

## **AGE MANAGEMENT - INCREASING SHIPYARD COMPETITIVENESS BY MAINTAINING THE WORKFORCE**

**The shipyard industry in Finland, as in the wider EU, has been declining over recent years, and in Finland this has led to high unemployment levels and redundancies. This DP experiments ways of maintaining the current level of employment in the shipyards and upgrading the professional and vocational qualifications of the workforce.**

The problems this DP is tackling concern notably the employees of SMEs, which are subcontractors for core shipbuilding companies. These workers are faced with unemployment due to the decreasing economic activity of the shipyard industry and also the need to improve their qualifications in order to remain competitive.

The Finnish shipyard industry as a whole faces the challenge of remaining competitive, which for the DP translates into four main areas of activity: developing and improving professional and vocational standards; re-qualification of workers; with regard to the ageing workforce, the focus is on health and safety issues and also remaining employed until retirement age, combined with the transfer of tacit occupational knowledge; and finally inclusion of migrants in the workforce to encourage a model of diversity.

The age management element of DP activity is a key one, as the industry has a high percentage of older workers, and because of this ageing workforce there is also a need to attract foreign workers into the sector. Therefore the DP has a specific focus on employing migrants in the shipyard industry and how best to manage diversity in a workforce. Immigrant and foreign workers are often in a weaker position than native employees because their language skills may be quite low and their vocational qualifications are weaker. In addition to this, employers may need to update their diversity awareness in order to better manage situations in the work place.

Also the safety and health issues are a main focus of this DP due to the quite high number of accidents in the workplace. Older workers have a lot of valuable information on how to avoid casualties in the work place or how to manage daily work routines and tasks in line with occupational health and safety. A guide on safety and health issues in the shipyard industry will be issued.

Member State: Finland

DP Identifier: FI-22

Link to [DP website](#)

Link to [EQUAL database description](#)

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