

Youth Check Consultation on the Quality Jobs Act

Context

The **Quality Jobs Act** initiative aims to ensure that modern employment keeps pace with the modern economy, emphasising that **quality jobs and competitiveness** go hand in hand. It aims to complement and update the EU rules in a targeted way to promote quality jobs, **protecting workers** while limiting to a minimum the burden on companies, especially on **small and micro-sized companies**. The action follows the **Quality Jobs Roadmap**, a commitment to improving job quality and creating high-quality and future-proof jobs in Europe.

Why it matters

The **Quality Jobs Act** will ensure adaptation to the modern economy. This is especially **relevant for young people** as they enter the labour market and take the first steps in their careers, as the world of work is evolving.

In brief: The **Quality Jobs Act** aims to ensure that **modern employment keeps pace with the modern economy** and provides adequate protection for workers in the modern world of work.

Specific areas under consideration

Algorithmic management and artificial intelligence (AI) at work

The use of **automated tools and algorithms in the workplace**, some of which may use AI, is on the rise. They can **save time** and **increase productivity** but must be carefully managed to ensure transparency and protect workers' rights and privacy.

Right to disconnect

Technological transformation and digitalisation have increased the overall connectivity, which is facilitating work-related connectedness and thereby blurring boundaries between work and private life. This shift has given rise to an **"always-on" work culture**, posing challenges to the implementation of the right to rest.

Occupational Health and Safety at work

The accelerated technological, economic and demographic transformations, in combination with climate change, are changing the world of work and affect workers' health and safety. The share of workplaces reporting to have workers working from home on a regular basis has been rising significantly (from 13% in 2019 to 23% in 2024¹). However, such workplaces are not covered by the EU Workplace Directive². Since 1990, an increasing share of industries and occupations uses display screen equipment (DSE), such as laptops and tablets, smartphones and other portable computer devices that connect to the internet for their main job (78% of workers in 2025³). These types of DSE are not specifically referred to in the DSE Directive⁴.

¹ EU OSHA, 2024, First findings of the Fourth European Survey of Enterprises on New and Emerging Risks (ESENER 2024), [first-findings-esener-2024_EN.pdf](#)

² Council Directive 89/654/EEC concerning the minimum safety and health requirements for the workplace

³ EU-OSHA, 2025, OSH Pulse 2025: [Occupational safety and health in the era of climate and digital change](#)

⁴ Council Directive 90/270/EEC on the minimum safety and health requirements for work with display screen equipment

Furthermore, in the last 35 years, psychosocial and physical risks, including ergonomic and climate change related risks, have become increasingly prevalent at work.

Workers' rights in subcontracting chains

Subcontracting helps companies to access expertise, to innovate, and to adapt to demand, but it can also lead to **abusive practices** and poor compliance with regulations. This can create unfair competition, as well as lowering job quality, in particular in certain '**high risk sectors**'. Full **respect of workers' rights** in the EU should be ensured throughout subcontracting chains.

Next steps

The Commission is carrying out **impact assessments and stakeholder consultations**. The proposal's adoption is planned for **Q4 2026**.

Guiding question for the discussions

Group	What are three key messages or priorities that young people would like to share with EU policymakers working on the Quality Jobs Act Initiative?
1 Right to Disconnect	1. Meaningful EU-level regulation is needed 2. Legal minimum standards should be enforceable. 3. Expectations should be clarified by teams, managers and employees (on right not to respond)
2 Right to Disconnect	1. Change requires an overall review of work and organizational culture 2. Importance of strengthening training and recognizing different types of work patterns 3. Laws should allow for a sectoral approach (i.e. Rules may differ based on the nature of the job)
3 Algorithmic management and artificial intelligence (AI) at work	1. There is a clear gap in education on AI. 2. Stricter regulation of data is needed. 3. There is a lack of transparency – workers do not know how their data is being used.

4 Algorithmic management and artificial intelligence (AI) at work	1. Education materials should explain how algorithms work. 2. Companies should publicly disclose how they used AI and for what purposes. 3. AI also has environmental implications and the sustainability dimension should not be overlooked.
5 Occupational Safety and Health	1. EU legislation should ensure that companies identify and address mental health issues 2. Companies should be transparent about the support and the provisions they offer to employees. 3. In industrial settings, heat emanating from machines should be taken into account.
6 Occupational Safety and Health	1. A mechanism is to be introduced that maps the needs of workers, set up by the employer. 2. Companies should ensure that employees have a safe workplace that is free from distraction and risks. 3. Mental health should be treated as an occupational illness.
7 Workers' rights in subcontracting chains	1. Changes in subcontracting practices should be properly regulated to prevent misuse. Effective inspections are needed, and young employees should be better informed and more literate about their rights. 2. Joint liability is an important measure to enhance transparency and responsibility. Due diligence tests are important. 3. Workers should have equal working conditions.

8 Workers' rights in subcontracting chains	1. There should be greater clarity around joint liability across companies, so that young people can better understand how it works and who is legally responsible. 2. Equal and predictable working conditions should be guaranteed, e.g. regarding working hours. 3. There should be improved information on benefits and rights of workers.