

Worker representation on boards in Finland and the Nordic countries: challenges, prospects, transnationalisation

Event co-organised by the European Trade Union Institute (ETUI), the Finnish Industrial Employees TP, and Finnish Union of Professional Engineers

Venue: Hotel Scandic Park, Mannerheimintie 46, Helsinki (and Zoom)

Wednesday 12 February (afternoon from 13.00) to Thursday 13 February 2025 (morning until 14.00) – local time in Helsinki (CET+1 hour) lunches included.

Interpretation English-Finnish-Swedish

Dear all,

We are happy to invite you to the regional event ‘Worker representation on boards in Finland and the Nordic countries: challenges, prospects, transnationalisation’ in Helsinki.

It is time to discuss worker representation on boards in Finland and evaluate the legal changes introduced to the existing system in 2021, which came into force in 2022. These changes were expected to improve the system and its implementation. However, with additional legal changes anticipated in the Spring, addressing the reality of worker representation on boards in Finland within the regional context is more relevant than ever. This conference will provide an opportunity to take stock of the evolution and current state of codetermination systems in neighbouring Scandinavian countries. The presentation of an ETUI book titled “Revisiting Worker Representation on Boards: The Forgotten EU Countries in Codetermination Studies,” along with a forthcoming report commissioned by the Industrial Employees TP on board-level employee representation in Finland, will serve as a platform to foster discussion. The event will feature four different panels that will bring together academics, practitioners, local employee representatives, social partners, and policymakers. Together, they will evaluate and assess the situation of worker participation on boards in the Nordic countries and reflect on possible improvements and prospects for a stronger and deeper democracy at work in the near future.

Interpretation in English, Finnish and Swedish will be provided. Please find the draft agenda here below. Places are limited to 75 participants on site. Participation online will also be possible.

If interested, please register by 3 February 2025 [HERE](#).

ETUI can book hotel rooms (at Hotel Scandic Park Helsinki) for the night of the 12 February, and cover travel costs for participants according to the European Commission travel rules. Namely, only participants travelling from a Member State of the EU or candidate country can be reimbursed, based on the one-way distance travelled. For trips under 400 kms (one-way distance), ETUI will only reimburse train or bus, not plane trips. For additional information on ceilings and amounts, or any queries about the event organisation, please contact Catherine Rihoux: crihoux@etui.org

We look forward to seeing you in Helsinki !

Best regards,

Sara Lafuente (ETUI), Maria Jauhiainen (Finnish Union of Professional Engineers) and Merja Jutila Roon (Finnish Industrial Employees TP).

DRAFT AGENDA

DAY 1 : Finnish codetermination in European and Nordic context

13.00- 14.00 (CET+1h) **Welcome lunch**

14.00 – 14.15 **Welcome and introduction**

14.15 – 15.45 **Panel 1: Presentation of the ETUI book ‘Revisiting worker representation on boards: the forgotten EU countries in codetermination studies’**

Chair: Sophia Friedel, University Bochum

Sara Lafuente, ETUI: Overview of the book and transversal findings and conclusions

Maria Jauhiainen, Finnish Union of Professional Engineers: chapter on Finland and presentation of 2025 Industrial Employees TP report

Stefan Gran, ETUC

15.45-16.15 **Coffee break**

16.15-18.00 **Panel 2: State of play and prospects of board codetermination in the Nordic countries**

Chair: Sara Lafuente, ETUI

Inger Marie Hagen, OsloMet

Ilkka Kärrylä, Helsinki University

Niklas Bruun, Hanken School of Economics, Helsinki

Caspar Rose, Business School Copenhagen

Sigmundur Halldórsson, LÍV – The Commercial Federation of Iceland

19.30 **Social dinner (restaurant tbc)**

End of the day

DAY 2: Advancing progressive change in Finland

9.30 – 11.00 (CET+1h) **Panel 3: Round table with company cases and experiences**

Chair: Maria Jauhiainen, Finnish Union of Professional Engineers

Harri Hietala, Consultant and former Co-operation Ombudsman

Jari Nevalainen, board-level worker representative at CGI

Markus Haataja, board-level worker representative at Sandvik

11.00 – 11.30 **Coffee break**

11.30- 13.00 **Panel 4: Finnish policymakers and social partners**



Chair: Merja Jutila Roon, Finnish Industrial Employees TP

Patrizio Lainà, Chief Economist at The Finnish Confederation of Professionals (STTK)
Jukka Ahtela, Deputy National Conciliator and government's appointed investigator
on the status of board-level employee representation in Finland

Ville Kopra, Labour Market Director at the Confederation of Unions for Professional
and Managerial Staff in Finland (Akava)

Jaana Ylitalo, Head of Labor Market Affairs at the Central Organisation of Finnish
Trade Unions (SAK)

Miapetra Kumpula-Natri, MP from the Social Democratic Party of Finland.

13.00- 13.15 **Closing words by organisers**

13.15-14.13 **Lunch**