

From the Finnish National Programme on Ageing Workers (FINPAW) to Socially Sustainable Finland 2020

The Ministry of Social Affairs and Health is building a healthy society and sustainable prosperity in the transformation of work

**"Health in All Politics - a better future for Europe" 20th European Health Forum Gastein, Austria:
EU-OSHA's Workshop "Social inclusion, work & health - inclusive workplaces to avoid social
exclusion"**

Hannu Stålhammar, Special Adviser

The main objectives of some national development programmes

National Programme on Aging Workers (FINPAW) 1998-2002

- Average retirement age increased

- Higher employment rates of over 55-year-olds

Well-being at work programme 2001-2003

- Stakeholder programme on techniques at the workplace level, prevention of exclusion and burn-out

National accident prevention programme 2001-2005

- The reduction of number and severity of accidents and occupational diseases

Work attraction programme 2004-2007

- Retirement reform, prolonging work careers by 2-3 years

The Finnish Workplace Development Programme

- Modest operation of work organisations and simultaneous enhancement of productivity and the quality of working life

Noste-programme (“Rising”-programme)

- Enhancing basic education of adult population

The cross-ministry cooperation was identified as a key success factor along with a political consensus, and tripartite-agreed societal programmes.

Strategic areas for a socially sustainable Finland 2020



A strong foundation for welfare

- Health and welfare in all policies
- Longer working careers through wellbeing at work
- Balancing the various areas of life
- Sustainable social protection financing

Access to welfare for all

- Reduce differentials in welfare and health
- Customer-oriented services
- New service structures and operating practices
- Strong sense of social inclusion

A healthy and safe living environment

- Strengthen the viability of the environment
- Ensure that society can continue to function under exceptional circumstances

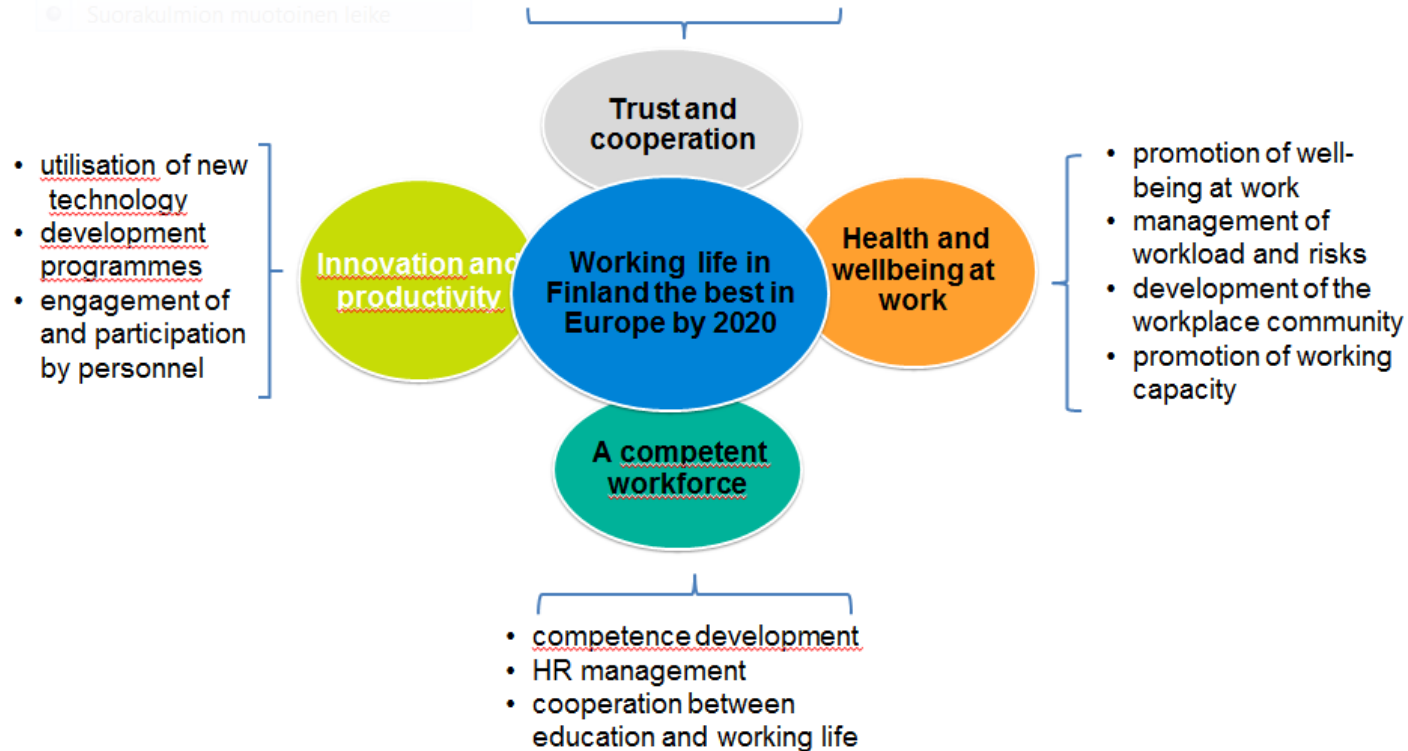
Socially Sustainable Finland 2020 - Strategy for social and health policy vs. Working Life 2020

- Socially Sustainable Finland 2020 - Strategy for social and healthy policy was published in 2011.
- The purpose of our strategy was to achieve a socially sustainable society in which people are treated equally, everyone has the opportunity to participate and everyone's health and functional capacity is supported.
- Social sustainability requires a functioning social protection system.
- One of the strongest political expression of this cross-ministry cooperation has been **the National Working Life Development Strategy** completed in 2012.

Focus areas of the working life strategy

- internal and external cooperation
- practices strengthening trust

☐ Suorakulmion muotoinen leike



The Working Life 2020 project

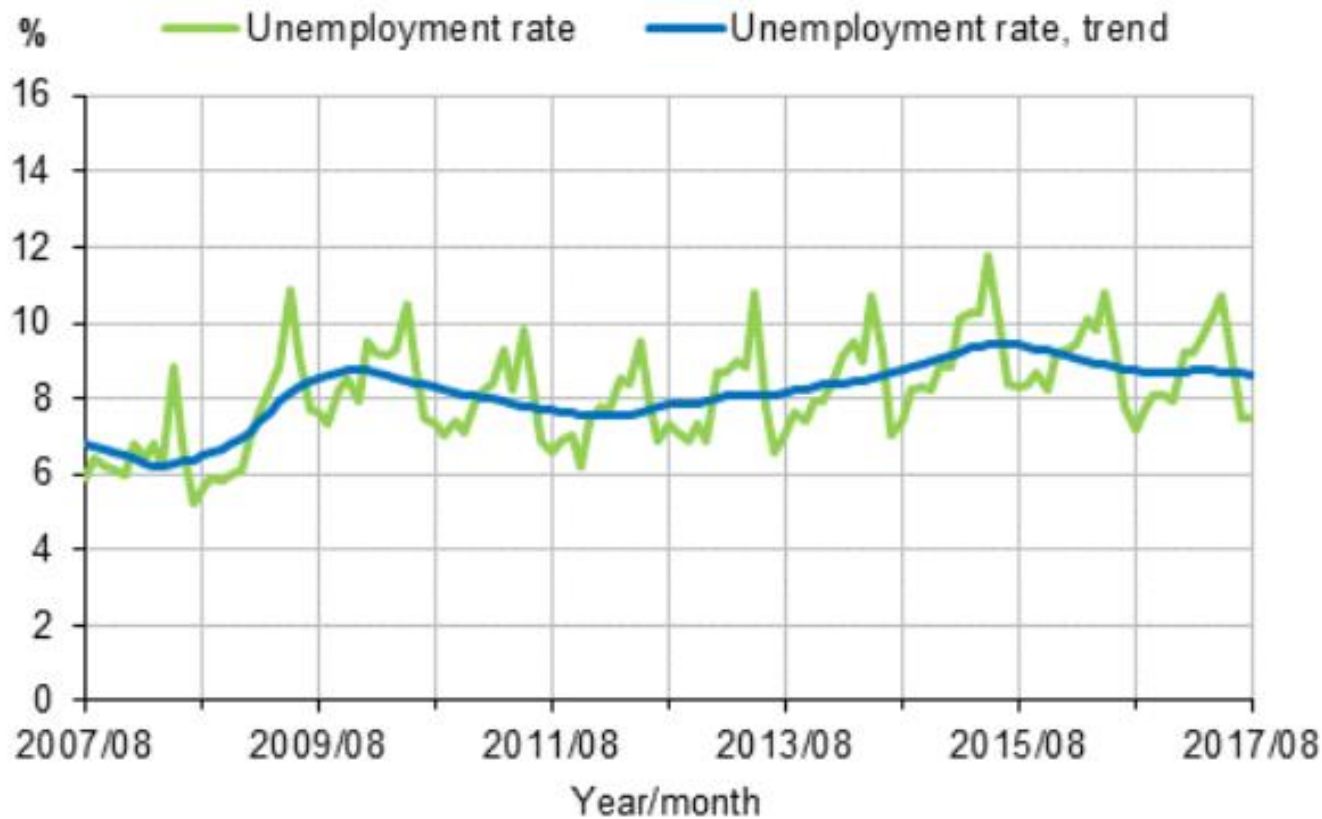
- The goal is that that working life in Finland will be the best in Europe By 2020.
- The best working conditions in Europe: 1. Norway 2. Denmark 3. Finland (Interim evaluation of the Working Life 2020 project, Ramstad & Mähönen, 2017).
- As part of the Working Life 2020 project a group was appointed to develop the Finnish working life brand, with the aim of making a good working life a competitive factor for Finland: http://www.tyoelama2020.fi/files/1861/TEMjul_43_2016_netti.pdf
- The members of working life brand group were representing "tripartite and plus" network
- The development of the working life brand will support economic growth in Finland in the long term, will help Finland succeed in international cooperation and will elevate Finland's status as an example and inspiration for others.



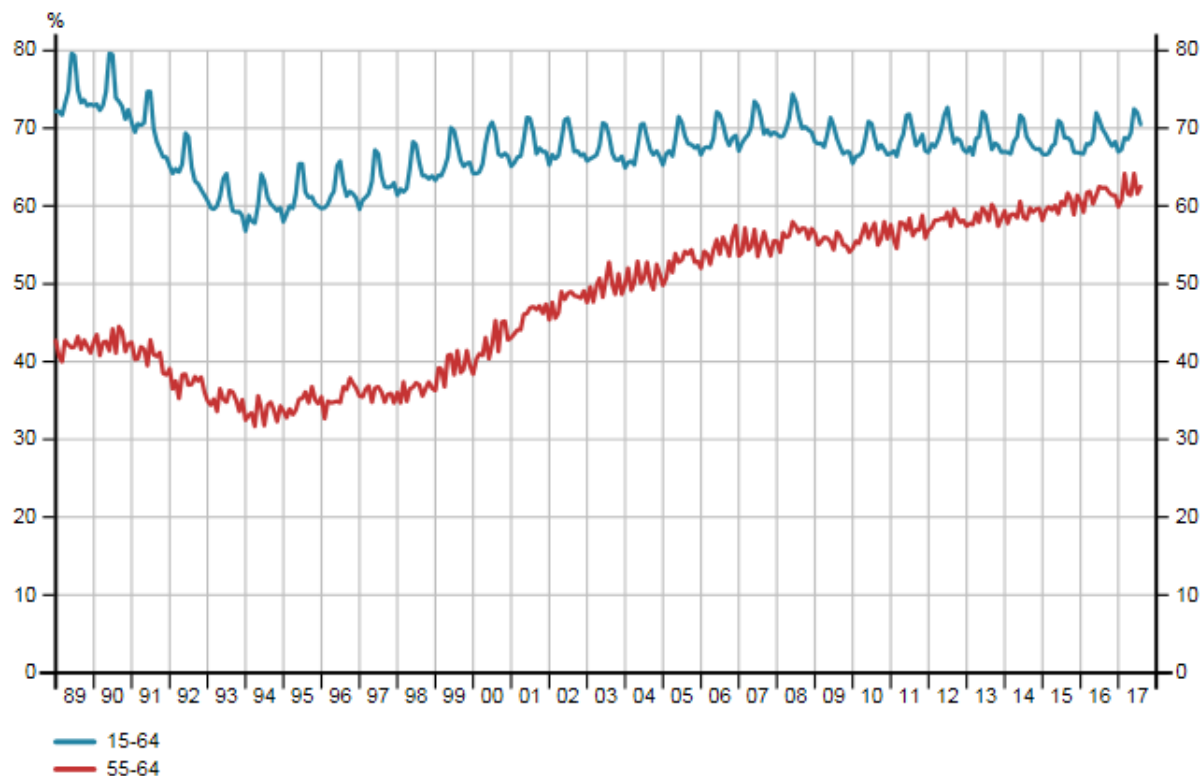
Other sustainable development initiatives

- **For policy makers:** Prolonging working careers requires cooperation and a sense of community, Publications of the Government's analysis, assessment and research activities 38/2017, summary in English:
http://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/79799/38_TYPYKE_270_42017.pdf
- **For technology industry:** The Work Cycle Carries project is a joint national project of the employers' and employees' organisations in the technology industries where the member companies of the Technology Industries can develop their skills in the management of different age groups and bring about positive changes in the personnel's experience of well-being at work:
<http://tyokaari.fi/work-cycle-carries-the-future-project-of-technology-industries/>
- The project receives partial financing from European Social Fund through the Ministry of Social Affairs and Health and is based on bi-partite cooperation.
- **For global sustainable development of OSH:** Finnish initiative for new Global Coalition to implement OSH declarations (21. World Congress on Safety and Health at Work, 3rd - 6th September 2017 Singapore)

Unemployment rate and trend of unemployment rate 2007/08–2017/08, persons aged 15–74

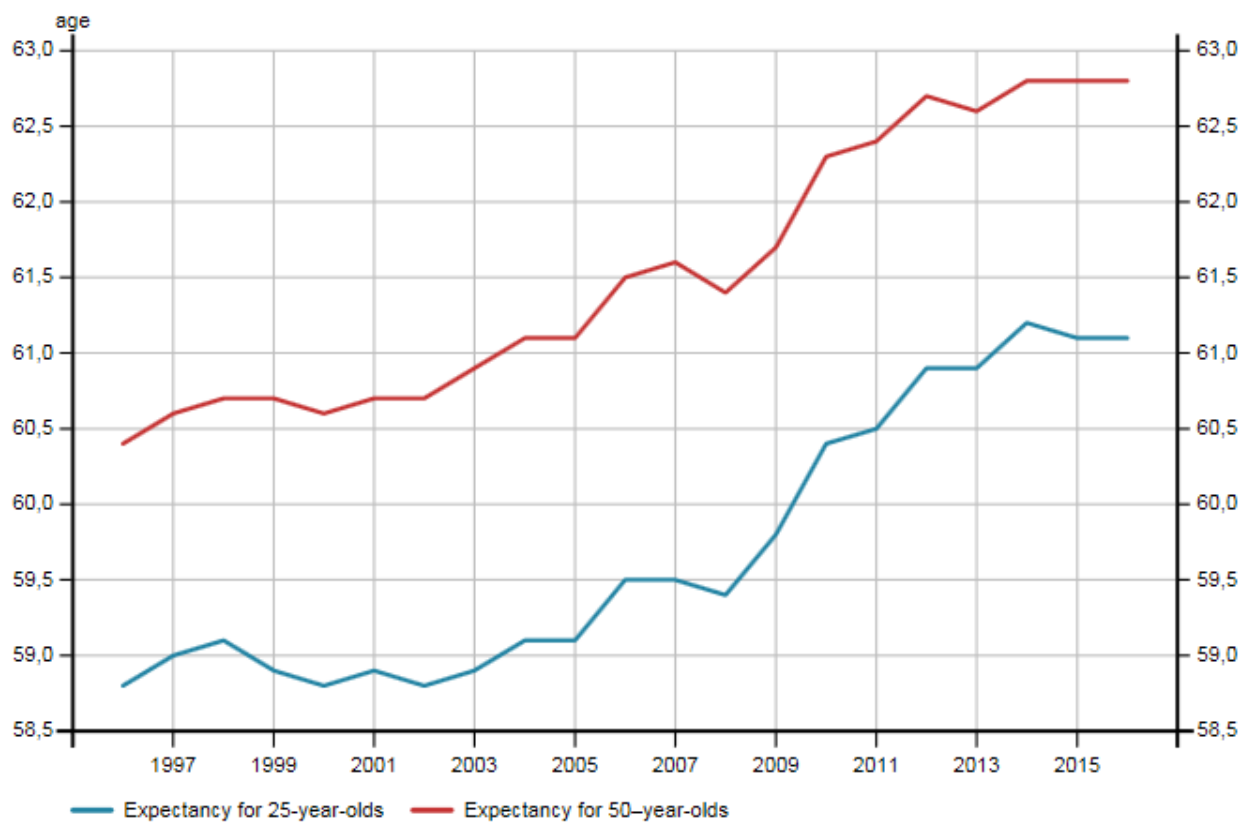


Monthly employment rate 1989-2017



Statistics Finland / Labour force survey

Expected effective retirement 1996-2016



Finnish Centre for Pensions

Thank you for your attention!

