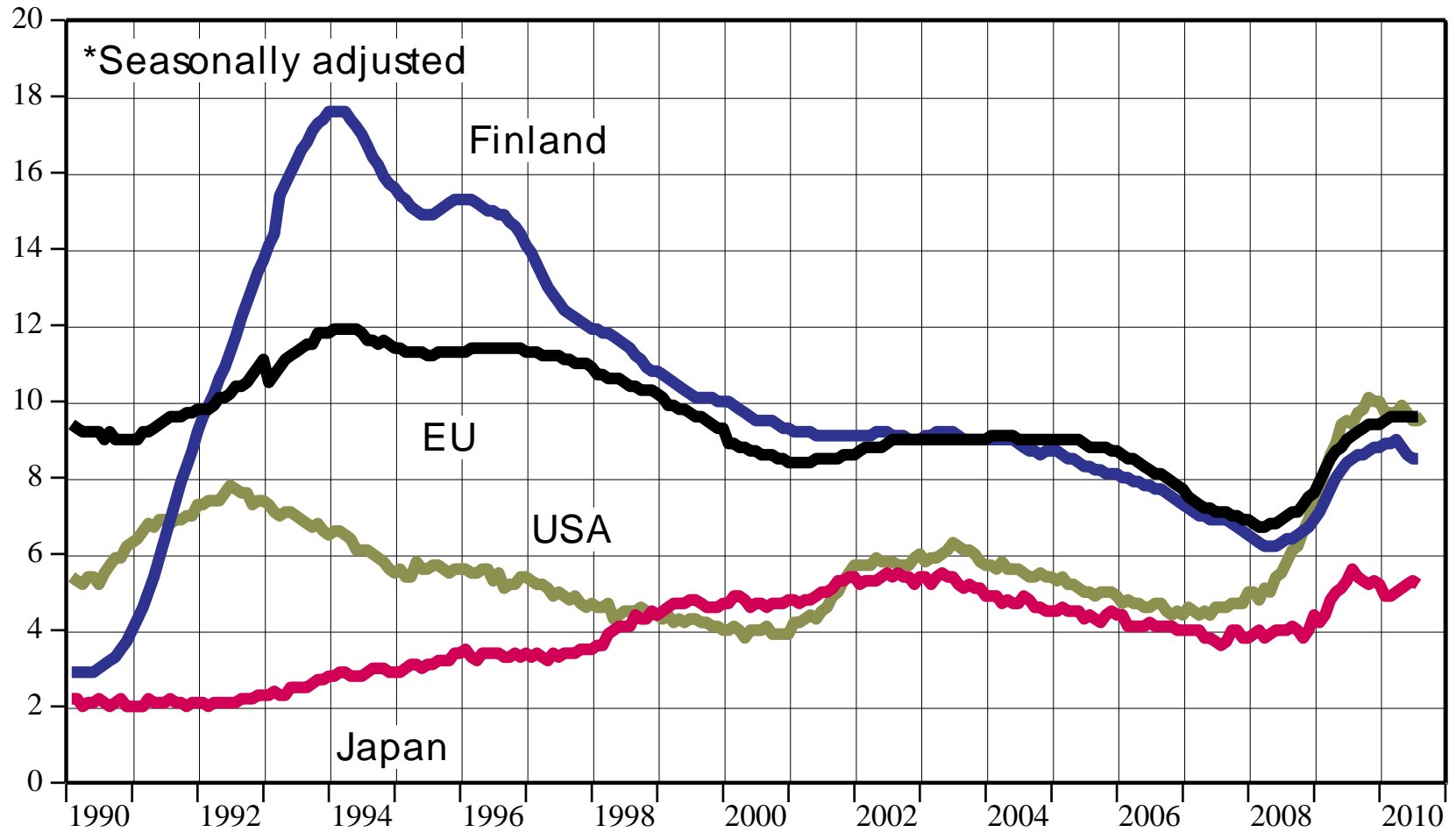


Flexibility and Security in the Context of the Crisis and Recovery, case Finland

Study on Flexicurity Cluster Seminar
Warsaw 22 – 23 November 2010
Mikko Räsänen, Confederation of Finnish Industries EK

Unemployment Rate*



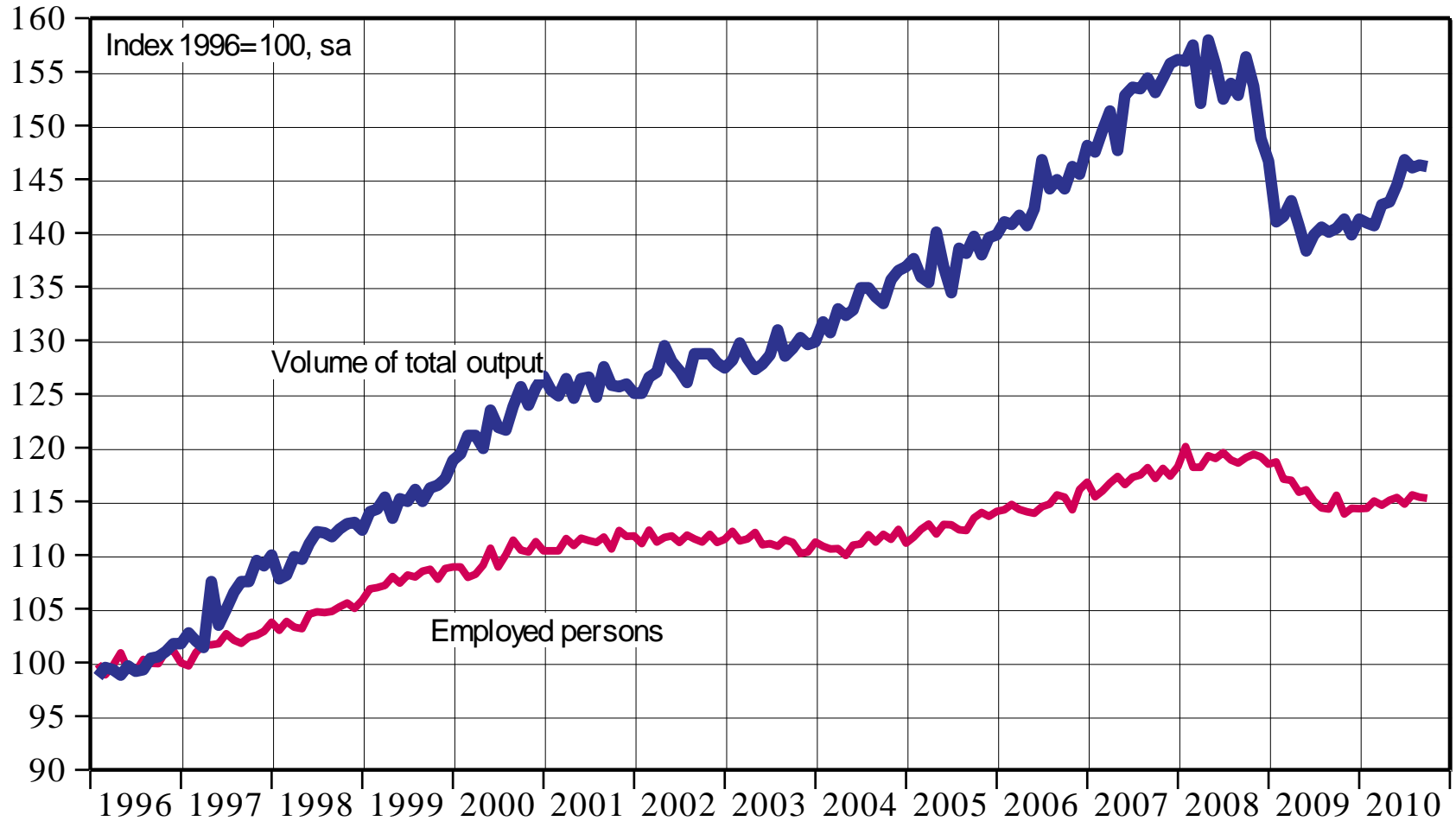
Source: OECD

21.10.2010/tyot4/jka/EKI Talousgraafit

Confederation of Finnish Industries



Production and Employment



Source: Statistics Finland

12.11.2010/kokk3/jka/EKI Talousgraafit

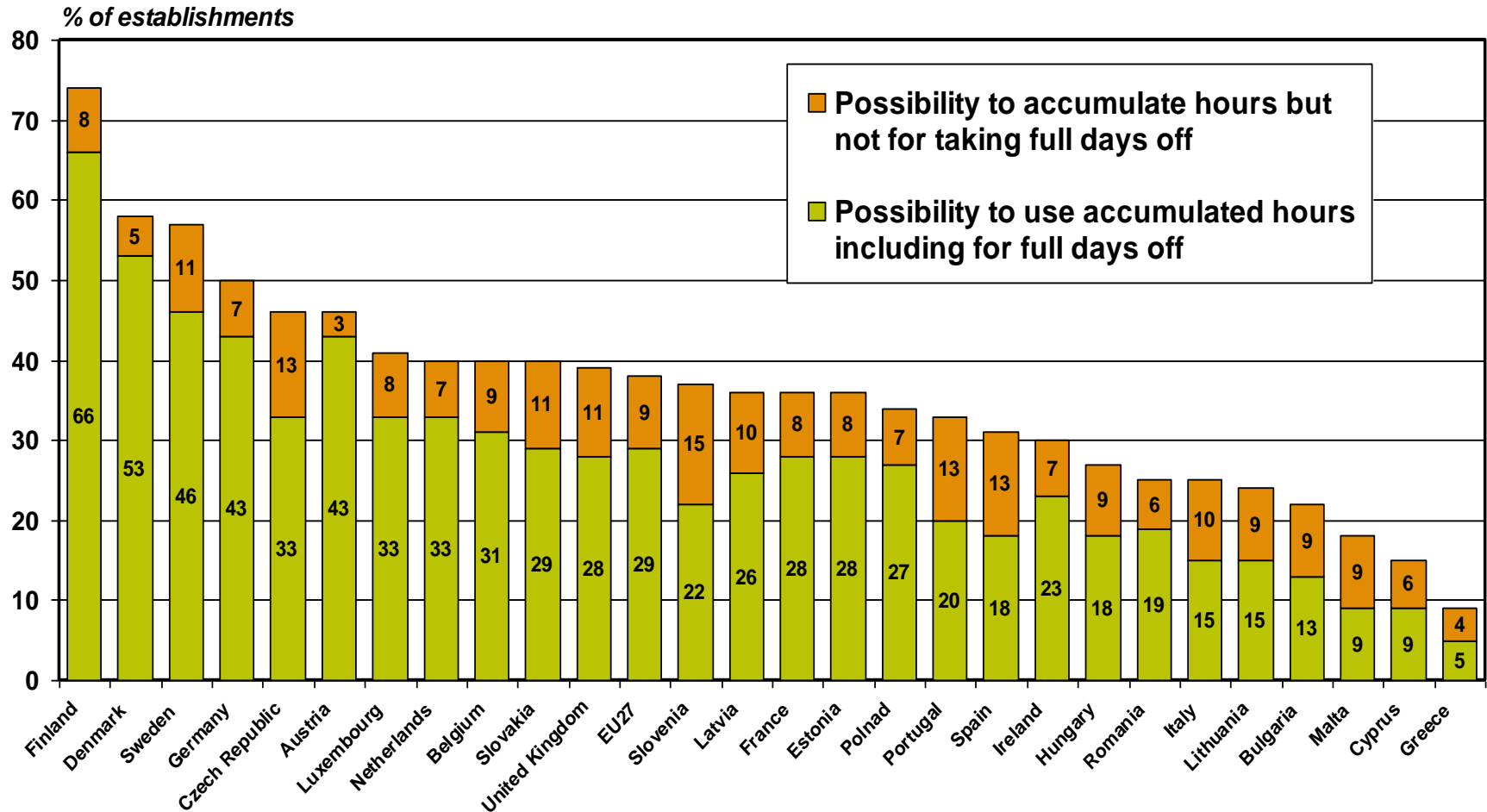
Confederation of Finnish Industries



Adaptation measures in Finland

- When there is a need to reduce work, the companies have several possibilities:
 - **Contractual arrangements**
 - fixed-term and temporary agency work, internal transfers
 - study leave, sabbatical leave, optional leaves
 - **Flexible working time arrangements**
 - shortening of working time - wide possibilities to deviate from legislation in collective agreements
 - **Temporary lay off** (permittering)
 - **Termination/dismissal**

Flexible working time arrangements by country and flexibility scope in Europe in 2009

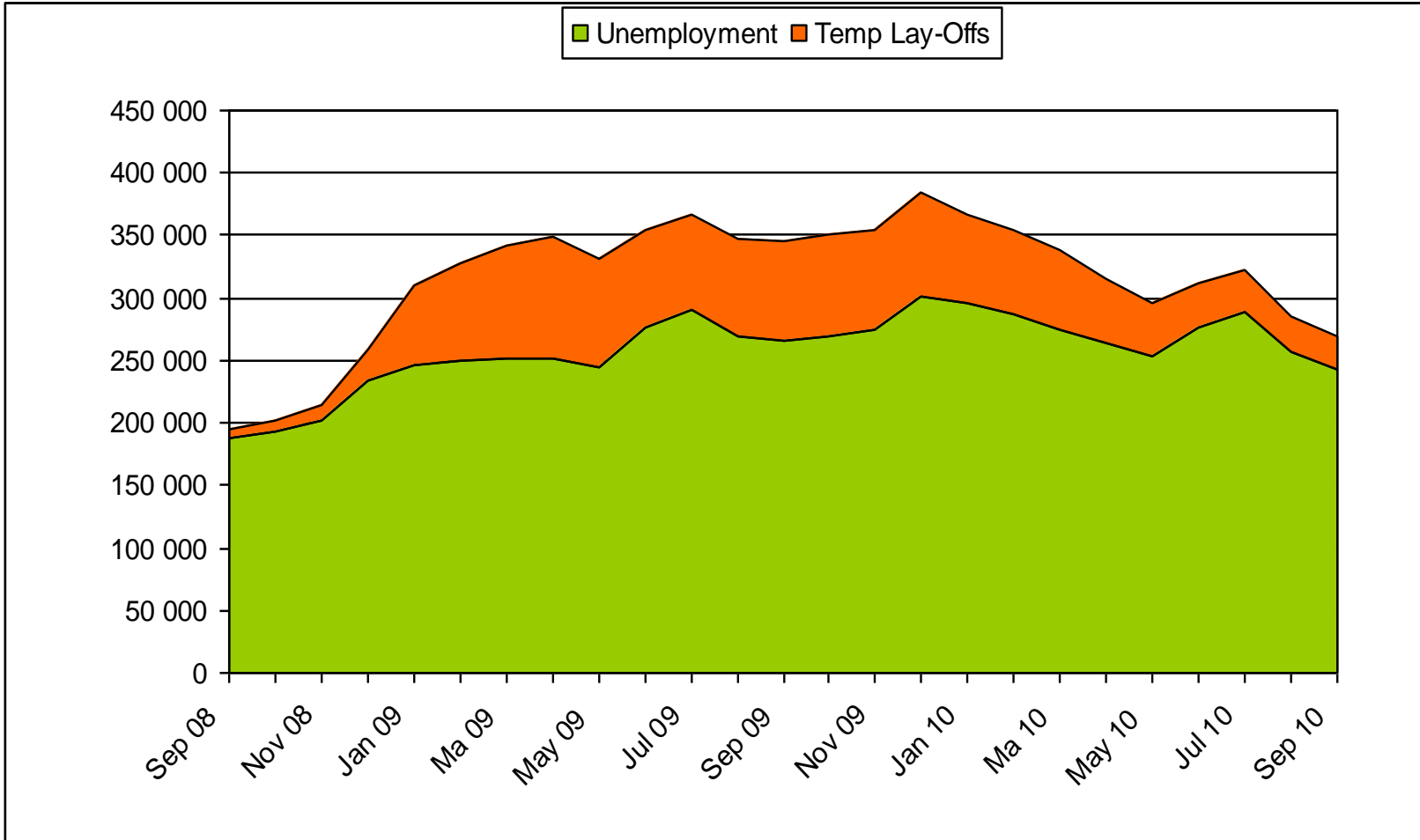


Source: European Foundation for the Improvement of Living and Working Conditions, European Company Survey 2009

Flexible working time arrangements and temporary lay off

- employer's decision, subject to cooperative procedures
- amount of work or the employer's potential to offer work has diminished for financial or production-related reasons
- temporary interruption of work and payment of wages
- no other effect to the employment relationship
- either entirely or by reducing the regular weekly or daily working hours
- employees entitled to unemployment benefits
- employer/PES co-financed **training**
- other public employment services, ALMP

Structure of unemployment Sep 2008 – Sep 2010



High-level tripartite Flexicurity Committee

- Chaired by the Labour minister
 - To identify the needs for amendments in the existing system and new tools to cope with the crisis
 - Has been a relatively useful forum to ventilate and address up-coming issues
 - 1. Regulation of working life (labour law issues eg. redundancies legislation, temporary lay off (shortened working time))
 - 2. Management of transitions (change security, ALMP)
 - 3. Quality and development of working life
- Future of the Committee uncertain