

# **EPSU Project on Productivity 14. – 15. June 2011, Vilnius**

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## Productivity programme

- **Launched by the Finnish government / the Finnish Ministry of Finance in 2006.**
- **Includes targets for cutting**
  - 9 645 person-years by 2011 and
  - a further 4 800 person-years by 2015.
- **According to the Finnish government, improving productivity is justified**
  - by the ageing Finland and the labour requirements in other sectors
  - later also by bridging the financial sustainability gap.

# Sustainable productivity

Takes into account among others:

**Social impact**

**Quality of services and working life**

Other viewpoints such as input-output ratio

## *Tools describing the quality of working life and wellbeing at work*

- Can include e.g.
  - management index, index for management of skills and wellbeing at work,
  - investment in education, occupational health, in developing the working community,
  - sick leaves, staff resignations, the age of retirement, use of social media, number of innovations relating to community/social relationships, customer satisfaction.

## **Social policy and operational-financial viewpoints and tools can include e.g.**

- level of electronic services, ensuring that the skills of young, educated workforce are utilised, social agility (matching the operations with the respective needs of the society),
- change in the productivity of work (output/input), in total productivity (output/total input), in cost effectiveness (output/costs), in effectiveness (benefit/quality of services experienced by customers),
- percentage of indirect labour force costs of the wages and salaries of working hours, strategic agility (matching the operations with the respective needs of the customers) and the quantity of innovations and reforms which are related to operations and finances.

**Thank You!**