



Hyvää huomista Good tomorrow

Well-being at work in the chemical industry



Introduction

Background

🌐 The **chemical industry social partners** have agreed at the collective bargaining processes since 2009 to **promote well-being and productivity at work**.

🌐 Chemical sector was **among the first branches** to include well-being in collective agreements.

🌐 The joint program is called **Good tomorrow**
(2009-2016 Good morning – Good tomorrow)



Social partners of the Finnish chemical sector

 ***Chemical Industry Federation of Finland***

 ***Industrial Union***

 ***Trade Union Pro***

 ***Federation of Professional and Managerial Staff YTN***



Objectives and perspectives of the project

Objectives

- 🎯 promote well-being
- 🎯 develop skills
- 🎯 extend working lives
- 🎯 reduce morbidity
- 🎯 increase productivity

Perspectives





Progress in business

Implementation

30
Company
projects

Early
intervention
guide

Company
projects
Publications

Company
pilot

Company
projects
2011–2012

Early
intervention
model
2013–2014

Leadership and
work community
skills
2014–2016

Collective
development
2017

Good
tomorrow
-program

Next steps

Action plan 2018

In 2018 focus on companies

Company visit tour

- To strengthen communication with companies
- To gather information on companies' current development themes and needs
- To promote Good tomorrow materials and tools

Stronger company commitment

- Well-being indicators collected
 - RC-companies report already, others invited to report
- Right to use the program logo
- Targeted training for committed companies





Indicators and results

Examples of indicators

	Lagging	Leading
Industry	<ul style="list-style-type: none">• Sick leave• Lost time injuries• Turnover of personnel• Average retirement age• Disability pensions	<ul style="list-style-type: none">• Labour productivity
Company	<ul style="list-style-type: none">• Sick leave• Lost time injuries• Turnover of personnel• Average retirement age• Disability pensions	<ul style="list-style-type: none">• Job satisfaction survey• 'Well-being at work' Card• Investment in developing well-being• Early intervention model• Programs for ageing work force• Equality plans• Career development discussions
Individual	<ul style="list-style-type: none">• Sick leave• Lost time injuries, accidents	<ul style="list-style-type: none">• Career development discussions



Results in occupational well-being 2016 (2015)

Sick leave

3,9 % (4,0)

of all working hours

Staff turnover

7,8 % (6,2)

of personnel

Personnel & training plans

87 % (85)

of companies/sites

Retirement age

62,5 (62,5)

years

Job satisfaction surveys

72 % (79)

of companies/sites

Early intervention models

92 % (92)

of companies/sites

Lähde: KT ry, Responsible Care -indikaattoritiedot

KEMIANTEOLLISUUS









Communication



Sharing best practices 2010 - 2017

-  *8 seminars with over 750 participants, over 70 expert presentations and several hands-on workshops*
-  *5 printed guidebooks*
-  *Over 100 blog posts written by the project group and a wide variety of guest writers*
-  *Web pages, newsletter and social media*



UK CIA Sustainable Health Metrics Indicator Tool

Työhyvinvoinnin itsearviointityökalu
työpaikoille



Communication



www.hyvaahuomista.fi
Web page since 2011



Facebook
www.facebook.com/hyvaahuomista
2012 -



Newsletter
www.hyvaahuomista.fi
Since 2015



Partner in the national
Working Life 2020 -program
<http://www.tyoelama2020.fi/>

Cefic Responsible Care Award 2015



“Improving occupational well-being is the goal of Finland’s consortium of its Chemical Industry Federation, Industrial Union TEAM, Trade Union Pro and the Federation of Professional and Managerial Staff YTN. Since kicking off in 2010, the project has extended working lives, reduced and, improved, productivity. Networking and unique cooperation between the social partners have been the key to success.”

Thank you!

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Hyvää huomista

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