



Job Design and Automation in Sweden

Bo Göranson et al



J O B D E S I G N A N D A U T O M A T I O N
I N S W E D E N

Skills and computerisation

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JOB DESIGN AND AUTOMATION IN SWEDEN

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	Page
Preface	1
I. <u>National Background</u>	
1. Introduction	3
2. Employers, Trade Unions and Work Researchers - some changes from 1970 to 1980	8
3. The Swedish Industrial Relations System	10
4. Industrial Democracy, Work Reform and Computerisation in the 1970's	14
5. Current Positions in the Debate on Work and Computerisation	17
6. Research on computers in working life	30
6.1 An example of research typical in the early 70's	31
6.2 The evolution of new research approaches and institutions	43
7. Summary	56
II. <u>The Case Study</u>	
8. Theoretical consideration - skills, language and computerisation	57
9. A case study - the Insurance Employees' Union and EDP in the national insurance system	72
9.1 The PAAS project - methods for user influence in systems development	72
9.2 The National Insurance System and the use of EDP - past and future	79
9.3 Developing the union response - the results of the PAAS project for the Insurance Employees' Union	86
Footnotes	102

Preface

This paper is a preprint of a chapter in an ILO study JOB DESIGN AND AUTOMATION covering the situation in 13 industrial countries to be published in the near future.

The paper consists of two parts, a general national background and a case study from the PAAS project at Arbetslivscentrum. The phocus in the study is on skills and computerization.

The paper is the result of cooperation between a number of people. BO GÖRANZON has the overall responsibility.

On the basis of a preliminary version MAX ELDEN, head of the work research insitute in Trondheim, added new material to the National Background Section. He also contributed to a restructuring of the whole paper.

OLLE HAMMARSTRÖM, research director of the union of salaried employees in private industry, SIF, who has written basic papers on industrial relations in Sweden, has read the material and given helpful suggestions to the National Background Section.

JAN FORSLIN, senior research fellow at the Swedish Council for Management and Organizational Behaviour (FA-rådet). As responsible for the Swedish project on Automation he has read the part on the Volvo case, in the National Background Section, and contributed with the conclusions from a follow-up study on that case. He is presently involved in an action research programme in the same plant.

BIRGER VIKLUND, information and international relations officer at the Center has worked on the National Background Section. He has also contributed to the chapter on the Center.

BO HEDBERG and ÅKE SANDBERG have contributed texts on their research activities at the Center.

The introductory theoretical chapter in the case study section has been written by INGELA JOSEFSON, linguist at the Center, in cooperation with BO GÖRANZON. In the same chapter TORE NORDENSTAM, professor on philosophy at the University of Bergen has brought in current theory of knowledge and philosophical conceptual analysis. TORE NORDENSTAM is a member of the PAAS project.

BO GÖRANZON and KALLE MÄKILÄ are responsible for the description and analysis of the computerisation of social insurance. They cooperate in the PAAS project.

Stockholm, May, 1982

Bo Göranson

Job Design and Automation in Sweden

Working life research in the job design and automation area over the last few years has emphasized the need for in-depth theoretical analysis against the background of the case studies performed. Perhaps the most central question for this theoretical work is the problem of skills and computerization. The guidelines for computers in working life formulated by the labor market parties indicate that changes in skills are the problem area that must be given the highest priority in future analysis work on the development of the data processing community.

One Swedish union, the Insurance Employees Union, organising the social insurance offices, has engaged all its members in a thorough study of present and future computer technology in the social insurance administration in cooperation with worklife reserachers. This effort has led to a detailed program of action for the union.

The research overview and the case study presented in this book forms part of a 13 nation study of job design and automation to be published by the ILO. Arbetslivscentrum is grateful to the ILO Working Conditions and Environment Department for permission to publish the Swedish chapter in this separate book.

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ARBETSLIVSCENTRUM

Arbetslivscentrum is an institute for studies on industrial democracy. Information service as well as educational programs and planning based on work research are important functions of the organization. To increase the employee's influence and promote more democratic forms of work organization, with an emphasis on all aspects of equality is of major interest. The research is problem-oriented and interdisciplinary. The center is financed by the government and is directed by a board of representatives mainly from labor and employer organisations.



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