

Responsible Care –programme in Finland

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Co-operation and continuity shown in every day actions

- The well-being of the personnel is the responsibility of the entire work community.
- Co-operation between the management and the employees is needed for maintaining well-being at work.
- Safety culture often reflects the attitudes, beliefs, perceptions and values that employees share in relation to safety
- Everyone has the right to get home from work in good health!
- The social partners in Finland chemical industry are:
 - [Chemical Industry Federation of Finland](#)
 - [Industrial Union TEAM](#) (blue collar workers)
 - [Trade Union Pro](#) (white collar workers)
 - [Federation of Professional and Managerial Staff YTN](#) (academics)

Responsible Care - Our Commitment to Sustainability

- Programme covers all fields related to the sustainability. Programme covers a total of 97 companies, 80% of the sector's turnover and 60% of the staff. It is expanding into new chemical industry sectors and different companies.
- Results have been systematically monitored with metrics covering.
- Programme is a platform for unique cooperation with Chemical Industry and trade unions. The Chemical Industry Federation of Finland is coordinating the execution of the programme. Trade Unions are involved in monitoring and developing the programme.
- More information:
<http://www.kemianteollisuus.fi/en/the-chemical-industry/responsible-care-20-years-2/responsible-care--commitment-to-sustainability/>



Employee wellbeing indicators in the collection of 2014 data

Staff turnover	The replacement work pattern
Sick leave	Early support model
The average age of staff	Staffing and training plans
Retired	Ageing programme
The average retirement age	Instructions for preventing of ill-treatment and harrashment
The disability retirements	The gender equality plan
Wellbeing at work investments	Development discussions
Job satisfaction measurement	Risks of mental load
Wellbeing at Work Card	

Results for the year 2014



Sick leaves

4,2 %

from the total number of working
hours

The average age of
staff

43,3

year

Retired

1,7 %

from companies staff

Staff turnover

7,3 %

Retirement age

62,5

year

the disability
retirements

0,15 %

from companies staff

Lähde: KT ry, Responsible Care –indikaattoritiedot

Results for the year 2014



Job satisfaction
measurement

76 %

from companies / workplaces

The replacement work
pattern

60 %

from companies / workplaces

Staffing and training
plans

85 %

from companies / workplaces

Wellbeing at Work
Card

15 %

from companies / workplaces

Early support model

91 %

from companies / workplaces

Ageing programme

16 %

from companies / workplaces

Lähde: KT ry, Responsible Care –indikaattoritiedot

Results for the year 2014



Instructions for preventing of
ill-treatment and
harrashment

84 %

from companies / workplaces

Development
discussions

95 %

from companies / workplaces

Wellbeing at work
investments

627

euros per person

The gender equality
plan

83 %

from companies / workplaces

Risks of mental load

68 %

from companies / workplaces

Lähde: KT ry, Responsible Care –indikaattoritiedot



Thank You!

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