

The Role of Collective Bargaining in Improving the Quality and Relevance of Training for Workers and Companies

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Personnel in the chemical industry – Summary

Number of employees

- 34,000 people directly
- 100,000 people directly, indirectly and through the income created by the industry

Levels of education

- Around 50 per cent have a vocational education
- Around 40 per cent have a tertiary degree
- 4 per cent of managers, experts and supervisors have doctorate or licentiate degrees

Fields of education

- Around 60 per cent of the employees have an education in the field of technology or natural sciences.

An active dialogue is ensured throughout the Finnish educational path: influencing education together

- In the planning process of education it is carefully ensured that all parties will be heard
 - A mutual initiative of Ministry of Education and the National Board of Education owns a five-year process in which foresight activities for education are placed
 - Strategic working groups around skills needs, organized according to industries (eg. Process industry, energy, technology etc.)
 - Aim is to create a mutual understanding on skills needs and influence those through an official process
 - Also companies actively involved, as well as educational institutions
 - Chairmanship is divided to both parties (employer-/employee organization) ensuring active discussions also between meetings
 - A new process starting 2021
- Company training activities discussed within collective bargaining

Skills survey 2018: What will the Chemical Industry need?

1. The decreasing supply of workers also affects the chemical industry

The educational structure of the recruited personnel remains the same. Challenges related to skills may constitute obstacles for growth.

2. Learning on the job

The role of the educational system is to create a basis for learning at work through making education more oriented towards working life.

3. A controlled implementation of the reform of the vocational education must be ensured

The responsibility of arranging training for the students must not be increased any further.

Teaching must not be compromised any further.

4. Most are satisfied with the tertiary education

A better balance between ensuring basic know-how and widening of skills is needed.

5. A skills gap in digitalization

Workers know the production technology of their own sectors well.

6. Not only mathematics, but also natural sciences

Mathematics develop reasoning skills and knowledge of natural sciences create a basis for innovation.

7. Safety is part of the professional skills

All educational institutions must create a safety culture that fosters a good attitude towards safety.

8. Immigrants as a resource

Language skills and the attractiveness of Finland constitute challenges.

9. Lifelong learning

No major labour shortage – the quality of skills need to be ensured

- The chemical industry **has not yet experienced a major quantitative labour shortage.**
- For companies in the chemical industry, the **quality of skills** is a more important question than the quantity.
- **12 per cent** of the companies interviewed believed that the level of expertise constitutes a very or quite probable obstacle for growth.
- The industry relies heavily on research and needs the best experts – the attractiveness of the industry is a challenge at all levels of education.

How are we going to respond to this?

- Mutual understanding of problems in the educational system is key
- Actively communicating to companies and their understanding of future skills needs (also related to our carbon neutrality targets –survey results coming up in March) and act accordingly
- Also mutual understanding on sector attractiveness and measures to tackle this important
 - Videos
 - Initiatives for young people
 - Traineeships

Thank you!

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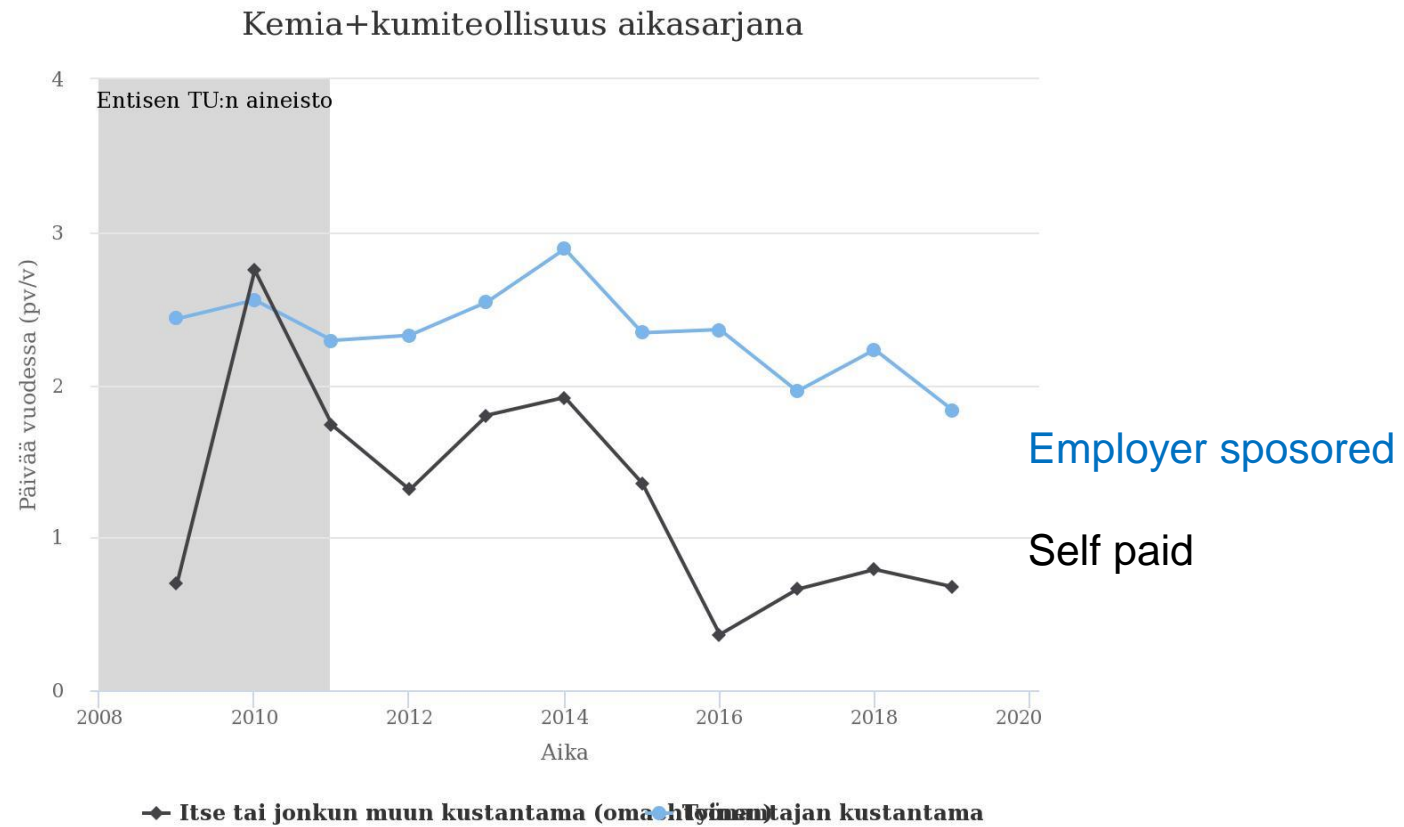
The role of collective bargaining in improving the quality and relevance of training for companies and workers

Taru Reinikainen, Trade Union Pro, 11.12.2020

A well-to-do and skilled employee is productive for the company

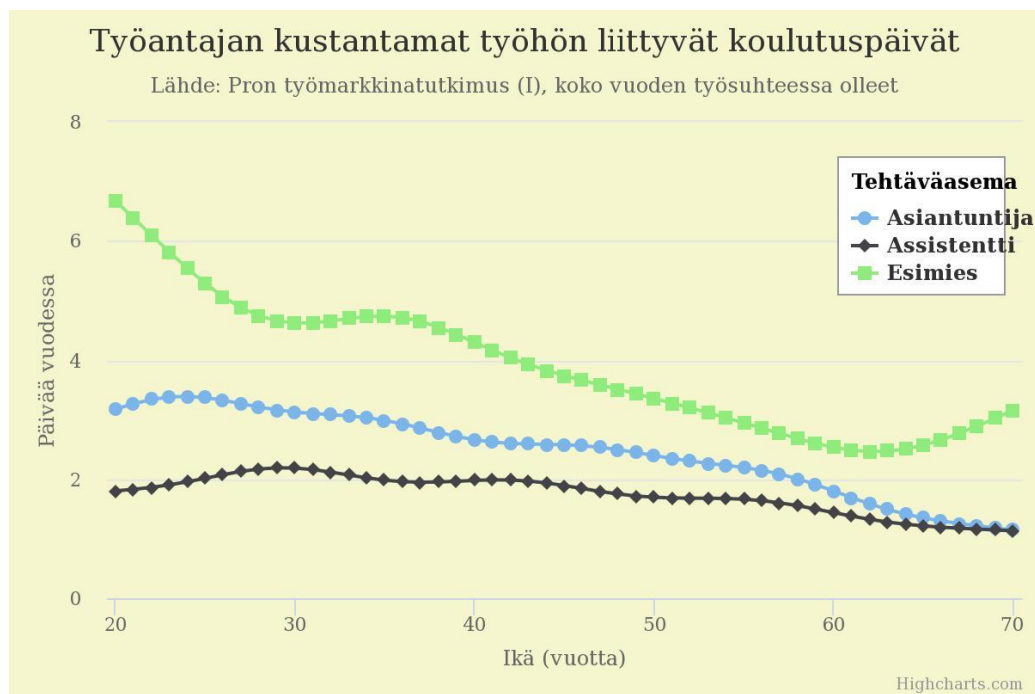
- The staffing plan should be linked to the strategic planning of the company. Where the company is taken, what it means for the competence of our company's personnel and how changes are taken into account in personnel training.
- Training should be targeted equally at all staff, not just supervisors and experts.
- The responsibility for maintaining professional competence also lies with the employer, not just with the employee himself. The employer must also be resourced for skills development (time and money).
 - The employee's skills must not be allowed to become obsolete.
- Training must be provided other than when the workforce is reduced, in which case it is mandatory for the employer in Finland.
 - The obligation to train extends the employer's resettlement obligation to cover situations where the employee's own skills, training or experience do not fully meet the requirements of the job offered.

Number of training days per year in the chemical and rubber industries

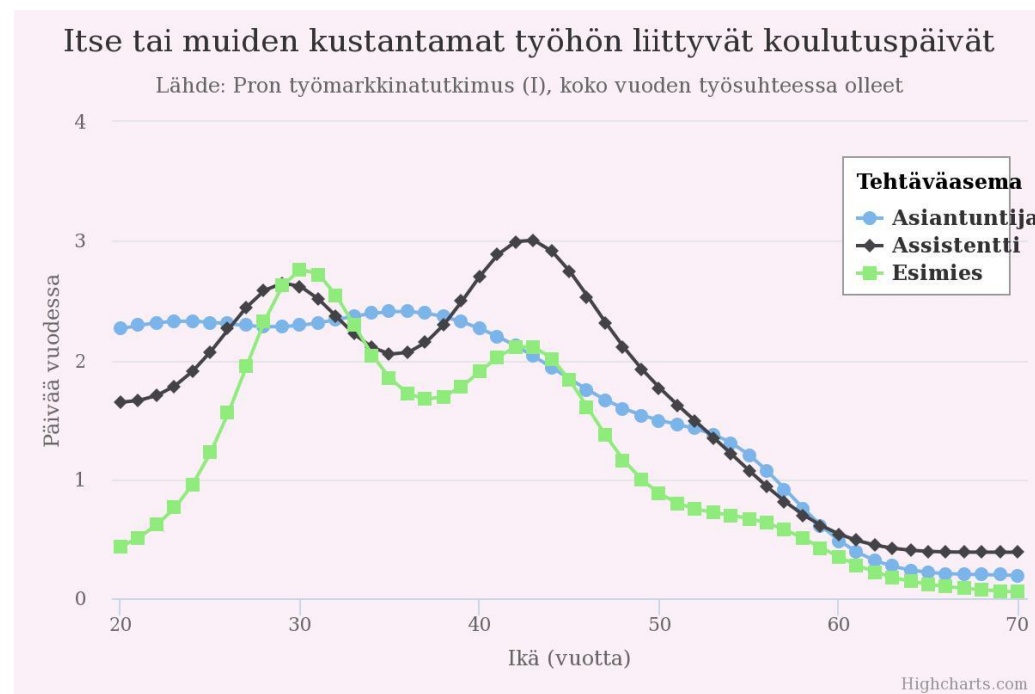


Number of training days according to the person's status and age

Employer-sponsored



Self paid



- expert
- assistant
- supervisor

Collective agreement regulations regarding training in chemical industry

- Although the social partners do not agree on vocational training and education, we have regulations on training in [collective agreement](#).
 - Remuneration for training events

When salaried employees are sent by the employer to training events intended to improve their professional skills, the associated travelling expenses shall be reimbursed.
 - Job orientation bonus

Salaried employees specifically appointed by the employer who, in addition to their regular duties, also provide familiarization training for and guide new salaried employees in the work environment and duties shall be paid a separate bonus of 10 per cent of their personal salary for the time spent on said familiarization and job orientation.
 - Salary regulations for trainees and summer workers

The salary of a trainee or summer employee can be up to 25% lower than the job requirement category salary for the job in question.
 - Workforce reduction and trainees

The provisions on staff reductions and re-employment obligations included in agreements concerning dismissal and layoffs shall not apply to mandatory work placement included in the student's degree. Application instructions concerning the use of trainees in companies in the chemical industry in the event of personnel dismissals and layoffs are included in the collective agreement as an Appendix.

A common guide for companies

- The guide briefly describes summer jobs, internships, on-the-job learning or other studies in chemical companies promotional work, from introductory periods to primary school work to a master's degree.
- We hope that the guide will help chemical companies to create a long-term and targeted personnel policy, which will include internships for young people and summer jobs are an integral part.



Thank You!

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