



Working conditions in Finland

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Main references

- European Working Conditions Survey, 2015 (EWCS2015)
 - Eurofound, Sixth European Working Conditions Survey – Overview report (Eurofound2016)
- Working life barometer - autumn 2016 (WLB2016)
 - Annual employee telephone interviews since 1992
 - work organisation, working time arrangements, wage setting, education, training and autonomy, discrimination and violence in the workplace as well as health and work ability.
- Various statistics from Statistics Finland and Eurostat

Statistics (1/3)

- Population ~5.5 million
- In April 2017
 - 2.44 million employed persons, 2.12 million employees
 - Employment rate 68.6 per cent (men 69.3%, women 67.8%)
 - Unemployment 10.2 per cent (men 10.7%, women 9.8%)
 - 37% of them long-term unemployed (EU28-2015 48.5%)



Statistics (2/3)

- Public sector 28% (local government 23%, central government 5%)
- Employed persons by industry
 - Other services 22% | Health 17% | Manufacturing 15% | Commerce and hospitality 15% | Education 8% | Construction 7% | Transport 6% | Public administration 5% | Agriculture and Financial services, both 3%
- Employment relationship (employees):
 - Permanent: full-time 72% | part-time 12%
 - Fixed-time: full-time 11% | part-time 5%

Statistics (3/3)

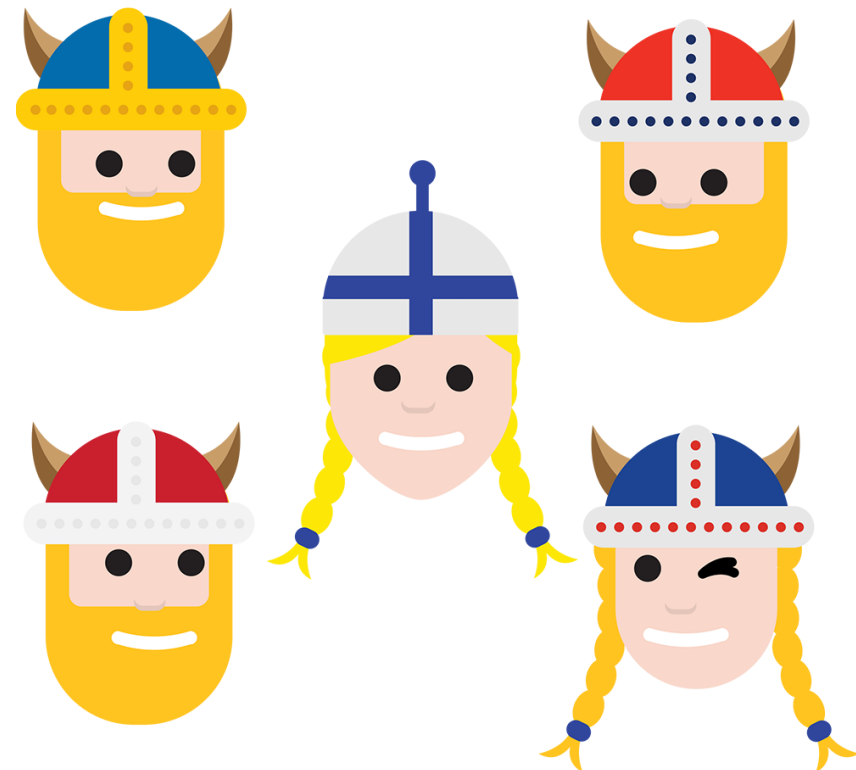
Enterprises in Finland in 2015

Size of personnel	Enterprises		Personnel		Turnover	
		%	1 000	%	€ mil.	%
0–9	340870	94.7	386	27.1	66185	17.4
10–49	15952	4.4	309	21.7	76248	20.1
50–249	2657	0.8	259	18.2	79237	20.8
250–	572	0.1	470	33	158846	41.7
Total	360051	100	1424	100	380516	100

- Small and medium-sized enterprises employ 67% of the total number of persons employed in enterprises. (EU28 – 2012, 67%)

Working conditions in Finland

- The best counterparts are the other Nordic countries
 - Forerunners in developing work life
- In general
 - High quality of work life
 - High autonomy
 - Possibilities to use and develop skills
 - Low insecurity



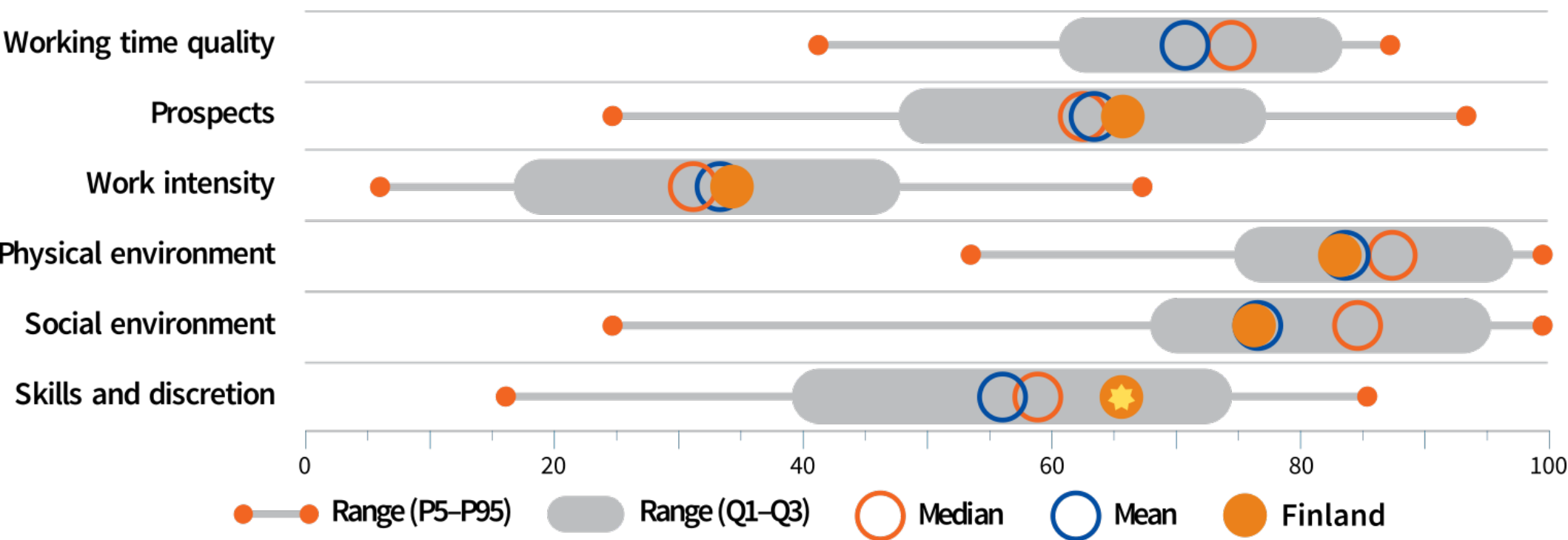
Job quality indices

In Eurofound 2016 six indices representing different aspects of good working conditions were introduced.

Below the statistics of indices for all the collected data is presented.

Mean value of indices for Finland is marked with ●

Indices, where Finland is the 1st in EU28 are marked with ★

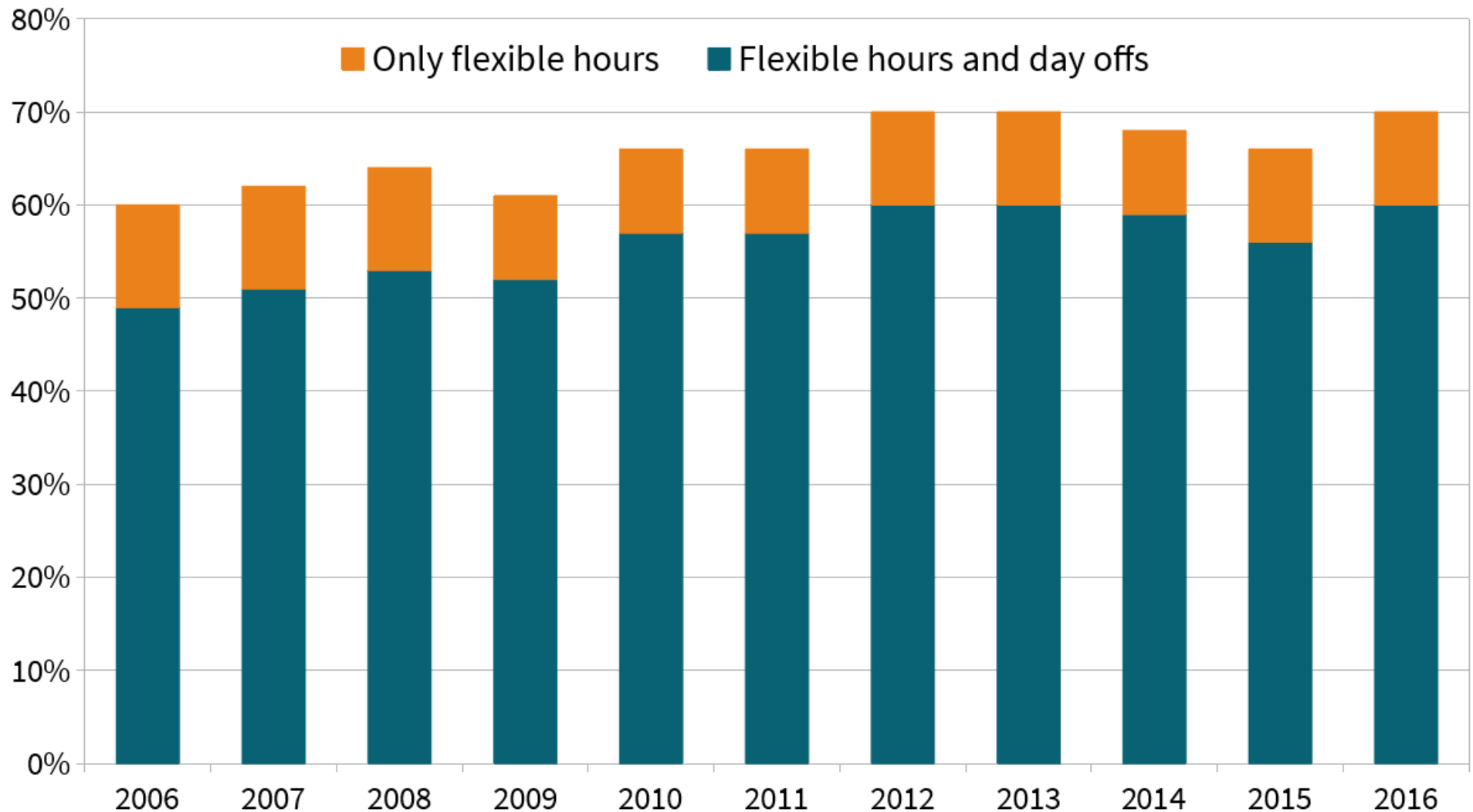


Working times

Working times

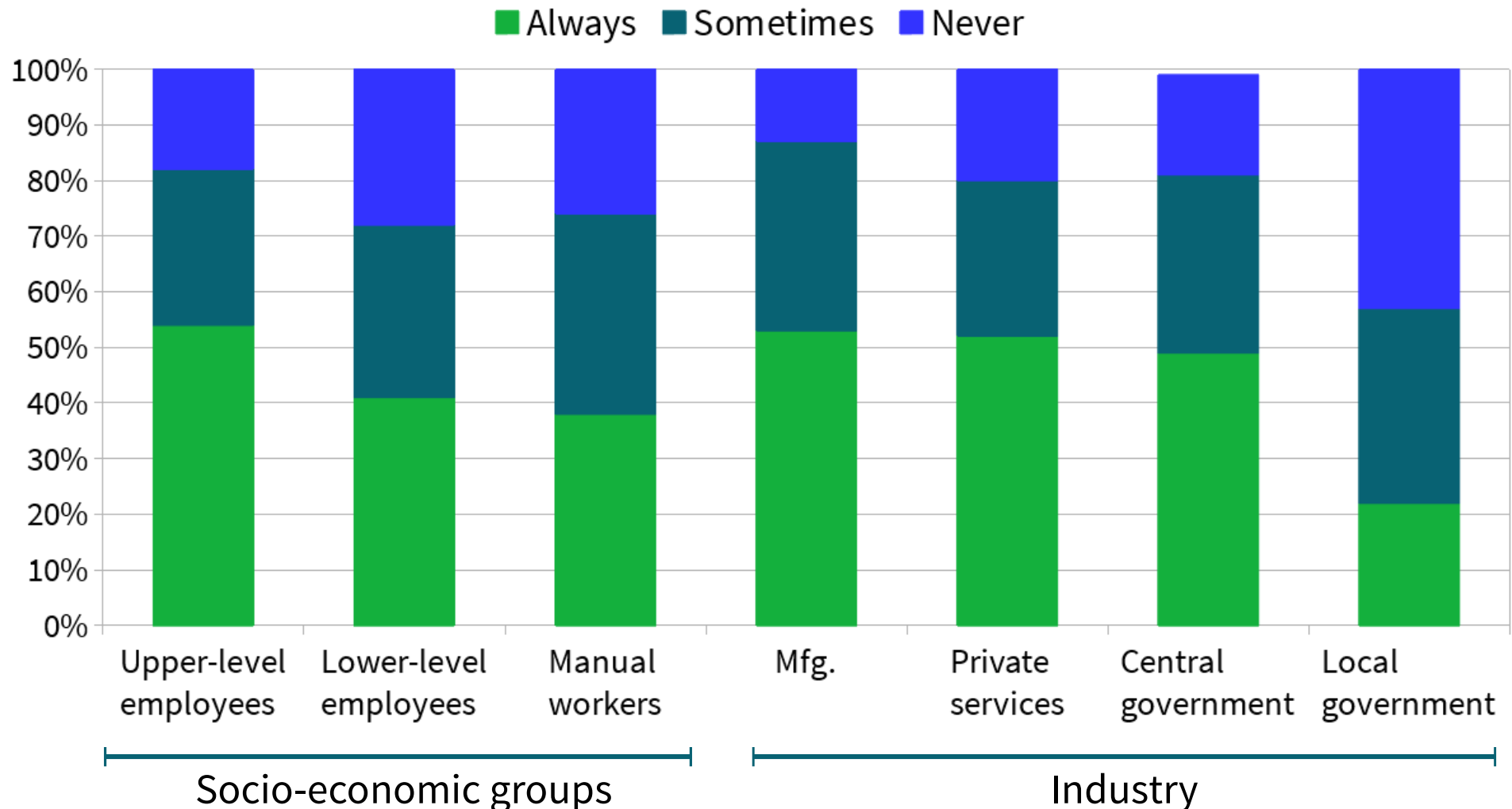
- 50% Do long working days. At least once a month 10 hours or more a day (EU28 – 32%)
- 12% Work 48 hours or more a week (EU28 – 16%)
- 53% Work the same number of hours every week (EU28 – 64%)
- 80% Very easy to arrange to take an hour off during working hours to take care of personal or family matters (EU28 – 65%)
- → Flexibility in working times

Flexible working time (WLB2016)



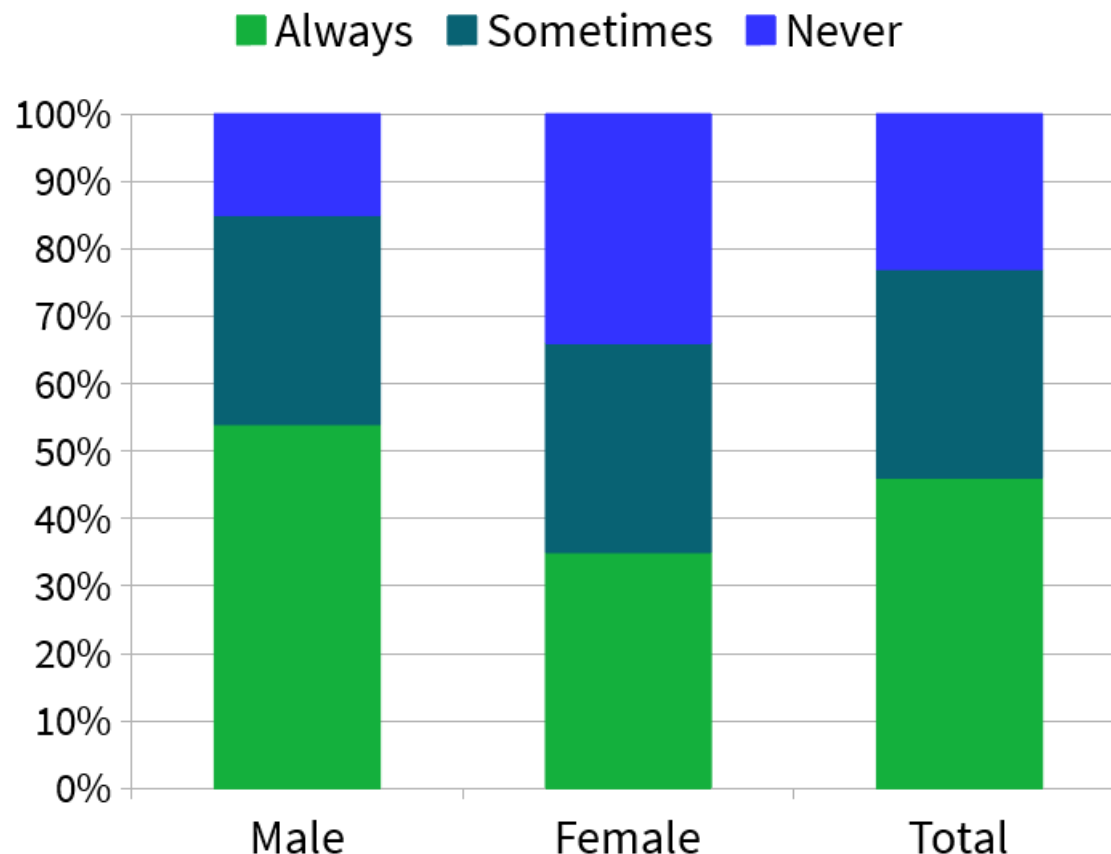
Working time autonomy

Are you able, if needed, to take care of a personal or a family matter during working hours? (WLB2016)

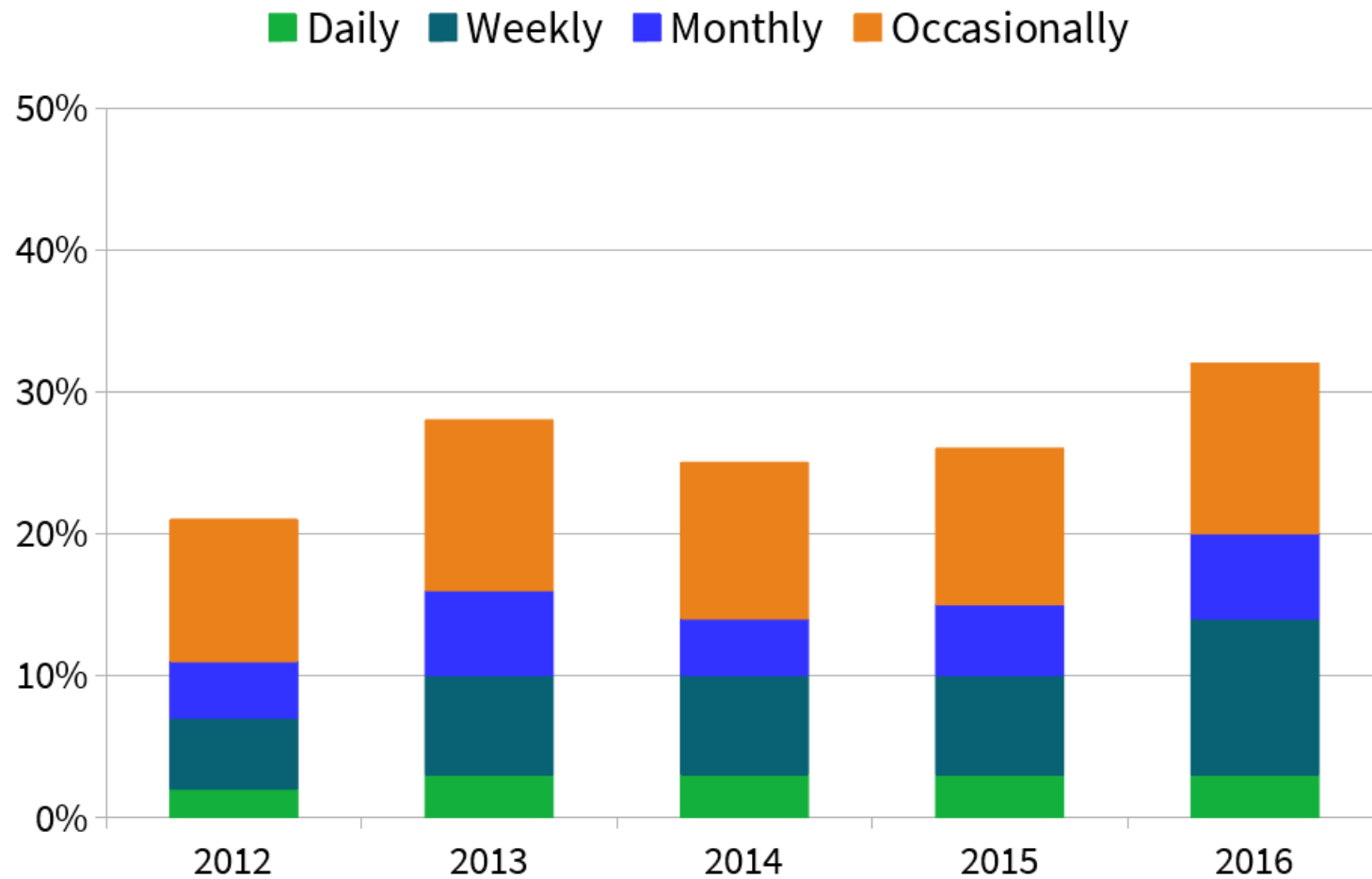


Working time autonomy

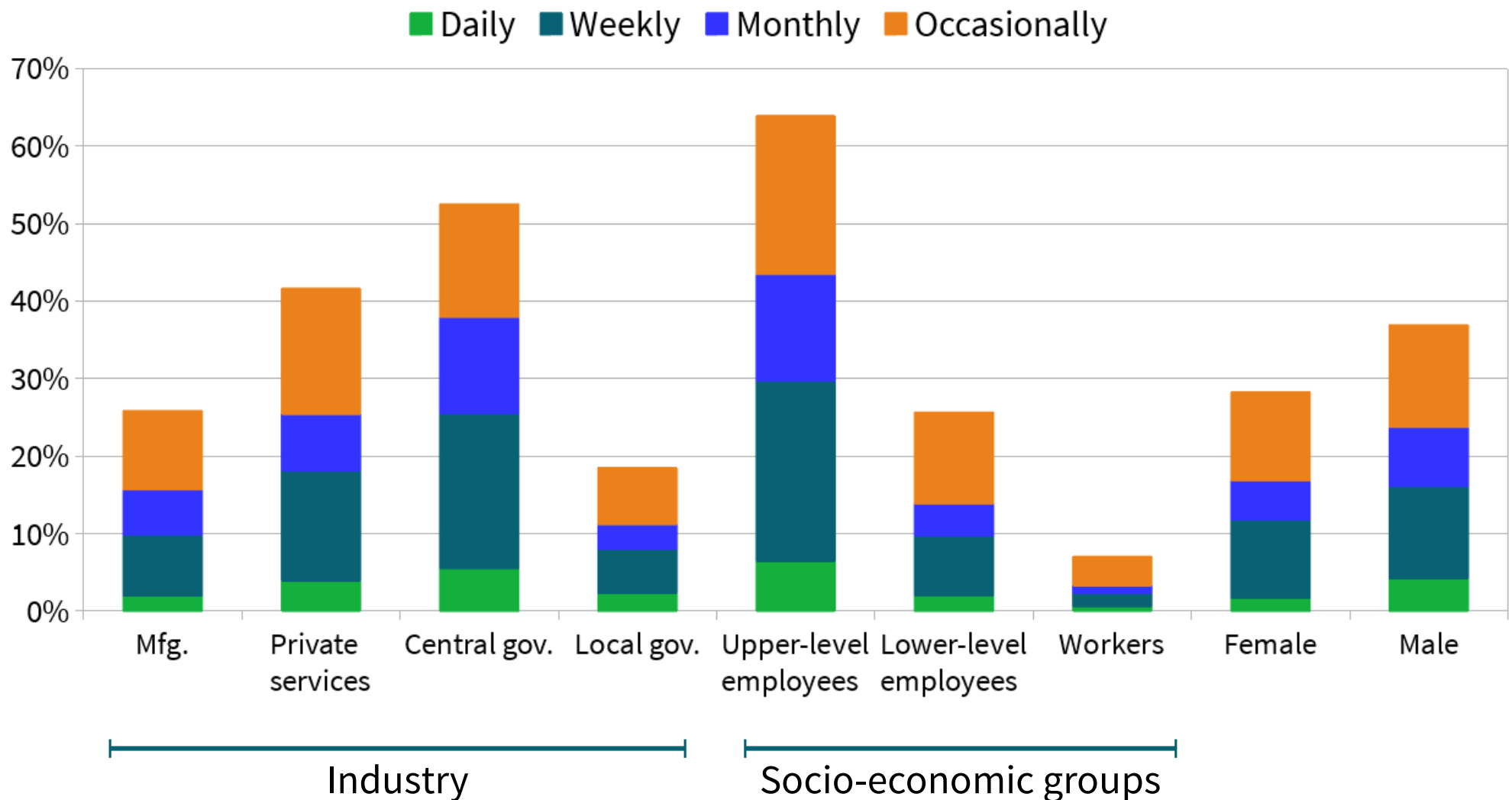
Are you able, if needed, to take care of a personal or a family matter during working hours? (WLB2016)



Teleworking (WLB2016)



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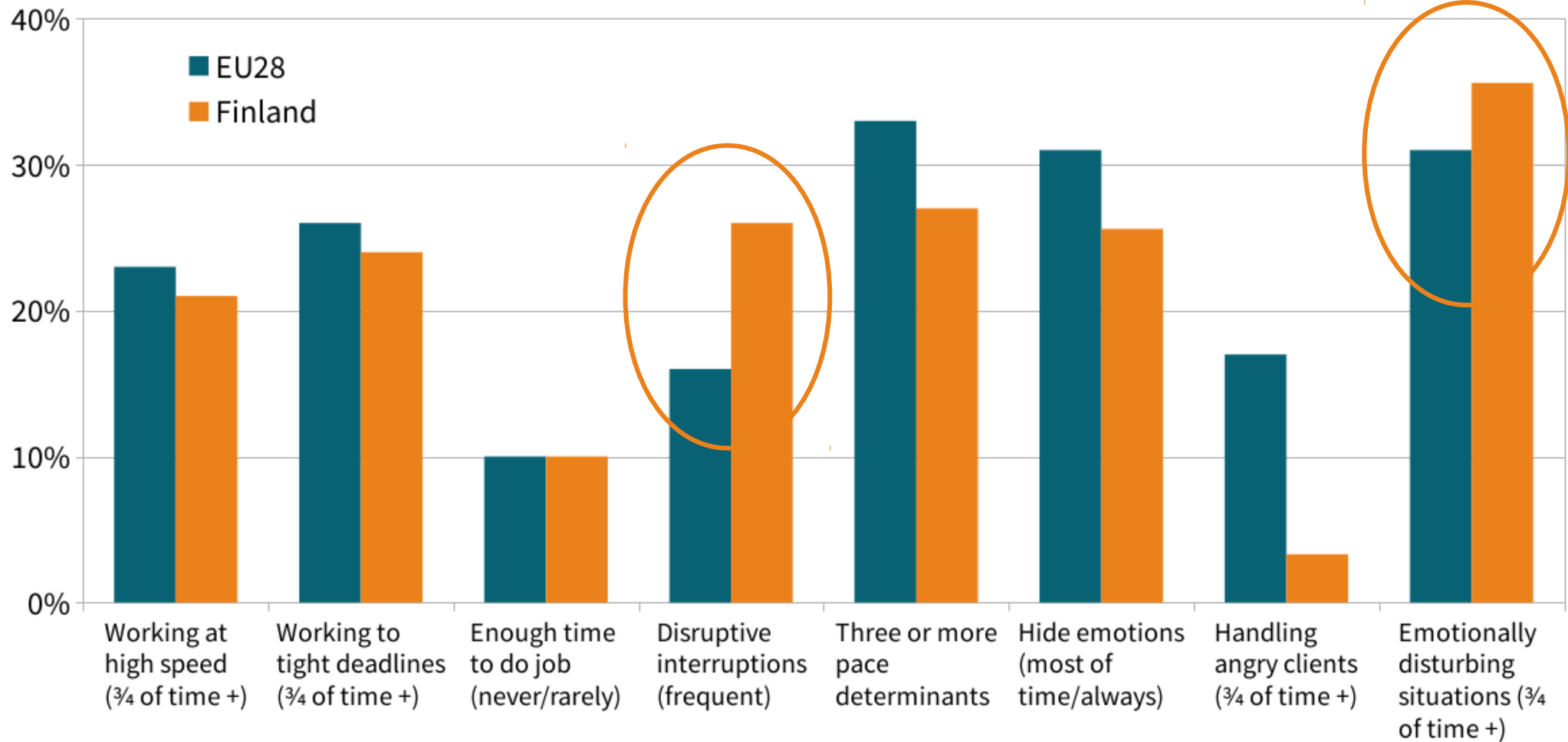
Prospects

Prospects

- 44% – My job offers good prospects for career advancement (EU28 – 38%)
- 15% – I might lose my job in the next six months (EU28 – 17%)
- 28% – During the last three years, has the number of employees at your workplace decreased (EU28 – 23%)
- WLB2016: First time since year 2012 there were more mentions about increase in number of employees than decrease (↑26,5% / ↓25,9%)

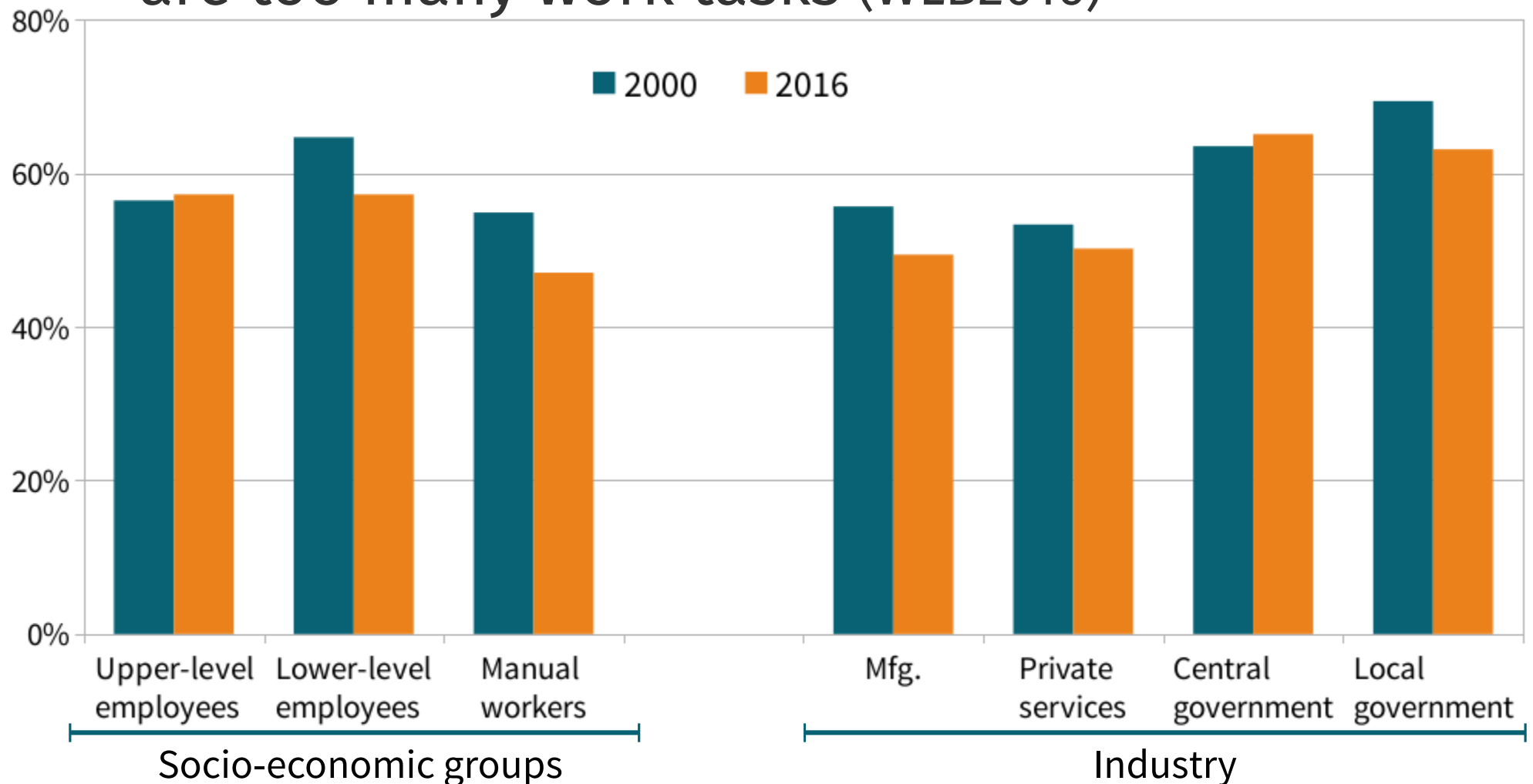
Work intensity

Work intensity



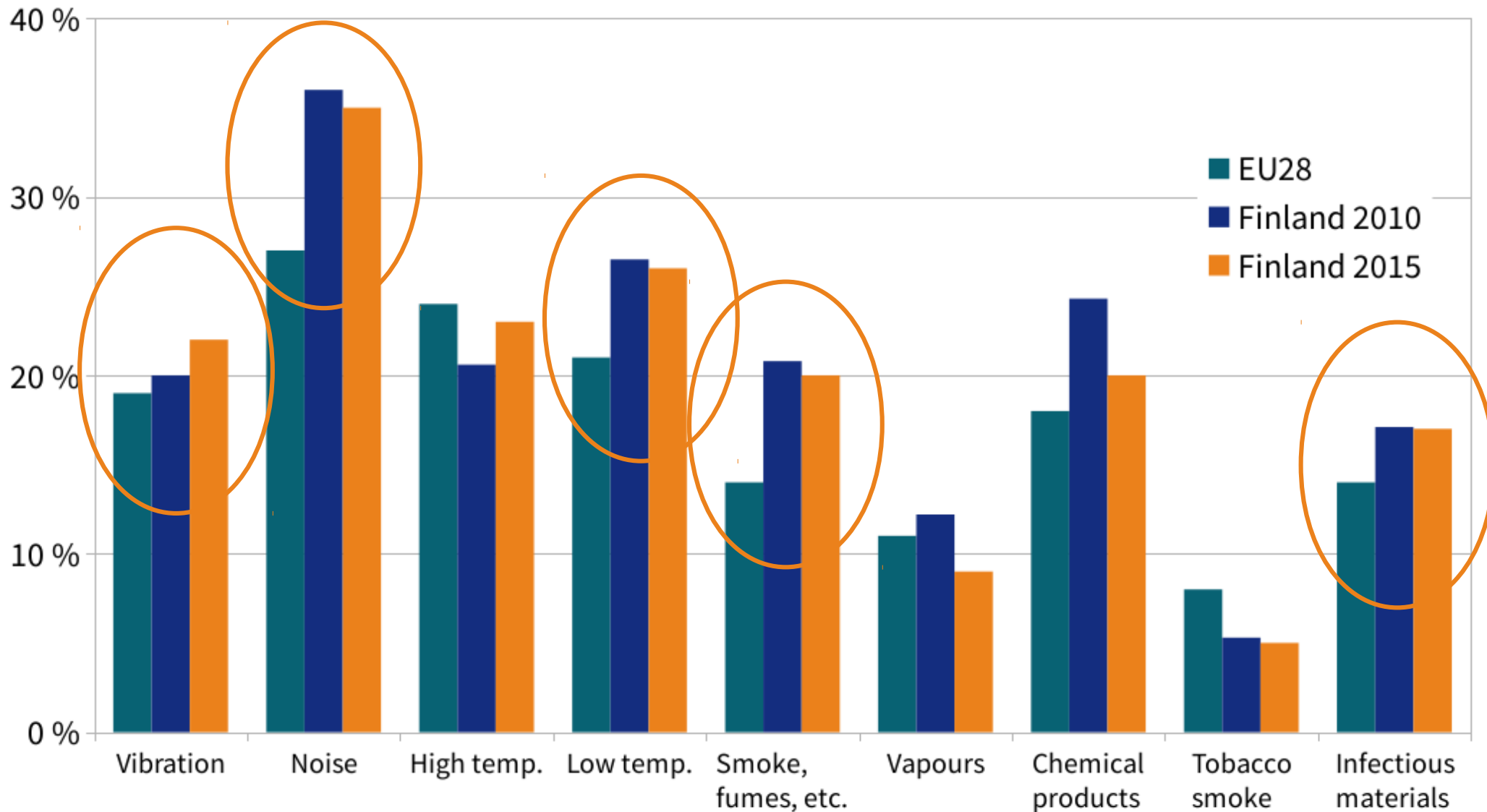
Work intensity

- Considering the amount of employees there are too many work tasks (WLB2016)

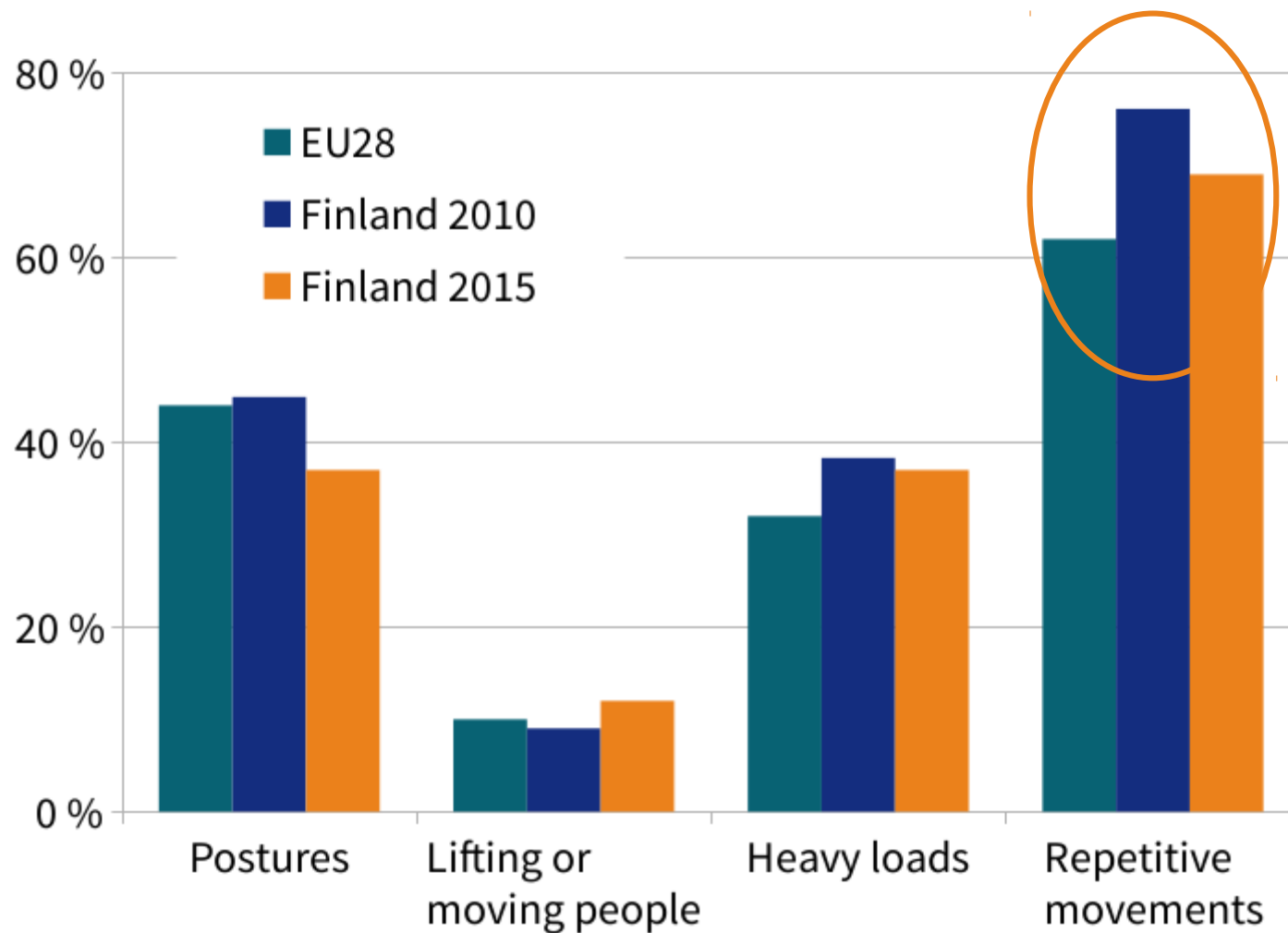


Physical work environment

Physical work environment (1/2)

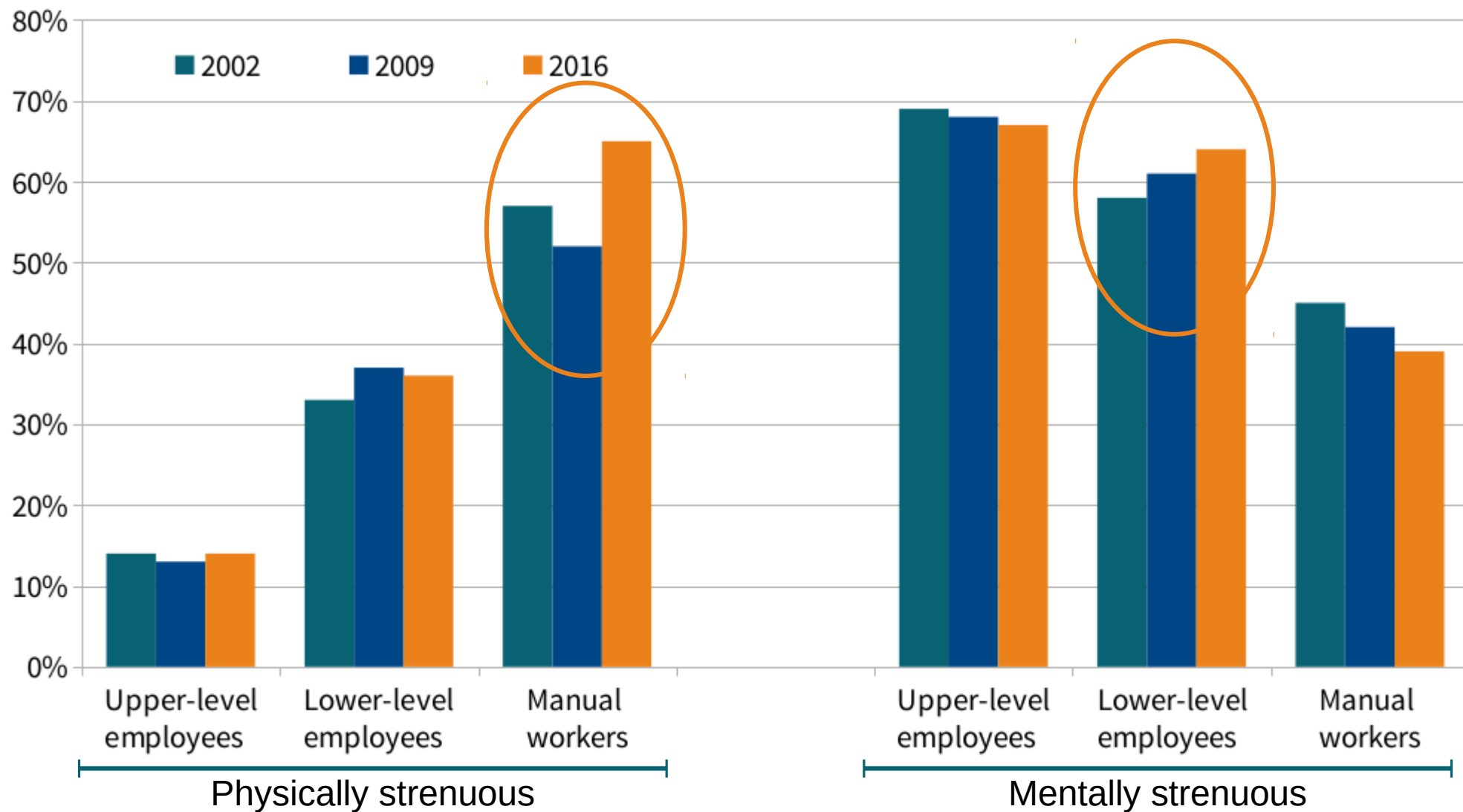


Physical work environment (2/2)

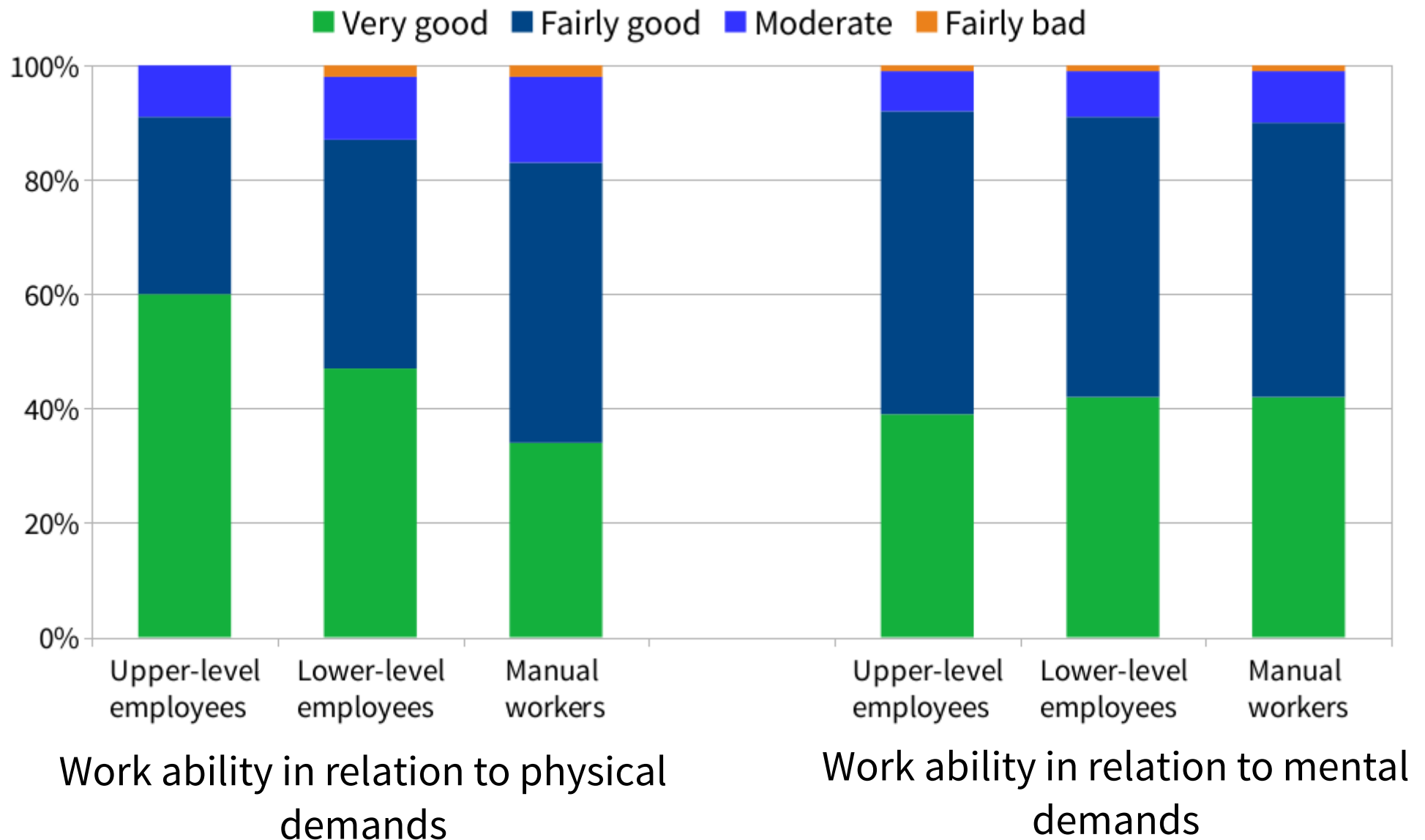


Physical and mental workload

My job is physically/mentally strenuous at least to some extent (WLB2016)



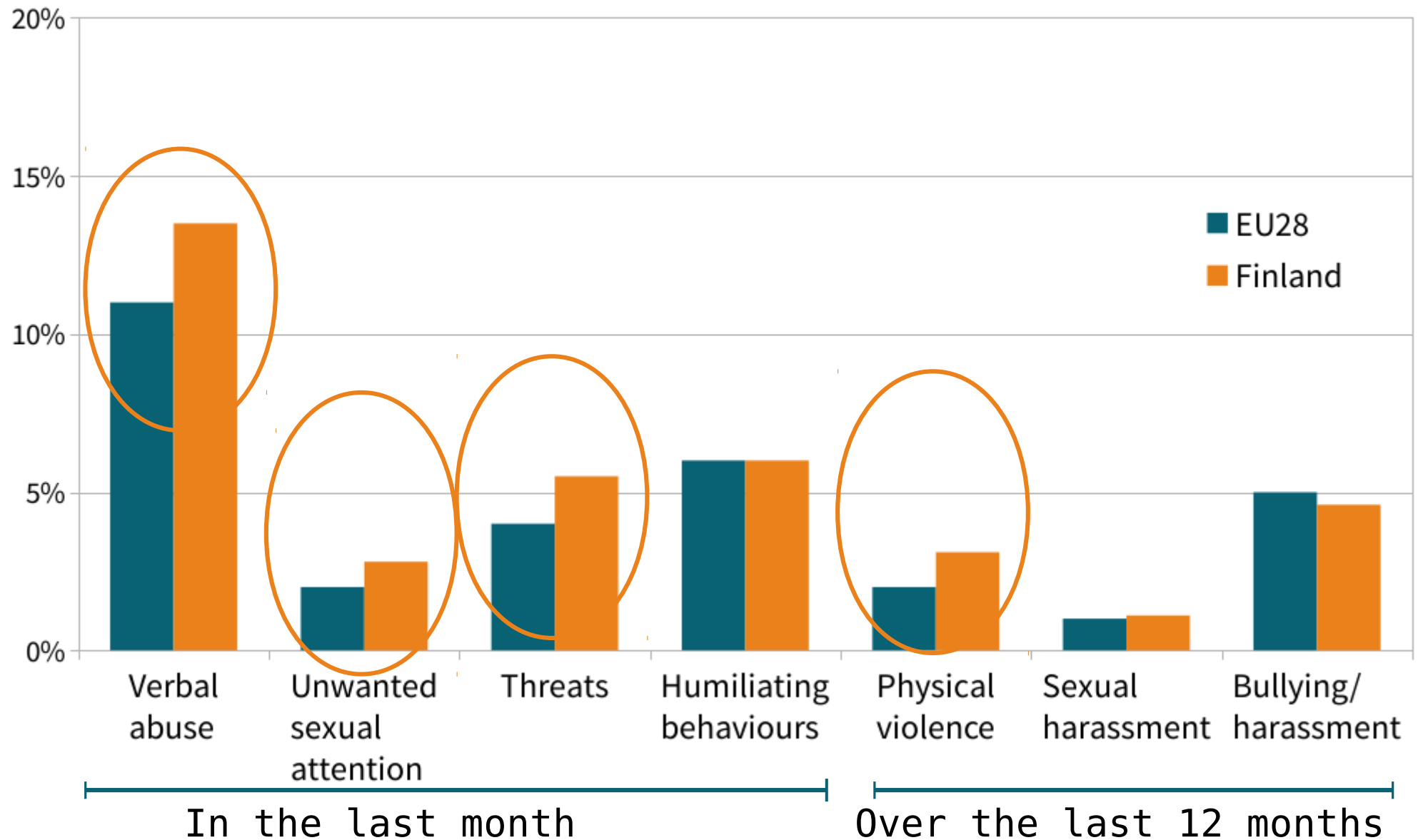
Self-assessed work ability



Social environment

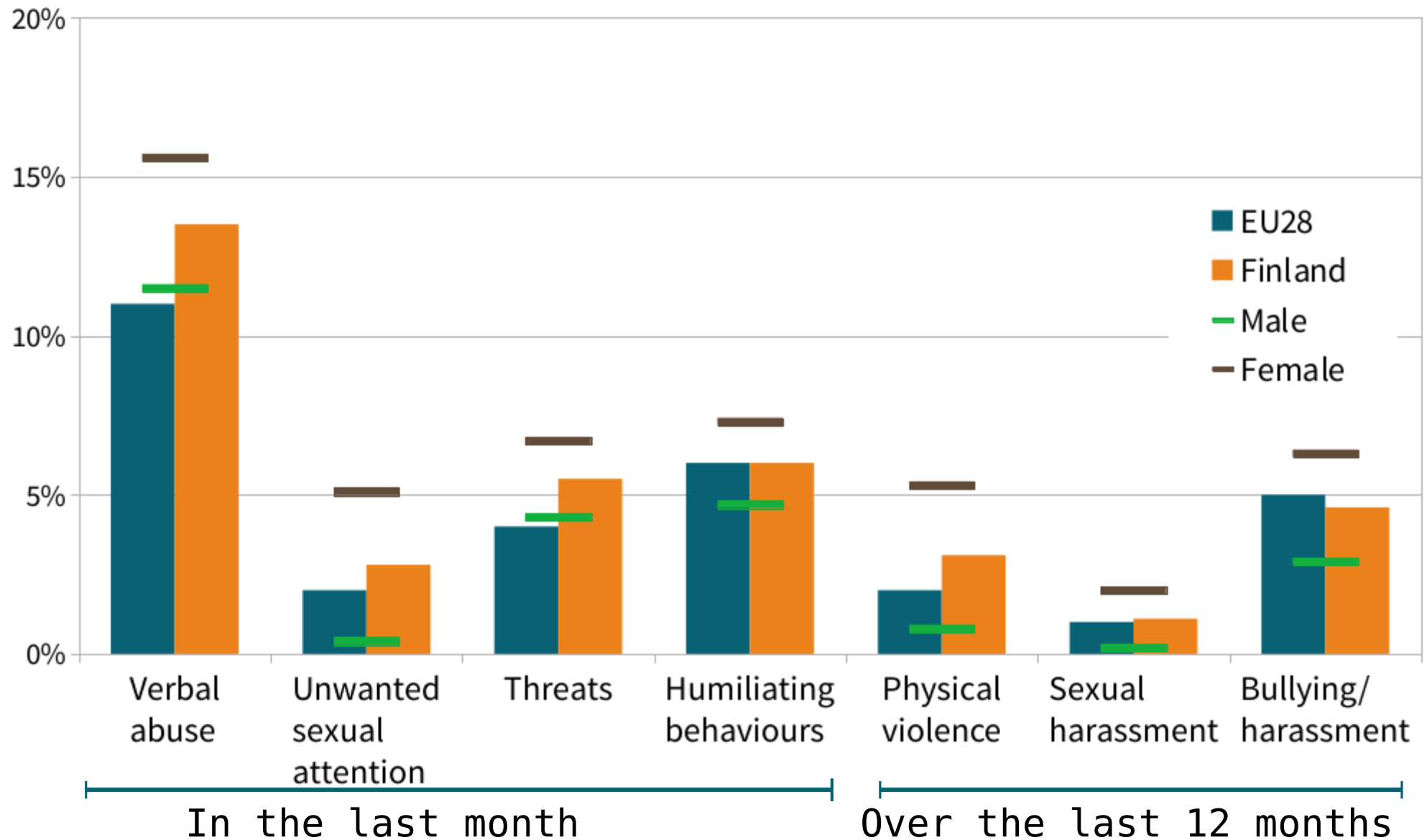
Social environment

– Adverse social behaviour



Social environment

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Social environment

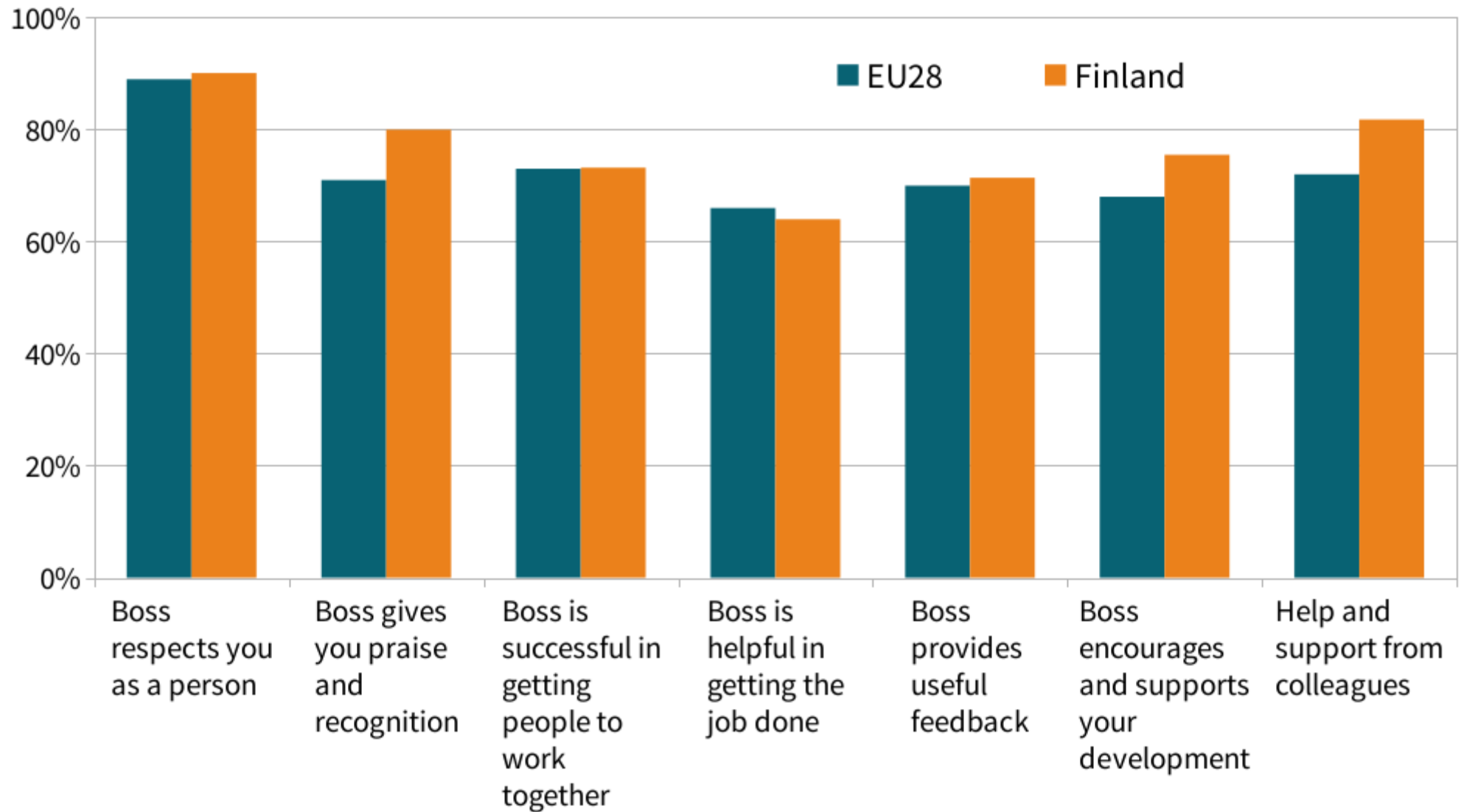
- 92% reports being treated fairly (EU28 – 84%)
- 78% reports "employees and workers are treated equally at my workplace" (WLB2016)
- 20% subjected to adverse social behaviour
 - men 15%/women 25% (EU28 – 15%/17%)
- 9% subjected to discrimination
 - men 7%/women 11% (EU28 – 7%/8%)

Social environment (WLB2016)

- 37% work at workplace where mental violence or bullying by colleagues exists sometimes or more often.
- 55% work at workplace where mental violence or bullying by colleagues, customers or supervisors exists sometimes or more often
- 7.6% report that bullying or mental violence exists at work place all of the time.

Social environment

– Social support



Work climate

- Work climate and access to information have improved (WLB2016)
 - There is open communication and trust between managers and employees
 - 2006 – 73%
 - 2016 – 80% (men 84.1% / women 76.6%)
 - Information is communicated transparently
 - 2006 – 66% (2000 – 62%)
 - 2016 – 71%

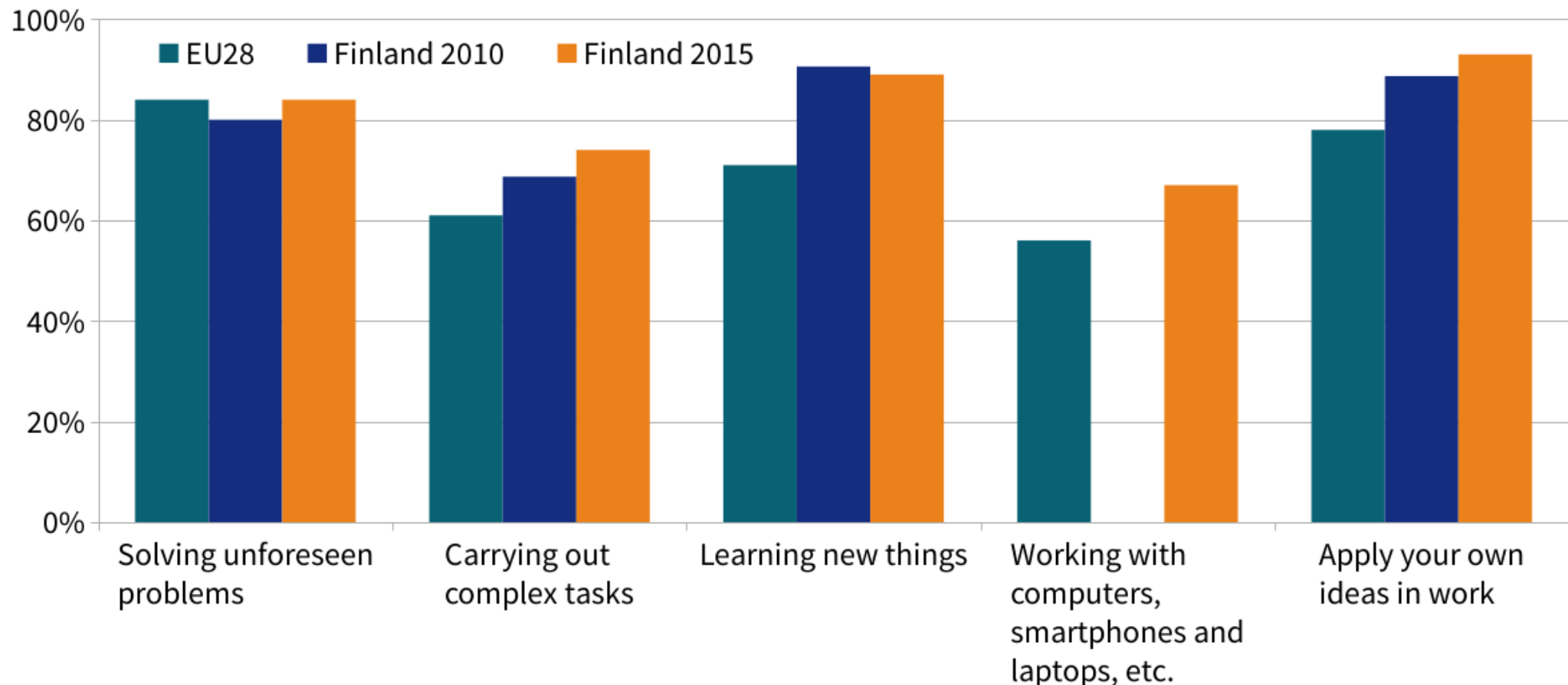


Skills and discretion

Skills and discretion

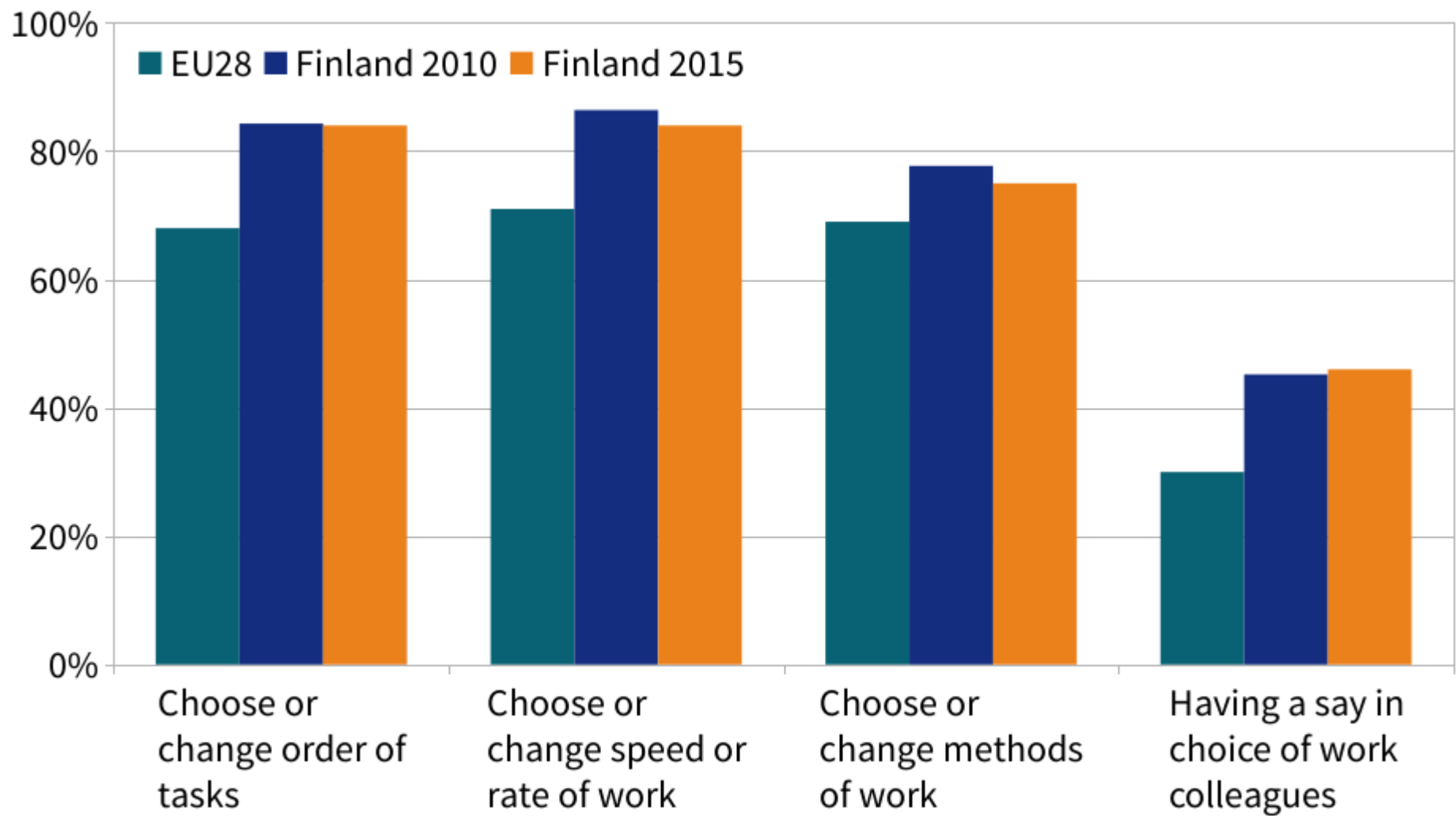
– Cognitive dimension

In Finland possibilities to apply own ideas and learn new things in work are among highest in Europe.



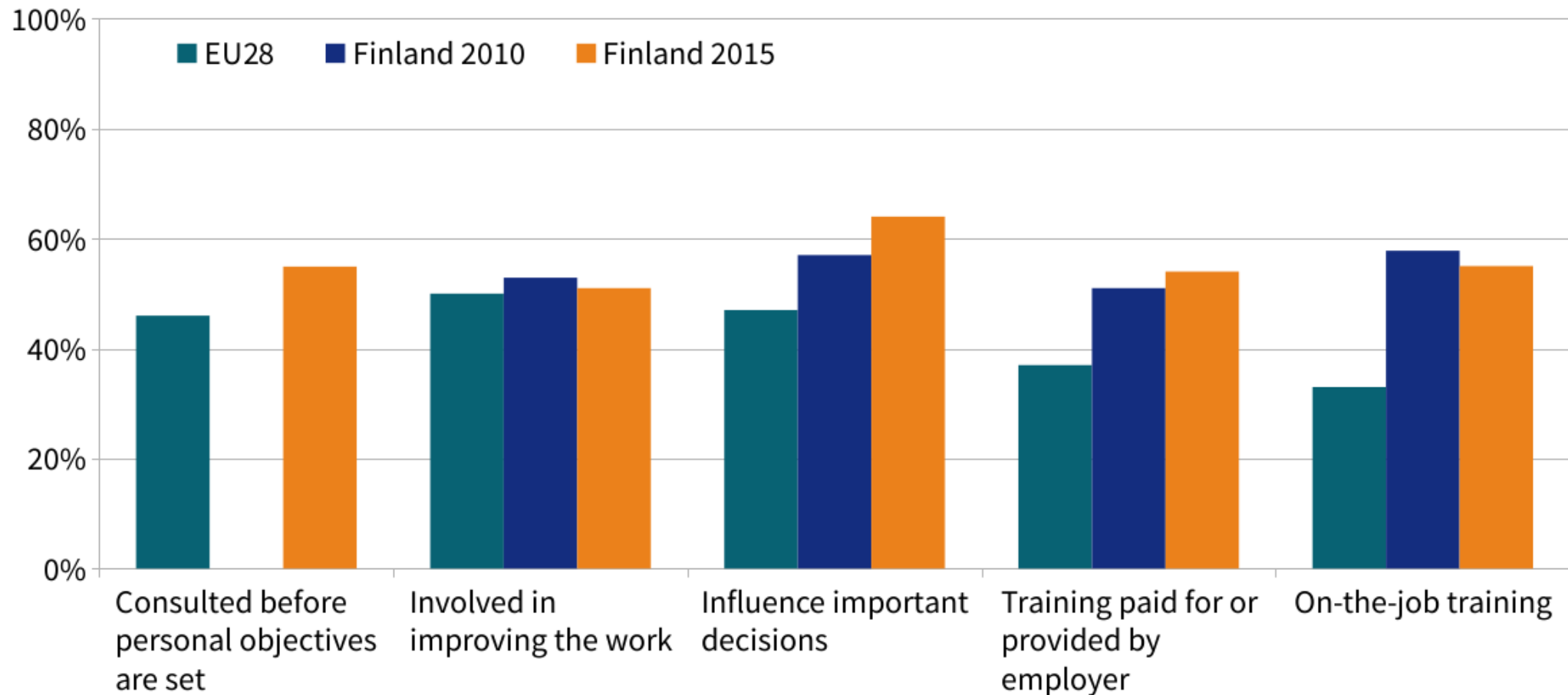
Skills and discretion

– Decision latitude



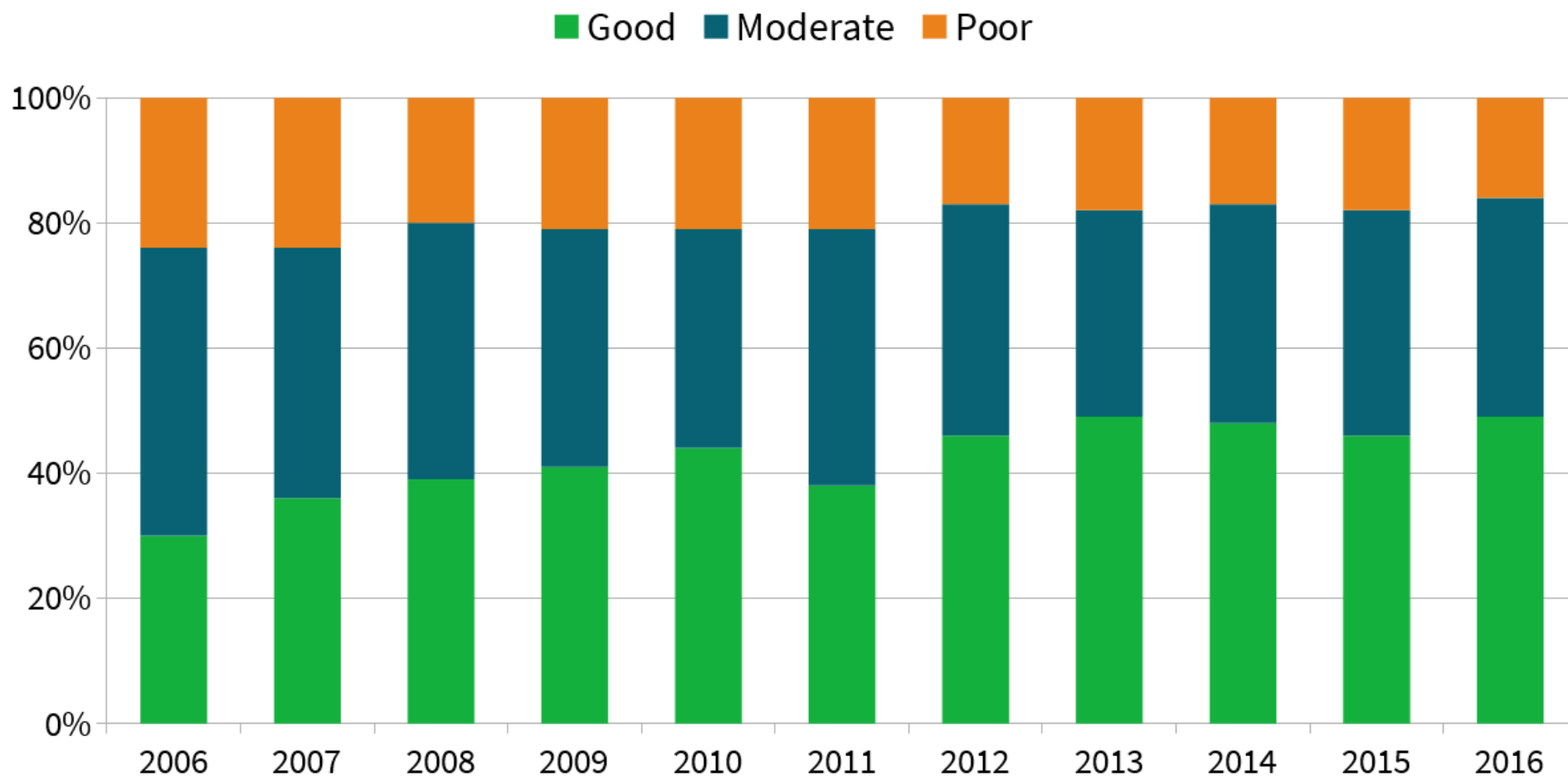
Skills and discretion

– Organisational participation, training



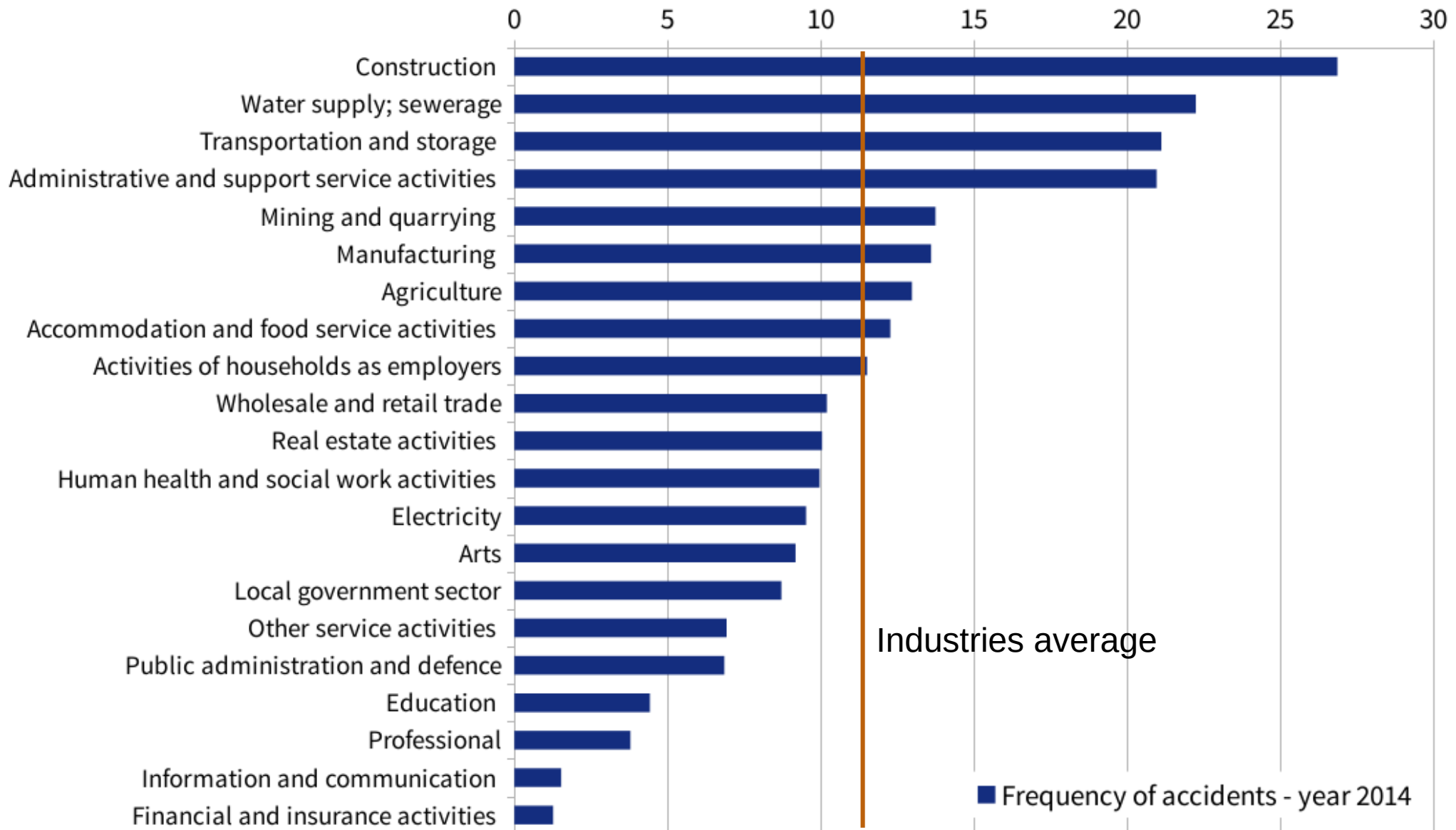
Development of workplace

What are your possibilities to participate in the development of operations and work activities in your workplace? (WLB2016)

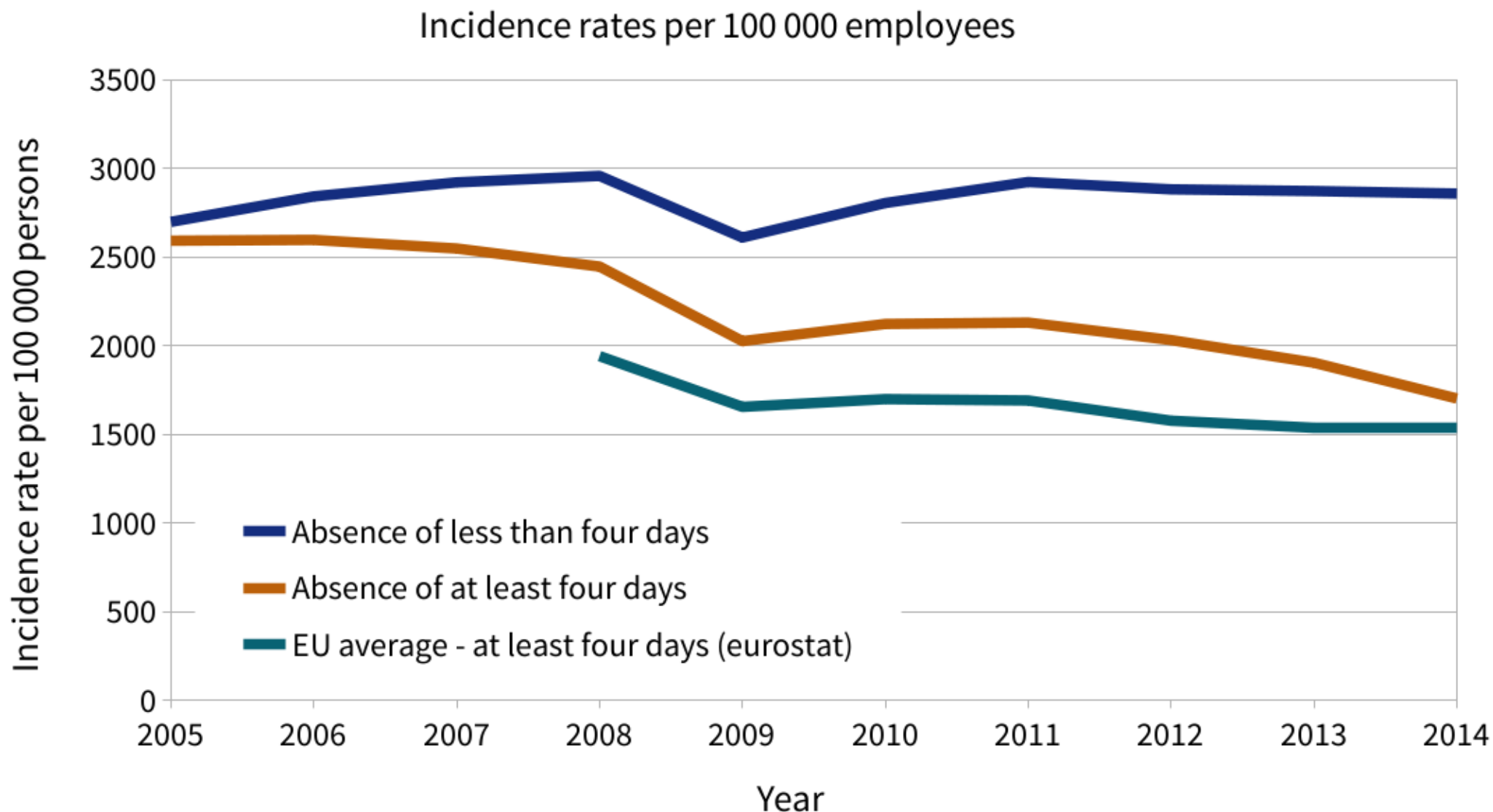


Safety and health at work

Accidents at work per one million hours worked

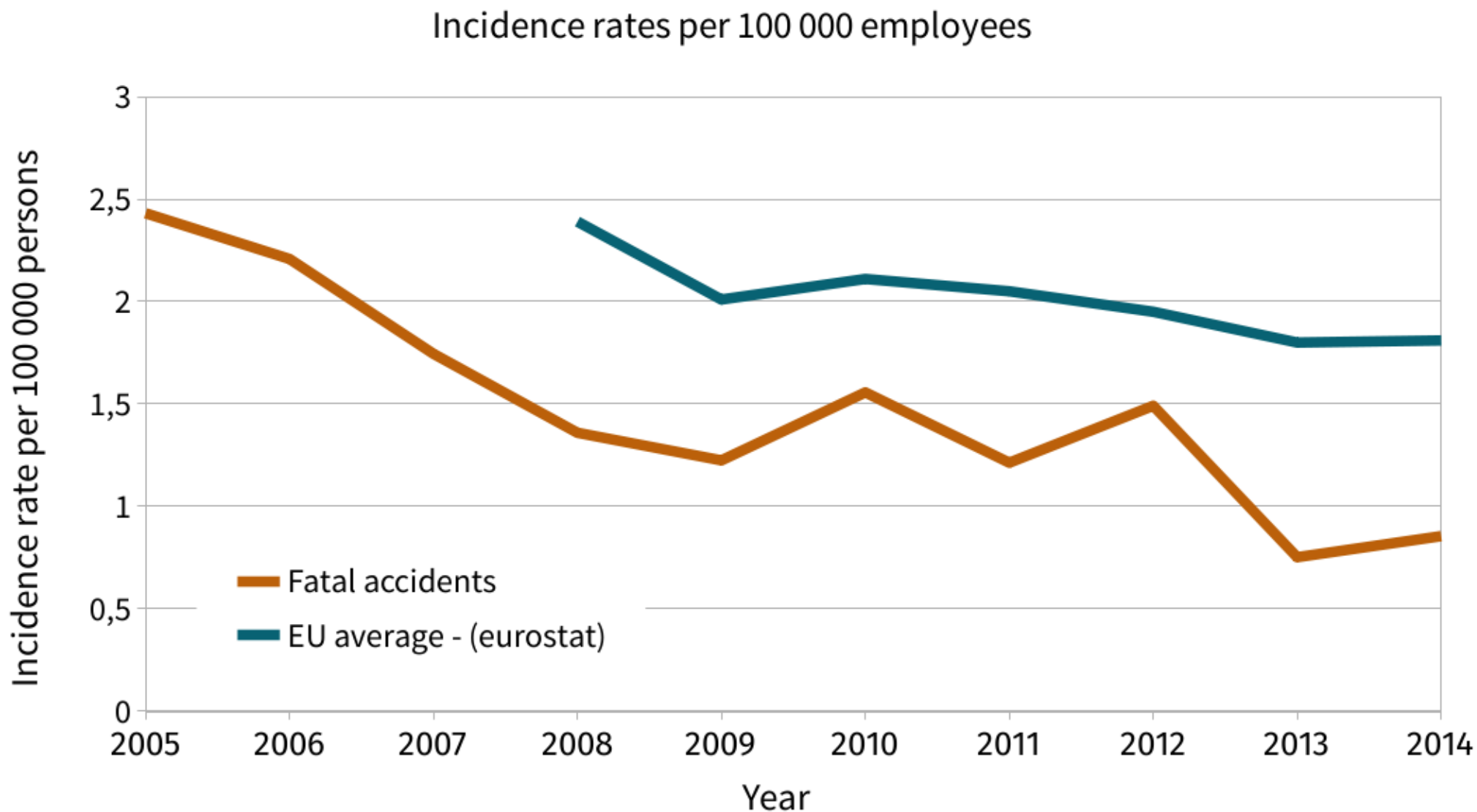


Accidents at work, non-fatal



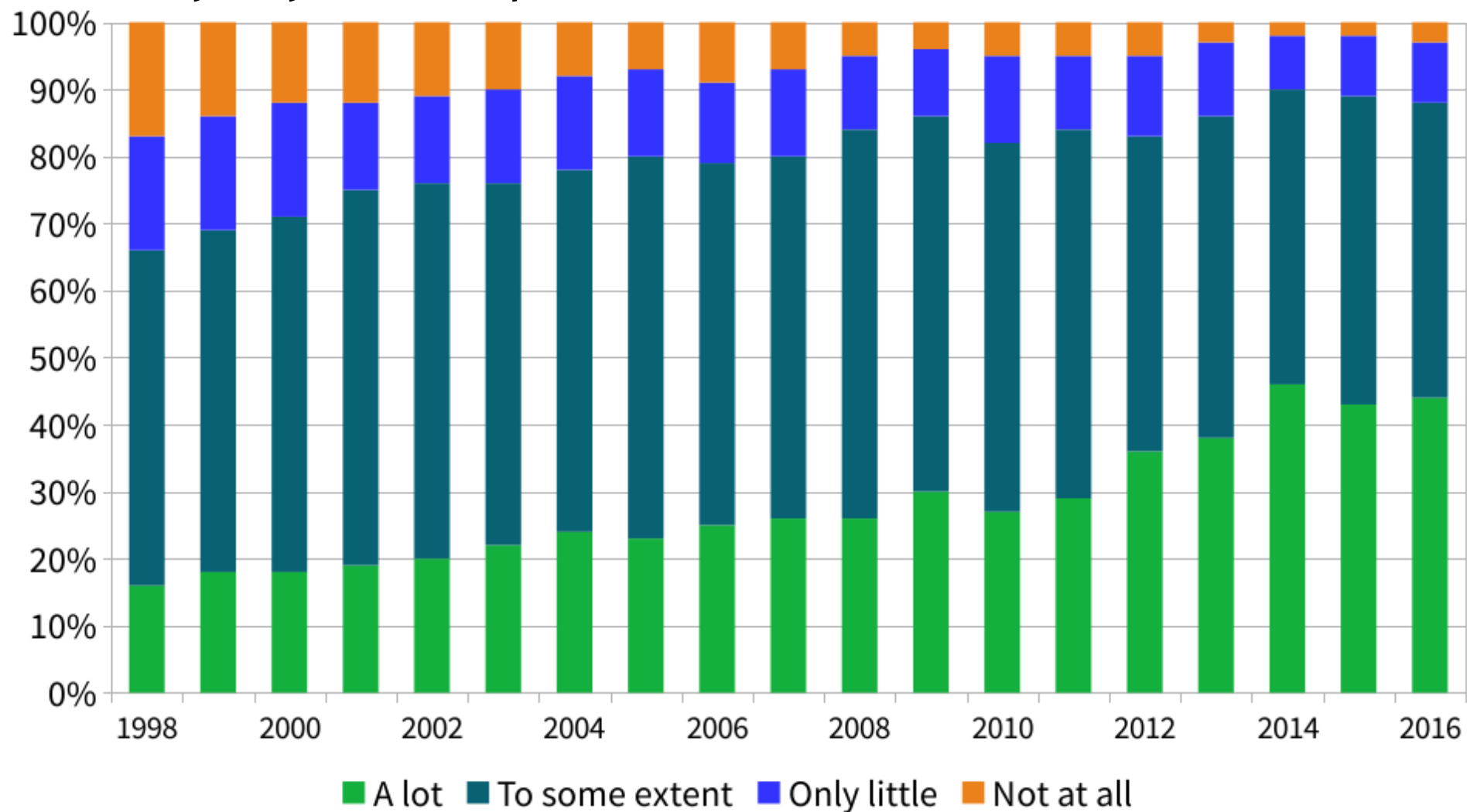
Exclude accidents occurred while commuting

Accidents at work, fatal



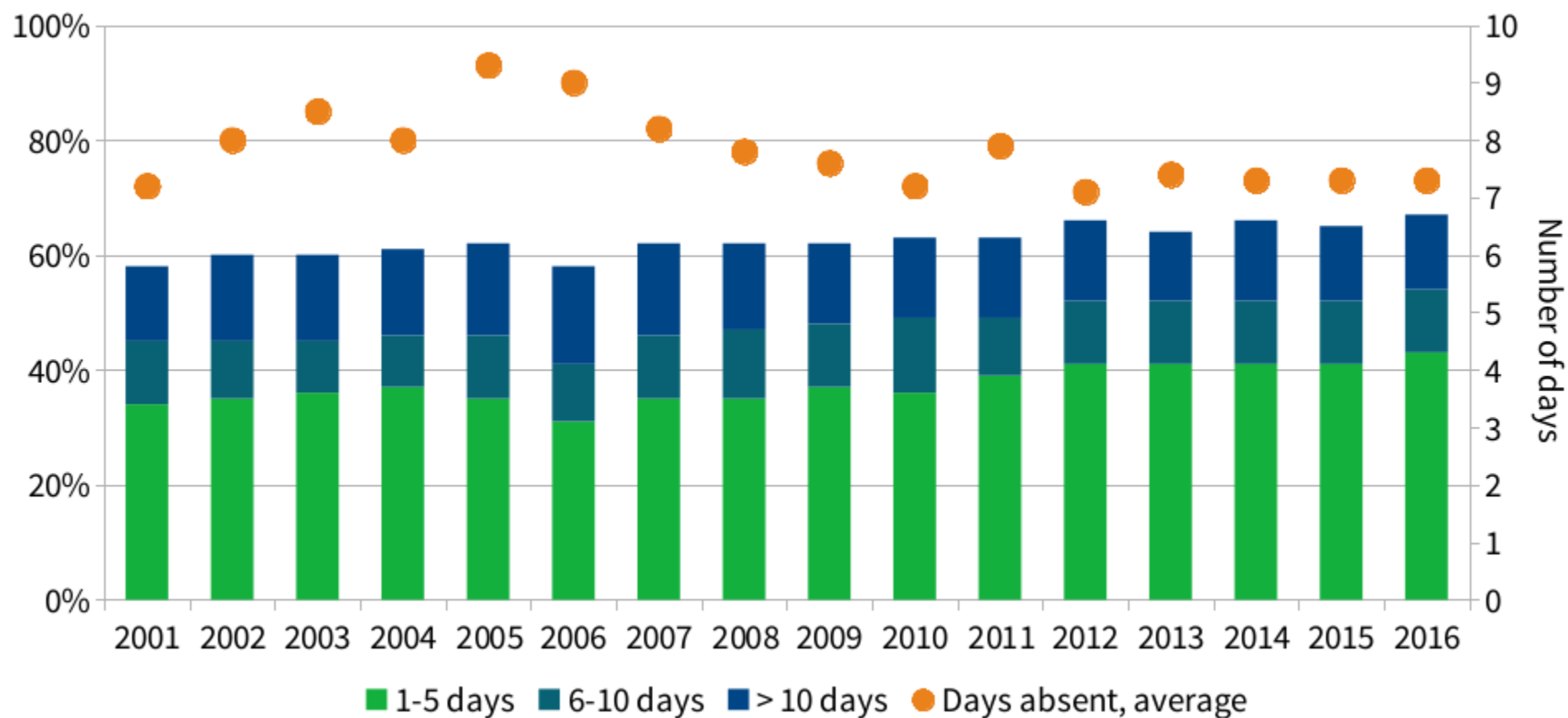
Occupational safety

Have there been systematic measures to improve occupational safety at your workplace? (WLB2016)



Health

Absence from work due to own illness during the preceding 12 months (WLB2016)



Earnings

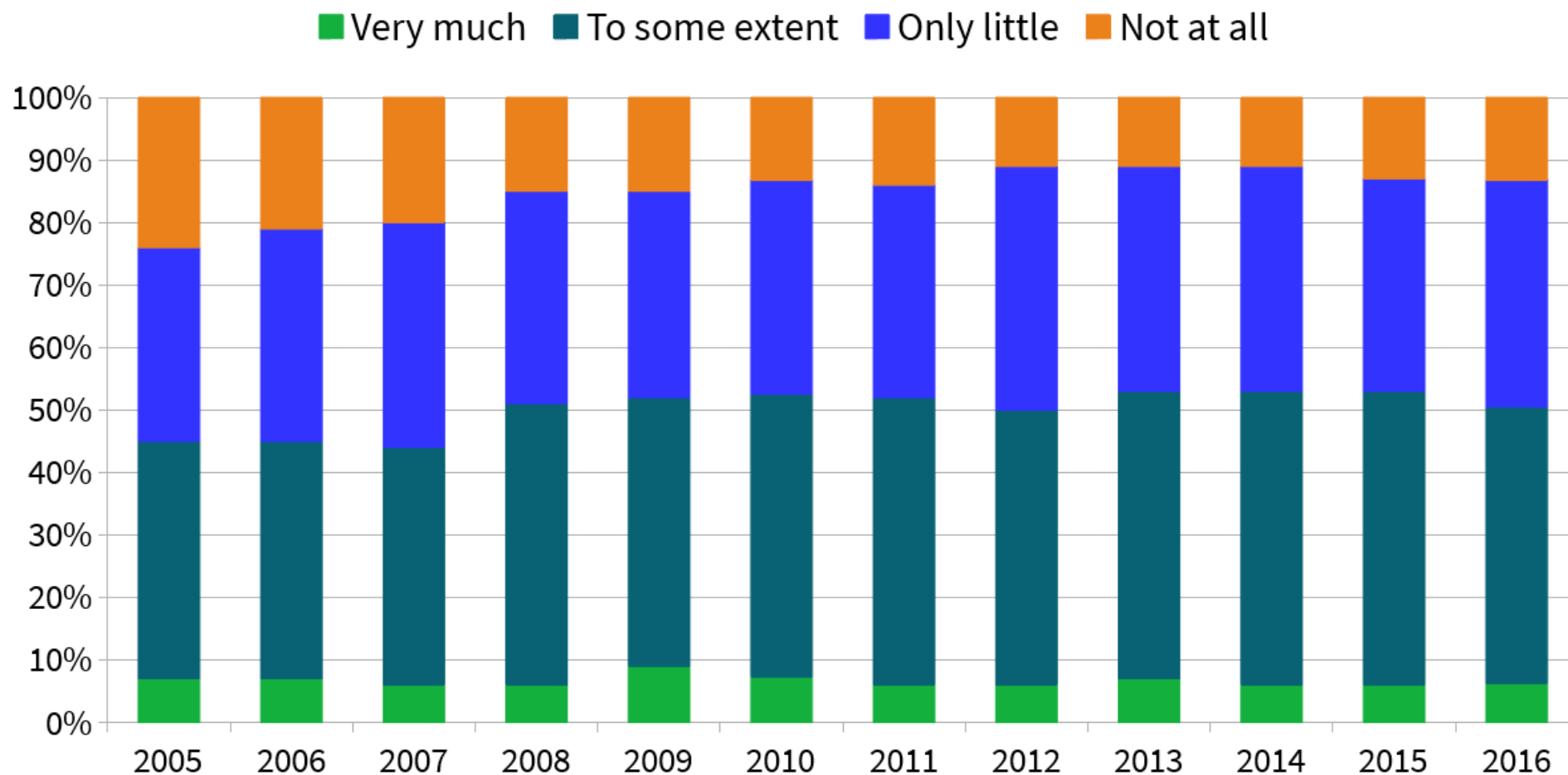
Earnings, wage and salary earners

Gross earnings, EUR/h, year 2015

		Number	Mean	Median	Gender gap
Private sector	<i>Total</i>	1156703	19.81	17.41	
	<i>Males</i>	644412	21.27	18.74	
	<i>Females</i>	512291	17.98	15.88	15,5%
Central government	<i>Total</i>	70527	23.77	21.64	
	<i>Males</i>	36363	25.4	23.53	
	<i>Females</i>	34164	22.04	19.48	13,2%
Local government	<i>Total</i>	409813	18.06	16.07	
	<i>Males</i>	80182	20.85	17.58	
	<i>Females</i>	329631	17.38	15.85	16,6%
Total	<i>Total</i>	1637043	19.55	17.14	
	<i>Males</i>	760957	21.42	18.85	
	<i>Females</i>	876086	17.92	16.01	16,3%

Salary as a work motivator

Does your salary motivate you? (WLB2016)





Summary, Conclusion

Key figures (1/2)

Finland's position in EU28 comparison is marked in parenthesis.

- 91% satisfied with working conditions (3rd)
- 81% Health and safety delegate or committee in the organisation (2nd)
- 74% Existence of trade union, works council or similar (2nd)
- 73% Apply own ideas in work (1st)
- 54% Access to employer-provided training (1st)
- 46% More than one workplace (1st)
- 41% Immediate boss is a woman (2nd)



Key figures (2/2)

- 54% use online workspaces and instant messaging (upper-level employees 80%, workers 20%) (WLB2016)
- ~26% use social media in his/her work (upper-level employees ~42%) (WLB2016)

Working conditions in Finland

- Possibility to learn new things and apply ideas
- Flexibility in working times
- Moderate work intensity
 - But frequent disruptive interruptions and emotionally disturbing situations
- Equal treatment, help and support from boss and colleagues
 - But adverse social behaviour
- Problems in physical work environment
 - Noise, low temp., vibration, repetitive movements

Thank You