



EUROPEAN UNION

**Interreg**  
**Botnia-Atlantica**

European Regional Development Fund

# Labor force

## Experiences in Inspect

The City of Vaasa and ProAgria Etelä-Pohjanmaa

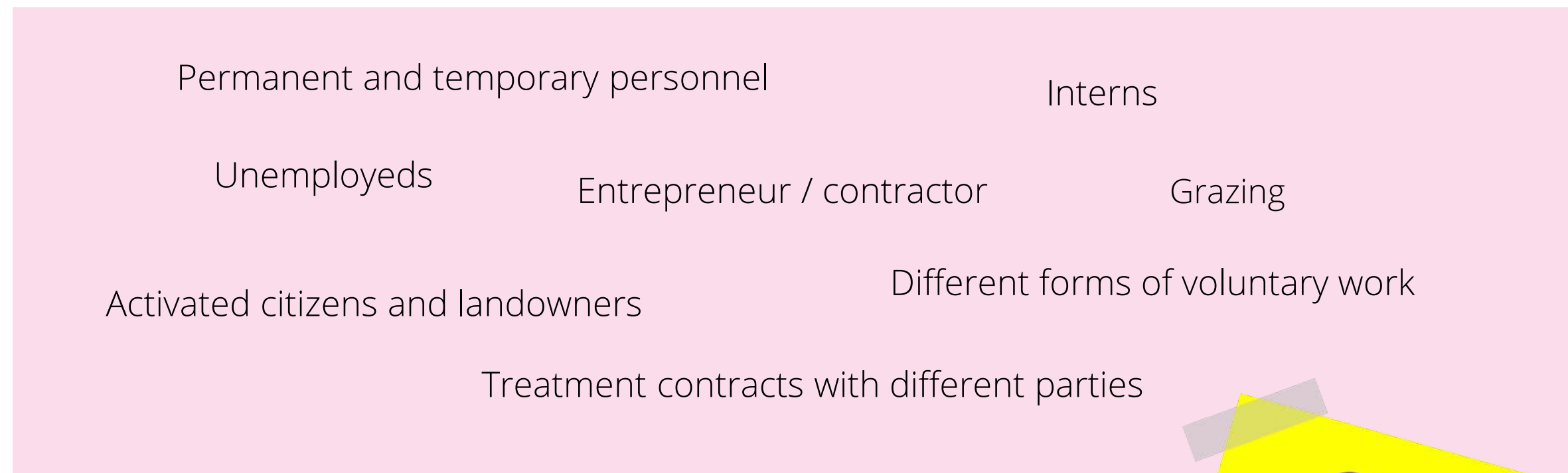
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Think carefully about what kind of actions the job requires

# Labor force

## How to choose the right form?



The most suitable form of labor force depends on who, how, why and where the eradication is done. Also the species to be eradicated affects to the choice.

For each eradication, the labor force must be considered separately. Choosing the most suitable workforce speeds up and facilitates the work while keeping costs under control



# Permanent and temporary personnel

## Experiences in Inspect



In general

Having own personnel facilitates the planning and organization of the work. At the same time, more knowledge about the sites and the eradication process stays within the organization.

Almost all partners utilized own personnel.

### **INTERNS**

-Along the fieldwork they can do very variable tasks, such as work arrangements, contacting with different actors, and other communication work.

-Benefits of hiring an intern are low costs, their enthusiasm and new ideas.

Lack of experience and a short duration of the work creates challenges.



# Permanent and temporary personnel

## Experiences in Inspect



### UNEMPLOYEDS

- Have eradicated both Himalayan balsam and Japanese rose.
- Possibility to have wage subsidies
  - cheaper to hire and an opportunity to get back in labor market.
- Since the necessary skills may not be available, a proper orientation is very important.
- Regardless of the employee's background, the motivation is often the best factor for successful work.

10 long-term unemployed worked in Inspect





# Entrepreneur / contractor

## Experiences in Inspect

- Both finnish and swedish partners have utilized entrepreneurs. In Finland entrepreneur has eradicated Japanese rose, while in Sweden they have eradicated both species.
- Useful when we have isolated assignments or we need special expertise or equipment.
- It is worth using local expertise, so we can anticipate possible surprises in the working area and schedules.
- Make sure to agree the amount of work and the price in advance.





# Grazing

Goats Hip Hop and Imbesilli

## Reason:

- Area with steep river banks that suffered problems with Himalayan Balsam invasion.
- Already fenced down area by the river that had worked as a pasture for sheep.
- We thought goats would be suitable for the area due to the landforms (lots of vegetation and steep hills)

## Implementation:

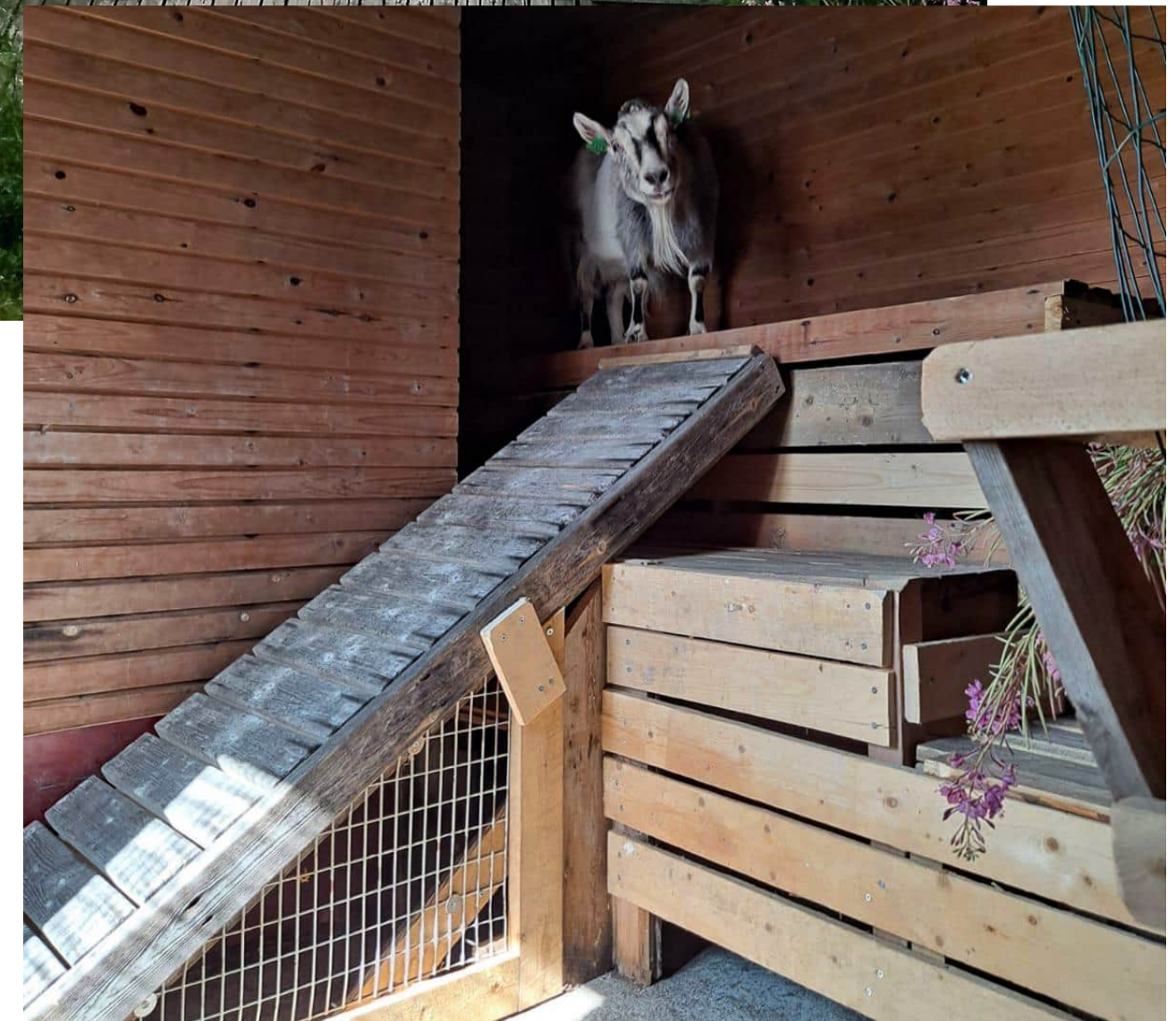
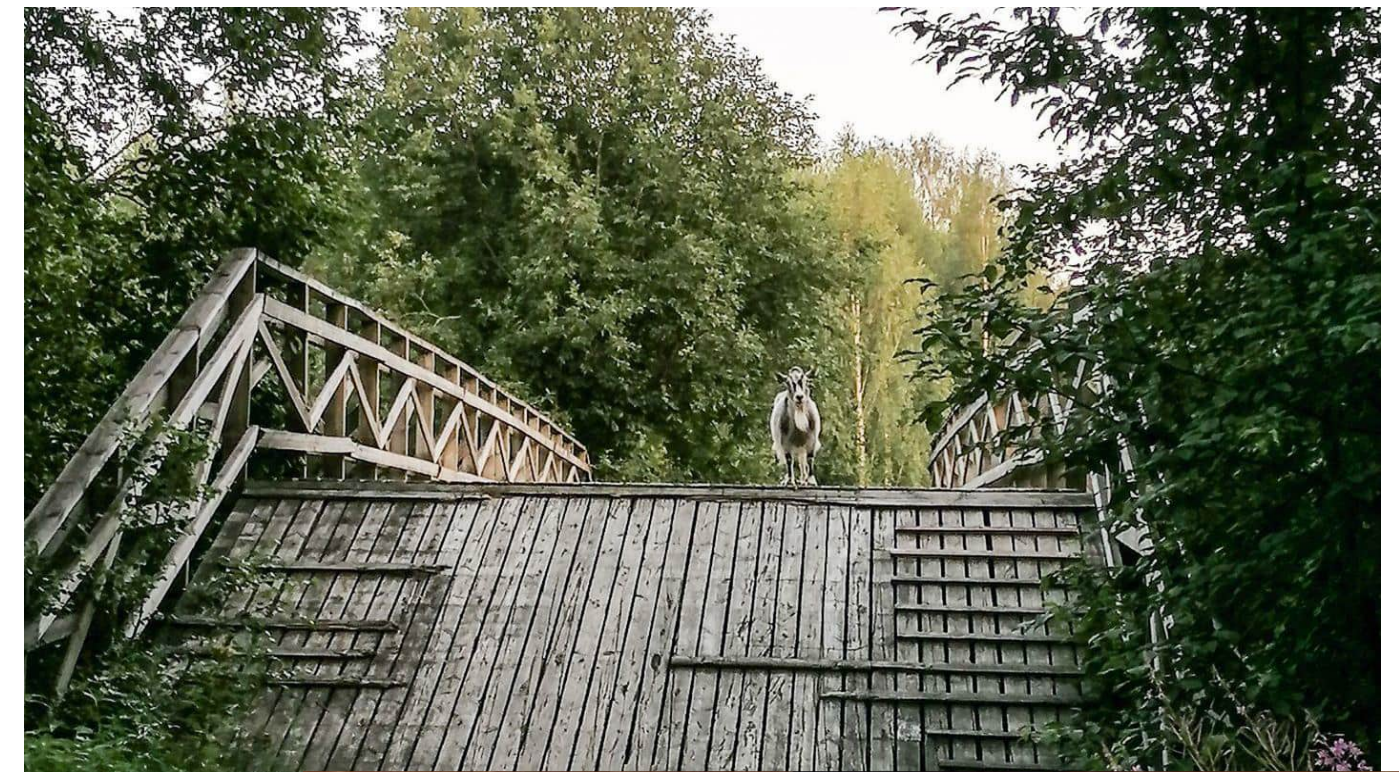
- Fixed fencing on the area and got two goats (Hip Hop and Imbesilli) to work there
- Our experiment lasted a few days until the goats escaped the fence

## Result:

- Goats did seem to eat the Himalayan balsam from the river banks, it was one of the plants they did favor
- Since they managed to escape so easily we did have to cut their grazing season short but it was clear they could help to eradicate Himalayan Balsam by grazing
- The goats moved to a home where they now get to free range on the yard

## Other than goats:

- cows can also be effective at Himalayan Balsam eradication





# International Voluntary Service

## Experiences in Inspect

This method had a lot of potential! We would recommend trying to arrange this kind of work in the future!



### Idea:

People from different countries could have come together in to do the eradication work in Kauhajoki target areas. We joined forces with the local youth services to have housing for the people participating on the camp. We had target areas and work order planned. We tried twice: in August 2021 and June 2022.

### In general:

- Camps were organized and planned together with KVT.ry
- Camps would have been 10-15 days long with a few free days in between.
- Work days length would have been 4-6 hours depending on the target are. Study theme would have been Finnish nature

### Why didn't it work?

- Due to Covid-19 there were a lot of travelling restriction in August 2021
- In June 2022 the changed world situation affected many people. Talking with KVT.ry people the situation was the same all around Europe

### The potential in it:

- Lots of eradication work could be done easily and for several days in a row  
-> Timing when eradication work is the most important!
- Have international experience and motivated people to work



# Other voluntary work

## Experiences in Inspect



**Landowners** have played a big role in voluntary work to eradicate Himalayn Balsam. They have participated in talko and have disposed Himalayan Balsam plantation from their own properties.

- they need help in disposing the plant waste
  - some have offered to pick the waste up from their house
  - ProAgria arranged waste containers in Kauhajoki and Kurikka for the land owners and talko people to take their plant waste to for free
- How to contact landowners and spread information?
  - For example brochures or phone calls. In Kauhajoki and Kurikka we contacted the total of 433 landowners this way.



**Talko** is a great way to get people together to dispose of Himalayn Balsam or Japanese Rose. However, getting people to attend can be difficult. In many talko the people attending were from within the organization arranging them. Arranging effective talkos requires motivated and committed group. Many different type of talkos were arranged. For example solo talko or talkos held together with different associations.



33 talkos have been organized during Inspect. In addition, have we been involved in two.



# Thank you!

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