
Questionnaire to Members for the purpose of the evaluation of the impact of the ILO Declaration on Social Justice for a Fair Globalization, 2008

Introduction

The ILO Declaration on Social Justice for a Fair Globalization (Social Justice Declaration or Declaration), unanimously adopted at the 99th Session (2008) of the International Labour Conference, provides a contemporary and dynamic vision of the ILO's mandate and objectives in the context of globalization. The impact of the Declaration is to be evaluated by the 105th Session (2016) of the International Labour Conference, as decided by the Governing Body at its 320th Session (March 2014).

The principal aim of the Declaration is to strengthen the capacity of the ILO to assist its Members in their efforts toward an integrated approach to decent work. Under the Declaration, the ILO Members and the Organization commit to promoting the aims and purposes of the Organization through the integrated pursuit of four equally important strategic objectives: employment, social protection (social security and labour protection), social dialogue and tripartism, and fundamental principles and rights at work (see the Declaration, Part I(A)). By placing employment and decent work at the centre of their social and economic policy, Members contribute to a global and integrated strategy for the implementation of the strategic objectives which optimizes their impact (see the Declaration, Parts I(B) and II(B)).

Each Member determines how to implement the strategic objectives at the national level subject to its existing international obligations and the fundamental principles and rights at work. Governments act in consultation with representative organizations of workers and employers, with due regard to national needs and priorities; the interdependence, solidarity and cooperation among all ILO Members, and international labour standards (see the Declaration, Parts I(C) and II(B)). The Social Justice Declaration reaffirms the relevance of the ILO's means of action in the achievement of its strategic objectives, and places emphasis on the unique advantage of its tripartite structure and standards system. It aims to strengthen the ILO's capacity to assist Members to achieve its objectives both individually and collectively in the context of globalization. To that end, it requires the ILO to enhance its governance and better understand and respond to its Members' needs with respect to each objective (see the Declaration, Part II(A)).

The Declaration also seeks to promote implementation of an integrated approach to decent work through the contributions of international and regional organizations and non-state entities, and through strengthening the ILO's role in the multilateral system (see the Declaration, Part II(C) and (A)(v)).

Purpose of the questionnaire

This questionnaire is one of the tools to be used to collect information for an evaluation by the Conference of the impact of the Social Justice Declaration, as set out in Part III(C) of the Declaration and Part III of its Annex, entitled "Follow-up to the Declaration". The purpose of the evaluation is: to review the impact of the Declaration, in particular the extent to which it has contributed to promoting, among Members, the aims and purposes of the Organization through the integrated pursuit of the strategic objectives;

and to draw conclusions regarding the desirability of further evaluations or the opportunity of engaging in any appropriate course of action.

The Office will prepare a report to the Conference for the evaluation of the impact of the Declaration with information including: actions or steps taken by the Members of the ILO to implement the Declaration; steps taken by the Governing Body and the Office; and possible impact in relation to other interested international organizations (see Follow-up, Part III(B) and (C)).

At its 322nd (November 2014) and 323rd (March 2015) Sessions, the Governing Body expressed support for the sending of a questionnaire to Members to obtain information otherwise unavailable to the Office. The replies to this questionnaire will help to inform the Office report, specifically as to steps taken by Members to implement the Declaration and the ILO's capacity to assist them in doing so.

Rationale underlying the questionnaire and submission of replies

This questionnaire has been developed in consultation with the tripartite constituents. Part I of the questionnaire seeks information on the steps taken by Members with the support of the ILO, where relevant, to promote all four strategic objectives in an integrated manner at the national level, taking into account national circumstances and the collective preferences of the social partners. The second part invites Members' views on the general impact of the Social Justice Declaration, including the mechanisms for its implementation, and on further steps to be considered in this regard.

When preparing their replies to the questionnaire, Members are requested to consult the most representative employers' and workers' organizations, to which copies of the questionnaire are also being sent. Members are also encouraged to make arrangements to carry out the necessary consultations with all relevant ministries and institutions.

The Office, and in particular its field structure, has put in place arrangements to promote understanding of the questionnaire and provide support to Members to assist in the preparation of their replies.

Replies to the questionnaire should be sent by **Friday, 4 September 2015** to the Office of the Deputy Director-General for Management and Reform, International Labour Office, Route des Morillons 4, CH-1211 Geneva 22, Switzerland; by email to: SJD@ilo.org; or by Facsimile to: +41 22 7996941.

The questionnaire and the text of the Social Justice Declaration can be downloaded from the following address:
http://www.ilo.org/global/meetings-and-events/campaigns/voices-on-social-justice/WCMS_099766/lang--en/index.htm.

Questionnaire

I. Action taken by your country to implement the Social Justice Declaration

- 1.** What action(s) has your country taken to implement the ILO's four strategic objectives in an integrated manner at the national level, and what challenges have been faced? Please describe, with specific examples, the impact of these actions including any progress

achieved or lessons learned and the impact of the ILO's role, if any. Please also include any action that has involved related economic and social policy or other coordination across ministries, institutions, or departments (see the Declaration, Part II(B)(i), (ii), (v)).

The four strategic objectives of the ILO: Create greater opportunities for women and men to decent employment and income; Enhance the coverage and effectiveness of social protection for all; Strengthen tripartism and social dialogue; and Promote and realize standards and fundamental principles and rights at work, are an integral part of the Finnish labour market and welfare model.

In Finland, the preparation of national legislation and enforcement of EU legislation is open, with representatives of the social partners typically having an opportunity to participate in the preparation process within different co-operative bodies. Co-operation between the government and labour market organisations is characteristic of Finnish labour market relations. This means that the drafting of almost all labour and social policy legislation related to the working life is prepared in a tripartite process in collaboration between the government and organisations representing employers and employees.

A dominant trait of the Finnish labour market model is its high degree of organisation. The degree of organisation among employees is 64.5% and in industry 80.8%. Structures and various employee participation systems ensure that employees are given an opportunity to directly participate in and influence the working life.

Central labour market organisations have signed centralised solutions. These solutions have addressed matters such as salaries, working hours, social policy and employment policy. The Government has supported the creation of these solutions through its own actions, particularly with regard to tax and financial policy.

At the union level, collective agreement negotiations are held to establish the conditions for sector-specific collective agreements. Collective agreements play a pivotal role in the system by which the terms of Finnish employment relationships are determined. The Collective Agreements Act governs the rights of employers and their employer organisations on one side and employee organisations on the other to agree on the terms applied to employment relationships in a way that binds employers and employees. The collective agreements cover quite comprehensively, among other things, compensation paid for work carried out and working hours.

Changes in the working life, such as those brought about by globalisation, require new ways of thinking and acting, to promote social justice, full employment and decent work as well as reduce poverty and inequality. The Declaration on Social Justice for a Fair Globalization increases the responsibility of member states in implementing the global and integrated strategies specified in the Decent Work Agenda through their own social and economic policies.

Particularly during times of economic recession, it is important to make changes in the working life in a socially just and non-discriminatory manner. Fundamental and human rights must be ensured when engaging in cost-saving measures and making structural reforms. The purpose of the Ministry of Social Affairs and Health strategy "Socially Sustainable Finland 2020" is a socially sustainable society, where: "...people are treated equally, everyone has the opportunity to participate, and everyone's health and functional capacity is supported."

Finland has ratified a total of 102 ILO conventions, including all key agreements and three protocols.

In Finland, the gender pay gap is currently an average of 17 percentage points for the entire labour market. Since 2006, the Government and the social partners have implemented the tripartite Equal Pay Programme. Its goal was to reduce the gender pay gap to no more than 15% by 2015 and realise the principle of equal pay set forth in the Equality Act. During the 2014-2015 review period, Finland's economic situation was poor and its wage setting weak, which hindered realisation of the goal to reduce the gender pay gap.

According to an overall evaluation of the Equal Pay Programme, equal pay is most affected by eliminating the traditional division of labour between women and men, salaries and wage formation (salary policy and wage agreement policy, payroll systems and investigating workplace salaries, salary surveys) and the reconciliation of work and family life. In Finland, realising equal pay is the responsibility of both the State and labour market organisations. Minimum salaries are set in collective and collective bargaining agreements for each sector. The Government is responsible for, in particular, the co-ordination of equal pay measures and the effective enforcement of the prohibition of salary discrimination set forth in the Equality Act.

In the occupational safety strategy "Policies for the work environment and well-being at work until 2020", attention is given to the objectives stated in the Declaration, and the strategy's objectives are implemented through legislation and other measures. The strategy includes the national policy referred to in the ILO Convention on the Promotional Framework for Occupational Safety and Health (Convention no. 187, 2006, which Finland ratified in June 2008).

As Finland is an active international actor in matters concerning occupational health and safety, it also strives to promote the objectives stated in the Declaration. The Ministry of Social Affairs and Health participates in, among others, the Northern Dimension Partnership in Public Health and Social Well-being (NDPHS). The partnership strategy, NDPHS Strategy 2020, extends to the year 2020. The Ministry is heading up the NDPHS Task Group on Occupational Safety and Health (TG OSH). In addition, the Finnish Institute of Occupational Health (FIOH) is in charge of the Baltic Sea Network (BSN) and maintains the BSN secretariat. In particular, the TG OSH and BSN activities are constant and regular. Two joint meetings are held each year. TG OSH and BSN also engage in joint projects, the most recent of which "Reliable occupational accident registration – indicator for prevention" (Realocc Accidents) was completed.

Finland also works in co-operation with former CIS countries, Singapore, China and East African countries. Nordic co-operation in the development of occupational safety and work is close. Structures and various employee participation systems ensure that employees have an opportunity for direct involvement and influence in the workplace.

2. What action(s) has your country taken to give effect to the Declaration at the regional level, and what challenges have been faced? Please describe, with specific examples, the impact of these actions including any progress achieved or lessons learned and the impact of the ILO's role if any.

Finland's regional co-operation is primarily carried out in the European Union. EU member states supported adoption of the Declaration in 2008 because it promotes the Decent Work Agenda in a way that corresponds with the EU's values and principles. Horizontal consideration of the EU decent work agenda in, for example, labour and social policy, development co-operation and trade policy was outlined, among others, in the Council Conclusions on Decent work for all, which were adopted on 1 December 2006 during Finland's EU Presidency. EU promotes the principle of decent work horizontally in different policy areas, such as employment, social policy, human rights and sustainable

development. The ILO's core conventions have been taken into consideration in, for example, the EU Generalised Scheme of Preferences (GSP) as well as legislation concerning public procurement.

3. What steps has your country taken to achieve increasing coverage of each of the strategic objectives, including through a review of the situation regarding the ratification and implementation of ILO instruments? Please include specifically in your reply the core labour standards and instruments that are significant from the viewpoint of governance¹ (see the Declaration, Part II(B)(iii) and its Follow-up, note 1).

Finland, like other EU member states, has ratified all eight of the ILO's fundamental conventions. Finland supports the extensive global ratification of these conventions and their effective enforcement, taking into consideration the fundamental principles and rights of the working life.

4. Have consultations been held with representative organizations of employers and workers concerning national-level implementation of the Social Justice Declaration? Please describe the nature and the concrete results of such consultations.

In Finland all matters concerning the ILO are addressed by the tripartite ILO Advisory Board, which is appointed by the Finnish Government. The ILO Advisory Board also addresses matters pertaining to the Declaration. The principles set forth in Convention no. 144 on Tripartite Consultation are taken into consideration when addressing related matters.

5. What steps has your country taken to ensure coordination between the action you have taken under the Declaration and the positions your country has taken in other international or multilateral forums? Please describe, with specific examples, the impact of this coordination and indicate the international forums and organizations concerned (see the Declaration, Part II(B)(iv)).

In preparing the UN's POST-2015 development agenda, Finland's national preparation working group addressed Finland's positions and priorities for the intergovernmental negotiation process involving POST-2015 development objectives.

6. Please provide information on how your country has collaborated with other ILO Members, bilaterally or at multilateral levels, in efforts to give effect to the principles and objectives of the Declaration. Please describe, with specific examples, the impact of this collaboration including through any relevant ILO role (see the Declaration, Part II(A)(iv) and (B)(vii)).

As an EU Member State, Finland acts in and influences EU decision-making. There is also regular co-operation between the Nordic countries.

¹ The Declaration lists the instruments that significant from the viewpoint of governance as: the Labour Inspection Convention, 1947 (No. 81), the Employment Policy Convention, 1964 (No. 122), the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and those standards identified on subsequently updated lists. See Follow-up, at note 1.

II. Views on the impact of the Social Justice Declaration and on any further action required

7. To what extent has the Social Justice Declaration contributed to mainstreaming the Decent Work Agenda through an integrated pursuit of the four strategic objectives at the national, regional and/or international levels? Please include in your reply any action that involves placing full and productive employment and decent work at the centre of economic and social policies.

Level and type of contribution	National level	Regional level	Other groupings of States	International level
Significantly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Moderately	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A little	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not at all	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please provide specific examples and include areas in which ILO assistance has been particularly effective.

The four strategic objectives have actually been recognised in Finland and in the EU already before the Declaration, which explains the evaluation of only moderate impact.

8. Since 2010, the International Labour Conference has conducted recurrent discussions on each of the four strategic objectives. To what extent have the preparation, outcomes, and follow-up of these discussions contributed to the ILO better understanding and responding to the needs of your country in relation to the strategic objectives:

Significantly	<input type="checkbox"/>	A little	<input type="checkbox"/>
Moderately	<input checked="" type="checkbox"/>	Not at all	<input type="checkbox"/>

Please explain, with specific examples, the impact of the recurrent discussions at national level, and include any suggestions for increasing their impact.

The discussion on strategic objectives has been more effective in guiding ILO activities than national activities. There is a need to develop follow-up measures so as to avoid repeating recurrent discussions that have already been held.

9. Is there any further action that would be desirable for the ILO to take, to reinforce the impact of the Declaration and further strengthen its capacity to assist its Members to implement the strategic objectives in an integrated manner, including through the use of tripartism and international labour standards? If so, please specify.

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10. Please state whether you have received any information or comments from the representative organizations of employers and workers as regards your reply to the questions set out above. If so, please attach a copy of the information or comments received together with any other comments that you may consider useful.

The joint statement issued by the Central Organisation of Finnish Trade Unions - SAK, Confederation of Unions for Professional and Managerial Staff in Finland - Akava and

Finnish Confederation of Professionals STTK as well as the the statement if the Confederation of Finnish Industries, EK are attached.