they live in.

Being serious about competitiveness means being serious about delivering quality jobs in every sector and in every region.

The whole Commission must commit to supporting a quality jobs agenda as a key component ensuring European competitiveness – in the framework of the Quality Jobs Roadmap.

Being serious about competitiveness means being serious a strong commitment to infrastructure that the industrial policy is placed within, strong public services and public administrations, social protection, housing, transport, childcare are all crucial elements for a competitive economy.

The ETUC calls for an ambitious European industrial policy for quality jobs, backed up by significant investment with social conditionalities that will support common goods and innovation, based on strong public services, social protection, housing, transport and childcare.

2. What are quality jobs?

Quality jobs means – at least:

- collective bargaining
- full respect for workers and trade union rights
- fair wages
- job security and social protection
- training without costs and during working time
- good working conditions
- health and safety at the workplace
- work-life balance
- equality and non-discrimination

It is key for the European Union to take action on each of these aspects.

3. Legislative initiatives for quality jobs

It is of paramount importance that concrete legislative proposals be put forward to deliver quality jobs in every sector and in every region. The European Trade Union Confederation has put forward its demands in the [Manifesto for a Fair Deal for Workers](#).

We call on the Commissioners to commit to deliver the legislative proposals needed to ensure quality jobs, building upon the La Hulpe Declaration on the Future of the European Pillar of Social Rights. This includes, amongst others, the following legislative initiatives:

- A Directive on Just transition in the world of work, through anticipation and management of change, based on the principles of trade union involvement and collective bargaining, and to ensure the right for all to training without cost to the worker and during working time;
- Regulating the role of labour intermediaries and introducing an EU general legal framework limiting subcontracting and ensuring joint and several liability through the subcontracting chain;
- Addressing psychosocial risks and online harassment and shaming at work through a European Directive;
- Ensuring effective regulation of AI with the 'human in control' principle incorporated into EU law through a Directive on AI at the workplace;
- Delivering a Directive on Telework and the Right to Disconnect;
- Reinforcing democracy at work in the first place by strengthening collective bargaining, introducing a comprehensive EU framework on information, consultation and participation, and fully safeguarding well-functioning collective bargaining systems;

- Guaranteeing that the revision of the Directives on public procurement ensures that public money goes to organisations that respect workers' and trade union rights, that negotiate with trade unions and whose workers are covered by collective agreements.

These proposals are included in the ETUC Manifesto for a Fair Deal for Workers, a programme that identifies the democratically chosen priorities of working people and their trade unions.

4. Investments and resources for quality jobs

The ETUC has long identified the consequences for working people of the chronic under-investment in quality jobs, in industrial policy and public services, social progress and just transition. Mario Draghi has recently recognised in his report on the Future of European Competitiveness the need for additional investments of more than 800 billion Euros a year.

Failed austerity policies must be rejected and instead the EU must develop ambitious common investment tools, develop progressive taxation policies and provide member states with the necessary room for manoeuvre to finance the investments needed for quality jobs, industrial policy, public services, just transitions. It is key to implement a new fiscal capacity for investment, an EU sovereignty fund for just socio-economic transition and common goods, leaving no one and no region behind. Also, there must be no blank checks, public money and support should come with social conditionalities to ensure the creation of quality jobs.

It is key that **additional resources and funding are made available to support quality jobs, social dialogue and collective bargaining, just transition – including in the framework of the next Multiannual Financial Framework.**

This means – amongst others:

- Safeguarding and reinforcing the budget for the ESF+ and for social cohesion in view of the new MFF;
- Safeguarding and reinforcing the support for social dialogue and collective bargaining and for capacity building for social partners, at EU and national level, including additional resources;
- Establishing a SURE-like permanent mechanism;
- Ensuring that the Semester process is based on delivering the European Pillar of Social Rights, including through the upward social convergence framework, and does not exert pressure on wages and collective bargaining.

Finally, the EU institutions should build upon the recommendations in the Letta and Draghi Reports and introduce social conditionalities for EU funds and state aid, as well as environmental and tax conditionalities. It is key to **ensure the inclusion of social conditionalities to promote quality jobs in EU funds, state aid rules and support instruments for businesses**, including for the Clean Industrial Deal and in the framework of the revision of the MFF.

5. Social dialogue at the centre to deliver quality jobs

It is essential to make sure that social partners and trade unions be fully involved by the different Commissioners when developing the proposals defined in the Commission guidelines.

The ETUC calls on the college of Commissioners to put Social Dialogue at the centre of its approach and working methods.

All Vice-Presidents and Commissioners should convene a meeting with social partners and trade unions to discuss the challenges Europe is facing in their areas of competence, and to exchange on how to advance in the implementation of the guidelines and on the measures necessary to deliver quality jobs and social progress.

This should happen as a matter of urgency with regard to the initiatives to be delivered in the first 100 days, including the new Clean Industrial Deal, and with regard to the Quality Jobs Roadmap.

6. Improving regulation for – and not against – quality jobs

The Commission President Guidelines and the Mission Letters include a focus on “reducing administrative burden and simplifying legislation”.

Any initiatives on better regulation should be compatible with and contribute to the objective of delivering quality jobs.

They must **not lead to lowering employment rights and standards, nor create obstacles / chilling effect to legislative initiatives needed to deliver quality jobs.**

The better regulation agenda should have as a stated objective the reinforcement of labour rights and standards.

It is essential to ensure safeguards to protect and reinforce employment rights and standards and guarantee there is no downward pressure on rights, wages, working conditions, collective bargaining or pensions. Also, social partners must be involved in the definition of the possible measures and approaches, including with regard to new “checks”.

Better regulation should ensure better enforcement and more inspections.