

# **FIRST JOINT REPORT ON THE IMPLEMENTATION OF THE EUROPEAN FRAMEWORK AGREEMENT ON DIGITALISATION**

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## **FINLAND**

**EUROPEAN SOCIAL PARTNER SEMINAR 27 APRIL 2021**

# LABOUR MARKET KEY FEATURES IN FINLAND

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1. Social partners play a key role in the governance of the employment relationship, working conditions and industrial relations structures.
2. Trade union density 73%, collective bargaining coverage 89%, number of employees who use digital tools at work 75% in 2020 (47% 2015).
3. The digital divides among Finnish employees who use digital tools:
  - skilled users 70%,
  - “super-beneficiaries” 17%,
  - “limited benefits” 13%.

COVID -19: The labor market organisations Akava, EK, KT, SAK and STTK recommend 9.3.2021 teleworking as widely as possible.



YEAR 2020:  
PRECONDITIONS  
ARE EXCELLENT  
FOR COMPANIES &  
WORKPLACES

BUT WE ARE STILL  
IN PROCESS TO  
MAKE THE MOST OF  
THE  
DIGITALISATION  
AND DATA

#### EXPLOITING THE VALUE OF DATA

**22%**

22 % of companies are utilizing big data.

#### AUTOMATION AND ROBOTICS

**10%**

10 % of the companies use robots. (Industrial robots/service robots)

3D printing in 7% of the companies

#### CLOUD SERVICES

**75%**

75% of the companies utilizes cloud services.

2014 51% → 2020 75%

#### E-COMMERCE

**23%**

23% of the companies sell products or services online.

#### CONNECTIVITY/ACCESS

**100%**

All companies have an Internet access.

#### USE OF INTERNET

**81%**

Overall 81% of the employees operate with CPU with Internet access.

Companies where everybody operates with the computer/smart phone with Internet access: 60%.

# Digital skills in Finnish companies - EK survey 2019

## STRATEGIC APPROACH

**65%**

65% of the companies work with the possibilities of the digitalisation at strategic level.

## NEW SKILLS NEEDED

**89%**

89% of the companies say that digitalisation creates new skills needs.

## OBSTACKLE

**72%**

72% of the companies say that the lack of the digital skills and competencies complicates new business possibilities.

## IMPACT

**10%**

10% of the companies experience that digitalisation doesn't impact to the business or skills needs at all.

## FRONTRUNNERS

**9%**

9% of the companies are frontrunners in digitalisation.

## LEADERSHIP/MANAGEMENT

**46%**

46% of the companies say the management have excellent or good understanding of the possibilities digitalisation offers to the business.

WE WANT TO  
HIGHLIGHT  
THE IMPORTANCE  
OF WELLBEING  
AND THE  
POSSIBILITIES OF  
PRODUCTIVITY  
DIGITALISATION  
CAN OFFER

**We have defined four focus areas that would be reasonable and profitable for Finnish workplaces:**

- 1. Digital transformation starts with people.** Digitalisation is for us, we are not for digitalization.
- 2. Skills and Competencies.** Agile up-skilling and re-skilling as part of digital way of working.
- 3. Building your organizational culture** to be more agile. Remote work, well-being and innovativeness as part of digital way of working.
- 4. The possibilities of AI** in wellbeing and productivity at the workplaces.

# IMPLEMENTATION GROUP'S ACTIONS DURING AUGUST 2020 – APRIL 2021

1. **Explored** the Agreement on Digitalisation and the recent studies and statistics of the digitalisation at Finnish labour market, and some joint statements and principles around the topic.
2. **Discussed the most important standpoints** that would be reasonable and profitable for Finnish workplaces.
3. Started to **draft a joint paper “discussion motion”**, which then could be used at the workplaces as discussion input.
4. Started to **draft a joint statement** to the political decision makers, ministries and the leaders of the labour market organisations.
5. Started to **draft communication** plan.
6. **Contacted the national working-life programme Work2030** for cooperation in explaining, dissemination and implementation of the joint paper as part of the programme's sectoral working-life projects.

## TO NOTICE!

- Important in the discussion process has been searching of a **common understanding** on strengths and weaknesses of the level of digital transition at the workplaces.
- There is a need for more **practical** “discussion motion” for the workplaces than the actual Agreement.
- The dissemination of the “discussion motion” will probably need some **extra resources and funds** for training and organising the discussion meetings.

## The Finnish social partner organisations reporting

The Central Organisation of Finnish Trade Unions SAK,  
The Confederation of Unions for Professional and  
Managerial Staff in Finland Akava,  
The Finnish Confederation of Professionals STTK,  
The Confederation of Finnish Industries EK,  
The Church Employers KiT,  
The Local Government Employers KT,  
The Ministry of Finance/Office for the Government as  
Employer VTML,  
The Federation of Finnish Enterprises SY.

