

Sustainable Work

Opportunities and Challenges

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Confederation of Swedish Enterprises

We represent trade and industry

- We are **60,000** member businesses employing 1.7 million people
- We have **50** member organizations
- We advocate for **better conditions** for Sweden's businesses

Seven in ten member businesses employ fewer than 10 people



Sustainable Work
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Sustainable Enterprises

= Sustainable Work = = Sustainable Enterprises =

- **Good for business and brand**

- Occupational injuries and sick leave is costly due to production interruptions and lack of quality assurance
- For attractive employers it is easier to recruit and retain skilled workers/staff



- **Participation and cooperation with employees and safety reps**

- Important for a good safety work at the workplaces and will also make it easier for business and the companies development and growth

- **A win-win situation**

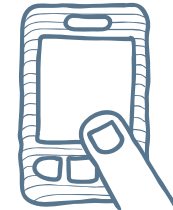
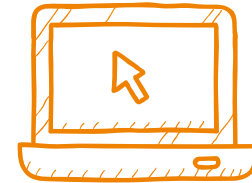


Opportunities and Challenges

- Globalization
- Digitalization, Robotization, New Technology
- Competence - Education
- The EU Perspective

Digitalization and AI, New Technology

- Digital Work Environment
- Industry 4.0, Internet of Things
- e-Retail sector
- e-Health
- Nano-material



Consequences for work, labour market and work environment ?

Risk and impact assessment ?

Changes in competence and requirement of skills?

Competence - Education

- New and other demands on competences and skills
- Today - great lack of competence in different areas/sectors
- The employer's responsibility for training their employees

How to prepare young people for entering the working life?

Integrate work environment knowledge into the education system at all levels

The EU perspective

EU - an important export market for our companies. The opportunity to compete on equal terms across Europe

BUT....

we are concerned about the development of the **Pillar of Social Rights**, e.g. proposals on.....

- Directive on transparent and predictable working conditions
- European Labour Authority (ELA)

A serious threat againsts our Swedish/Nordic model for collective bargaining between the parties on the labour market.

Social partners action in Sweden

For protecting the Swedish model for collective agreements.....



- **Labor Market Council for EU Affairs** (from 1 Oct)
Svenskt Näringsliv, LO, PTK
- **Mutual letter to the Government concerning ELA**
Svenskt Näringsliv, LO, TCO, Saco



Social partners and joint actions to meet future challenges



- European framework on active ageing with an intergenerational approach (*private and public sector*)
- Research program with funding from AFA Insurance, ex
 - Sustainable Working Life
 - Young people in Working Life
- Practical tools, checklists, guidelines and training via Prevent
 - Free online course - *Work and technology on human terms* (english)
 - Checklist for purchasing or developing new IT-system