



## **Smart Factory – Swedish interviews**

*Based on interviews with representatives in Western Sweden. The following is stated without a ranking or a special valuation of its relevance or adaptation to the relevant sectors (law, education, administration).*

### **1. Technological development in general**

With different examples and degrees of intensity, a paradigm shift, which houses endless possibilities, is under way. But new technology can not replace human interaction

Sweden has a good ability to take on new technology, assert itself well in education and exhibit relatively strong welfare. No changes in pension systems and the requirements for gender equality are anticipated as a result of digitization.

The experience of technological development is rather good, and above all the preparation of changes in working life.

On the other hand, there are new risks for accelerating knowledge gaps.

### **2. Changes in working life.**

New recruitment of labor is more frequent among younger people who are used to managing new digital tools/tools to perform the job.

There are an emergence of new communication opportunities and the need for increased digital support.

Companies/workplaces grow with new technology. Geographical boundaries are erased. Fewer travels in companies with large geographical spread.

Digitization facilitates very much in administration (archives, access to facts, etc.)

Higher education and higher paid specialists are one scenario. And a computer/robot can for example not take over a lawyer's role in a court.

Healthcare will undergo a digital revolution in the 2020s. Medical technology is constantly evolving. It is also about journal systems, counseling, time for health care appointment, etc.

Teachers will teach more students.

Matching problems in the labor market and training for new technologies are some big challenges.

As new forms of employment develop (distance work, staffing, temporary employment, etc), maybe new definitions of workers and employers may be needed.

Integration problems and data security must be noted in the world of digitization.

### **3. Workplaces in change.**

More efficient work is a consequence of digitization. To work with modern tools to do a good job is a requirement.

Flexibility can increase. Control of the employees can also be seen.

Digital meeting places are a new way to socialize/communicate on and between workplaces.

Decision making in the workplace can be better.

Education and further training (life long learning) are the focus of digitization to be successful – to create added value for all concerned.

The “Swedish model” with Collective agreements are a leverage in technology development. The importance of Trade union activities grows in general and the need for greater efforts is required in European trade union cooperation.

If more people do work without having an employment relationship, questions must be addressed regarding matters relating to liability for working conditions. UberTaxi is a warning example.

### **4. Recruitment and education.**

Requirements for new knowledge in advance are growing, and new technologies must be included in different programs regardless of their level and focus.

Distance learning is just one way of organizing training, and each workplace/company/industry can arrange internal specialist training programs tailored to their own business.

It should be fully possible to stimulate the exchange of information and experience regional, national and international in order to carry out regional projects that promote knowledge and digitalization.

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