

POSITION PAPER

Quality Jobs Roadmap – FIEC contribution

Brussels, 30/06/2025

Key messages

- 1/ The companies and employers should **not be forgotten** in the Quality Jobs Roadmap. FIEC considers that the Quality Jobs Roadmap should also **reflect the needs of employers**.
- 2/ To create good jobs, companies need to have **economic and legal stability** and to be able to **invest in the workforce**.
- 3/ FIEC recommends **not to define quality jobs** as it is a multifactorial and evolving concept.
- 4/ FIEC is not calling for new legislations. The European Commission should focus on the **implementation, enforcement and monitoring** of current legislations.

Introduction

The European social model and legislative framework both cover many aspects related to job quality. From the European Pillar of Social Rights to the Directive on adequate minimum wages with the EU strategic framework on health and safety at work 2021-2027 and the Union of Skills, **the European Commission has built a strong framework for quality jobs**.

Against this background, and taking into consideration additional sector-related legislations, the construction sector is **highly regulated**, and benefits, at the European and national levels, of a **strong social dialogue**.

Therefore, the focus should rather be on **the implementation and enforcement** of these rules instead of putting forward new legislative proposals.

Moreover, the construction industry faces **many challenges** such as a significant shortage of labour, a skills gap, unfair competition from non-EU companies, as well as a need to further innovate, increase its digitalisation and productivity.

At the same time, having a **competitive and innovative construction industry** is a key priority. The industry is in the front line to meet the objectives of the Green Deal and the Renovation Wave, respond to the housing crises, and to water resilience issues. An increase of the productivity, innovation and investments will be needed.

This is why the construction industry is looking for support to achieve these goals, rather than further constraints.

What is a quality job?

With the Quality Jobs Roadmap arises a debate around what is a “quality job”. FIEC does not support a definition at the EU level. First, defining what is a quality job is a **complicated task**,

and for which there will be no right nor wrong answer, depending on who you ask. The quality of a job is **subjective and changes over time**. What is a quality job depends on the person, on the period of life, on the company, For a same job, the perception from one worker can differ to the one of another. Also, **many aspects that are not work-related impact the assessment of the quality of a job**.

FIEC also believes that in defining what is a quality jobs, **there is a risk to classify jobs into “good” jobs and “bad” jobs**. Adopting such a negative narrative for some jobs and/or sectors would impact the attractiveness of those and would not help to tackle labour shortage.

The contribution of construction employers to deliver quality jobs

At EU level

FIEC, together with its counterpart the European Federation of Building and Woodworkers (EFBWW), has a **long-standing social dialogue** for more than 30 years. With their joint work programme, FIEC and EFBWW commit to work together on a wide range of topics, from training to health and safety at work, which contribute to create quality jobs. Additionally, many joint statements, actions and EU-funded projects¹ have been undertaken by the European social partners in the construction industry. For instance:

- **Joint declaration on labour and skills shortages** adopted on 05/03/2025.
- **SIDE-CIC project** to promote the use of social ID cards in the construction sector and explore how to better interconnect these tools (final conference on 10/06/2025).
- **TUWIC** (Tackling undeclared work in the construction industry) project with joint recommendations and a European week of action to raise awareness and promote the benefits of declared work.
- FIEC and EFBWW, together with EBC, have launched the **Pact for Skills** in construction and are involved in two Blueprint projects.
- On health and safety at work, many projects have been completed which aimed at **supporting employers and workers in improving health and safety at the workplace**. E.g. modules of asbestos, a guide on respirable crystalline silica, a guide on mental health at work.

All these initiatives take a **practical approach** to help workers and companies with the implementation and enforcement of the legislation adopted at EU level. They are also based on **compromises** between employers and trade unions and are **tailored to the needs of the construction industry**.

FIEC has also been involved for many years in the European Commission's work on **fair mobility**, via the Forum on Posting of workers, and now its involvement in the European Labour Authority (ELA). FIEC has supported ELA's campaign for fair mobility in the construction sector and continues to play an active role in the different bodies of the Authority.

¹ Details about these projects can be found on the FIEC website: <https://www.fiec.eu/our-projects/completed-projects>



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At national level

FIEC would like to stress that offering quality jobs is a **shared responsibility** between employers, national authorities which need to support employers and guarantee stability, social security services, whose type of support differs from one country to the other, training providers which should offer quality training but also public employment services with right career counselling. This also goes with **efficient and quality public services** (e.g. transports, child care, affordable housing and energy ...).

At national level, employers in the construction sector have done a lot **to improve the working conditions and the attractiveness of the sector**. Examples of sectoral national initiatives in the areas of skills, re- and upskilling and training, health and safety at work and on labour issues are available in annex. Against the backdrop of further EU-Commission initiatives, such as the Single Market Strategy, to boost construction-services in the Single Market, **well established competences, instruments and procedures on the national level that safeguard a high quality of services must be respected**, especially in the area of (vocational) training.

Additionally, in the construction sector, the **paritarian institution**, where they exist, play a key role in contributing to delivering quality jobs. Indeed, paritarian institution can be responsible, for example, for vocational training, occupational health and safety, for issuing social ID cards, welfare measures and health benefits, complementary pension, etc...

FIEC's recommendations for a European Quality Jobs Roadmap

In light of the European Commission consultation of social partners, FIEC would like to share the following recommendations.

1/ The companies and employers should not be forgotten in the Quality Jobs Roadmap. In the European Commission's background note, it is indicated that the Quality Jobs Roadmap "*will be a compass guiding our work for the next five years, catering for the needs of workers, across different sectors, as well as self-employed individuals*". FIEC considers that the Quality Jobs Roadmap should also **reflect the needs of employers**.

2/ To create good jobs, companies need to have economic and legal stability and to be able to invest in the workforce. For example, with the use of new technologies and digitalisation, the EU must support employers in lifelong learning.

In particular, SMEs need the proper support and incentives. Investments in productivity and innovation should be mobilised to reach **the overarching goal of competitiveness**.

3/ FIEC recommends not to define quality jobs as it is a multifactorial and evolving concept.

4/ FIEC is not calling for new legislations. The European Commission should **focus on the implementation, enforcement and monitoring of current legislations**. For this purpose, the **collection, availability and sharing of data** would also be key to provide targeted support in the areas where it is needed. Having access to verified data across borders or ensuring the reliability of issued A1 certificates in the context of posting would also help to fight against social fraud.

Additionally, **Europe should concentrate on its administrative simplification objectives**, which represent a significant burden on businesses - a process that has already been initiated by the European Commission. In this regards, the many different measures which are underway to simplify administrative procedures should be coherent and streamlined to make them easier for companies to use.



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5/ The European Commission proposes to focus on fair working conditions, digitalisation and fair transitions. While FIEC recognises the importance of these three pillars, the European Commission should concentrate **on good practices, guidelines and accompanying measures**, especially for SMEs, to cope with the complex regulatory framework.

6/ FIEC will closely follow the work of the European Commission on the upcoming labour mobility package. Indeed, FIEC does not see the need for further legislation on subcontracting or posting of third country nationals. **The current EU framework is already sufficient, and the focus should be on implementation and enforcement.** The construction industry has already many practices that focus on enforcement, such as social ID cards, present in several Member States.



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ANNEX – good practices/examples

Training and skills

The **Bulgarian Construction Chamber** has established its own system for acquiring/improving the qualification of workers and managerial staff in the construction sector, which is implemented by 'Stroitelna kvalifikatsia' EAD - a joint stock company with the sole owner of the capital - Bulgarian Construction Chamber (BCC). The company's activities are carried out through the implementation of annual Training Programs, developed by BCC in compliance with the current regulatory requirements and the needs of employers for workforce development. The main goal of the company is to assist in improving the quality of human resources by carrying out professional training and updating the acquired qualification of managers and workers in construction.

In order to support the principles of the "Pact for Skills in Construction", the employers' associations in the construction sector from Spain (CNC), Italy (ANCE), Cyprus (OSEOK) and Greece (PEDMEDE) have been partners in the European project "**Pact4youth** – Supporting the Pact for Skills. Fundamentals for youth employability in the construction sector", funded by the Erasmus+ programme of the European Commission. Together with sectoral training providers they have implemented specific actions to increase the attractiveness of the sector and promote opportunities for young people, addressing issues related to the shortage of skilled labour.

Constructiv, in Belgium, is supported by the social partners of the construction industry and public authorities. It offers practical training, job coaching and modern learning tools. Through this, the sector managed to record more than 1,550,000 hours of continuing education in 2023-2024 while 55,374 Belgian construction workers received training during the same training year. In order to meet the needs of construction companies, various schemes have been developed over the years with a view to organising training during and outside working hours. Constructiv facilitates the integration of young people, the retraining of jobseekers and the upgrading of workers' skills. This is a concrete example of sectoral collaboration to guarantee stable, skilled jobs that are adapted to the challenges of tomorrow.

Launched in 2021 by France's National Federation of Public Works (FNTP), **TPdemain.com** is the first comprehensive digital learning ecosystem designed specifically for an entire professional sector. The free platform offers over 2,400 educational resources covering 80% of Public Works qualifications, supporting the industry's digital and ecological transformation while ensuring equal access to quality training for apprentices, students, trainers, and professionals nationwide.

Also, since 1996, French social partners established the **Public Works Tutors Order**, which now includes nearly 8,000 registered employee-tutors.

This tutorship system contributes to employee retention, reduces turnover, preserves industry culture, and diversifies career paths. The partners commit to revitalizing tutorship promotion and development by renovating the Tutors Order and encouraging companies to recognize the importance of this role, including revising the December 8, 2009 agreement on the Public Works Tutors Order.

In Spain, there is a professional construction card, the **Tarjeta Profesional de la Construcción**, mainly aimed at accrediting that the worker has received the necessary OSH training. It can also include information from the worker about other training, professional qualifications and experience in the sector. The TPC is issued by the Fundación Laboral de la Construcción, FLC, a paritarian body created in 1992 by the Confederación Nacional de la Construcción, CNC, together with the most representative sectoral trade unions whose objectives cover the promotion of training, health and safety at the workplace and employment.

Health and Safety at work

In the Netherlands, several companies are working together and organise every year a week around **mental health and well-being at work**. This "Hee, ben jijoké?" is about social safety, diversity and inclusivity in the construction, infrastructure and installation sector.



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Also in the Netherlands, Vollandis, a non-profit organisation set up by the social partners in the construction industry, has developed several tools to **reduce stress and workload** (e.g. guide on “Getting started with workload in the construction sector”).

In France, the construction industry has a mutualised scheme to cover stoppages caused by bad weather. It protects employees by enabling them to receive compensation from their employer if they are temporarily out of work due to bad weather. It protects companies by pooling the cost of the risk through a reserve fund which finances in particular the reimbursement of part of the compensation paid to employees. Since 2024, the **heatwave risk** has been covered by the bad weather regime.

Also, French social partners for public works activity recommend that Public Works companies adapt construction sites to **support female workers** by providing appropriate hygiene and safety facilities. Key recommendations include:

- Mixed facilities: Install separate restrooms and changing rooms for men and women on all construction sites, regardless of duration, using available market solutions (dual-toilet units, mobile facilities with separate amenities, appropriate signage).

- Gender-specific safety equipment: Provide personal protective equipment adapted to women's morphology (safety shoes, high-visibility clothing, protective glasses, harnesses, gloves, etc.) to ensure both practicality and safety compliance.

These measures aim to create inclusive work environments that support gender diversity in the construction workforce.

In Italy, the **National Institute for Insurance against Accidents at Work (INAIL)** supports several good practices such as:

- A protocol for the safe removal of temporary works, also using BIM, presented by the University of L'Aquila and the joint training and safety paritarian body of L'Aquila.

- Advanced monitoring of biomechanical risk in the construction worker, presented by the joint training and safety paritarian body of Cagliari

- Check: a free software for the construction sector to organise the construction site and manage all the bureaucratic issues, presented by Cassa Edile of Brescia (territorial construction fund)."

Labour / Mobility

The project **Women Can Build**, led by Fundación Laboral de la Construcción (Spain) and involving seven other organisation from the construction industry, aimed at promoting gender equality in the construction sector and improve the social conditions of the sector. One of the phase of the project was to elaborate an Action Plan for construction companies to address the horizontal and vertical segregation of gender in the construction industry.

In France, the **BTP card** aims to reduce undeclared work and unfair competition by making it easier to identify workers on construction sites. The card provides quick access to information on workers' employers (except for temporary workers and posted workers) and contracts. It can also be used to ensure proper access control to construction sites. The card is compulsory for all employees on construction site, including temporary agency workers and posted workers.

In France, there is a mentorship program to **increase female representation in Public Works leadership positions**. The initiative includes two components: executive mentorship for women pursuing senior management roles, and student mentorship partnering with ESTP engineering school to guide female students toward Public Works careers during their final internships. This program addresses the sector's gender imbalance by providing high-level coaching from industry executives.

Reciprocity agreements on posting

In Italy, the CNCE (National Joint Commission for Construction Funds) has signed **bilateral agreements** with its similar bodies operating in Austria (BUAK), France (UCF, now CIBTP), Germany (SOKA-BAU) and the Republic of San Marino. By virtue of these agreements, in return for a declaration to the Registration Fund, to be sent prior to the start of the posting, and a check on their contribution regularity, the companies covered by the reciprocity



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agreements can obtain exemption from registration with the destination country's Fund, while maintaining registration and payment with the origin Fund.

In Spain, from a wider perspective and dealing with labour issues in general, it is important to **note the General National Collective Agreement for the Construction Sector** signed by the Confederación Nacional de la Construcción, CNC, with sectoral trade unions; the current one (2022-2026) is structured in three parts that respectively deal with working conditions, health and safety issues including training and, as a novelty, the setting of a retirement pension plan for construction workers.



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