SELOSTE:

METSÄTALouden Työllistävyys Soumessa


Metsätalousvuoden laajentumisen kaudella, 1930-luvun alusta 1950-luvun loppuun, metsätalouden merkitys maaeudun työllisyydeelle edelleen jatkuvasti lisääntyi. Metsätalousvuoden ja metsätalouden kehityksestä tuli maaeudun väestön ja rakenneessa ylläpitävä staattinen tekijä. Tämä


SILVA FENNICA VOL. 13, N:o 3, 235—242

SOCIAL PROMOTION OF FOREST WORKERS — THE ROLE OF LABOUR ORGANIZATIONS

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SELOSTE:

METSÄTYÖNTEKIJÄIN SOSIAALINEN KERRATUMINEN — TYÖNTEKIJÄJÄRjestöjen OSUUS

The demand for forest products in Europe seems to exceed the total supply in the future although the market fluctuations occasionally affect diminishing the timber demand. New forest industries in the areas of fast growing trees will have their own influence through the world. Alongside the amount of forest production, the demand for labour input depends on the development of the structure of production and of the productivity of work. In this respect mechanization of harvesting will have its long-lasting influence inspite of that the most advantageous degree of mechanization varies a great deal in different countries of the world.

Despite of the growth in forestry production, the number of forestry workers has decreased considerably in many countries owing to various factors. On the other hand the share of professional forest workers has increased providing more permanent working conditions.

The permanence of work fundamentally affects the life of a forest worker. It has influence on the income level, on the social position of the forest worker and on the standard of living.

The appreciation of the occupation of a forest worker will be increased mainly within the increasing mechanization of forest work. It requires additional amount of vocational training. Simultaneously improved wages, competition for skilled labour and the rise in the standard of living among forest workers will lead to increased social appreciation.

In order to influence their benefits forest workers have organized themselves into trade unions. They activate their members in to helping the unions to attain their aims. Trade unions try to influence the policies of forestry and forest labour. In this respect they are in contact with political parties concerned.

The questions of labour policy occupy a central position in the mutual relations of the labour market organizations. Concerning questions of wages, research activity, working conditions, rationalization, improvement of housing facilities and other living conditions, much promotion has been achieved within a keen mutual cooperation.

Forest workers unions have to keep in touch with the offices and authorities regulating and controlling matters within forest work. Consequently they have to deal with several offices and authorities which requires a sufficient executive capacity of the union.

Especially in some East-European countries attention is being paid to the motivation of forest workers. Appreciation of the workers with the best working records is shown in the form of public praise, renumeration, and special holiday arrangements. In some western countries e.g. logging skill competitions collect large amounts of spectators.
It seems that the standard of living among forest workers has been and still is lower than in many other occupations. However, their occupation is becoming comparable to many other occupations. Progress is going to follow the same lines of development that exist elsewhere in society.

1. FACTORS INFLUENCING THE POSITION OF FOREST WORKERS

11. The Demand for Forest Products

The possibilities of work for the forest worker participating in the primary forest production depend on the demand for forest products and on the relation between supply and demand. The possibilities of work depend also on seasonal and market fluctuations as well as on the prevailing trend in the demand for timber.

The prognosis of the FAO drafted at the end of 1976 aptly illustrates the long term trend in the demand for timber. The demand for the present forest industry products will accordingly be doubled in Europe during the next thirty years from 1970 to the year 2000. On the other hand, the timber resources of Europe will not grow in the same ratio, so that by the year 2000 the total timber demand in Europe may exceed the total supply by some 35%.

International market fluctuations greatly affect the demand. During the economic recess, which has continued for example in Europe for several years as from the middle of the 1970's, the decline in demand in consumer countries has caused a lasting shortage of employment and even unemployment. The situation has also been affected by the new forest industries in the areas of fast growing trees, the influence of which can not by any means be regarded as a temporary phenomenon.

12. The Demand for Labour Input

Alongside the amount of forest production, the demand for labour input depends on the development of the structure of production and of the productivity of work.

The structure of production has changed to a large extent in most of the forest industrial countries during the recent decades. A big amount of work has been transferred from forests to concentrated timber handling sites and to factories. Debarking and storing in forest as well as some phases of timber measurement have been diminished. Longer and more labour saving wood assortments have been chosen for production. Transport of timber by human and animal power has been mostly mechanized, and the organization of timber harvesting has been developed. This has greatly reduced the demand for labour input in the harvesting and transport.

On the other hand progress in the silvicultural care of forests and the growing demand for timber are going to increase the demand for labour. In particular the reforestation of low-productive areas and deserts as well as forest cultivation, where the possibilities of mechanization seem more limited than in timber harvesting, are going to require an increasing input of forest work. The demand for timber will also grow with the necessity of using harvesting residues and waste as fuel owing to the vast increases in the price of oil, and the waste with the need to start cultivating rapidly growing tree species to be used as sources of energy.

The productivity of forest work can be further raised by supplanting the human work in forests by mechanical work which, however, necessitates trained skilled man power. The economy of mechanization depends, however, to a high degree on the price relations between human and mechanical work. The most advantageous degree of mechanization therefore varies a great deal in different countries of the world.

The raising of productivity by means of high mechanization extends its influence also outside the limits of forestry, especially if it is carried out at a rapid pace. Thus, the heavy reduction of seasonal work has in some countries led to a lower standard of living for the people living in rural areas, and to a rapid desolation of the countryside. On the other hand it has given birth to a trained forest labour power employed throughout the year.

The desolation of rural areas will, presumably, continue. For instance in Norway about 50% of the total population resided in the countryside in 1950, while the percentage is estimated to be only about 20% in 1980.

13. The Demand for Forest Labour

Despite of the growth in forestry production the number of forestry workers has decreased in many countries owing to the various factors. The amount of timber harvested per forest worker is now in several countries threefold compared to the situation 15 years ago. For example in Finland, where the annual growth of timber has been about 60 million cubic meters, the average number of forest workers dropped from 142,000 persons to 52,000 between the years 1960–1975.

With an increase in the numbers of permanent forest workers the age structure of the workers has remained favourable, because young age classes mostly have been employed during the past years. The average age of forest workers in Finland has been 35 years during last decades. About one third of the forest workers are in age under 30 years. The permanent labour power in the rural population have decreased the share of farmers doing forest work in wintertime. Earlier the peak figure in forest labour employed during the winter season was threefold compared to the lowest number of workers during a year, today it is only double.

In addition to the work improvement referred, the progress of the country's economic life and the subsequent changes in the social structure as well as the labour and mechanization policies have contributed to this kind of development. It seems likely that the positive trend in productivity will continue. The demand for labour will generally decrease and the labour power in forest work will become even more permanent in many countries.

14. Other Factors

In this paper forest workers are meant all persons between 18–64 years who perform salaried forest work at least 50 days a year. Some are permanently employed, others temporarily employed.

As seasonal forest workers are here considered persons doing paid forest work 51–100 days a year. As professional forest workers are here considered workers who do forest work for pay at least 100 days per year.

The permanence of the work agreement fundamentally affects the life of the worker. In forest work, however, work agreements are often temporary, and workers less skilled in their jobs than other workers with permanent work agreements. The permanence of work is also a guarantee of a steadier level of wages. It enables the worker to make plans for family life and organized living conditions.

The income level is to a great extent dependent on continuity in obtaining work. If forest work is carried out only as work bringing in an additional income to the main occupation — agriculture for instance — it may be possible to guarantee the worker's yearly income level with forest work only by a few professional forest workers. The average age of forest workers in Finland has been 35 years during last decades. About one third of the forest workers are in age under 30 years. The permanent labour power in the rural population have decreased the share of farmers doing forest work in wintertime. Earlier the peak figure in forest labour employed during the winter season was threefold compared to the lowest number of workers during a year, today it is only double.

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of these factors also strengthens the social position of forest workers.

The skill and know-how in forest work have previously been passed on from father to son and have not required a specially organized vocational training. As in addition sufficient labour has been available for forest work, the heavy and weakly paid forest work has not earlier achieved much social recognition. Within its own branch forest work has always been regarded as work requiring high occupational skill.

Social appreciations change slowly in regard to the customary forest work.

Instead, the appreciation of the trade in forest work will increase mainly within the increasing mechanization of forest work thus requiring better vocationally trained workers. Simultaneously, improved wages, competition for labour and the rise in the standard of living among forest workers will lead to increased social appreciation. Social developments in different parts of the world have any way led to an increasing appreciation of physical work. Further mechanization will no doubt increase this appreciation.

23. Cooperation with Employer Organizations

The questions of labour policy occupy a central position also in the mutual relations of the labour market organizations. Probably most time has been given to the questions of wages. Annual agreements on terms of working have often been reached after prolonged and strained negotiations only, in some countries strikes have been resorted too. For their part the employee organizations control that these agreements are being observed.

Research activity is needed in order to find out the suitability of new methods and machines as well as the basis of applied wages, tariffs, measuring methods etc.

The labour market organizations have to cooperate within these questions. In some countries, e.g. in Sweden and Finland, the employers finance their own research institutes.

In cooperation between the labour market organizations for instance in Scandinavian countries it is evident that through this activity considerable progress as well as improvements in the living conditions of forest workers have been achieved. The improvement in the housing facilities has been most noticeable. When seasonal forest work has altered into the round-the-year employment it has been possible to build new houses with financial support from the employers and the state. In Finland the forest workers in the house they live in as the majority of them are still owners of small farms. Together with the building of new houses the system of living in crowded lodgings on the work sites is being abandoned in favour of living at home with daily transport to the work sites.

As a result of cooperation may be mentioned the Committee for Work Safety in the Branch of Forestry which has been established by the Finnish labour market organizations. Its aims are the general development and intensification of labour protection in work places, the instruction of persons cooperating in the field of labour protection. Its field organization is based on legislation.

24. Cooperation with State Offices and Public Authorities

Forest workers' organizations also have to be in contact with the offices and authorities regulating and controlling matters within forest work, such as:

- work safety and prevention of accidents
- questions of health at work and health control
- questions of work agreements, working time and wages
- vocational training
- social security including unemployment insurance and unemployment subsidies
- improvement of working conditions

These matters are generally handled by offices and authorities of the branches in question. The workers' organizations consequently have to deal with several offices and authorities. This presupposes a sufficient degree of activity by these organizations. Thus, the amount of members also affect the executive capacity of the organization.

25. Other Activities

The social status of the forest worker can be improved also by measures connected with the appreciation of forest work. In addition, especially in some East-European countries attention is being paid to the motivation of forest workers. In forest districts daily norms and work results by named groups of workers are pinned on the walls of the cultural house.
of the village. Photos of the best workers are publicly displayed on boards of honour. Wages and taxation also favour big work outputs. Appreciation of the workers with the best working records is shown in the form of public praise, renumerations, and special holiday arrangements.

Various kinds of publicity is also exercised in order to raise the appreciation of forest work. For instance in the USA, logging skill competitions have already for many decades collected large amounts of spectators. In Finland, several logging work competitions were arranged in the 1940’s. In the early 1960’s competitions in skill when using power saws have been arranged.

In 1970 at the initiative of Hungary, power saw competitions were held in the Con international. After that 7 international competitions have been arranged in different countries. The latest of these was held in Finland in autumn 1977, while the following one will be in Czechoslovakia in the summer of 1978. Publicity to competitions of this kind has been given in the information media and has aroused interest among public. These competitions also help to raise the appreciation of the forest work.

3. IMPROVEMENT OF THE POSITION OF FOREST WORKERS

Comparisons on the development within the wages of forest workers can be made on the basis of the Folia Forestalia No. 175 in published by the Finnish Forest Research Institute. According to it as from the 1920’s the real daily earnings among forest workers in Sweden increased on an average by 2.6 % a year, between 1922 and 1970 the increase was 5.8 fold. In Norway, the real net earnings per year of forest workers increased by 52 % from 1962 to 1971, the annual real growth being 4.8 %. In Finland, the rise in real earnings per day has been faster than in the above countries. Nevertheless, according to an investigation in 1970 the earnings per year were in Norway 32 % and in Sweden 73 % higher than the annual earnings of the permanent forest workers employed by the State Board of Forestry in Finland.

After the study mentioned above, the differences may have changed in favour of Finland. Compared to other occupations, the wages in forest work in Scandinavian countries have reached or even exceeded the level of daily or hourly earnings in the metal industry and are well on the way to attain this level also in regard to the annual earnings of permanent workers.

The position of forest workers has been mainly influenced by agreements on terms and conditions of work concluded by the labour market organizations. These agreements are often very detailed in character covering in Finland primarily such as freedom of organization, contract making, terminating of work contracts, working time, size and payment of wages, safety at work, accident accident benefits, group insurance, annual leave, compensation for transport, directions at work sites, appointed workers’ representatives, settlement of disputes, and agreements of negotiations, as well as working peace. Thanks to this negotiation system the trade union organizations are able to negotiate and to improve matters connected with their position.

Matters related to the standard of living have been discussed above in Chapter 14. It seems a fact that in many countries the standard of living among forest workers has been and still is lower than in many other occupations. However, the increasing degree of permanent forest work has contributed to an improvement in the situation. Housing and food have improved, the forest workers’ health control has come within the scope of legislation or has been otherwise agreed. The strain of the forest work has diminished, safety at work has increased etc. The occupation of a forest worker is becoming comparable to many other occupations. Still there is much scope for improvement. A number of investigations have been carried out in the field. One of those may be mentioned here.

While the position of forest workers has improved and developed when comparing to other occupations their position has also changed in regard to work supervisors. As a result of a loyal wage policy the workers’ level of earnings has risen more than that of the work supervisors. Relations have changed also through the workers becoming organized. Now the workers receive their information through organizations of their own while previously it was given mainly through work supervision channels. Information from the employer may in fact reach the workers through their appointed representatives sooner than through work supervisors.

Progress is going to follow along the same lines of development that exist elsewhere in society. Therefore, it appears highly probable that the position of the forest worker will be further solidified. Improvement in working conditions, participation in the planning of the work and within forest economy as well as formation of self-controlling work groups, and new working methods and organizations are going to be among the main objectives.

SELOSTE:

METÄSYÖTÖNKJÄGNN SOSIAALINEN KERTÄTTÄMINEN — SYÖTÖNKJÄG JÄRJESTÖJEN OUSU

Metsätalousen alkuvoittoon osallistuvat metästöytöntäjän työaamantäällä on luokanpiirit metsätäjän työaamantäällälä työaamankäyntöä sekä kysymyksin ja tarjonnan keskinäisistä suhteista, kuten myös kaupan ja suhdannevaihteluista sekä puun kysynnän kehityksestä.


Voitokseen vaikuttaa ammaattinia ja harjoittamis- sen edellytyksiin ja niitä ammatikoulunsa saatav- vaan hyötyä metsätäjänjä ovat järjestelyvy- neet ammatittyöntekijöitä ja ammattiliiketohtoileri.


Liito pyrkivät koulutukseen ja muun toiminnan avulla aktivoimaan jäsenistön edistämään liiton päämäärien saavuttamista. Ne pyrkivät luomaan jäsenistölle vahvasti osallistua ja vaikuttaa liiton toimintaan sekä tehostamaan liittoa toiminta-
SILVA FENNICA Vol. 13, No 3, 243–249

THE DEVELOPMENT OF SIMPLE TOOLS FOR FORESTRY WORK IN FINLAND

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SELOSTE:

YKSINKERTAISTEN TYÖVALINEIDEN KEHITTÄMINEN METSÄTYÖHÖN

The paper deals with the development activity of hand tools and their maintenance methods as well as the improvement of working techniques and methods in Finland in the era when forest work was exclusively or mostly done by muscular power.

Development activity was carried out in a close connection with professional training, permitting the development results to be distributed widely throughout the country at short-duration courses, and simultaneously collecting new information.

The phases of the entire development scheme were as follows:

— founding the development and training organization
— teaching the knowledge currently possessed
— inventory of the assortment of tool models, and the first selection of tools to be developed
— developing tools
— developing methods of tool maintenance
— developing working techniques and methods
— teaching the new knowledge gained in the development activity

For starting development work the first selection of tools to be developed was performed. Thus, there were effected

— an inventory of models of tools used in Finland
— selection of the best tools on the basis of working experiments and interviews
— standardization of the variety of models
— comparison of foreign and Finnish tools

On the basis of this, along with analyses and synthesis performed, new hand-made prototypes were created and then tested on forest work sites. Based on that knowledge, an tool factory manufactured test series. They were sent to an amount of skilled forest workers in order to receive practical information on the suitability of different models, steel qualities, tempering degrees etc. After that, on experience gained, best tools selected could be put into manufacturing.

With the designing and the usage of tools reciprocally influencing each other, it was natural that working techniques was also investigated.

The development of hand tools carried out in Finland would not have led to such good results unless firm cooperation had existed between researchers, users, manufacturing industry and trade as well as vocational training activity.