



## Common view of labour market confederations on digitalisation in workplaces

Digitalisation has significantly changed the content of work, working practices and work organisation methods in all industries and all professions. The rate of the change is accelerating. It is high time that work communities discussed the changes to and development of their work and work practices.





**The common view of labour market confederations on the required measures to promote digitalisation and related AI and other capabilities is intended for decision-makers and as a foundation for measures to develop working life.**

- We encourage workplaces and industry-specific labour market and business associations to engage in active dialogue on the use of digitalisation. Whether we are capable of successfully utilising technologies in our activities, products and services rests in our own hands.
- Competence is usually accrued in the process of doing the work. It is important for management and personnel in the workplaces to jointly consider the need for skills and integration of learning as a means of developing their services and work practices. Tailored training can also be sought as support for the specific needs of the workplaces.
- Ensuring the boundaries and reconciliation of work and leisure time is always necessary. This continues to be true for the digital age as well as when doing remote, hybrid or multi-location work. Working hour limitations also apply when the work is done in a location-independent manner.
- AI solutions must be utilised with consideration for ethical principles, data protection and data security. The AI algorithms used to support recruitment and other areas of decision-making must not be discriminating. It is essential to ensure that technologies are not used in a way that might violate the privacy of others.
- Digitalisation and AI make it possible to achieve significant improvements in terms of service quality, safety, productivity and well-being at work. In order for this to be realised in everyday life, these technologies must serve to support work processes and be guided by human beings.
- It is vital that the resources for Finland's WORK2030 development programme be secured for the coming years. The programme is needed to support work communities, industries and regions in accelerating the utilisation of new technologies and renewal of work practices as well as the strengthening of trust and collaboration within Finnish workplaces.

Signed in 2020, the European Social Partners Autonomous Framework Agreement on Digitalisation states that national labour market confederations shall implement the agreement on the national level. The common messages of these labour market confederations represent one aspect of this endeavour.

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**Commission for Church Employers**

**Local Government and County Employers KT**

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