

# The Good Job Collaborative: Five Principles

April 2025

Workers are mobilizing and demanding more of work—higher wages, decent hours, and a voice in their workplaces. Despite decades of economic growth and rising corporate profits, [one out of four](#) American workers does not earn a living wage. Even as wages are up since the pandemic, the rising cost of housing, healthcare, education, and other basic necessities can make raising a family feel like walking a tightrope — with no safety net below.

The relentless rise in economic inequality over the last forty years is distorting our politics and hindering efforts to support working families and provide the economic security that the majority of Americans want. Reversing that trend is an urgent national priority and a moral imperative.

The Good Jobs Collaborative is a coalition of labor, policy, and research organizations committed to building a good jobs economy in which the benefits of economic growth are fairly shared with workers, their families, and their communities.

## Our Vision

We envision an economy in which workers have a meaningful say in shaping public policies and in which everyone is able to meet their basic needs for economic security, stability, and dignity at work; in which the benefits of economic growth are broadly shared and inequalities in wealth and income across class, race, ethnicity, gender, and geography are minimized; in which everyone can pursue the career opportunities of their choice and has the supports necessary to weather periods of unemployment or economic downturn.

## Our Mission

The Good Jobs Collaborative is dedicated to advancing public policies that build the power of workers, protect them from exploitation, engage them as full partners in matters that affect them, provide critical benefits and financial support, and address the on-going impact of unlawful discrimination in access to good jobs.

## Principles

- 1. Build worker voice and power.** More than [60 million](#) workers in 2024 would have joined a union if they could - more than four times the current number of union members. American workers suffer from a severe lack of power in both their workplaces and the broader economy. This weakness is not inevitable. It is the direct consequence of public policies that make it difficult for workers to organize and easy for wealthy corporations and their lobbyists to resist unionization efforts and defeat pro-worker legislation. To create a fair economy, workers need more voice in their workplaces, more control over their wages and working conditions, and more power in the political system.
- 2. Ensure that all jobs are good jobs.** One in four American workers earn less than \$17.00 an hour, or about \$35,000 per year if they are employed full-time, considerably less than necessary to support one adult and one child in the large majority of American cities. Only 57 percent of low-wage workers have [employer-sponsored healthcare](#) and just 6 percent have [access to paid family leave](#), compared to 88 and [38 percent](#) of high earners, respectively. In a fair economy, all workers and their families would be able to thrive. We need public policies that raise the quality of all jobs, ensure that the full range of workers' rights are protected, and raise standards across all occupations and industries.
- 3. Engage workers as partners in policy development, technology implementation, job design, and training.** Workers must be treated as stakeholders in our economy and experts in their jobs, not costs to be minimized. Policies that place workers on [public](#) and [private](#) governing bodies, reward the creation of [labor-management partnerships](#), and engage workers in the design and implementation of new [technologies](#) and [training programs](#) will help ensure the benefits of economic growth are broadly and fairly-shared.

4. **Support workers during periods of unemployment or transition.** Labor markets are not perfect: even when unemployment is low, some job seekers will struggle to find work. Recessions, automation, and economic shocks such as the COVID-19 pandemic will sometimes push workers into unemployment. A fair economy provides support to workers who need to find a job - unemployment insurance, career counseling, job search assistance, job training, and other support services.
5. **Combat the legacy, current conditions, and ongoing impact of structural racism and sexism within our labor market.** Labor markets are not only imperfect, they are built on legacies of structural racism and sexism that have systematically excluded many non-white and women workers from good jobs. [Unemployment rates](#) for Black, Native, and Latino workers are consistently several points higher than for white workers; [women](#) earn 82 cents on the dollar compared to men; for [Black women](#), the gap widens to 66 cents. A fair economy will include policies aimed at addressing the harms of occupational segregation and discrimination in the labor market by advancing targeted, race-conscious policies that confront systemic underinvestment in women, workers of color, and immigrants.

#### **ABOUT THE GOOD JOBS COLLABORATIVE ORGANIZATION**

The Good Job Collaborative includes the Advancing Black Strategies Initiative, AFL-CIO, Aspen Institute's Economic Opportunities Program, Center for Law and Social Policy (CLASP), Center on Education & Labor at New America, Economic Policy Institute (EPI), Healthcare Career Advancement Program (H-CAP), High Road Strategy Center at University of Wisconsin, Jobs to Move America, Jobs with Justice, Joint Center for Political and Economic Studies, Milwaukee Area Service and Hospitality Workers Organization (MASH), and Restaurant Opportunities Centers (ROC) United, and the Service Employees International Union (SEIU).