

EXECUTIVE SUMMARY: Good Quality Jobs, a compass for the next legislative period.

Good quality jobs are not a luxury—they are the backbone of a fair and resilient European economy. For too long, competitiveness has been wrongly pursued through wage suppression and job degradation. This has led to growing precariousness, insecurity, labour shortages, weakened bargaining power, and rising psycho-social risks. The era of low-cost, low-quality jobs must end now.

Trade unions demand a decisive shift: **quality jobs must be at the core of the EU's social, industrial, and economic policies.** This means jobs with wages that enable workers and their family to have a good standard of living, safe and good working conditions, comprehensive and affordable social protection, equality and non-discrimination, collective bargaining, training during work hours, and a healthy work-life balance. The green and digital transitions cannot be an excuse to dismantle decent work. Whether in battery factories in Hungary or recycling facilities in Germany, too many workers face exploitation, subcontracting abuse, health risks, and loss of union coverage. Migrant workers are particularly vulnerable. This is unacceptable.

We welcome the recognition of quality jobs in the new European Commission Political Guidelines, but **words are not enough.** We urgently need a **Quality Jobs Roadmap**, designed with trade unions, underpinned by enforceable standards, legal instruments and public investment conditionalities. A European **Job Quality Toolbox**, based on seven key dimensions, must become the baseline for all employment across the continent.

industriAll Europe calls for:

- A legally backed **Quality Jobs Roadmap** with strong monitoring mechanisms and legal instruments.
- Mandatory **social conditionality** on all public funding—no public money without good jobs.
- A European-wide **job quality indicator**, co-developed with unions, to drive working conditions and track real improvements.
- **Collective bargaining as the strongest and clearest indicator of good quality jobs**, and the most effective way to raise standards.
- **Stronger labour inspections**, more rights for trade unions, and a ban on exploitative subcontracting.
- An individual **right to cost-free training**, negotiated collectively and delivered on paid time.
- Employers to **share productivity gains** fairly and engage in true social dialogue at all levels.

The transition to a sustainable future must be **just.** We will not accept green jobs without rights, or digital jobs without dignity. Trade unions are ready to lead the way—but the EU must match words with action. **Good jobs are not optional. They are non-negotiable.**