

**Teollisuus  
liitto**

**Digitalization  
Project  
Workshop**

**IG Metall**

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## Workshop Stage 1: The impact of digitalisation on employment, working time, wages and benefits. How to share the value added?

How to better involve workers' representatives and trade unions in the discussion on the impact of introduction of digital technologies on productivity, value creation and employment?

- Collective bargaining negotiations process.
- Local agreements between employee and employer side.
- Cooperation bodies within the enterprises.

## Workshop Stage 1: The impact of digitalisation on employment, working time, wages and benefits. How to share the value added?

What are the current trade unions strategies and demands to share the benefits of the value creation and the productivity gains as well as to mitigate the negative impact on employment?

- Quite common strategy at least in Nordic countries has been a wage norm concept, which means that there is a long-term wage level growth which reflects increase in productivity improvement added by inflation percentage.
- Nowadays comparison to rival countries and economies has been getting more and more important strategy.
- Adopting digitalization is common in good enterprises and it improves their competitiveness.

## Workshop Stage 1: The impact of digitalisation on employment, working time, wages and benefits. How to share the value added?

Which good practices in terms of social dialogue and/or negotiation can be disseminated? Have agreements been negotiated? If so, what are they about?

- One is time credit bank, where employees can save extra hours and from where they can later take hours for taking time off.
- For sharing value added there exists several kind of performance-related pay and bonus-pay programs in enterprises.
- Still one variation is a personnel fund, in which the enterprise saves according the agreement yearly a certain sum of money linking to its' profit and economic performance. Personnel fund then invests this money somewhere and pays for personnel yearly some part of the profit.
- Best Finnish industrial companies will have bonus-systems for productive workers and they will pay bonuses up to 8 percent added to yearly wages.

## Workshop Stage 1: The impact of digitalisation on employment, working time, wages and benefits. How to share the value added?

What are key challenges and open questions that trade unions need to address?

- If digitalization brings productivity gains of 30-40 percent, the production should grow at least at the same speed in order to keep working hours in the sector on the former level.
- Increasing productivity enabled earlier a good development of wages for those persons who are in work, but this is not any more always the case.
- Increasing wages enables increasing consumption and growing service sector.
- Increasing productivity should lead to economic growth, but distribution of income between work and capital is challenging.
- Digitalization could bring much better posture and manageability to value chains through more and more extensively across different functions.

## Workshop Stage 1: The impact of digitalisation on employment, working time, wages and benefits. How to share the value added?

What are key challenges and open questions that trade unions need to address?

- The biggest winners are those countries, which produce digitalization devices, hardware, software and platforms and which at the same time take this new technology in use in the first stage.
- Smaller winners are those countries, where the new technology will be taken in use but where it will not be produced.
- In climate measures a target is to diminish consumption and if in same time the productivity increases this has an impact to decrease working hours.
- One challenge is that different enterprises are in different situation, when it comes to their ability to pay wages.
- With digitalization productivity will improve and the working hours could be shorter, e.g. six-hours working days. Same level or even higher output in shorter time? Six-hour work days with same wage level?

## **Workshop Stage 2: Impact of digitalisation on working conditions: Stress, work-life balance, monitoring of work. How to make the best of technology – and avoid the worst?**

How to better involve workers' representatives and trade unions in the discussion on the introduction of digital technologies and its impact on work organisation and working conditions?

- Trade unions could use their media channels, like magazines, web pages and social media and so on to distribute information.
- Trade union training centres and other training programs can include digitalization somehow in their training programs.
- Participating research projects trade unions can better their knowledge on digitalization.
- Safety delegates will be the key-persons in the work places. Unions can spread information via safety delegates.

## **Workshop Stage 2: Impact of digitalisation on working conditions: Stress, work-life balance, monitoring of work. How to make the best of technology – and avoid the worst?**

What are the current trade unions strategies and demands to provide workers with adequate protection and new rights mitigating risks and exploiting opportunities for better working life?

- The Finnish Industrial Union for example has an occupational health and safety unit, task of which is to handle decent work issues.
- A big question is at which level each working life issue should be agreed. Should it be in EU or national legislation, in collective bargaining agreements or in local agreements.
- Diminish the social risks because of digitalization could produce more unemployment, precarious employment, low or obsolete skills and working poor.



## **Workshop Stage 2: Impact of digitalisation on working conditions: Stress, work-life balance, monitoring of work. How to make the best of technology – and avoid the worst?**

Which good practices in terms of social dialogue and/or negotiation can be disseminated? Have agreements been negotiated? If so, what are they about?

- The Finnish Industrial Union has had with the employer side (eg. The Finnish Federation of Technology Industry) joined projects, goal of which have been to improve working life.
- In Kone Service the employer and employee side has a couple of years ago completed a kind of agreement concerning to mobile terminals. In the agreement there has been agreed, which kind of information can be collected from the workers, for which purpose it can be used, where it should be stored and so on.

## Workshop Stage 2: Impact of digitalisation on working conditions: Stress, work-life balance, monitoring of work. How to make the best of technology – and avoid the worst?

What are key challenges and open questions that trade unions need to address?

- Digitalization gives for employers an opportunity to monitor and control workers more precisely, than ever before.
- Which kind of information can be collected from workers, to which purpose it can be used, where it should be stored, how it should be stored, how long time it can be stored, who could have right to see and use this information, when it must be destroyed, should the employee be deserved to see all the information collected from him/her and so on, is a serious challenge.
- Automatically starting and stopping remote-controlled machines cause health and safety challenges to workers, whose task is to maintain, repair or operate those machines.
- Working alone is always a risk even with a laptop.

## Workshop Stage 2: Impact of digitalisation on working conditions: Stress, work-life balance, monitoring of work. How to make the best of technology – and avoid the worst?

What are key challenges and open questions that trade unions need to address?

- The key actors are the enterprises, which produce and sell digitalization devices, develop and sell software, develop and sell platforms as well as big data, construct and sell telecommunication networks, develop and offer telecommunication services and maintain devices and services for these each activity.
- There should not appear any monopolies in these key digitalization activities. Many times the question can be about the natural monopolies, because there would be too expensive to construct several parallel systems.
- Digitalisation should better work safety and industrial health, not produce new health problems (e.g. mental stress and psycho-social strain).

## Workshop Stage 3: Impact of digitalisation on skills. What training do workers need?

How to better involve workers' representatives and trade unions in the identification of training needs, the design of training policies at all levels and the organisation of training?

- Trade unions could, when training shop stewards and other members, emphasize them the importance of keeping their professional skills continuously updated.
- There is in Finland under the Ministry of Education several working life committees and bodies, like Education and Training Committee, where there are representatives from labour and other organizations.

## Workshop Stage 3: Impact of digitalisation on skills. What training do workers need?

What are the current trade unions strategies and demands towards employers but also public authorities to provide workers with the adequate training?

- The Finnish Industrial Union for example has an Industrial Policy Program, in which the education is in important role. This program is used as a source of information when talking with the politicians.
- There also exists a training unit, which gives statements and comments on actual legislation renewing consultations, when it comes to Finnish education legislation.
- In Finland, here exists also several cooperation bodies between employee and employer sides, handling education issues.

## Workshop Stage 3: Impact of digitalisation on skills. What training do workers need?

Which good practices and/or good examples can be disseminated?  
Have agreements been negotiated? If so, what are they about?

- Some part of the collective bargaining agreements of the Finnish Industrial Union includes training issues, which means that the employer pays the expenses or part of them for shop stewards and health and safety delegates in some training courses.
- An unemployed person has nowadays in Finland an extended opportunity to participate in training or education than earlier, without losing his/her unemployment benefit.
- Employment fund will support adult education studies for adult workers to improve their skills.
- The University of Helsinki provides free of charge an Elements of AI course for all. Link: <https://www.elementsofai.com/>

## Workshop Stage 3: Impact of digitalisation on skills. What training do workers need?

What are key challenges and open questions that trade unions need to address?

- There will be demand for continuous training to educate workers to manage in his/her existing developing job.
- There will also be demand for transfer training to educate workers from his/her existing disappearing job to another appearing job.
- From employees' point of view, it is very important that all the training he/she gets, would be creditable to his/her next examination and possible next job.
- The education system is not always able to recognize all the skills, which a person already has nor either always able to accept existing skills of the person for a part of his/her next examination wholeness.
- To support immigrant workers to better their skills via vocational qualification and competence demonstration.

## Workshop Stage 3: Impact of digitalisation on skills. What training do workers need?

What are key challenges and open questions that trade unions need to address?

- However, many times the employer is reluctant to train an employee by its' expenses, because there is a risk that the employee transfers to another rival enterprise. On the other hand, companies will train by themselves workers to specific skills and tasks.
- The key issue is high-quality initial education for everyone, consisting of mathematical and natural sciences as well as linguistic readiness, and giving to the pupil a strong basis for his/her studies in the future.
- Life-long learning skills and attitude are important factors to be adopted in childhood.



## Workshop Stage 3: Impact of digitalisation on skills. What training do workers need?

What are key challenges and open questions that trade unions need to address?

- Recognizing and accepting the existing skills of the employee for a part of his/her next examination is a big question.
- In Finland there is a strong gender segregation in education and work life. Does digitalization support equal opportunities in working life and education, should be asked.
- Equal opportunities to get digitalised work. ICT-related education for men and women, people with dyslexia or other learning disabilities etc. should decrease and better equality in work places.

# The End Of The Presentation

**Thank You Very Much For Your Attention**