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

FINLAND

EUROPEAN SOCIAL PARTNER SEMINAR 27 APRIL 2021

LABOUR MARKET KEY FEATURES IN FINLAND

- 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 % of companies are utilizing big data.



AUTOMATION AND ROBOTICS

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

3D printing in 7% of the companies

CLOUD SERVICES



75% of the companies utilizes cloud services.

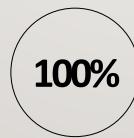
2014 51% → 2020 75%



E-COMMERCE

23% of the companies sell products or services online.

CONNECTIVITY/ACCESS



All companies have an Internet access.

USE OF INTERNET



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% of the companies are frontrunners in digitalisation.



LEADERSHIP/MANAGEMENT

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

WEWANT 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 reskilling 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 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.















