



ASSESSMENT OF INDIVIDUAL COUNTRY RECOMMENDATIONS BY EACH MEMBER FEDERATION

Q1: For each country specific recommendation Member Federations were asked to answer whether it is 1: extremely important; 2: Important; 3: Helpful (but not a priority); 4: Irrelevant; 5: Contrary to federation's advice;

Q2: For each recommendation, Member Federations were asked to answer whether government's efforts to implement it were: 1: Excellent, 2: Satisfactory; 3: Mixed; 4: Unsatisfactory; 5: no progress observed.

N.B.: Federations in countries under financial assistance commented on recommendations made by the Troika in Economic Adjustment Programmes; Non EU countries commented on recommendations made by the OECD

SPRING 2015 REFORM BAROMETER – FINLAND

European Semester - Overall assessment of 2015 cycle

	To what extent do you agree with these statements:		Detailed comments
1.	The National Reform Programme submitted by your Government (April 2015) is appropriate	To a large extent	Realistic assessment on economic outlook and the main challenges of public finances in the short and long run.
2.	The Commission's country specific recommendations for your country are appropriate.	To a large extent	Remove early retirement paths, make social and health care reform, match wage development and productivity
3.	The Commission assessment of reform implementation the year before is appropriate.	To a large extent	Increasing the participation of older workers in the labour force is crucial in view of the fiscal sustainability gap and the planned increase of the statutory retirement age.
4.	The Commission assessment of excessive imbalances (in-depth review) is appropriate.	(no reply)	(1) Early exit from the labour market occurs mainly through disability or through the extended unemployment benefits available for older workers. (2) The agreement reached between the social partners regarding implementation of the pension reform from 2017. (3) Cost pressures in the non-tradable sector have had a negative impact on cost competitiveness.

Assessment of Country Specific recommendations 2015 in detail

		Q1 : the recommendation is	Q2 : implementation on effort is :	Detailed comments
CSR 1	Achieve a fiscal adjustment of at least 0,1 % of GDP towards the medium-term budgetary objective in 2015 and of 0,5 % of GDP in 2016. Continue efforts to reduce the fiscal sustainability gap and strengthen conditions for growth.	Extremely important	Mixed	The actions of the government have in general focused too much on tax increases. However, substantial public expenditure cuts took place for 2016.
CSR 2	Adopt the agreed pension reform and gradually eliminate early exit pathways. Ensure effective design and implementation of the administrative reforms concerning municipal structure and social and healthcare services, with a view to increasing productivity and cost-effectiveness in the provision of public services, while ensuring their quality.	Extremely important	Mixed	The pension reform negotiated between labour market organisations in 2014 was passed in the parliament. It will increase the statutory retirement age to 65 years. Also some early exit pathways were eliminated. Social and health care reform is still in relatively early stages. Government's plan to reform administration and service provision is rather ambitious but it is very uncertain whether the needed cost savings will be materialised.
CSR 3	Pursue efforts to improve the employability of young people, older workers and the long-term unemployed, focusing particularly on developing job-relevant skills. Promote wage developments in line with productivity fully respecting the role of the social partners and in accordance with national practices.	Extremely important	Mixed	Government lifted the so-called unemployment tunnel (early retirement for elderly unemployed), which improved older workers' employability. Moderate wage increases have somewhat helped in restoring competitiveness.



		Q1 : the recommendation is	Q2 : implementation on effort is :	Detailed comments
CSR 4	Take measures to open the retail sector to effective competition.	Helpful but not a priority	Mixed	Regulation concerning opening hours in retail trade was abolished in January 2016. Otherwise little action taken.

Reform Progress in your Member State in 2015

How would you assess reform progress in 2015, for the following broad areas:

Taxation and Public Finances	Mixed
Business environment (regulation/access to markets)	Mixed
Labour market	Mixed
Innovation and skills	Unsatisfactory
Access to finance and Financial stability	Satisfactory

Reform priorities for 2015

	I. Policy Area	II. Concrete Recommendations	III. Are the proposed recommendations already in the agenda of your Government?
Priority 1	Consolidation of public expenditures	Cut the public expenditure	Yes
Priority 2	Pension and health care reforms	Customers should be given more freedom of choice between public, private or third sector service providers at the basic service level.	Yes
Priority 3	Wage bargaining and wage-setting policies	Decisions on wages and working time should be more firm and job specific. (=local agreements)	Yes
Priority 4	Making work-pay: interplay of tax and benefit system	The government should cut income taxes and reform unemployment security, including a tightening of the obligation to accept work as well as shorten the spells of unemployment benefits.	Yes
Priority 5	Labour market mismatch and labour mobility	The government should take measures for a comprehensive reform of employment services in order to ease labour market matching problems.	Yes