

# ANNUAL REPORT OF THE FINNISH ILO COMMITTEE 2018

## 1. The ILO Committee's tasks and the organisation of its work

The Finnish ILO Committee is an expert body referred to in the Constitution of the International Labour Organization (ILO) and in the Tripartite Consultation (International Labour Standards) Convention No. 144 approved in 1976 and its accompanying recommendation No. 152. It assists the Ministry of Economic Affairs and Employment in handling matters falling within the ILO's remit. The Committee's tasks have been defined in the decree on the Finnish ILO Committee (851/1977).

On 15 December 2016, the Government set up the Finnish ILO Committee for the period 1 January 2017-31 December 2019. In addition to the chair and the deputy chair, the Committee is composed of 12 other members representing different ministries and labour market organisations. The Federation of Finnish Enterprises was selected as a member of the Committee for the first time. The organisation meeting of the Committee was held on 3 February 2017.

The Committee acts as a negotiating and statement-issuing body for matters related to:

- 1) responses from the Government to questions on matters on the agenda of the International Labour Conference and government comments on proposed texts to be discussed by the Conference;
- 2) the presentation to the Parliament for handling of new Conventions and Recommendations approved by the ILO, and the ratification of Conventions in accordance with Article 19 of the ILO Constitution;
- 3) the re-examination at appropriate intervals of unratified Conventions and of Recommendations to which effect has not yet been given, with a view to promoting the ratification of Conventions and the implementation of Recommendations;
- 4) questions that may be posed to the International Labour Office in conjunction with reports made according to Article 22 of the ILO Constitution; and
- 5) proposals for the denunciation of ratified Conventions.

The Committee issues statements to the Government and the Ministry of Economic Affairs and Employment concerning:

- 1) Finland's representation in ILO's International Labour Conferences and administrative bodies and in meetings and negotiations organised by the Committee;
- 2) publicising the objectives and actions of the ILO in Finland;
- 3) other far-reaching issues or matters of principle related to the operation of the ILO; and
- 4) other matters related to the ILO's remit with whose reporting the Ministry of Economic Affairs and Employment has tasked the Committee.

The composition of the Committee is presented in Appendix 1.

### 1.1. Working Group

The Working Group prepares far-reaching matters and matters of principle and handles urgent matters when it is not possible for the Committee to convene. It has an equal number of members representing the employers and the workers. It has the right to consult experts.

During the year of the report, the Working Group convened four times. The Working Group prepared Committee meetings and participation in the labour conference of the summer. Preparations for the events to be

organised in Finland to mark the ILO's centenary were also made in meetings that were supplemented by experts.

The composition of the Working Group is presented in Appendix 1.

## 1.2. Convention Division

The Convention Division deals with issues concerning the relationship and equivalence between the Conventions and Recommendations approved by the ILO and the national legislation and practice in Finland, as well as dealing with the reports submitted to the ILO on the above-mentioned matters. For this purpose, the Convention Division:

- a) processes the drafts concerning Conventions and Recommendations into government proposals and issues statements on them,
- b) processes the draft annual reports concerning Conventions and issues statements on them,
- c) processes the statements issued on reports prepared for the meetings of ILO's sectoral committees,
- d) examines the relationship between unratified Conventions and the national legislation and the possibilities to ratify these Conventions and submits periodic reports on this to the Committee,
- e) prepares other issues related to the application and implementation of the ILO's Conventions and Recommendations,
- f) for its part, aims to raise awareness of the ILO's Conventions,
- g) examines and prepares proposals on how the preparation of reports submitted to the ILO can be developed. For this purpose, it especially aims to develop collaboration with the parties responsible for the provision of statistics.

KT Local Government Employers, a labour market organisation in the municipal sector, is invited to the meetings of the Convention Division when matters that are especially in the interests of municipalities are discussed.

The Convention Division convened twice during the year of the report. The Division prepared and discussed the reports concerning compliance with the ten Conventions ratified by Finland (Nos. 81, 100, 111, 129, 140, 142, 149, 177, MLC and 189) (Art. 22). The above-mentioned Conventions concern occupational health and safety inspections, pay equality, prevention of discrimination at work, the working conditions of nurses, study leave, vocational education and training, domestic work, working at sea and household work.

The Division also discussed Finland's statement on the draft Convention and Recommendation on violence and harassment against women and men in the world of work (Ending violence and harassment against women and men in the world of work). The matter will be discussed for a second time in the 2019 International Labour Conference.

A decision was made to later return to the ILO's proposal on the abrogation of the outdated Conventions 17 and 18 and to the possible national measures caused by it.

The composition of the Convention Division is presented in Appendix 1.

## 2. Activities of the ILO Committee in 2018

### 2.1. Meetings

The ILO Committee convened four times during the year of the report. It approved the reports on the ten Conventions ratified by Finland (see details on p. 2) that Finland submitted, in accordance with Article 22 of the ILO's Constitution, to the ILO.

The Committee approved Finland's statement on the topic (discrimination against women and men in the world of work) of the standard dealt with in a second discussion by the 2019 International Labour Conference. The intention is to approve the Convention and the Recommendation on the matter.

The Committee discussed Finland's initiative for a coalition for occupational safety and health. The representatives of the Ministry of Social Affairs and Health gave a presentation on the coalition in two of the Committee's meetings.

In connection with the agenda of the ILO's Governing Body, the Committee consulted representatives of the Foreign Ministry about the UN's reforms. Tanja Grén talked about the UN's Development System Reform and Anni Salovaara about the Management Reform and the Peace and Security Reform. The ILO's position and role in the reform were also discussed.

In connection with the meetings of the Governing Body, the Committee also discussed reforming the ILO's standards and their monitoring procedures, reforming the International Labour Conference and the operation of the Governing Body, and the topics of the next International Labour Conference.

On 21 May 2018, the Committee held a joint meeting with the Finnish delegation to the International Labour Conference. The topics of the Conference and the practical arrangements were discussed in the meeting. After the Conference, the monitoring of the decisions was discussed.

When possible, the Permanent Mission in Geneva (Antti Närhinen) also participated in the Committee's meetings through a remote connection.

### 2.2. International Labour Conference

The ILO's 107th Session of the International Labour Conference was held in Geneva between 28 May and 8 June 2018. Minister of Employment Jari Lindström participated in the conference between 4 and 5 June 2018. In Finland's delegation for the conference, Liisa Heinonen (Ministry of Economic Affairs and Employment) and Renne Klinge (Permanent Mission of Finland, Geneva) were government representatives, Hanna-Mari Pekuri (Ministry of Social Affairs and Health) and Antti Närhinen (Permanent Mission of Finland, Geneva) deputies of the government representatives and Sari Lehtiranta (Ministry of Foreign Affairs), Päivi Kantanen (Ministry of Economic Affairs and Employment) and Päivi Yli-Pietilä (Ministry of Social Affairs and Health) advisers to the government representatives. The employer delegate was Mika Kärkkäinen (Confederation of Finnish Industries EK), his deputy Riitta Wärn and advisers Albert Mäkelä (Federation of Finnish Enterprises) and Ilari Kallio (Confederation of Finnish Industries EK). The worker delegate was Paula Ilveskivi (Central Organisation of Finnish Trade Unions SAK), her deputy delegate Hannele Vertainen (Finnish Confederation of Professionals STTK) and the advisers Miia Kannisto (Confederation of Unions for Professional and Managerial Staff in Finland Akava) and Pekka Ristelä (Central Organisation of Finnish Trade Unions SAK).

The committees of the Conference dealt with:

- the application of Conventions and Recommendations,
- effective ILO development cooperation in support of the UN's Sustainable Development Goals (general discussion),
- violence and harassment in the world of work (standard preparation, first discussion) and
- social dialogue and tripartism, monitoring of the 2008 Declaration on Social Justice for a Fair Globalization.

The conference decided to abrogate outdated Conventions. Although ILO had classified Convention No. 21 concerning the simplification of the inspection of emigrants on board ship from 1926 as an outdated Convention, it was still formally in force in Finland. The decree on the implementation of the Convention was repealed with decree 497/2018, as a result of which the Convention also ceased to bind Finland formally.

The Conference also abrogated some outdated Conventions concerning indigenous and tribal peoples (Nos 30, 64, 65, 86 and 104) and withdrew Recommendations No 7, 61 and 62 concerning the working hours of fishermen and migration for employment.

Bulgaria, which held the presidency of the EU, was responsible for EU coordination together with the EU's European External Actions Service during the Conference. However, France assisted the presiding country in the EU coordination concerning the Committee setting standards for the prevention of violence and harassment.

As part of the Conference, the World of Work Summit was organised on 7 June 2018. Its topic was Employment and Decent Work for Peace and Resilience.

A report on the International Labour Conference was drawn up by the delegation (ILO document 2/2018). As required by the ILO's Constitution, the electronic report included the information provided to Parliament on the decisions taken by the International Labour Conference, especially the amendments of 2018 to the code of the Maritime Labour Convention (MLC 2006).

### **2.3. Meetings of the Governing Body**

The issues brought up in the Governing Body were discussed in the ILO Committee's meetings. Finland is a member of the Governing Body between 2017 and 2020. The Governing Body holds three annual sessions, one of which lasts for one day and the other two a couple of weeks.

The participants representing the Ministry of Economic Affairs and Employment at the 332nd Session of the Governing Body between 12 and 22 March 2018 were Ministerial Adviser Päivi Kantanen on the first week and the Chair of the Committee Liisa Heinonen on the second. Representatives of the Permanent Mission of Finland in Geneva participated in the session on both weeks (Ambassador Terhi Hakala, Renne Klinge and Antti Närhinen).

At the 333rd Session of the Governing Body on 9 June 2018, Finland was represented by Liisa Heinonen and Päivi Kantanen from the Ministry of Economic Affairs and Employment and by Ambassador Terhi Hakala, Renne Klinge and Antti Närhinen from the Permanent Mission of Finland in Geneva.

At the 334th Session of the Governing Body between 29 October and 8 November 2018, the Ministry of Economic Affairs and Employment was represented by Liisa Heinonen on the first week and Päivi Kantanen on the second. Representatives of the Permanent Mission of Finland in Geneva participated in the meeting on both weeks (Ambassador Terhi Hakala, Sari Lehtiranta and Antti Närhinen).

During the sessions, coordination with the EU together with the European External Action Service was the responsibility of Bulgaria in the spring and Austria in the autumn, as the countries held EU presidency at the time.

#### **2.4. ILO coordination meetings of the Nordic governments**

Three coordination meetings of the Nordic governments were held during the year of the report, before the spring and autumn sessions of the Governing Body and before the International Labour Conference (in Helsinki on 6 March 2018, in Stockholm on 14 May 2018 and in Copenhagen on 23 October 2018). The participants of the meetings were officials responsible for ILO-related matters in Finland, Sweden, Norway, Denmark and Iceland.

Matters brought up in these meetings have also been discussed in the Committee's meetings.

#### **2.5. Other ILO meetings in which Finland has participated**

The Meeting of Experts to adopt a Code of Practice on Safety and Health in Shipbuilding and ship repair, organised between 22 and 26 January 2018, was attended by Tapani Vänni from the Ministry of Social Affairs and Health.

The Third Meeting of the Special Tripartite Committee of the Maritime Labour Convention, 2006 (MLC, 2006), organised between 23 and 27 April 2018, was attended by Nico Steiner from the Ministry of Economic Affairs and Employment and Aino-Maija Alstela from the Ministry of Social Affairs and Health.

As part of the debate on the future of work, included in the preparations for the ILO's centenary, a seminar on the transformation of work (how digitalisation, robotisation and automation will affect the future world of work and competence needs) was organised in Stockholm between 15 and 16 May 2018.

The 20th International Conference of Labour Statisticians (ICLS), organised between 10 and 19 October 2018, was attended by Hanna Sutela from Statistics Finland and Antti Närhinen from the Permanent Mission of Finland in Geneva.

#### **2.6. Ratification of ILO Conventions**

On 20 June 2018, the Permanent Mission of Finland in Geneva submitted a notification on the implementation in Finland of the amendments made to the code of the ILO's Maritime Labour Convention (MLC) in 2016. They entered into force on 8 January 2019 (Government Decree 1029/2018).

### **3. Communication activities**

Matters related to the ILO are communicated through the website of the Ministry of Economic Affairs and Employment. As required in the ILO's Constitution, the report of the Finnish delegation to the International Labour Conference also includes the information provided to Parliament on the decisions taken by the Conference. The report was published electronically. Link to the website in question (in Finnish):

<http://tem.fi/iloa-koskevat-julkaisut-ja-raportit>

The website also contains links to other relevant and topical ILO material.

### 3.1. ILO on the internet

The ILO website of the Ministry of Economic Affairs and Employment also provide information on the ILO more widely in Finnish (some sites also in Swedish).

<http://tem.fi/kansainvalinen-tyojarjesto-ilo1>

The material compiled on the subpages has been divided into three groups: ILO's publications, reports submitted to the ILO and the texts of the ILO's Conventions and Recommendations. The relevant content of the publication Conventions of the International Labour Organization ILO has been updated to subpages in Finnish.

The statistics on the ILO and its activities in the electronic brochure in Finnish are from 2014.

More information on the operation of ILO is available in English, French and Spanish on the ILO's website.

<http://www.ilo.org/global/lang--en/index.htm>

## COMPOSITION OF THE ILO COMMITTEE IN 2018

## Chair:

Liisa Heinonen, Senior Ministerial Adviser, Ministry of Economic Affairs and Employment

## Deputy chair:

Marianne Kivistö, Ministerial Adviser, Ministry of Social Affairs and Health, until 28 February 2018

Hanna-Mari Pekuri, Senior Counsellor, Ministry of Social Affairs and Health, as from 28 February 2018

## Members:

Johanna Karanko, Director of Unit, Ministry for Foreign Affairs

Katriina Alaviuhkola, Senior Ministerial Adviser, Ministry of Social Affairs and Health, until 28 February 2018

Henna Huhtamäki, Ministerial Adviser, Ministry of Social Affairs and Health, as from 28 February 2018

Mika Happonen, Ministerial Adviser, Office for the Government as Employer

Ritva Liivala, Lawyer, KT Local Government Employers

Mika Kärkkäinen, Senior Adviser, Confederation of Finnish Industries EK

Aapo Heikurainen, Advisor, Industrial Relations, Confederation of Finnish Industries EK / Technology Industries of Finland

Albert Mäkelä, Legal Counsel, Federation of Finnish Enterprises

Annika Rönni-Sällinen, Director, Central Organisation of Finnish Trade Unions SAK, until 27 June 2018

Paula Ilveskivi, Senior Legal Adviser, Central Organisation of Finnish Trade Unions SAK, as from 27 June 2018

Pekka Ristelä, Head of International Affairs, Central Organisation of Finnish Trade Unions SAK

Hannele Vettainen, Lawyer, Finnish Confederation of Professionals STTK

Paula Ilveskivi, Lawyer, Confederation of Unions for Professional and Managerial Staff in Finland Akava, until 27 June 2018

Miia Kannisto, Chief Legal Adviser, Confederation of Unions for Professional and Managerial Staff in Finland Akava, as from 27 June 2018

## The secretaries chosen by the Committee on 3 February 2017:

Päivi Kantanen, Ministerial Adviser, Ministry of Economic Affairs and Employment

Sami Teräväinen, Senior Officer, Legal Affairs, Ministry of Economic Affairs and Employment, until 27 August 2018

Elli Nieminen, Senior Specialist, Ministry of Economic Affairs and Employment, as from 27 August 2018

Erja Matikainen, Coordinator, Ministry of Economic Affairs and Employment

## COMPOSITION OF THE WORKING GROUP

(the divisions have been set up in the Committee's meeting on 3 February 2017)

## Chair:

Liisa Heinonen, Senior Ministerial Adviser, Ministry of Economic Affairs and Employment

## Deputy chair:

Hanna-Mari Pekuri, Senior Counsellor, Ministry of Social Affairs and Health

## Members:

Mika Kärkkäinen, Senior Adviser

Annika Rönni-Sällinen, Director, Central Organisation of Finnish Trade Unions SAK, until 27 August 2018

Paula Ilveskivi, Senior Legal Adviser, Central Organisation of Finnish Trade Unions SAK, as from 27 August 2018

(deputy Hannele Vettainen, Lawyer, Finnish Confederation of Professionals STTK)

The secretaries of the Committee have served as secretaries of the Working Group.

## COMPOSITION OF THE CONVENTION DIVISION

## Chair:

Liisa Heinonen, Senior Ministerial Adviser, Ministry of Economic Affairs and Employment

## Deputy chair:

Hanna-Mari Pekuri, Senior Counsellor, Ministry of Social Affairs and Health, as of 27 August 2018

## Members:

Henna Huhtamäki, Ministerial Adviser, Ministry of Social Affairs and Health

Mika Kärkkäinen, Senior Adviser, Confederation of Finnish Industries EK

Albert Mäkelä, Legal Counsel, Federation of Finnish Enterprises

Annika Rönni-Sällinen, Director, Central Organisation of Finnish Trade Unions SAK, until 27 August 2018

Paula Ilveskivi, Senior Legal Adviser, Central Organisation of Finnish Trade Unions SAK, as from 27 August 2018

Miia Kannisto, Chief Legal Adviser, Confederation of Unions for Professional and Managerial Staff in Finland

Akava, as from 27 August 2018

(deputy Hannele Vettainen, Lawyer, Finnish Confederation of Professionals STTK)

The secretaries of the Committee have served as secretaries of the division.