

The effects of digitalisation on the quality of working life

Joint national-level seminar

Organised by Eurofound, the Finnish Ministries of Economic Affairs and Employment and Social Affairs and Health and the Finnish social partners

Finland, Denmark, Estonia and Sweden

This one-day seminar, jointly organised by Eurofound and the Finnish Ministries of Economic Affairs and Employment and Social Affairs and Health, and the Finnish social partners, brings together up to 40 experts, policymakers, Eurofound Management Board Members and its Network of Correspondents, as well as national-level social partners. The aim is to discuss the effects of digitalisation on the quality of work and new ways of working and to identify policies supporting quality in work in the digital age.

Since the onset of digitalisation, many workers are experiencing greater flexibility in work. However, a digital work environment also brings challenges, such as the blurring of boundaries between work and personal time and higher levels of work intensity. Policy attention is shifting towards the challenges relating to changing practices in work organisation, the increase of digitalisation and the rise of new forms of employment and the effects on quality of work.

The objective of the seminar is to use Eurofound findings to facilitate debate and networking with national-level actors. It also aims to feed into and provide information for the shaping of national-level policies, such as Finland's upcoming plans on quality of work and digitalisation. The seminar provides a forum for participants to network, exchange ideas and learn about the experiences from their neighbouring countries.

Date:	26 November 2019
Time:	9:00–16:45
Venue:	Hotel Katajanokka, Kirkko room, Helsinki, Finland
Languages:	Passive interpretation (EE, FI, SW, DK relayed into English)

Programme 26 November 2019

08:30–09:00 **Registration and coffee**

Welcome and opening

This session will provide an overview of living and working in Europe, with a focus on Denmark, Estonia, Finland and Sweden

09:00–09:45

Chair: Kimmo Ruth, Labour Market Counsellor, Ministry of Economic Affairs and Employment (FI)

- **Juan Menéndez-Valdés**, Executive Director, Eurofound
- **Saila Ruuth**, State Secretary, Ministry of Social Affairs and Health (FI)

What is changing at work?

This session will set the scene by providing a broad overview and mapping out what is happening and changing at work in the EU as identified by Eurofound's recent findings. It will present a holistic view of work organisation, technology at work and what workers do at work.

09:45–10:15

Barbara Gerstenberger, Head of Unit, Working life, Eurofound

Questions and Answers

10:15–10:30

Coffee break

Developing working life – Shared national experiences

This session will present two Finnish sectoral examples. Equal time will be allowed for contributions from the floor.

Moderator: Peter Waldorff, Senior International Adviser, Danish Trade Union Confederation (DK)

Short introductory presentation - The Federation of Finnish Technology Industries and the Federation of Finnish industries 'productivity together project' *is a joint employer employee project. The aim of the project is to strengthen trust and involve all staff in the development of operations.*

10:30–12:30

- **Jarmo Päivä**, Senior Advisor, Health and Safety Productivity, Industrial Relations, Technology Industries of Finland (FI)
- **Pasi Karttunen**, Contract Specialist, Industrial Union (FI)

Short introductory presentation - Finanssia *–a project which addresses the 'future of the financial sector'. A sector that is undergoing huge disruption and a rapid period of change. The aim of the initiative is to create better well-being at work, increase productivity and improve sectoral competitiveness.*

- **Tarja Kallonen**, Head of Financial Work and Competence, Finance Finland (FI)
- **Sari Lassila**, Head of Education, Union of Insurance Employees in Finland (FI)

Contributions from the floor

12:30–13:30

Lunch

Panel debate 1: New forms of working – Digital decade

This session will address new and emerging forms of work as well as the impact of digitalisation on new ways of working. Eurofound will open the session by presenting the findings on new forms of work. Member States will present and debate their own national experiences.

Moderator: Leila Kurki, Senior Adviser, The Finnish Confederation of Professionals (STTK) (FI)

Presentation - New forms of employment, Barbara Gerstenberger, Head of Unit, Working life, Eurofound

13:30–14:45

- **Thorkild Holmboe-Hay**, Political Communications Advisor, 3F (DK)
- **Markus Äimälä**, Director, Labour Law and Industrial Relations, Work and Social Affairs Department, Confederation of Finnish Industries (FI)
- **Raul Eamets**, Professor, Faculty of Economics and Business Administration, University of Tartu, EE

Contributions from the floor

14:45–15:00

Coffee break

Panel debate 2: Future of work – The role of social partners in ensuring quality working life

This session will be forward-looking and will bring together the discussions from earlier sessions. In particular, it will examine the specific role of social partners in ensuring that, against the background of changing work, we are ready for the future.

Moderator: Juan Menéndez-Valdés, Executive Director, Eurofound

15:00–16:15

- **Dominique Anxo**, Professor, Department of Economics and Statistics (SE)
- **Flemming Dreesen**, Senior Counsellor, Confederation of Danish Employers (DK)
- **Heli Puura**, Director of Law and Work Environment Department, Central Organisation of Finnish Trade Unions (FI)
- **Pirjo Turk**, Adviser, Ministry of Social Affairs (EE)

Contributions from the floor

Closing remarks

16:15–16:45

- **Juan Menéndez-Valdés**, Executive Director, Eurofound
- **Antti Neimala**, Director-General, Ministry of Economic Affairs and Employment (FI)

16:45

Close of seminar and transfers