



QUALITY EMPLOYMENT AND LABOUR MARKET COMMITTEE

6 February 2025 – from 09:00 to 16:15
City Center Offices, 6th floor meeting room (B1 lifts)
Boulevard du Jardin Botanique 20 – B-1000 Bruxelles

Minutes

Welcome, introduction to the agenda

Tea Jarc welcomed the participants and explained that she would need to leave after one hour to attend the European Commission's expert group on the transposition of the Directive on improving working conditions in platform work.

The following organisation took the floor: UIL, Women's Committee.

Strategic discussion by the ETUC Executive Committee on ending precariousness and ensuring quality jobs for all

Tea Jarc explained that the document aims to support the ETUC Executive Committee's discussion in March to deliberate on actions the European trade union movement should undertake to advance an agenda focused on quality jobs.

She shared insights from a recent discussion with Commissioner Roxana Mînzatu regarding the Quality Jobs Roadmap, noting that the initiative is expected to be published by the end of the year. Engaging in strategic discussions ahead of the Commission's proposal offers an opportunity to influence its development. Commissioner Mînzatu plans to visit various EU countries to engage with governments and social partners on this topic; thus, Committee members are encouraged to participate to ensure a cohesive approach across the EU.

The document encompasses several assessment points and policy recommendations, including the establishment of a "Job for Decent Work" day, tentatively set for October 7th.

The following organisations took the floor: Women's Committee, CISL, UIL, TCO, FO, IndustriAll. CGIL, OGB, CFDT.

Tea Jarc committed to including a reference to the need for access to training in paragraph 3.

Tea further emphasized that all voices will be heard in the strategic discussion. ETUC aims not just to have a political discussion but to come up with concrete proposals. Colleagues were invited to brief their leaders on this discussion.





Tea acknowledged that there is no clear definition of what constitutes precarious work. The definition can be improved, along with the distinction between non-standard and precarious work, and the point that standard work can also be precarious. While it may be argued that some temporary contracts are not inherently precarious, they do limit many aspects of life.

Many participants noted that while national legislation is often good, enforcement remains a key issue, which is why ETUC is focusing on the labour inspectorate. In the future, ETUC will look at the lessons learned from different models, as referenced in a previous comment on flexicurity.

There is indeed a need to include a reference to a safety net between transitions. The "in-between" element in the labour market is currently missing in the document.

Regarding the presumption of employment, our call for such a presumption is firm, but ETUC acknowledges the complexity and challenges. From a strategic perspective, we might reframe it and say that a presumption could be part of the narrative on simplifying legislation.

As for the subcontracting chain, we will not delve into further details in the document, as this is already covered by three of our Federations in the framework of their joint campaign.

Regarding indicators, we may indeed need indicators tied to a clear definition. This is part of the ongoing discussion with the Commission, and we aim to connect this with social conditionalities.

The following organisations took the floor: Women's Committee.

Resolution on labour market shortages: A Call for Quality Jobs for Cohesion and Inclusion

Tea Jarc explained that the document could not be presented at the previous meeting of the ETUC Executive Committee, which is why it is included in today's meeting, with some minor amendments. Some organizations indeed tabled amendments before the meeting of the Executive Committee in December, and some of them have been integrated, these being: Including our demands for collective bargaining clauses in the public procurement directives and social conditionalities for EU funding; a reference to the implementation of the European Pillar of Social Rights through new EU legislative measures, which include binding minimum standards of protection for workers, without any possibility for downward deviations; and making use of the national action plans to progressively reach 80% collective bargaining coverage, to better protect workers.

The following organisations took the floor: FO, UGT, TCO, CGIL, UNSA, Women's Committee.

ETUC will include a reference to "which perhaps can be improved at national level." Additionally, there will be a mention of non-representative trade unions. The Women's Committee proposed the inclusion of a reference of a neutral evaluation of candidacies



and job performance, a proposal they utilized during the negotiations of the Pay Transparency Directive. This includes considerations of AI biases and productivity, which will also be incorporated into the draft document.

EMCO PAG tripartite meeting (11–12 March 2025) on the implementation of the Action Plan on labour and skills shortages

Tea Jarc provided an overview of the meeting's purpose, which is to assess progress on the action plan for addressing labour market shortages published by the European Commission last year. To gather information on national-level initiatives, a survey was distributed among ETUC member organizations.

The European Commission's action plan, adopted on March 20, 2024, outlines key measures to tackle labour and skills shortages across the EU. These measures focus on supporting underrepresented groups in the labour market, enhancing skills development, improving working conditions in specific sectors, facilitating fair intra-EU mobility, and attracting talent from outside the EU.

The ETUC's survey aims to collect information on actions taken at the national level to address these challenges, ensuring that the perspectives and initiatives of member organizations are considered in the ongoing discussions and evaluations.

Draft resolution on defending the rights of workers with disabilities and point of information on the European Strategy for the Rights of Persons with Disabilities

ETUC presented the draft resolution on defending the Rights of Workers with Disabilities, which aims at establishing the trade union priorities ahead of the mid-term revision of the Strategy for the rights of persons with disabilities 2021-2030, focusing on the European Disability Card and the employment package.

Members of the Employment Committee were informed about an upcoming own-initiative report of the European Parliament on “the EU strategy for rights of persons with disabilities post-2024”. ETUC will soon meet with the S&D MEP appointed to work on this dossier and contacts with other groups will also be established.

The following organisations took the floor: UIL, Women’s Committee, UNSA, Women’s Committee, CISL, FO, CGIL and OGB.

Point of information on the Directive on improving and enforcing working conditions for trainees

At the level of the European Council, in December, it rejected the Hungarian presidency's proposal for a 'traineeships directive'. ETUC welcomed this decision, as the proposal lacked quality criteria for traineeships and did not mandate actions for Member States or employers to prevent exploitative practices. Currently, the ETUC is engaging with the Polish presidency to advocate for a more robust proposal. The presidency is consulting member states to assess their flexibility on this issue.

When it comes to the European Parliament, Alicia Homs, the rapporteur from the S&D group, has initiated discussions with shadow rapporteurs on the directive. During a



recent EMPL Committee hearing, where Tea presented our demands, all political groups expressed a shared commitment to eliminating abusive traineeship practices. Notably, the EPP has proposed an amendment to the ESF+ report, advocating for a ban on unpaid traineeships; the vote on this report is scheduled for 19 February. The draft report on the directive is scheduled for consideration in the EMPL Committee on 16-17 March.

BUSINESSEUROPE has called for the withdrawal of the directive, expressing concerns that it could reduce the availability of traineeships. ETUC acknowledges that eliminating exploitative practices may lead to fewer traineeships. However, we believe this will result in more quality opportunities for young people, in the form of entry-level jobs.

Any other businesses

Colleagues requested that the ETUC share the preliminary analysis of the European Commission's recently announced Competitiveness Compass. They also wanted the Committee to be informed about the assessment of the Omnibus Directive once it is made public.

Regarding procedural issues, colleagues asked the ETUC to send documentation at least one week prior to meetings and to consider the possibility of hybrid participation in upcoming sessions.