

Hyvää huomista Good tomorrow

Well-being at work in the chemical industry



Background

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

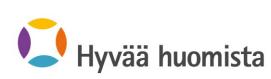
Chemical sector was among the first branches to include well-being in collective agreements.

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







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

Stonger 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







Examples of indicators

	Lagging	Leading
Industry	 Sick leave Lost time injuries Turonver of personnel Average retirement age Disability pensions 	Labour productivity
Company	 Sick leave Lost time injuries Turonver of personnel Average retirement age Disability pensions 	 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	Sick leaveLost time injuries, accidents	Career development discussions



Results in occupational well-being 2016 (2015)

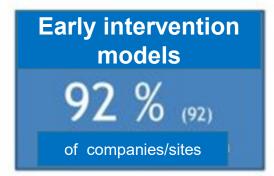












Lähde: KT ry, Responsible Care -indikaattoritiedot









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



Parnter 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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