Quality Jobs initiative 2026

On 4 December 2025, the Commission published a Communication on the Roadmap for Quality Jobs and launched a consultation of EU social partners on the Legislative Package for Quality Jobs, which will be published in late 2026, according to the Commission Work Programme.

In the consultation document, the Commission highlights five areas in which it considers that EU-level measures may be needed: 1. AI at work and algorithmic management, 2. Reform of the Workplace and Display Screen Equipment Directives, 3. Subcontracting, 4. Just transition, and 5. Enforcement and the role of the social partners. In addition, the legislative package may contain an initiative on the employee's right to disconnect. The Commission has already consulted the EU social partners on this topic in 2025.

In the view of the Confederation of Finnish Industries, the aim should be to improve the quality of jobs not by increasing employers' obligations and administrative burden, but by ensuring the competitiveness of companies and creating the conditions for sustainable growth, which are prerequisites for quality job creation.

Determined actions to strengthen competitiveness are more urgent than ever. Europe needs to attract new investments, innovations and new players more than ever so that companies can grow domestically, in the internal market and outside the EU. It is essential for the future of the European Union and its citizens to ensure the conditions in which companies can create quality jobs in Europe. Quality jobs are productive, sustainable, and able to respond to changing market demands in order to secure the viability of businesses. Loss of competitiveness inevitably leads to job losses.

In the view of the Confederation of Finnish Industries, it is important to ensure that regulation does not create obstacles to the deployment and use of AI and new technologies. Instead of extending the scope of application, the Workplace and Display Screen Equipment Directives should be revised and simplified. With regard to subcontracting, it is important to preserve the freedom to conduct business guaranteed by the Treaties, which also includes the freedom of companies to choose their contractual partners. OSH authorities should promote best practices and uniform and effective implementation of legislation. The impacts of the digital and green transitions vary between Member States and sectors, so the related employer obligations should be left to be decided at the national and workplace levels.

Social partners must be trusted. Sectoral and company-specific collective agreements play a key role in ensuring and developing the job quality, so regulation must leave room for sector/company-specific solutions. Competitiveness and high-quality jobs are best developed through cooperation between employers and employees. In the legislative initiative, it is important to respect the autonomy of the social partners and freedom of contract in a way that supports the Nordic labour market system. We strongly oppose the introduction of a mandatory threshold for collective agreement coverage.

EU-level labor market regulations and other possible measures must support the growth of businesses and their opportunities to create new jobs and hire workforce. This requires predictability and flexibility in regulation. A critical review of the administrative burden caused by existing labor market regulations is also necessary.

EU level measures should focus on promoting the availability of skilled labour and skills development, which are crucial for the competitiveness of businesses and the employability of workers.

FINNISH INDUSTRIES' KEY MESSAGES

- Businesses need a stable and predictable legal and economic environment to enable them to develop their operations, invest and create quality jobs.
- The Commission's commitment to reduce the administrative burden on companies must also be taken into account in terms of work-life regulation and other initiatives.
- The EU must focus on providing the conditions for the creation of productive and thus sustainable jobs in competitive companies, and supporting the employability of workers.
- It is important that EU work-life regulation does not weaken the competence of the social partners or transfer it unduly to the legislator. Regulation must leave room for Member States to develop their labour market systems on their own terms.

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