



Joint statement

# How to make quality jobs for everyone?

A vision for more inclusive and integrated forms of employment for the **Quality Jobs Roadmap**



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## ***The vision of Work Integration Social Enterprises and the organisations striving for more inclusive and integrated forms of employment for the Quality Jobs Roadmap***

The European Union needs to advance a Quality Jobs Roadmap that leaves no one behind. Building on the European Commission's commitment to fair wages, good working conditions, and fair transitions, **the networks of Work Integration Social Enterprises and the organisations striving for more inclusive and integrated forms of employment at the European level, stress that the promise of quality employment must reach all workers, especially those with support needs.**

Our shared purpose is to ensure that the Quality Jobs Roadmap reflects the realities and aspirations of every worker across Europe fostering good working conditions, lifelong learning, and social fairness as foundations of the future EU's labour market.

Across Europe, labour markets show increasing levels of participation yet persistent levels of inequalities. Deep barriers continue to exclude many from the benefits of quality employment.

1. Unequal working conditions, with poor quality jobs being prevalent for technical and low-qualified workers<sup>[1]</sup>.
2. Unequal living conditions, as one-third (33.9%) of all people of working age with a low level of education are at risk of poverty or social exclusion<sup>[2]</sup> and are over-represented in technical occupations in jobs with labour surpluses or shortages.
3. Unequal access to work, despite high employment rates, with more than 50 million working-age people excluded from the labour market, predominantly women, older persons, migrants, and persons with disabilities. Many of them face structural obstacles such as limited access to affordable care, skills mismatches, early retirement pressures, discrimination, and inaccessible workplaces<sup>[3]</sup>.


**These facts prove that delivering on quality jobs means delivering first on social and professional fairness.**

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[1] Eurofound (2021), Working conditions and sustainable work: An analysis using the job quality framework, Challenges and prospects in the EU series, Publications Office of the European Union, Luxembourg.

[2] European Labour Authority (2025), EURES Report on labour shortages and surpluses 2024, Publications Office of the European Union, Luxembourg.

[3] European Commission (2025) Directorate-General for Employment, Social Affairs and Inclusion, Employment and social developments in Europe 2025, Publications Office of the European Union.



A Quality Jobs Roadmap that successfully delivers for vulnerable people should put workers with support needs in conditions **to learn, to be safe, and to be supported** towards economic and social autonomy, through accessible and inclusive work environments. **The Quality Jobs Roadmap shall promote a rights-based and person-centred approach** that places people before profit.

Specifically, we call for a Quality Jobs Roadmap :

- **Supporting inclusive labour markets**, actively supporting the participation of workers with support needs (migrants, refugees, persons with disabilities, older workers, Roma communities, isolated parents, people with a criminal conviction, and others) through targeted pathways and, reasonable accommodation at each stage of employment, with person-centred, professional and social supports.
- **Recognising the social economy, including Work Integration Social Enterprises** as vital drivers of inclusive labour markets, demonstrating that inclusive labour markets and social justice reinforce one another.
- **Advancing cooperation between social economy enterprises, not-for-profit social services, lifelong learning providers, VET providers, public employment services, and market enterprises** to build tailored person-centred support and training paths, through funding and partnerships.
- **Ensuring partnership and participation**, with civil society, social partners, and grassroots actors, especially those representing workers with support needs, ensuring workers are equal partners in the design, implementation, and monitoring of the Quality Jobs Roadmap.
- **Enabling democracy at work, through cooperative models, social dialogue and collective bargaining**, empowering workers, enhancing their skills, and increasing their job satisfaction through legitimacy in the decision-making process.
- **Setting standards of quality jobs for workers with support needs**, based on a supportive social environment, permanent upskilling opportunities, secured jobs offering career prospects, with good economic and working conditions as drivers of wellbeing, and accessible workplaces and reasonable accommodation as core components of quality jobs.
- **Improving earning conditions for low-skilled workers**, ensuring that no worker remains trapped in in-work poverty, with pay equity, full implementation of EU minimum wage and income directives.

We stand united in the **belief that quality employment is not only an economic goal, but a social contract**: a shared responsibility to build a fairer, more cohesive Europe where every person can contribute and thrive with dignity.

## List of co-signatories:

- ENSIE - European Network of Work Integration Social Enterprises
- Social Economy Europe
- Social Platform
- European Association of Service providers for Persons with Disabilities (EASPD)
- Reuse and Recycling European Union Social Enterprises (RREUSE)
- CECOP
- SOLIDAR
- European Roma Grassroots Organisations (ERGO) Network
- Caritas Europa
- Social Firms Europe (CEFEC)
- CEC - Acting for Social Inclusion
- European Network of Disability Work Integration Social Enterprises (D-WISE Network)
- Arbeit plus (Austria)
- Lichtwerk (Belgium)
- Social Cooperative Humana Nova (Croatia)
- Silta-Valmennusyhdistys ry (Finland)
- La Fédération des entreprises d'Insertion (FEI) (France)
- Irish Social Enterprise Network (Ireland)
- Consorzio Sociale Abele Lavoro S.C.S. - Impresa Sociale (Italy)
- Consorzio di Cooperative Sociali EVT (Italy)
- Social Entrepreneurship Association of Latvia (Latvia)
- Samaritan Association of Latvia (Latvia)

## List of co-signatories:

- Lithuanian Social Business Association (Lithuania)
- Eco-Razeni Association (Republic of Moldova)
- Stichting De Omslag (The Netherlands)
- FURIM Institute (Norway)
- Romanian Network of Social Economy (RISE) (Romania)
- ADV Romania Group (Romania)
- Bucovina Institute Association (Romania)
- FAEDEI (Spain)
- Empreses d'inserció de Catalunya (FEICAT) (Spain)
- Fundación ONCE (Spain)
- SKOOPI (Sweden)
- Yekpare Social Enterprise (Türkiye)
- Future Development Agency (Ukraine)