

# 1 Why is productivity work necessary

## 1.1. Ageing of population

Demand for services (pension system, nursing and caretaking)

Offer of workforce (careers)

Financing of services (dependency ratio, sustainability gap)

## 1.2. Link between productivity, economic growth and so-called latitude in resource allocation

- new payroll systems and performance-related elements of pay (result must be shown locally)
- improved work-related wellbeing should be a central objective for the representation of interests

EPSU Project on competitiveness and quality of public services

Productivity,

Vilnius, June 15,

2011



## 2 Two key questions

- A What kind of productivity is aimed at?
- B What is the process used to attain productivity? *(item will not be discussed here)*

A What kind of productivity

In central administration:

From the productivity programme underlining the productivity of work towards a sustainable productivity aim

- Innovations and quality of working life
- Highlighting the effectiveness and quality perspectives

In municipal administration:

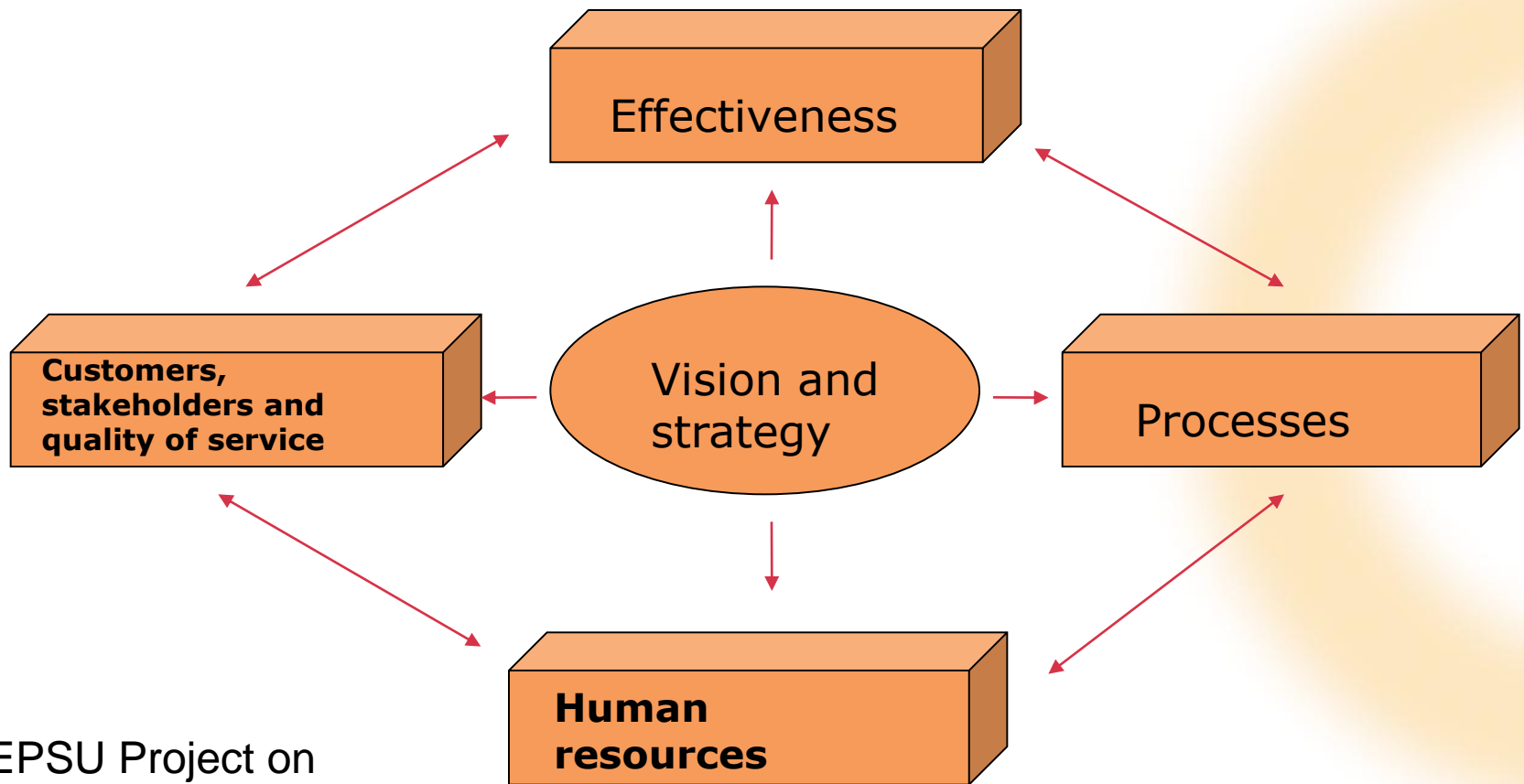
- Joint productivity recommendation of municipal labour organisations

EPSU Project on Productivity, Vilnius, June 15, 2011

- Based on a Balanced Scorecard evaluation model



# BSC (Balanced Scorecard) -based evaluation of public sector performance in Finland



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# Joint productivity campaign for 2011-2014 between the municipal employer and the principal negotiating organisations

Underpinned by jointly recognised concern for ageing population, balance of public economy and future of municipal services.

as well as

jointly felt concern for the risk that the government will impose narrow productivity objectives for the municipalities, with the aim of attaining them through a mechanistic decrease in labour input.

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The campaign has four objectives:

1. To safeguard the future of municipal services and a balanced economy
2. To attend to the municipalities' interest so that the central government does not set quantitative productivity objectives for the municipalities (Productivity recommendation)
3. To enable the implementation of structural changes and service reforms (the Paras project)
4. To promote workplace measures promoting productivity and improving the quality of the working life

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## Operative forms of the campaign:

- joint aims for the Government programme
- other societal lobbying related to productivity work
- information-based support for the working communities in their productivity work
- organisation of the productivity network and dissemination of best practices
- development of the collective agreement and negotiation system so that it will contribute to operative productivity (rewarding, working time arrangements, other employment terms)

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