

Through themes to objectives

The Veto Programme comprises five sections or themes. Each section will be developed by a separate action group:

1. high quality work life and good safety culture
2. efficient occupational health services and rehabilitation
3. diversity and equality in working life
4. minimum income guarantee and working life incentives
5. communications

The areas of responsibility of the action groups dealing with the themes are wide: in addition to the main tasks the groups have also been given other objectives that can be monitored.

One of the objectives of the first theme, high quality work life and good safety culture, is to launch a national development project in order to help good practices take root in preventing occupational accidents and disseminating information on both occupational health care and occupational safety and health.

The theme concerning efficient occupational health services and rehabilitation deals with, among other things, the development of the co-operation between the occupational health care and rehabilitation. The aim is to create a model where the threat of being unable to work due to disability will be tackled in time, and people will be encouraged to receive rehabilitation on their own initiative.

The objective of the theme on diversity and equality in working life is to connect quality aspects and working life better than before. The personnel at work places should consist of both beginners and experienced experts. The action group for this theme is also looking for new ways to promote flexible reconciliation between working life and family.

The theme dealing with establishing an income guarantee and working life incentives concentrates on evaluating how the new pension legislation is carried out in practice. Among other things, the legislation tries to support aged persons staying at work by promoting various flexible working models.

The task of the communications group is to bring the themes of the Veto Programme into public discussion, and to influence the attitudes in working life. All parties of the Veto Programme support the programme through communicative means and work with interested parties.

Theme working coordinated by the action groups in practice includes launching development and research projects and organising education. The education is going to deal with, for example, good practices that improve the well-being of employees.

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The Veto Programme's content is published on the Internet under the address:
www.stm.fi/veto-ohjelma

The Governing body of the Veto Programme is represented by the Ministry of Social Affairs and Health, Ministry of Education, Ministry of Trade and Industry, Ministry of Labour, Confederation of Finnish Industry and Employers, Employers' Federation of Service Industries (PT), Commission for Local Authority Employers, State Employer's Office, Central Organisation of Finnish Trade Unions, Finnish Confederation of Salaried Employees STTK, Confederation of Trade Unions for Academic Professionals AKAVA, Central Union of Agricultural Producers and Forest Owners, Federation of Finnish Enterprises, and the Finnish Institute for Occupational Health.



veto

■ adding attraction to working life



■ Programme for an Attractive Working Life

Promoting the attractiveness of working life

The objective of the national Veto Programme is to maintain and promote the attractiveness of work and working life. It is a programme for well-being at work and extending working life.

The programme deals with factors that influence the

- maintenance and promotion of individual's ability to work
- prevention of marginalisation from working life
- prevention of premature incapacity to work
- improvement of the opportunities to return to work.

The main responsibility for the programme will be carried by the Ministry of Social Affairs and Health. Other participants in the programme are the labour market organisations, entrepreneurs' organisations, Ministry of Education, Ministry of Labour, Ministry of Trade and Industry, and the Institute for Occupational Health.

The Veto Programme continues the projects that have been developing Finnish working life, like the National Programme for Ageing Workers and the National Well-being at Work Programme. Veto started in 2003 and continues until 2007.

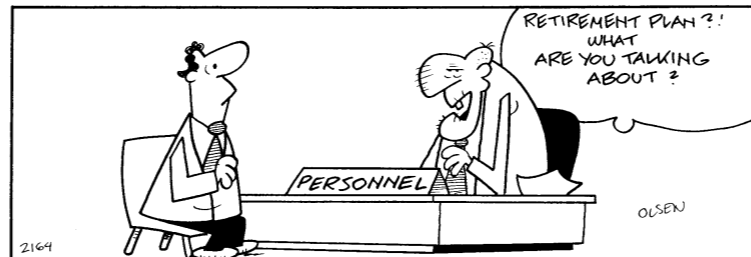
Towards well-being

The aim of the programme is to encourage young people to start their working earlier than before, and to motivate ageing workers to stay longer in working life. By taking care of the employees' safety, health and well-being, preconditions will be created for a sustainable working ability for their whole career.

Nine objectives have been determined for the programme in order to improve the well-being of citizens and increase the supply of labour. The most central objectives are:

1. Working life will be extended, and it will last for 2-3 years longer than currently;
2. Absences due to illness will decrease by 15 percent;
3. The frequency of accidents at work and the development of occupational diseases will decrease;
4. Tobacco and alcohol consumption of people of working age will decrease considerably;
5. Entry into working life will take place at an earlier stage.

The initial year's success will be evaluated in terms of the shift towards the favoured direction of development. The Veto Programme's final effects and results will be measured by 2010 at the latest.



Central means

The Veto programme's idea is to create new methods, and further develop and intensify the current practices. In this way the programme will affect the development of the whole working life.

The objectives of the programme will be achieved by

- improving education which prepares for working life
- improving the cost effectiveness of the social security
- contributing to life-long learning
- improving occupational safety
- promoting the reconciliation of work and family life
- promoting equality
- developing the working environment and work communities
- developing a hands-on management style
- making preventive occupational health care more effective
- supporting physical exercise that promotes health and work ability
- improving rehabilitation
- bringing the objectives of the programme into public discussion.

