

Brussels, 19 October 2026

To:

Roxana Mînzatu,
Executive Vice President of the European Commission
for Social Rights and Skills, Quality Jobs and
Preparedness

[Letter sent by e-mail]

Joint call from European trade unions: Heed the call of MEPs and experts and tackle psychosocial risks

Dear Executive Vice-President of the European Commission Ms Mînzatu,

We are writing to you following yet another call from the European Parliament to protect workers from psychosocial risks.

With the adoption of MEP Estelle Ceulemans' legislative report 2026/2023(INL), the Parliament has now, for the third time in four years, called on the Commission to introduce legislation on work-related psychosocial risks.

As our unions have outlined through our responses to the consultation on the forthcoming Quality Jobs Act, only binding legislation can protect workers from a growing issue:

- Workplace stress is the cause of more than 10,000 deaths a year in the EU and UK^[1];
- More than 840,000 people die each year from health conditions linked to psychosocial risks, according to the International Labour Organisation^[2] (ILO);
- Workplace stress now accounts for over 40% of all cases of depression;
- Fewer than 40% of EU workplaces have action plans to prevent psychosocial risks^[3];
- The European economy loses €620 billion a year due to work-related depression;
- For 9 in 10 companies, action on health and safety is motivated by a legal obligation^[4].

Not only a call for greater care for workers, this is also a call for a more competitive legal framework.

Australian legislation tackling psychosocial risks has led a [three-fold return on investment](#). For every \$1 invested in good workplace mental health practices, businesses received an average of \$3 return on investment through lower staff turnover, higher productivity and a decrease in workers' compensation claims.

With sky-high rates of workplace sickness, fractured levels of protection throughout Member States, and a lack of clarity for employers, we join a chorus of experts in urging the Commission to introduce binding legislation to prevent psychosocial risks as part of the Quality Jobs Act.

We recall [our trade union demand for a strong Quality Jobs Act](#) that delivers legally binding EU legislation on (i) Artificial intelligence and algorithmic management at work (ii) Occupational safety and health at work, in particular to prevent psychosocial risks, climate-related risks, musculoskeletal disorders and gender-based violence and harassment in the workplace (iii) Protection of workers' rights in subcontracting chains and labour intermediation (iv) Just transition (v) Enforcement and the role of social partners (vi) Right to disconnect and telework.

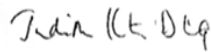
Yours sincerely,

Esther Lynch



ETUC
General Secretary

Judith Kirton-Darling



industriAll Europe
General Secretary

Jan Willem Goudriaan



EPSU
General Secretary

Jelmer Evers



ETUCE
European Director

Oliver Roethig



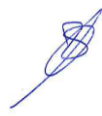
UNI Europa
Regional Secretary

Livia Spera



ETF
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Tom Deleu



EFBWW
General Secretary

Enrico Somaglia



EFFAT
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Ricardo Gutierrez



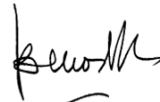
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