

## **The labour market of the future - VR's policy**

VR wants to guarantee all members a safe working environment in the future. The union systematically aims at influencing the development of the labour market towards the future and preventing comprehensive changes in the labour market from impairing the interests of members. VR sees the opportunities in technical and business environment changes and views these changes in a positive light.

**VR's main areas of focus regarding the future of the labour market are:**

### **1. Equal distribution of resources**

1. VR wants increased economisation and productivity in companies due to technological changes to result in better employment terms for employees and society as a whole.
2. VR wants the working week reduced even more without wage reduction. Businesses are to seize the opportunities offered by greater efficiency resulting from advances in automation and technology to further shorten workers' working week.
3. VR encourages companies that go through technological changes to apply the changes with sustainable development in mind and that the changes do not negatively affect the environment.
4. VR wants the changes in the working environment due to the connection economy, where people take on single projects instead of permanent jobs, to have no influence on job safety and employee rights.

### **2. Protection of interests when jobs change**

1. VR wants individuals in the labour market to receive increased opportunities and incentives to develop their own skills and learn new skills through continuing education.
2. VR wants a customised supply of education in line with changed requirements, reflecting the skill needs of the labour market. VR wants regular skill forecasts for the labour market and that they be followed up on with action plans.
3. VR promotes company training and education of employees in order to further their opportunities in terms of career development and training for new jobs if it is anticipated that their jobs will go through changes because of technical advancements and/or altered business environment.

### **3. Democracy at work**

1. VR wants to guarantee the influence of employees in larger companies by appointment of employee representatives on the board of directors.
2. VR wants the concept of democracy at work to become a part of general knowledge.