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Speech on the 18th of June 2019 on the Report of the Director-General: The Report of the Global Commission on Future Work; entitled Work for the Brighter future.

Mr. President, Delegates, thank you very much for the opportunity to express the Finnish Trade Unions' position on the report that the Director-General, Guy Ryder, has submitted for debate at this Session of the International Labour Conference.

As the report points out, the world of work is changing in a profound manner. It is easy to fully agree with the conclusion that these changes need decisive action to both stop and prevent the inequalities and uncertainty which now are increasing among the working people of the world.

The changes in the world of work are consequences of globalization and new technologies including digitalization and robotization. Climate change presents another serious and maybe existential challenge for us. Changes in the business logic of enterprises has changed the way in which labour force is used. Instead of traditional employment contracts, workers are compelled to accept short-term or even zero-hour contracts and other forms of uncertain work, which sometimes is nothing else than bogus self-employment.

Many of these new forms of work are excluded from the scope of collective agreements and labour law. Neither are they covered by safety legislation and inspection or work-related social security. It is far from self-evident that those who enter working life can have Decent Work or even a minimum living wage. The informal and gig economies are increasing even in countries whose prosperity has been built on well organized and regulated labour markets. At worst, we are

building a sophisticated new economy with platforms that are floating on an increasingly informal and uncertain labour base.

We should recognize that the needs of people are not changing as fast as world around us. This creates disconnects, frustration and uncertainty, which has economic, social and political consequences.

The report of the Global Commission proposes measures which can tackle the challenges we are facing. The Finnish trade unions agree with the significance of universal labour guarantees, which are a crucial measure to cope with the increasing insecurity and inequality in the world of work. Instead of exploitation, each worker needs to be guaranteed jobs with decent working conditions, respect and rights, including the protection of health and safety.

This year we are celebrating the Centenary of ILO. In this Conference we have two Committees which are of utmost importance – the Committee of the Whole and the Standard Setting Committee. The Declaration which is being negotiated must include new initiatives to strengthen the rights of workers in the world of work as well as reaffirm the mandate of ILO as the tripartite international organization for all matters affecting labour.

We have great expectations of the outcome of the Standard Setting Committee. A new Convention and a supplementary Recommendation are needed to protect all workers from violence and harassment in the world of work. The Director General focused on violence and harassment of women in the report he submitted to the Conference last year. This priority issue needs to be taken forwards. Violence and harassment take many forms and anyone of us can become a victim of violence and harassment at work. Violence and harassment are always to be considered a

violation of human rights. We must reach consensus on this new human rights instrument which provides and protects real, practical and effective protection.

I wish to conclude by saying that the Finnish trade unions underline the importance of tripartite co-operation. Instead of fighting, we need to be ambitious in building trust and functioning tripartite co-operation at both the national and at the global levels so that we can achieve Decent Work for all. Furthermore, we emphasise that as universal human rights, the fundamental principles and rights at work – which are underpinned by ILO Conventions and Recommendations - have to be respected and enforced without any limitation or derogation. This is the only way to promote the ILO Decent Work Agenda in the global society.

Thank you