



**TOGETHER FOR A FAIR DEAL FOR WORKERS**

# **QUALITY JOBS ROADMAP / ACT**

December 2025

# Process and ETUC demands:

- Ursula von der Leyen announced a forthcoming Quality Jobs Roadmap and Quality Jobs Act, prepared under the leadership of Vice-President Minzatu
- 2 meetings with social partners in 2025 (April, May) + written contributions
- EC: National consultations
- QJR + 1st stage consultation presented on 4 December 2025
- Act foreseen to be adopted in Q4 2026
- [ETUC Resolution on demands for QJR](#)
- [ETUC Blueprint to deliver Quality Jobs](#)



# European commission' communication 4<sup>rd</sup> December

## ***Quality Jobs Roadmap (QJR)***

- Broader framework, orientation
- Non-binding

## ***Quality Jobs Act (QJA)***

- Legislative initiative(s)
- 2 stage consultations with social partners under Article 154 TFEU

# Quality Jobs Roadmap

## 3 PILLARS

### Creating and maintaining Quality Jobs in Europe

- Strong industrial base
- Skills
- Restructuring framework & transitions
- Public procurement & state aid

### Modernisation:

- Technologies, AI, AM + safeguards
- Telework & R2D

### Safe, fair, equal

- OSH (psychosocial and ergonomic risks)
- Protection against exploitation & subcontracting and intermediaries
- Fair labour mobility
- Adequate wages, AMWD, enforcement

## HORIZONTAL ENABLERS

- Enforcement
- Social dialogue and collective bargaining
- EU funding
- Quality services

# Quality Jobs Roadmap

## **Positive elements:**

- Definition of quality jobs (including CB)
- Recognition of importance of CB
- Public procurement
- Social conditionalities
- Possible additional headline target on quality jobs
- Framework for fair transitions & anticipating change
- Fair labour mobility package & confirmation ELA revision
- Importance of quality services
- References to topics to be covered by Quality Jobs Act
- WLB, GPT Directive & AMW Directive
- Inclusion of sexual harassment and third-party violence as an issue
- Acknowledgement of the existence of labour exploitation and trafficking

# Quality Jobs Roadmap

## Negative elements:

- Mention of tax and pension reforms & approach to pension issues
- Broader idea of simplification / reduction of administrative burdens
- No specifics on most vulnerable groups; migrant workers, women, youth, NEETs
- Reference to study on corporate restructuring
- Approach to job quality that is primarily geared towards productivity and competitiveness
- Narrative on 'attracting skilled migrants' in shortage occupations and the facilitation of visa for 'top students, researchers and skilled workers'
- Although acknowledging impact of trade/tariffs, no concrete emergency measures in response to trade related/tariffs shocks
- Reliance on next MFF that, as proposed now, is not sufficient and appropriate
- The text relies heavily on narrative and references to existing tools; few new or clearly defined commitments.

# Quality Jobs Act

## ***Positive elements:***

- Definition of Quality Jobs in line with ETUC (including CB and social dialogue)
- Referring to ANY type of contracts, across sectors and subcontracting chains

5 thematic areas:

- **Algorithmic management and Artificial Intelligent at Work:**
- **Occupational Health and Safety**
- **Subcontracting**
- **Just transition**
- **Enforcement and the role of social partners**

**Telework and Right to disconnect:** Building on existing two stage consultations

# Quality Jobs Act

## ***Elements to clarify / missing:***

- One or more directives?
- Nothing on the fight against precarious contracts (which is noted as a problem in the Roadmap).
- Not all dimensions relevant to a quality of jobs are equally mainstreamed, namely missing aspect of social protection, non-discrimination and decent wages.
- Gender dimension is weak or missing.



# Quality Jobs Act:

## *Algorithmic management and Artificial Intelligent at Work:*

- Improving workplace health and safety
- Work intensification
- Transparency of algorithms, personal data protection
- Human in control
- Information and consultation of workers

(similar scope as already defined in the Platform Work Directive)

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- Identification of the challenges AM and AI present for workers need to be better addressed
- No aspect on the need for restructuring because of the digitalisation and AI
- Reliance on GDPR may carry the risk of not sufficiently addressing the workplace dimension. GDPR relies on informed consent, and given the unequal bargaining power at the workplace it may not provide adequate protection for workers and trade unions to act in the process
- Reference to simplification / reduction of burdens

# Quality Jobs Act: Occupational Health and Safety

- Positive narrative on OSH, with recognition that it is not a burden but an essential factor for workers' health and productivity.
- Explicit recognition of psychosocial risks (PSR) — in contrast to the “mental health” framing used so far by the Commission.
- Ergonomic risks are being addressed. The planned revision of the Workplace and Display Screen Equipment Directives offers a chance to strengthen protections, and it is positive that the ACSH's opinions are taken into account in this process.
- The mention of a gender-sensitive approach to OSH is positive, as well as the recognition of sexual harassment and third-party violence as an OSH issue (yet overlooking broader gender-based violence).

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- PSR cannot be treated as a sub-issue of digitalisation; they must be addressed across all sectors and all forms of work. Also, there is need to insist on the need for binding requirements on PSR.
  - No reference to the situation of migrants in deplorable conditions.
  - While it is positive that the ACSH opinions are considered, we also know that the additional impact assessment requested by employers may weaken the process.
  - Reference to simplification / reduction of burdens

# Quality Jobs Act: Subcontracting

- Subcontracting can be prone to fraudulent practices + reference to labour intermediation too (wage, OSH, social security...)
  - Acknowledgment of the need for preventing abuses
  - Targeting specific sectors only
  - Strengthening enforcement
  - Enhancing transparency in national systems (pre-qualification / registration / certification)
  - Social dialogue
  - Liability schemes (in certain sectors)
  - Social protection is explicitly addressed within the subcontracting dimension
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- The focus is placed on existing EU provisions, need for better enforcement and cooperation
  - The approach remains centred on cross-border or high-risk sectors, rather than a comprehensive EU framework
  - No mentioning chain limitations, promotion of direct employment or regulation of labour intermediaries.
  - Necessary liability schemes are put forth but “while not creating additional requirements, restrictions or unnecessary administrative burden.”

# Quality Jobs Act: Just transition

- Twin transition: green and digital
- Clean industrial deal: framework to support restructuring process
- Reference to ICP acquis
- COM assessment of implementation, scope and effectiveness of ICP Directives
- Potential action Ensuring proper early involvement of workers in decision and promotion of CB and SD on just transitions

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- No mention of right to training or funding
- Transition framed mainly as job losses rather than improving and creating quality jobs
- Heavy rely on non-binding instruments—recommendations, voluntary frameworks, guidance, and a Just Transition Fund that will not even exist in the next MFF
- Not enough on enforcing, binding and sanctioning for failure to deliver partnership principle

# Quality Jobs Act:

## Enforcement and the role of social partners

- Acknowledgment of weak enforcement, undeclared and under-declared work
- Need for stronger engagement of social partners, social dialogue, CB
- Reference to AMWD: 80% CB coverage
- Need for strengthening, ensuring sufficient capacity, frequency and effectiveness of inspections
- Strengthening cooperation of different national bodies (labour, tax, equality bodies)
- Combining data source, leveraging AI
- Increased capacities of inspections (capacity, frequency, effectiveness) and new technologies
- Reduce administrative burden, effective and dissuasive sanctions
- Possibility for social partners to lodge complaints is recalled.

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- Missing access to justice and legal redress for migrant workers, as one of the most vulnerable ones
- Unclear what clear commitments will be made by the EC

# ETUC actions: Process

**Team of ETUC secretariat members and advisors from various dossiers**

**Building on existing ETUC resolutions**

**ETUC Taskforce** (contribution from affiliates)

**Lead:** Esther Lynch (supported by Lorenzo Repetti)

**Coordination:** Tea Jarc, Ignacio Doreste ([tjarc@etuc.org](mailto:tjarc@etuc.org), [idoreste@etuc.org](mailto:idoreste@etuc.org))

# ETUC actions: Timeline

**5 December, 09:30–11:00:** First taskforce meeting following publication of the QJR/QJA. First reactions from ETUC and affiliates, presentation of the timeline and next steps

**15 December, 09:30–12:00:** Second taskforce meeting

**17 December:** ETUC sends draft reply to affiliates

**9 January:** Deadline for amendments by affiliates

**14 January:** Updated draft reply circulated to affiliates

**16 January, 09:30–12:00:** Third taskforce meeting

**20 January:** Draft reply circulated to affiliates ahead of the extraordinary Executive Committee meeting

**28 January:** Adoption of the ETUC reply to first stage consultation at the extraordinary Executive Committee meeting

**29 January:** Deadline for sending reply to first stage consultations