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NOTE

From:	General Secretariat of the Council
To:	Permanent Representatives Committee/Council
Subject:	The Quality Jobs Act: Social Europe at the Workplace - <i>Exchange of views</i>

Delegations will find attached a Presidency steering note on the above subject, with a view to the exchange of views at the Council (EPSCO) on 19 October 2026.

The Quality Jobs Act: Social Europe at the Workplace***“How can the Quality Jobs Act deliver for Social Europe and the Competitiveness of the Union?”*****Introduction**

At our Council on 19 October, the Presidency considers it timely for EPSCO Ministers to take stock of the Quality Jobs initiative and to engage Member States to provide their views on ahead of the Commission's planned publication of the Quality Jobs Act in December 2026.

Background

In 2024, in her political guidelines 2024-2029, European Commission President Ursula von der Leyen announced under the headline of “Social fairness in the modern economy “, the Quality Jobs Roadmap to support fair wages, good working conditions, training and fair job transitions for workers and self-employed people. She also announced initiatives looking at how digitalisation is impacting the world of work, from AI management, to telework and the impact of an “always on” culture on people’s mental health.

In 2025, the Commission concluded a two-stage consultation with social partners on the right to disconnect and teleworking and published the Quality Jobs Roadmap in December¹. In the Roadmap the Commission confirmed its intention to put forward a Quality Jobs Act which would ensure that *“modern employment keeps pace with the modern economy, emphasising that quality jobs and competitiveness go hand in hand”*.

¹ 16464/25 - Quality Jobs Roadmap

As a follow-up, the Commission launched the related two-stage consultation with Social Partners on the Quality Jobs Act, which focused on a number of key thematic areas, including: algorithmic management and use of AI at the workplace; safety and health at work, notably updating the Workplace Directive 89/654/EEC and the Display Screen Directive 90/270/EEC; workers' rights in subcontracting chains; just transitions as well as enforcement and the role of social partners.

The second stage of this consultation² ended on 28 September³ and at the time of this Ministerial discussion, the Commission is actively working to finalise its proposal which is expected before the end of 2026.

Enabling the Competitiveness Agenda

The European competitiveness agenda is steered by a number of initiatives such as the Competitiveness Compass, Single Market Strategy and most recently the One Europe, One Market Roadmap. Employment and Social Ministers have long put forward the position, that a strong, resilient and talented European labour market is an enabling factor for sustained European competitiveness and productivity.

Therefore, the Quality Jobs Act should be seen as both the social dimension and an enabler of this wider European competitiveness agenda.

At the Informal Meeting of Employment and Social Ministers held in Ballina, County Mayo, in July, the discussion focussed on how we pursue the competitiveness agenda by supporting effective implementation and enforcement of European employment law. We will endeavour to build on this Ministerial dialogue by elaborating on how we ensure this strategic initiative delivers a renewed commitment to fostering quality jobs in a competitive economy.

² C(2026) 5109 final – second stage consultation

³ Social Partner replies to second stage consultation: [ETUC](#), [BusinessEurope](#), [SMEUnited](#), [SGIEurope](#)

The objective of the discussion today is to hear from Ministers on how to ensure that the Quality Jobs Act addresses needs on the ground for both workers and employers in a rapidly changing world of work.

Question for discussion

What do Ministers expect from the Quality Jobs Act based on the five dimensions as set out in the consultations?

1. algorithmic management and use of AI at the workplace;
2. safety and health at work, notably updating the Workplace Directive 89/654/EEC and the Display Screen Directive 90/270/EEC
3. the right to disconnect and telework;
4. workers' rights in subcontracting chains;
5. fair digital and green transitions.

Ministers are invited to focus on their key expectations in terms of legislative outcomes.