



# TOGETHER FOR A FAIR DEAL FOR WORKERS

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Vienna, 7 October 2025

## World day for Decent work: Quality Job Roadmap

7 October 2025 – from 09:00 to 18:30

ÖGB – Meeting Room Riverbox

Johann-Böhm-Platz 1, A-1020 Vienna, Austria

### Agenda

Timetable	Agenda
09:00-09:30	Registration
09:30-12:30	Parallel ETUC meetings: - Quality employment and labour market - Youth - Wage up: Adequate minimum wage directive and Gender pay transparency directive
12:30 – 14:00	<i>Lunch break</i>
14:00-16:30	Street action in Vienna city centre – World Day for Decent Work: A call for Quality Jobs Roadmap
17.00- 18:15	High-level panel on Quality Jobs Roadmap Moderated by <i>Tea Jarc (ETUC Confederal Secretary)</i> <ul style="list-style-type: none"><li>• <i>Wolfgang Katzian (ETUC President)</i></li><li>• <i>Nicolas Schmit (former Commissaire for Employment and Social Affairs)</i></li><li>• <i>Knut Dethlefsen (Director, Friedrich Ebert Stiftung Future of Work)</i></li><li>• <i>Rolf Schmachtenberg (Special advisor to Commissioner Minzatu, in charge for preparing Quality Job Roadmap)</i></li></ul> <i>Interventions/ Q&amp;A with participants</i>
18:15	ÖGB thanking and giving the price to Nicolas Schmit
18:30	Reception



## **Background Note for the High-Level Panel on the Quality Job Roadmap**

Vienna, 7 October 2025 – World Day for Decent Work (WDDW)

17.00-18.30

This panel takes place at a crucial moment for Europe's workers. At the beginning of the mandate, European Commission President Ursula von der Leyen has announced a forthcoming Quality Jobs Roadmap, which will be prepared under the leadership of Vice-President and Commissioner Minzatu and is expected to be presented in December 2025. On 10 September 2025, in her State of the Union address, Ursula von der Leyen announced the proposed Quality Jobs Act — a signal that we can expect concrete legislative initiatives to follow.

For the working people and their trade unions, the Quality Job Roadmap is not just a policy initiative; it is a call to action to ensure that every worker in Europe can rely on fair wages, secure employment, and respect for their rights. The discussions are an opportunity to reaffirm our shared commitment to decent work and to shaping a future in which no one is left behind.

### **Purpose of the Panel**

The European Trade Union Confederation (ETUC) is organizing an action day on 7<sup>th</sup> October to amplify the voices of the workers and to defend the need for decent and quality jobs.

This high-level panel aims to build a momentum for a strong EU Quality Jobs Roadmap. It will gather more than 100 trade union leaders from different European countries and sectors to exchange with prominent speakers. Finally, it will prepare the ground for institutional debates in the coming months, ensuring that quality jobs are placed at the heart of the European agenda.

The event coincides with the World Day for Decent Work, highlighting the urgent need for stronger commitments at EU level to secure decent, fair, and sustainable work for all.

### **ETUC's Vision of Quality Jobs**

The ETUC defines quality jobs as those that ensure strong protections and opportunities for workers across Europe. For ETUC, a quality job means full coverage of collective bargaining and respect for trade union rights. It also means fair wages that guarantee decent living standards, job security, and clear career progression pathways. Workers must enjoy universal social protection that is accessible to all, as well as access to training and skills development without costs and during working hours. Quality jobs are also defined by good working conditions and strong health and safety standards, ensuring workers' dignity and wellbeing. They must provide a healthy work-life balance and be grounded in principles of equality and non-discrimination.



## Key ETUC Demands for the Quality Job Roadmap

The ETUC has put forward a set of [demands](#) to ensure that the Quality Jobs Roadmap leads to real and lasting improvements in working lives.

The Quality Jobs Package must include, among others, the following key legislative initiatives:

- a) A Directive on Just Transition in the world of work,
- b) Regulation of labour intermediaries and the introduction of an EU-wide legal framework to limit subcontracting and ensure joint and several liability throughout the subcontracting chain.
- c) A European Directive preventing psychosocial risks and online harassment and shaming at work.
- d) Effective regulation of AI, incorporating the ‘human in control’ principle into EU law through a Directive on AI in the workplace.
- e) A Directive on Telework and the Right to Disconnect.
- f) Reinforcing democracy at work in the first place by strengthening collective bargaining.
- g) Ensuring that the revision of public procurement Directives guarantees that public funds go to organisations that respect workers’ and trade union rights.
- h) Ending precarious work by guaranteeing legal rights to permanent contracts and full-time employment, banning zero-hours contracts through guaranteeing a minimum working time through binding legislation, and preventing unpaid traineeships.

## Why Now?

The European Union stands at a crucial crossroads. On one hand, it is still dealing with the aftermath of multiple crises — from the pandemic and the cost-of-living crises, to inflationary pressures and the ongoing wars. On the other hand, it faces the enormous challenges of the green and digital transitions, which are already reshaping industries, labour markets, and societies.

But the challenges are not only economic and technological. They are also profoundly political and social. Inequalities are widening across Europe, with many workers and families struggling to make ends meet, while wealth and profits concentrate at the top. At the same time, geopolitical tensions, wars, new tariff regimes, and shifting global alliances are putting Europe’s economic and social model under strain. Trust in democratic institutions is being tested, as citizens increasingly question whether the EU is able — and willing — to defend their rights, living standards, and future prospects.

Against this backdrop, the prevailing EU narrative has become deeply problematic. The focus on competitiveness, if understood narrowly as serving the needs of corporations and capital, risks undermining Europe’s own social foundations. Deregulation, pressures to reduce labour standards, the return of austerity, and the chronic



underinvestment in Social Europe are threatening to dismantle the achievements that workers, unions, and progressive forces have fought for over decades. This path not only destroys the vision of European Union— one that sought to put people and the planet at the forefront — but also erodes the promise of social justice at the heart of the European project.

Without a strong and binding agenda for quality jobs, Europe risks exacerbating these divides. Ensuring decent, secure, and well-paid work is not only an economic necessity, but also a political and social imperative. It is the best way to deliver on the European Pillar of Social Rights, to strengthen democracy, and to make sure that the green and digital transitions are fair and just. A Europe that prioritises quality jobs is a Europe that invests in its people, protects its democracy, and secures a sustainable and just future for all.