



Intervention Jan Willem Goudriaan, General Secretary EPSU

European Federation of Public Service Unions.

[www.epsu.org](http://www.epsu.org)

## **Consultation of the European cross-sectoral and sectoral social partners on the Quality Jobs Road Map 16 April 2025**

**(note: spoken word in valid)**

Thank you.

My colleague of ETUC spoke well on what we expect from the Quality Jobs Package of the Commission and why.

To add:

We expect **a legislative initiative on addressing psycho-social risks at work** as part of this initiative.

Numerous research has indicated [the increase](#) of stress at work:

- [ETUI](#)
- [Eurofound](#)

The [European Parliament](#) has called for a [legislative initiative](#) on psycho-social risks and well-being in its resolution of July 2022 saying that current measures are insufficient.

Nowhere is the issue of psycho-social risks more prevalent as in the health and care sector.

This is recognised in the [European Care Strategy](#); in [the Mental Health Strategy](#); in work of the European Foundation presented at the joint labour market seminar with the employers; and in the work of [EU-OSHA](#). [National statistics](#) show the sector with highest level of illnesses.

Precarious working conditions in care, third party violence, massive staffing shortages all contribute to stress. A legislative initiative with a focus on work organisation, safe staffing ratios for some sectors, will help create a safe environment and promote wellbeing at work.

One of the largest sectors, and large contribution to European society. The women and men help to make it possible for people to realise people's right to health and care. These workers were applauded, died and contracted long covid during the COVID19 pandemic, and now are recognised as crucial for preparedness and security.

The Commission fails the predominantly women if not taking action. [See booklet on what it means for family life.](#)

ETUC also demands **a legal initiative on Addressing AI at work**. The Commission's AI Continent Strategy and the Apply AI Strategy want to roll out AI in public services like public administrations, in justice and in health and care.

We have to ensure that workers have control and are in command. These are principles the employers and trade unions agreed upon in the [social partner agreement on use of digital technologies in public administrations](#). It has a whole chapter on AI at work. We asked this to become legislation for the sector. You have not acted. Your services argued that as it also addresses **telework and the right to disconnect** we have to wait for 2<sup>nd</sup> phase consultation. That consultation has also not happened. This is bad faith and bad public administration to the close to 10 million workers covered.

Crucial for the Commission to act on its promise of right to disconnect, telework and now on AI At work to accompany the AI Continent and Apply AI Strategies

We expect this to be part of the Quality Jobs Road map

Thank you

[End stress EU](#)

[From data to directive on psycho-social risks](#) – launch of a book on Workers' Memorial Day 28 April 2025

AI at work:

<https://www.etui.org/publications/artificial-intelligence-labour-and-society>

<https://www.etui.org/publications/navigating-ai-revolution>