



Quality Jobs Roadmap

Building Europe's Competitiveness through Quality Jobs

4 December 2025



DG EMPL – Employment, Social Affairs and Inclusion



Quality Jobs Roadmap

A flagship initiative of the Commission

“People and their jobs must always remain at the heart of our social market economy even as our industries and economies change shape. [...] **This is why I will put forward a Quality Jobs Roadmap**, developed together with the social partners.”

Political guidelines of the 2024-2029 European Commission, July 2024



Why a Roadmap on Quality Jobs

Job quality in Europe is strong – surpassing many other world regions



- Employment in the EU has reached **record levels** (75.8% in 2024)
- For decades, the **EU social market economy and model** has successfully combined businesses opportunities with worker protections
- **EU has proved resilient** despite major shocks, forged by joint action and targeted support (e.g., COVID-19 pandemic, energy crisis)

Still, workers and businesses face new challenges in a rapidly-evolving economy



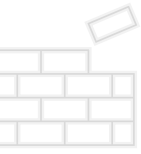
- **Geopolitical and geoeconomic upheavals** weigh on Europe's growth and stability
- **Global competition and trade dependencies** put pressure on EU industrial base
- Territorial and other **disparities**, including gender and social inequalities challenge cohesion and equal opportunities across Europe
- Digital, green and demographic **transitions** result in labour shortages and skills mismatches

How it was designed – together with social partners

- 16 April: Exchange of views with EU cross-industry and sectoral social partners
- 5 May: Dedicated hearing
- April to May: Presentations at Sectoral Social Dialogue Committees and Liaison Forum
- May to July: dedicated consultations in all 27 Member States



Contribution from the Social Services Social Partners to the European Commission Consultation on a Quality Jobs Roadmap



PERSISTENT CHALLENGES OF THE SECTOR:

- ✓ Labour shortages
- ✓ Ageing workforce
- ✓ Raising demand for services

Which areas should be prioritized at EU level, and why?:

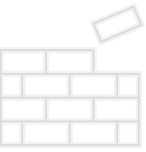
**I. Education,
training and career
development**

**II. Improved working
conditions and OSH,
with particular
attention to
psychosocial risks**

**III. Gender equality
and workforce diversity.**



IV. ENABLING FACTORS To maintain and promote Quality Jobs



What is in it : building blocks of the Roadmap

The Quality Jobs Roadmap:

- ✓ is a strong **commitment** to fostering quality jobs
- ✓ is a key enabler of **competitiveness**
- ✓ covers multiple **dimensions** of quality of jobs, such as earnings, working conditions, social dialogue and collective bargaining, skills and equality.

It focuses on areas where EU action is most needed:



I. CREATING AND MAINTAINING

Quality Jobs in the
EU



II. MODERNISATION

Promoting Quality
Jobs while boosting
digital innovation



III. FAIR, SAFE AND EQUAL

The backbone of
resilient Jobs in Europe



IV. ENABLING FACTORS To maintain and promote Quality Jobs



I. CREATING AND MAINTAINING Quality Jobs in the EU

Industry of the future

- Building EU strategic capacities
- Worker involvement
- Fair Transition Observatory

Skilled workforce

- A new Human capital recommendation
- Skills guarantee/Skills Portability
- New European Bauhaus Academy
- Mobilisation of EU funds

Reforms and investments

- EPSCO monitoring framework
- Innovation-friendly environment i.e. new SME and competitiveness check
- Public procurement
- State aid
- Tax and pensions reforms

Restructuring

- Anticipation and management of change
- Implementation of the information and consultation framework
- Fair Transition Observatory

Facilitating transitions

- Extraordinary and temporary mechanism



II. MODERNISATION: Promoting Quality Jobs while boosting digital innovation



Responsible use of algorithmic management

- Two reinforcing goals:
 - Support and enable the take-up of AI tools at work
 - Protect workers from potential risks

- Second stage consultation on right to disconnect and telework
- Full implementation of the Work-Life Balance Directive

Adapting the way we work to the digital reality





III. FAIR, SAFE AND EQUAL: The backbone of resilient jobs in Europe

Physical and mental health at work

- Aligning OSH legislation with new realities
- Advancing awareness and research

Adequate wages

- Implementation of existing EU legislation (adequate minimum wage, pay transparency)
- Collective bargaining



Fostering fair labour mobility

- Fair Labour Mobility Package
 - Modernising and simplifying social security coordination with digitalisation
 - Strengthening ELA
- European Research Area Act

Tackling labour exploitation

- Better enforcement of rights
- Coordination and transparency on subcontracting across national systems

Fairness and flexibility for the self-employed

- Implementation of EU framework on social protection, health and safety at work
- Guidance on application of EU competition law

IV. ENABLING FACTORS

To maintain and promote Quality Jobs



Effective enforcement of EU legislation

- Correct transposition, addressing complaints
- Tools and guidance through EU-OSHA, ELA, Labour Inspectorates
- Monitoring: EMCO Joint Assessment Framework



EU Funds: from policy to practice

- EU funds for job quality
- InvestEU, Talent Booster, JTF
- 14% on social in NRPP next MFF
- Sectoral specific instruments



Social dialogue

- Steadfast commitment to social dialogue, our collective strength and competitive edge
- Improved data collection
- 2023 Recommendation on Social Dialogue
- EU financial support
- Social conditionality in public funding

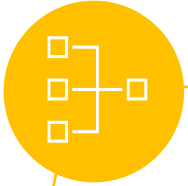


Quality services for all and across regions

- European Care Deal 2027
- EU4Health strengthening health systems resilience
- Regional attractiveness and development



Next steps



Implementation of the Roadmap

Concerted action at:

- EU level
- National level
- with the involvement of social partners



Follow-up: the Quality Jobs Act

First stage consultation launched together with the Roadmap, focus on:

- Algorithmic Management and Artificial Intelligence
- Safety and Health at work
- Subcontracting
- Just transitions
- Enforcement and social dialogue

Thank you

More information: [Commission sets out roadmap for future-proof quality jobs in a competitive EU](#)