



Safe and healthy working conditions and work ability for everyone

Policy for the work environment and wellbeing at work until 2030. Implementation plan 2022–2023

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and wellbeing at work until 2030.
Implementation plan 2022–2023

Piia Mattila (Edit.)

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Safe and healthy working conditions and work ability for everyone. Policy for the work environment and wellbeing at work until 2030. Implementation plan 2022–2023

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Abstract

The policy for the work environment and wellbeing at work until 2030 was published on 15 March 2019. The policy specifies the strategy of the Ministry of Social Affairs and Health and guides the activities of the ministry and its administrative branch to ensure healthy and safe work at all workplaces regardless of the form of employment.

The policy has three focus areas:

- Future challenges concerning occupational safety and health, and wellbeing at work,
- Safe and healthy working conditions,
- Promoting functional capacity, work ability, and employability.

This implementation plan gives concrete expression to the actions by which the Ministry of Social Affairs and Health and its partners will jointly contribute to achieving the goals of the focus areas in 2022–2023. The implementation plan has been drawn up with the participation of a wide range of actors in working life, from ministries to labour market organisations, research and development organisations and other actors in working life.

Keywords occupational safety and health, occupational health, occupational safety, work ability, OSH administration

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Turvallisia ja terveellisiä työoloja sekä työkykyä kaikille Työympäristön ja työhyvinvoinnin linjaukset vuoteen 2030. Toimeenpanosuunnitelma vuosille 2022–2023

Sosiaali- ja terveysministeriön julkaisu 2022:6

Julkaisija	Sosiaali- ja terveysministeriö		
Toimittaja/t	Piia Mattila		
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Tiivistelmä

Työympäristön ja työhyvinvoinnin linjaukset vuoteen 2030 on julkaistu 15.3.2019. Linjaukset täsmentävät sosiaali- ja terveysministeriön strategiaa ja ohjaavat ministeriön ja sen hallinnonalan toimintaa, jotta työ olisi terveellistä ja turvallista kaikilla työpaikoilla työnteon muodosta riippumatta.

Linjauksissa on kolme painopistettä:

- Työsuojelua, työturvallisuutta ja työhyvinvointia koskevat tulevaisuuden haasteet
- Turvalliset ja terveelliset työolot
- Toiminta- ja työkyvyn sekä työllistymiskyvyn edistäminen

Tämän toimeenpanosuunnitelman avulla konkretisoidaan niitä toimia, joiden avulla sosiaali- ja terveysministeriö ja sen yhteistyökumppanit yhdessä edistävät painopisteiden tavoitteiden saavuttamista vuosina 2022–2023. Toimeenpanosuunnitelman laatimiseen on osallistunut laaja työelämävaikuttajien joukko ministeriöistä työmarkkinajärjestöihin, tutkimus- ja kehittämisorganisaatioihin ja muihin työelämätoimijoihin.

Asiasanat työsuojelu, työterveys, työturvallisuus, työkyky, työsuojeluhallinto

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Säkra och sunda arbetsförhållanden samt arbetsförmåga för alla Policy för arbetsmiljö och välbefinnande i arbetet till år 2030. Genomförandeplan för åren 2022–2023

Social- och hälsovårdsministeriets publikationer 2022:6

Utgivare	Social- och hälsovårdsministeriet		
Redigerare	Piia Mattila		
Språk	engelska	Sidantal	26

Referat

Polycyn för arbetsmiljö och välbefinnande i arbetet till år 2030 publicerades den 15 mars 2019. Polycyn preciserar social- och hälsovårdsministeriets strategi och styr verksamheten inom ministeriet och dess förvaltningsområde, för att arbetet på alla arbetsplatser ska vara sunt och tryggt, oberoende av arbetets form.

Polycyn har tre fokusområden:

- Framtida utmaningar för arbetarskyddet och säkerheten och välbefinnandet i arbetet
- Trygga och sunda arbetsförhållanden
- Främjande av funktions- och arbetsförmåga samt anställbarhet

Med hjälp av denna genomförandeplan konkretiseras de åtgärder med vars hjälp social- och hälsovårdsministeriet och dess samarbetspartner tillsammans främjar uppnåendet av fokusområdenas mål åren 2022–2023. En bred grupp av arbetslivspåverkare, från ministerier till arbetsmarknadsorganisationer, forsknings- och utvecklingsorganisationer samt andra arbetslivsaktörer, har deltagit i utarbetandet av genomförandeplanen.

Nyckelord arbetarskydd, arbetshälsa, arbetssäkerhet, arbetsförmåga, arbetarskyddsförvaltning

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Implementation plan 2022–2023

The Ministry of Social Affairs and Health, together with its stakeholders, has prepared the policy for the work environment and wellbeing at work 'Safe and healthy working conditions and work ability for everyone' (hereinafter 'policy'), which was published on 15 March 2019. The policy describes the strategic level objectives in the field of occupational health and safety until 2030, the changes to be achieved and the indicators to be monitored. This policy includes the national policy on occupational health and safety required by the ILO Conventions.

The policy defines three focus areas to ensure healthy and safe work at all workplaces, regardless of the form of employment. The three focus areas are:

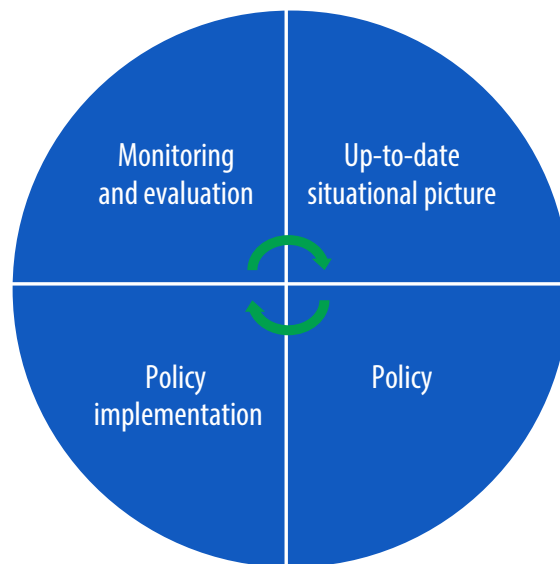
1. We rise to the future work challenges concerning occupational safety and health;
2. Safe and healthy working conditions for everyone;
3. We promote functional capacity, work ability and employability.

This implementation plan gives concrete expression to the actions by which the Ministry of Social Affairs and Health and its partners will jointly contribute to achieving the goals of the focus areas in 2022–2023. Many measures are linked to more than one focus area, but they are only recorded under the most important one. The implementation plan has been drawn up with the participation of a wide range of actors in working life, from ministries to labour market organisations, research and development organisations and other actors in working life. The tripartite approach to setting targets is an important principle that has been taken into account.

The transformation of working life requires continuous cooperation and an up-to-date knowledge base

The COVID-19 pandemic has changed working life in many ways and has brought new challenges from the point of view of the individual, organisation and management. We are constantly gaining more and more research knowledge and experience on this. The pandemic has challenged our working life in many different ways. The change has taken place very quickly and has also contributed to the policy implementation plan.

Figure 1. Principle diagram of the policy process



The implementation of the actions described in the policy and its implementation plan is monitored annually with reporting and the effectiveness with agreed indicators. The focus areas of the policy include a wide range of projects of different sizes and funded by different actors, which are not specified in this document. However, we will monitor their results and utilise them as necessary in connection with the implementation of the policy. The described objectives and activities, as well as information on the situational picture and scenarios of working life, are also considered as a basis for drafting subsequent policy and preparing the next Government Programme in cooperation with ministries, labour market organisations and other key actors in working life.

Healthy and safe working life requires a common intention, cooperation and an up-to-date and constantly updated picture of the situation in working life and the factors that influence it. The monitoring indicators presented in the policy are examined and analysed on a rolling basis. The analysis is carried out, for example, as part of the Ministry of Social Affairs and Health's knowledge-based management and evidence-based management package in the area of healthy and safe work. It is important to identify and take into account both positive and negative trends in working life. An important role is also played by the objectives of communication and motivating workplaces for development work, which lead to concrete actions in decision-making in the society, at the workplace and at the individual level.

Figure 2. Documents on occupational health and safety policy.

The timeline in Figure 2 represents a selection of documents that guide, direct and specify occupational health and safety objectives to ensure healthy and safe work at all workplaces, regardless of the form of employment. The objectives related to social phenomena and changes (e.g. climate change) also guide actions, but they are not specifically recorded in this document.

European Strategic Framework on Health and Safety at Work 2021–2027

The implementation of the policy implementation plan will take into account the European Strategic Framework on Health and Safety at Work 2021–2027 and other international dimensions that have an impact on the policy objectives and the direction of the activities of the parties involved in the implementation of the policy. The European Strategic Framework on Health and Safety at Work focuses on three cross-cutting key priorities in the coming years:

- anticipating and managing change in the new world of work brought about by the green, digital and demographic transitions;
- improving the prevention of workplace accidents and illnesses; and
- increasing preparedness for any potential future health crises.

In order to achieve these objectives, action must be taken at EU, national, sectoral and company level. According to the strategic framework, the implementation of these three objectives will be underpinned by

- social dialogue,
- strengthening of the evidence base,
- strengthening of enforcement,
- awareness raising, and
- funding.

Working life programmes of the Government Programme

Prime Minister Marin's Government Programme contains a package of working life programmes aimed at increasing employment, wellbeing and productivity. The goal is for Finland to remain a welfare state even as the population ages and the number of working-age people decreases. To secure this, a sustainable financial base, high employment and longer working careers are needed. This requires the simultaneous development of wellbeing at work and productivity, the prevention of disability, a diverse and participatory working life and the view of mental health as a resource in working life. All potential to give and find employment must be identified and acknowledged.

Sustainable wellbeing must be promoted, employed people's ability to remain employed must be ensured, and the matching of labour demand and supply must be strengthened in order to achieve the Government Programme's employment rate target.

The Government Programme's working life programmes produce concrete solutions for working life and the service system. The working life programme consists of the WORK2030 programme and the related research programme, the Work Ability Programme and the Mental Health at Work Programme. Taken together, these form a whole that is more than the sum of its parts. All of them have the same phenomena and the same overall goal, but are influenced from different perspectives.

The WORK2030 programme simultaneously develops wellbeing at work and productivity, strengthens co-creation based on trust in workplaces and working life networks, promotes the utilisation of new technology and digitalisation, and supports the renewal and continuous learning in working life that are necessary due to the change in work.

The Work Ability Programme facilitates the employment of unemployed persons with partial work ability and supports their work ability. The programme also develops the services related to work ability and employment to ensure that the clients receive the services they need, regardless of their labour market status.

The Mental Health Programme emphasises the importance of preventive measures and the view of mental health as a resource in working life. The programme, for example, develops models and tools for workplaces and occupational health cooperation.

The working life programmes also include a research programme on work, health and work ability, which promotes research on the impact of working life measures and thus strengthens the knowledge base to support decision-making.

The figure ‘Creating the best working life together’ below shows the factors affecting employment, productivity and wellbeing. The necessary change is made possible by workplaces and working-age people together with a functioning service system.

Figure 3. Creating the best working life together



Policy focus areas and related measures

The following chapters present the measures targeted at the three focus areas of the policy, which have been agreed in tripartite form. By cooperating extensively in order to achieve the objectives, we also improve the effectiveness of the measures. Everyone’s contribution to the development of working life is valuable.

1 We rise to the future work challenges concerning occupational safety and health

Megatrends such as digital transformation, globalisation, demographic change, climate change, immigration and urbanisation are behind the change in work. Automation, robots and artificial intelligence, as well as the development of the sharing and platform economy, are changing the content of work, the ways of working and the employer-employee relationship. We must be prepared for the fact that work can change at an accelerating pace. The potential risks posed by new technologies and forms of work must be identified, prevented and minimised, and their effects on health must be assessed. On the other hand, their positive potential must also be exploited. Changes in the workforce, which are influenced by changes in the age structure, immigration and multiculturalism, must be taken into account and seen as a strength in working life.

OBJECTIVE

We have comprehensive and smooth safety and health regulations that guarantee the occupational health and safety of employees under all circumstances and are applicable to the current situation in working life. The necessary changes will be made in a controlled manner in cooperation with the social partners. Organisations guiding and supporting occupational health and safety, employers, employees and entrepreneurs, as well as other actors in working life, are dynamic and together build trust and rules in working life.

Table 1. Legislation, guidance and foresight

Objective	Actions	What must succeed/ Strengths	Monitoring/ Further measures
Effective up-to-date legislation and performance management	The preparation of legislation is guided by a formal process. Occupational health and safety legislation is prepared in tripartite cooperation and matters are discussed by the Advisory Board for the Preparation of OSH Provisions (TTN). If necessary, other ministries and stakeholders are also consulted in the preparation.	Preparation, presentation and implementation of occupational health and safety legislation. Activities of the Advisory Board for the Preparation of OSH Provisions, including the strain sub-committee and the sub-committee on the need to amend the provisions on the safety of construction work. Activities of the EU26 (occupational health and safety) sub-committee.	Legislation; Monitoring report on the preparation of OSH provisions; Information brief on preparation of EU occupational safety and health legislation; Annual report of the Occupational Safety and Health Administration. Reports/Government proposals.
	Future work challenges related to occupational health and safety are taken into account in the performance agreement of the Finnish Institute of Occupational Health (scenario work and reports on changes in working life).	Performance agreement of the Finnish Institute of Occupational Health.	Regular discussions (rolling planning), final accounts and accompanying annual report. Statement on the final accounts and other performance assessment.
	Future work challenges related to occupational health and safety have been taken into account in the Framework programme for occupational safety and health enforcement. The strategic objectives set in the framework plan have been split into impact objectives. They specify the strategic objective specifically for matters under the influence of occupational health and safety supervision. Impact objectives are split into performance targets on an annual basis.	Performance guidance of occupational health and safety supervision.	Performance agreement, interim and annual reporting, overall analysis of the core period.

Objective	Actions	What must succeed/ Strengths	Monitoring/ Further measures
Foresight in the transformation of work (taking into account the entries in the EU Strategic Framework on Health and Safety at Work)	<p>An up-to-date picture of the situation in working life is compiled and maintained, analysed and regularly discussed in society, the necessary measures are agreed on and the confidence and resilience of working life are strengthened.</p>	<p>Implementation of the Government Programme of Prime Minister Sanna Marin; WORK2030 – Development programme for work and wellbeing at work.</p>	<p>Up-to-date situational picture and scenarios on, for example, trends and phenomena in working life, workforce and forms of employment, causes and consequences of disability, health hazards and stress factors at work, work resources, safety management and occupational health care, future issues of work and the working environment.</p> <p>Common measures between actors on the basis of the situational picture.</p>
	<p>The analysis, foresight and sharing of data ('silent signals') as well as the generation and use of gender-analysed data are developed. Megatrends affecting work and working conditions are also taken into account at the international level.</p>	<p>Research, development, competence development (including occupational safety and health personnel) and the utilisation and dissemination of existing knowledge.</p> <p>Joint and separate measures of the occupational health and safety area of the Ministry of Social Affairs and Health, The Divisions for Occupational Safety and Health of the Regional State Administrative Agencies (OSH Divisions), the Ministry of Economic Affairs and Employment, the Ministry of Education and Culture, the Finnish Institute of Occupational Health, the Centre for Occupational Safety, the Finnish Workers' Compensation Center, the Finnish Work Environment Fund, labour market organisations, universities, etc.</p>	<p>Studies, summaries, analyses, conclusions, reports, scenarios, recommendations, etc.</p>

Objective	Actions	What must succeed/ Strengths	Monitoring/ Further measures
	Effective collaboration and cooperation at workplaces are ensured and supported.	Joint and separate measures of the occupational health and safety area of the Ministry of Social Affairs and Health, the OSH Divisions, the Ministry of Economic Affairs and Employment, the Ministry of Education and Culture, the Finnish Institute of Occupational Health, the Centre for Occupational Safety, the Finnish Workers' Compensation Center, the Finnish Work Environment Fund, labour market organisations, universities, etc.	Individual and joint measures on the basis of the situational picture between different actors and support given to workplaces and their networks.
Supporting workplaces' occupational health and safety work (taking into account the entries in the EU Strategic Framework on Health and Safety at Work)	Government Resolution "Occupational Health 2025 - Health and work ability through cooperation" objectives 1* and 6**. Responding to workplace needs with information, operating models, networks, etc.	Tripartite handling of matters in the Advisory Board on Occupational Health Care, Advisory Board of Occupational Safety and Health, other advisory boards and cooperation bodies. Operations of organisations and networks supporting workplaces and of regional actors (e.g. information sharing, training, guidance, operating models, tools, the working life coach model piloted in the WORK2030 programme, etc.).	Matters handled, statements and progress made. Support for workplaces and their networks.
	Opportunities for financial incentives for the development of occupational safety are explored.	Joint and separate measures of the occupational health and safety area of the Ministry of Social Affairs and Health, the OSH Divisions, the Ministry of Economic Affairs and Employment, the Ministry of Education and Culture, the Finnish Institute of Occupational Health, the Centre for Occupational Safety, the Finnish Workers' Compensation Center, the Finnish Work Environment Fund, labour market organisations, universities, etc.	Analyses, conclusions, reports, scenarios, recommendations, etc.
	Development of continuous learning in working life.	Presentations by the Parliamentary Group on Continuous Learning and cooperation with WORK2030.	Matters handled, statements and progress made.

*) Occupational health care is functionally integrated into the health care and social welfare service system.

**) Occupational health care develops its services to meet the needs of small workplaces and entrepreneurs, in particular This is a footnote to a table or figure.

2 Safe and healthy working conditions for everyone

In Finland, there has been a long-term focus on occupational safety and the healthiness of working conditions. Nevertheless, we need to continue to invest in the reduction of accidents at work, occupational diseases and other work-related illnesses, as well as in the reduction of harmful strain. Risk assessment and management must take comprehensive account of physical, chemical and biological hazards and, on the other hand, psychological, social and physical risks. At the workplace level, the cooperation and management of occupational safety, health and wellbeing activities are developed to take into account factors affecting occupational safety and work ability, especially psychosocial stress factors at work. Occupational safety and health cooperation is the basis for effective workplace activities and its operating possibilities must be safeguarded in the new challenges. It is important to identify and reduce the risks and predisposing factors brought about by new technologies and new ways of working. For example, challenges of cognitive ergonomics related to work are increasing with the changes in work. We want to spread a culture of prevention that combines safety, health and wellbeing at work.

OBJECTIVE

Work is healthy and safe regardless of the sector, the form of employment or the size of the workplace. Occupational health and safety issues are part of the organisation's strategic management. Everyone who enters and operates in working life, whether as an employer, employee or entrepreneur, has sufficient occupational health and safety expertise. Every accident at work and work-related illness or disability can be prevented by measures based on hazard identification and risk management.

Table 2. Research, development, risk management and competence development

Objective	Actions	What must succeed/ Strengths	Monitoring/Further measures
New and old risks are managed and working life resources increased	The importance of foresight and risk management is emphasised, and information and guidance are produced for the assessment and management of risks. Information on new risks in the changing working life and on safety hazards (including biological factors), technologies and new ways of working, especially for young workers, is produced and disseminated. The opportunities and risks of a green transition are taken into account.	Individual and joint actions of labour market organisations, the Centre for Occupational Safety, the Finnish Institute of Occupational Health, the Finnish Workers' Compensation Center, the Finnish Work Environment Fund, OSH Divisions, ministries, universities and other working life actors.	Studies, analyses, reports, recommendations, guidelines and workplaces' awareness of these.
	Management of psychosocial stress in work and working conditions, measures at workplaces	Employer's activities, cooperation. Operations of organisations and networks supporting workplaces and regional actors (e.g. information sharing, training, guidance, operating models, tools, etc.).	Studies, analyses, reports, projects, recommendations, guidelines and workplaces' awareness of these, as well as closer communication cooperation between different stakeholders.
	The resources and strengths of working life in returning to the new normal: Maintenance of good working practices and elimination of bad practices. Observation and reinforcement of positive developments. Observation and interruption of negative developments. Competence development and the utilisation and dissemination of existing knowledge.	Individual and joint actions of labour market organisations, the Centre for Occupational Safety, the Finnish Institute of Occupational Health, the Finnish Workers' Compensation Center, the Finnish Work Environment Fund, OSH Divisions, ministries, universities and other working life actors.	Studies, analyses, reports, recommendations, guidelines and workplaces' awareness of these, especially with regard to the implementation of occupational safety and health and wellbeing at work in remote, hybrid and multi-site work.
	Government Resolution "Occupational Health 2025 - Health and work ability through cooperation" objectives 3* and 4**.	Tripartite handling of matters in the Advisory Board on Occupational Health Care.	Matters handled, statements and progress made.

Objective	Actions	What must succeed/ Strengths	Monitoring/Further measures
Development of safety management and safety culture (taking into account the entries in the EU Strategic Framework on Health and Safety at Work)	<p>Raising the topic of occupational safety in social debate. The willingness and ability of as many people as possible to continue working for a sufficiently long time, with motivation, is developed and strengthened.</p> <p>Attention is paid to the importance of occupational safety issues and to motivating and awakening their promotion, taking into account the different development paths of workplaces.</p> <p>Consistent use of concepts and their possible adjustment in a positive direction.</p> <p>European Agency for Safety and Health at Work campaigns and Focal Point activities.</p>	<p>Individual and joint actions of labour market organisations, the Centre for Occupational Safety, the Finnish Institute of Occupational Health, the Finnish Workers' Compensation Center, the Finnish Work Environment Fund, OSH Divisions, ministries, universities and other working life actors.</p> <p>Operations of organisations and networks supporting workplaces and regional actors (e.g. information sharing, training, guidance, operating models, tools, etc.).</p>	<p>Studies, analyses, reports, projects, recommendations, guidelines and workplaces' awareness of these, as well as closer communication cooperation between different stakeholders.</p>
	<p>Wellbeing at work and productivity are developed at the same time. The renewal of operating methods, utilisation of new technology, a working culture based on cooperation and trust at workplaces, the identification of competence needs and proactive competence development are strengthened.</p>	<p>Implementation of the Government Programme of Prime Minister Sanna Marin; WORK2030 – Development programme for work and wellbeing at work.</p>	<p>Progress and success are monitored in the work sub-committee and the steering group of the WORK2030 programme on the basis of progress reports, economic monitoring reports and activity reports. The projects financed under the programme report on the progress and results of the project. Impact assessment.</p>
	<p>Spreading Vision Zero thinking and raising awareness.</p>	<p>Activities of the Nolla tapaturmaa ('Zero Accidents) forum.</p> <p>Activities of the Vision Zero task group of the Global Coalition for Safety and Health at Work (chaired by the Finnish Institute of Occupational Health).</p>	<p>Awareness of workplaces, number of member workplaces and level ratings.</p>

Objective	Actions	What must succeed/ Strengths	Monitoring/Further measures
	Occupational disease notification: available to the doctor in the patient information system, from where it would be submitted to the occupational safety and health authority and to the Finnish Institute of Occupational Health's Register of Occupational Diseases. The register is used to produce Finland's official statistics on occupational diseases.	The doctor's statutory notification of occupational disease to the occupational safety and health authority and national statistics is carried out in cooperation between different actors (the Ministry of Social Affairs and Health, the OSH Divisions, the Finnish Institute of Occupational Health and the National Institute for Health and Welfare).	The notification process has been digitised.
Prevention of violence, harassment and inappropriate treatment in the workplace	Up-to-date information is maintained and new methods developed, and information is disseminated to prevent violence, harassment and other inappropriate treatment. Adoption and entry into force of ILO Convention 190 and implementation of the Government action plan for gender equality.	Individual and joint actions of labour market organisations, the Centre for Occupational Safety, the Finnish Institute of Occupational Health, the Finnish Workers' Compensation Center, the Finnish Work Environment Fund, OSH Divisions, government, universities and other working life actors.	Studies, reports, recommendations, guidelines and workplaces' awareness of these.

*) Occupational health care has the capacity to respond to the health and work ability challenges caused by work and working conditions and to strengthen the resources of the employee.

**) All employers have arranged appropriate occupational health care regardless of the size of the company.

3 We promote functional capacity, work ability and employability

For both people and the national economy, it is important that we take care of the work ability and functional capacity of people of working age, the length of work careers and the opportunities for people with partial work ability to participate in working life. In order to prolong work careers, we must, in addition to the prevention of permanent disability, promote the prevention of temporary disablement, which manifests in the form of sick leave. Mental health disorders and musculoskeletal causes are the most significant causes of both temporary and permanent disability. In particular, preventive and reintegration measures must be targeted at them when the aim is to reduce disability. Management of work ability and wellbeing at work plays an important role in reducing disability and promoting health and wellbeing. Promoting health and wellbeing is a collaboration between many administrative sectors and actors. Particular attention must be paid to the retention and employment of persons with partial work ability. The opportunity for people with partial work ability to participate in working life increases equality and reduces unemployment and disability pension expenditure.

OBJECTIVE

Work ability management and the promotion of wellbeing at work are part of the management of companies and other organisations. The work must be dimensioned according to the person doing it. Taking care of one's own work ability is part of every person's working life skills. At each workplace, the employer, personnel and occupational health care services implement joint measures for work ability and return to work. The retention and employment of persons with partial work ability are supported.

Table 3. Supporting work ability, health promotion and occupational health care cooperation

Objective	Actions	What must succeed/ Strengths	Monitoring/Further measures
<p>Supporting workplaces and strengthening competence in the promotion of wellbeing at work, work ability and health (taking into account the entries in the EU Strategic Framework on Health and Safety at Work)</p>	<p>Increasing the preconditions for the employment of unemployed persons with partial work ability, increasing their work ability, functional capacity and social inclusion.</p> <p>Development of a multidisciplinary service system in such a way that the need for support for the work ability of the unemployed is identified and they receive individual and timely services related to work ability and employment.</p> <p>The creation of jobs is promoted, taking into account the employment of persons with partial work ability, and services are developed for employers to facilitate the recruitment of persons with partial work ability. Rehabilitation paths and rehabilitation services in use are reformed based on the proposals of the rehabilitation reform committee.</p> <p>Solutions are sought to lower the recruitment threshold for persons with partial work ability, both by developing services and by participating in the preparation of the social security reform.</p>	<p>Implementation of the Government Programme of Prime Minister Sanna Marin; Work Ability Programme.</p> <p>Strengthening knowledge in all areas and promoting diversity and a positive attitude.</p>	<p>Progress, success and coordination are monitored and supported at ministerial level (Ministry of Economic Affairs and Employment, Ministry of Social Affairs and Health) and at various monthly and weekly coordination and situation meetings.</p>
	<p>Changing the support for mental health in working life from solving problems that have already arisen in an individual-focused way to activities that emphasise the prevention of work ability problems, which are implemented in workplace cooperation and occupational health cooperation. Development of models and tools for the use of workplace and occupational health cooperation. Supporting change in the operating culture and dismantling the stigma.</p>	<p>Implementation of the Government Programme of Prime Minister Sanna Marin; Mental Health at Work Programme.</p>	<p>Progress and success will be monitored in the steering group of the Mental Health at Work Programme. A three-step structure for monitoring, coordination and guidance has been defined for the programme. The impact assessment is carried out by an external actor.</p>

Objective	Actions	What must succeed/ Strengths	Monitoring/Further measures
	Closer cooperation between occupational health and safety issues and public health policy.	Occupational health and safety issues and public health policy are examined together in connection with, for example, the promotion of wellbeing and health in wellbeing services counties, municipalities and workplaces, as well as in connection with pandemics and other new threats.	Progress and success are monitored, for example, by assessing how wellbeing services counties and municipalities implement the implementation plan of the Government resolution 'Promotion of wellbeing, health and safety 2030'.
Functional integration of occupational health care into other health care	Government Resolution – Occupational “Health 2025 - Health and work ability through cooperation” objectives 2* and 5**.	Tripartite handling of matters in the Advisory Board on Occupational Health Care. An overall view of the health of the working-age population and of measures to maintain their work ability is promoted.	Matters handled, statements and progress made.
	<p>Research related to the work ability and functional capacity of people of working age that is necessary for the development of service systems is ensured.</p> <p>The construction of an overall picture of the health and work ability maintenance activities for the working-age population is promoted.</p>	Research and development programme on work, health and work ability as part of the WORK2030 programme.	<p>Support for the work ability of people of working age is also taken into account in the preparation of the health and social services reform and is also mainstreamed in other programmes.</p> <p>Evaluation of the work programmes of the Government Programme as a whole.</p> <p>Overview of measures for the working-age population.</p>

*) Occupational health care and the health care and rehabilitation systems cooperate in a timely manner in the prevention of disability and restoration of work ability of working-age people.

**) Occupational health care is an important partner at workplaces in promoting health, the working environment and work ability and in preventing disability.

4 Monitoring the implementation plan and policy

The policy and its implementation plan have been prepared jointly by ministries, institutions in the administrative branch, labour market organisations and other partners. In addition to the measures highlighted in the policy implementation plan, the Ministry of Social Affairs and Health and its partners have many other activities that support the implementation of the objectives of the policy. More detailed measures can be found in each actor's own action plan.

The policy describes the strategic objectives as well as the changes to be achieved and their indicators. The indicators are monitored annually, analysed and, if necessary, the agreed measures are revised in line with the observed trend. The indicators are examined and analysed from a gender perspective where register data makes this possible.

The implementation and effectiveness of the objectives are monitored at the Ministry of Social Affairs and Health in cooperation with stakeholders.

Monitoring indicators

The table will be updated as needed.

Objective	Indicator	Verification
Raising the average retirement age	Average retirement age	Finnish Centre for Pensions
Reducing accidents at work	Frequency of accidents at work	Finnish Workers' Compensation Center
Reducing occupational diseases and work-related illnesses	Incidence of occupational diseases and suspected occupational diseases	Register of Occupational Diseases
Reducing the harmful strain of work	Physical and mental burden of employees' work tasks 1977–2018 (percentage of persons who found it light/heavy)	Quality of Work Life Survey, Statistics Finland
Reducing long-term disability	Number of people seeking a disability pension	Finnish Centre for Pensions, Social Insurance Institution of Finland
Reducing short-term disability	Absences due to illness in relation to hours worked	Statistics Finland
Increasing participation in employment of persons with partial work ability	Number of persons on full or partial disability pension	Finnish Centre for Pensions, Social Insurance Institution of Finland
Promoting physical ability to work	Work ability in relation to the physical demands of the work	Working Life Barometer
Promoting mental ability to work	Work ability in relation to the mental demands of the work	Working Life Barometer
Reducing emotional abuse and bullying in the workplace	Emotional abuse or bullying at work	Working Life Barometer
Work must be attractive	Attractiveness of work	Working conditions (health and wellbeing indicator, Working Life 2020*)
Foresight in the change of work	Management of prevention of accidents at work, monitoring of fragmented working life, monitoring of minimum terms of employment, ensuring employment security in various work situations.	Vera information system
New and old risks are managed and working life resources increased	Monitoring of strain	Vera information system

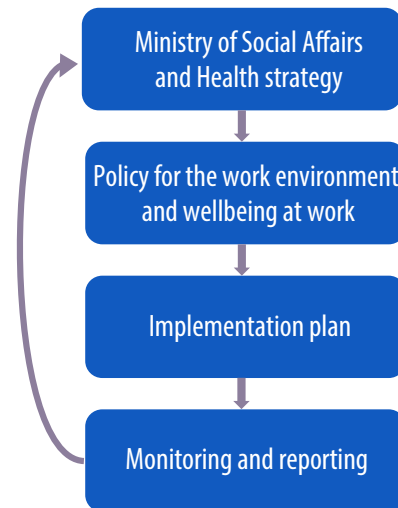
* Working Life Barometer questions
 - I feel strong and energetic in my work.
 - I am excited about my work.
 - I feel satisfied when I am absorbed in my work.

Sources

Statistics of the Finnish Centre for Pensions (ETK), annual

- Social Insurance Institution of Finland
- Working Life Barometer of the Ministry of Economic Affairs and Employment, annual
- Statistics Finland's Quality of Work Life Survey, every 5 years (latest published in 2013)
- Register of Occupational Diseases (TPSR) of the Finnish Institute of Occupational Health, annual
- Statistics of the Finnish Workers' Compensation Center, annual
- Statistics Finland, sick leaves: information available for order
- Statistics Finland, experienced physical and mental strain: information available for order
- Vera, occupational health and safety supervision information system (real-time)

Relationship of the policy for the work environment and wellbeing at work to the strategy of the Ministry of Social Affairs and Health



Main partners of the Ministry of Social Affairs and Health in drafting the policy for the work environment and wellbeing at work

Confederation of Unions for Professional and Managerial Staff in Finland (Akava), The Divisions for Occupational Safety and Health of the Regional State Administrative Agencies (OSH Divisions), Confederation of Finnish Industries (EK), Commission of the church employers, Local Government and County Employers (KT), Ministry of Education and Culture, Finnish National Agency for Education, the Central Organisation of Finnish Trade Unions (SAK), the Finnish Confederation of Professionals (STTK), the Federation of Finnish Enterprises, the Finnish Workers' Compensation Center, the Ministry of Economic Affairs and Employment, the Finnish Institute of Occupational Health, the Finnish Work Environment Fund, the Centre for Occupational Safety, the Ministry of Finance.



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