

## Experiences in Finland

In first Work Shop 8<sup>th</sup> of October the company representatives got to know each other and they told about the CSR issues in their companies. We also set the steps for the each company and because the companies are different – sector, size – the determined steps were also different from each other. Every company should also have a discussion with their CSR manager or with the person responsible for CSR issues in the company.

Second Work shop was 9<sup>th</sup> of February and there companies told about the steps they had taken. All companies did have a meeting with responsible management representatives and all companies had improvement in understanding of CSR and employee participation in it. Because all of the companies are different (size, sector etc.) they also had different points of view.

Metsä Tissue, which is a part of large Metsä Group, has started discussions on Code of Conduct but this time together with the management. This Code of Conduct shall be for the whole Metsä Group and because there are three EWCs in Metsä Group, we will conduct discussions in every one of them.

Konecranes have already a good start with employee participation and their CSR manager is keen to have employees involved. They have continued talks also in their EWC. Konecranes CSR Manager was giving a presentation in the National Seminar.

Tikkurila discussed with the management and will continue planning how to go forward. Tikkurila does a lot for CSR issues, but it is still unclear how the employees could be involved in the process. They are involved by taking part of questionnaires and by giving information about code of conducts etc. but employees are not really a part of discussions.

Stora Enso will have discussions about GFA (Global Framework Agreement) and maybe be the first Finnish company to get it, who knows. EWC meeting discussed the GFA draft and also the CSR issues in general. The overall opinion was that employees would like to talk about CSR issues in more detailed way and not only listen.

Valmet employees also had a discussion with the management and EWC will continue, plan is to get employees more involved. Employees have not been a part of drawing up papers, they have been directed to intranet training and been given a leaflet. All of this happened during the Spring 2015. Before that they didn't heard almost anything. Employees have not participated at all in drafting CSR guidelines in the company. There was a wild guess that CSR issues will be more important all the time because the customers' consciousness is growing.

National seminar took place in 17<sup>th</sup> of March and it was conducted together with Finnish Industrial Unions TP. Participation from different companies, unions – both members and employer representatives. Totally there was 166 participants. There was presentation from CSR Manager in Konecranes on how they work in CSR issues. Konecranes is also the only company that have real discussions with its employees on these issues. Global Framework Agreements were also presented – what they are, how to negotiate and on what – no Finnish Company have a GFA and that is why we want to keep this topic in discussions every time we can. Finnwatch and SASK presented their activities. Finnwatch is non-governmental organisation focused on global corporate responsibility and SASK: Trade Union Solidarity Center is the solidarity and development cooperation organization of Finnish trade unions. Government has reduced its support to these organisations and that is why they have to decrease their activities.

The feed-back from the companies (employees and management reps) is that there should be more involvement from employees side. Management representatives didn't know that employees felt that the

company doesn't care about them. They now have better understanding of that employees should be involved and things should be done together. (We'll see how well that works out).

Conclusion on this project so far is that there is a need for discussions together with management on these issues. Every company does have guidelines and they are following the rules - more or less – but employees don't have any role in this. That has to change and hopefully this project will give some tools to that work.