



We develop working life. Together.



Key characteristics of Tykes

- | **TYKES = Finnish Workplace Development Programme**
- | **Government-funded programme (2004-2009) for the promotion of simultaneous improvement in productivity and the quality of working life in Finnish workplaces**
- | **The social partners closely involved**
- | **Total budget of about 70 million euros**
- | **About 1,000 projects in virtually all sectors of the economy funded so far (focus on SMEs and growth-oriented companies)**
- | **Nearly 90% of the funding used for work input of researchers and consultants in the projects**
- | **All projects oriented to practice, research element involved in some of the projects**
- | **TYKES is an active participant of the WORK-IN-NET project (2004-2009), supported within the Sixth Framework Programme of the European Commission**

Programme vision

Finland has a network of expertise for work organization development which creates national competitive edge and which effectively promotes qualitatively sustainable productivity growth.

Challenge of qualitatively sustainable productivity growth

- | **How to find solutions which simultaneously improve labour productivity and the quality of working life in a manner that also supports employees' ability to stay on at work?**
- | **Workplace development programmes are means to promote economic growth by having a positive contribution to both labour input and productivity growth.**

Programme guiding principle

TYKES supports research-assisted work organization development based on cooperation between management and staff, which promotes qualitatively sustainable productivity growth in Finnish workplaces.

Levels of Tykes goals

PUBLIC POLICY LEVEL

Qualitatively sustainable productivity growth in Finland, i.e. productivity growth which is combined with simultaneous improvements in QWL and which for that reason also encourages employees to stay on the job for longer

PROGRAMME LEVEL

How can the programme and its measures promote qualitatively sustainable productivity growth in Finland and develop an innovation environment which supports it?

GENERATIVE LEVEL

How can the project results act as a source of learning and inspiration for other workplaces and the various stakeholder groups?

WORKPLACE LEVEL

How can the projects help reinforce a mode of operation which supports qualitatively sustainable productivity growth at the participating workplaces?

Main forms of activity

- | to support workplace development projects
- | to support method development projects
- | to support learning networks projects
- | to disseminate information on workplace development
- | to reinforce the expertise on workplace development

Forms of project activity

- 1. Basic analysis:** brief analysis lasting for a few months which workplaces can use in specifying their development needs with an eye to a larger project. (max. 10,000 euros per analysis)
- 2. Development projects:** intended to promote changes in modes of operation at one or more workplaces with a view to simultaneous improvement in productivity and the quality of working life (max. 100,000 euros per company)
- 3. Method development projects:** creating and developing new development methods and practices for a knowledge-intensive, networking economy with the help of R&D institutes, which support qualitatively sustainable productivity growth
- 4. Learning network projects:** creating long-lasting shared forums of learning for workplaces and R&D institutes to boost mutual exchange of experiences and knowledge based on development cooperation between the network participants

Typical objects of development projects

- | **team-based forms of work organizations**
- | **work processes**
- | **supervisory work and leadership skills**
- | **internal cooperation within and between work units and departments**
- | **external networking within the value chain**
- | **working methods**
- | **work environment**



Channels for dissemination of information

- | **large-scale projects and learning networks**
- | **modules of several projects**
- | **seminars and work conferences**
- | **publications**
- | **websites**

Contact information

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