

– Finland and the European Social Charter –

Signatures, ratifications and accepted provisions

Finland ratified the Revised European Social Charter on 21/06/2002, accepting 88 of the 98 paragraphs of the Revised Charter.

It ratified the Additional Protocol providing for a system of Collective Complaints on 17/07/1998. Finland has made a declaration enabling national NGOs to submit collective complaints.

Finland ratified the European Social Charter and the Additional Protocol to the Charter on 29/04/1991. It ratified the Amending Protocol to the Charter on 18/08/1994.

Charter in domestic law

Statutory ad hoc incorporation by specific implementing legislation.

Table of accepted provisions

1.1	1.2	1.3	1.4	2.1	2.2	2.3	2.4	2.5	2.6	2.7	3.1	
3.2	3.3	3.4	4.1	4.2	4.3	4.4	4.5	5	6.1	6.2	6.3	
6.4	7.1	7.2	7.3	7.4	7.5	7.6	7.7	7.8	7.9	7.10	8.1	
8.2	8.3	8.4	8.5	9	10.1	10.2	10.3	10.4	10.5	11.1	11.2	
11.3	12.1	12.2	12.3	12.4	13.1	13.2	13.3	13.4	14.1	14.2	15.1	
15.2	15.3	16	17.1	17.2	18.1	18.2	18.3	18.4	19.1	19.2	19.3	
19.4	19.5	19.6	19.7	19.8	19.9	19.10	19.11	19.12	20	21	22	
23	24	25	26.1	26.2	27.1	27.2	27.3	28	29	30	31.1	
31.2	31.3							Grey = Accepted provisions				

Reports on non-accepted provisions

The European Committee of Social Rights ("the Committee") examines the situation of non-accepted provisions of the Revised Charter every 5 years after the ratification. It adopted [reports concerning Finland](#) in 2008, 2012, 2017 and 2022. The Committee is of the opinion that Article 19§10 could be accepted immediately and there were no significant obstacles in law and in practice to acceptance by Finland of Articles 4§1, 7§6, 7§9, 8§1 and 8§3.

Further information on the reports on non-accepted provisions is available on the [relevant webpage](#).

Monitoring the implementation of the European Social Charter ¹

I. Collective complaints procedure ²

Collective complaints (under examination)

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Collective complaints (proceedings completed)

1. Complaints inadmissible or where the Committee has found no violation

a. Inadmissibility

ATTAC Finland - Global Social Work Finland (GSW) - Friends of the Earth Finland v. Finland (Complaint No. 163/2018)

The Committee [declared the complaint inadmissible](#) on 22 January 2019.

b. No violation

Validity v. Finland (Complaint No. 197/2020)

The Committee declared [the complaint admissible](#) on 8 September 2021.

- No violation of Article 11§1 and §3 (right to protection of health).
- No violation of Article E (non-discrimination) taken in conjunction with Article 11§1 and §3 (right to protection of health).
- No violation of Article 15§3 (integration and participation of persons with disabilities in the life of the community).

[Decision on the merits of Complaint No. 197/2020](#)

Follow up:

[Resolution CM/ResChS\(2023\)6 of the Committee of Ministers on 6 September 2023](#)

Finnish Society of Social Rights v. Finland (Complaint No. 107/2014)

- No violation of Article 24 (the right to protection in cases of termination of employment).

[Decision on admissibility and the merits of 6 September 2016.](#)

Follow up:

- [Resolution CM/ResChS\(2017\)1 on 1 February 2017](#) of the Committee of Ministers.

Federation of Finnish Enterprises v. Finland (Complaint No. 35/2006)

- No violation of Article 5 (right to organise).

[Decision on the merits of 16 October 2007.](#)

Follow up:

- [Resolution CM/ResChS \(2008\) 2 on 16 January 2008](#) of the Committee of Ministers.

2. Complaints where the Committee has found a violation, which has been remedied

Tehy ry and STTK v. Finland (Complaint No. 10/2000)

- Violation of Article 2§4 (elimination of risks for workers in dangerous or unhealthy occupations).

[Decision on the merits of 17 October 2001.](#)

Follow up:

- [Resolution ResChS\(2002\)2 on 21 February 2002](#) of the Committee of Ministers.

¹ The Committee monitors compliance with the Charter under two procedures, the reporting system and the collective complaints procedure, according to Rule 2 of the Committee's rules: « 1. The Committee rules on the conformity of the situation in States with the European Social Charter, the 1988 Additional Protocol and the Revised European Social Charter. 2. It adopts conclusions through the framework of the reporting procedure and decisions under the collective complaints procedure ».

Further information on the [procedures](#) may be found on the [HUDOC database](#) and in the [Digest of the case law of the Committee](#).

² Detailed information on the Collective Complaints Procedure is available on the [relevant webpage](#).

3. Complaints where the Committee has found a violation and where progress has been made but not yet examined by the Committee

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4. Complaints where the Committee has found a violation and where progress has been made but which has not yet been remedied

Association of Care Giving Relatives and Friends v. Finland (Complaint No. 71/2011)

- Violation of Article 23 (Right of elderly persons to social protection).

[Decision on the merits of 4 December 2012.](#)

Follow up:

- [Resolution CM/ResChS\(2013\)13 on 11 June 2013](#) of the Committee of Ministers.
- [Assessment of the follow-up on 4 December 2015](#) of the European Committee of Social Rights
- [2nd Assessment of the European Committee of Social Rights on the follow-up](#) (6 December 2018)
- [3rd Assessment of the European Committee of Social Rights on the follow-up](#) (January 2021).
- [4th Assessment of the European Committee of Social Rights on the follow-up](#) (28 January 2022).
- [5th Assessment of the European Committee of Social Rights on the follow-up](#) (March 2024).

Association of Care Giving Relatives and Friends v. Finland (Complaint No. 70/2011)

- Violation of Article 23 (Right of elderly persons to social protection).

[Decision on the merits of 4 December 2012.](#)

Follow up:

- [Resolution CM/ResChS\(2013\)12 on 11 June 2013](#) of the Committee of Ministers.
- [Assessment of the follow-up on 4 December 2015](#) of the European Committee of Social Rights
- [2nd Assessment of the European Committee of Social Rights on the follow-up](#) (6 December 2018)
- [3rd Assessment of the European Committee of Social Rights on the follow-up](#) (January 2021).
- [4th Assessment of the European Committee of Social Rights on the follow-up](#) (28 January 2022).
- [5th Assessment of the European Committee of Social Rights on the follow-up](#) (March 2024).

5. Complaints where the Committee has found a violation, which has not yet been remedied

Finnish Society of Social Rights v. Finland (Complaint No. 172/2018)

- Violation of Article 12§1 (right to social security - existence of a social security system).
- No violation of Article 12§3 (right to social security - development of the social security system).
- Violation of Article 13§1 (right to social and medical assistance - adequate assistance for every person in need).

[Decision on the merits of Complaint No. 197/2020](#)

Follow up:

[Recommendation CM/RecChS\(2023\)1](#)

University Women of Europe (UWE) v. Finland (Complaint No.129/2016)

- Violation of Article 4§3 (Right to a fair remuneration - non-discrimination between women and men with respect to remuneration)
- Violation of Article 20 (Right to equal opportunities and treatment in employment and occupation without sex discrimination)

[Decision on the merits of 6 December 2019.](#)

Follow up:

Recommendation [CM/RecChS\(2021\)6](#) (Adopted by the Committee of Ministers on 17 March 2021 at the 1399th meeting of the Ministers' Deputies)

- [1st Assessment of the European Committee of Social Rights on the follow-up](#) (March 2024).

Central Union for Child Welfare (CUCW) v. Finland (Complaint 139/2016)

- Violation of Article E (non discrimination) taken in conjunction with Article 17§1(a) (right of children and young persons to social, legal and economic protection)
- Violation of Article 27§1(c) (right of workers with family responsibilities to equal opportunities and equal treatment)
- Violation of Article E (non discrimination) taken in conjunction with Article 16 (right of the family to social, legal and economic protection)

[Decision on the merits of Complaint 139/2016](#)

- 1st [Assessment of the European Committee of Social Rights on the follow-up](#) (March 2024).

Finnish Society of Social Rights v. Finland (Complaint No. 108/2014)

- No violation of Article 12§3 (the right to social security – development of the social security system);
- Violation of Article 13§1 (the right to social and medical assistance – adequate assistance for every person in need).

Decision on admissibility and merits on 8 December 2016.

Follow up:

- [Resolution CM/ResChS\(2017\)8](#) on 14 June 2017 of the Committee of Ministers.
- [Assessment of the European Committee of Social Rights on the follow-up](#) (6 December 2018)
- 2nd [Assessment of the European Committee of Social Rights on the follow-up](#) (January 2021).
- 3rd [Assessment of the European Committee of Social Rights on the follow-up](#) (28 January 2022).
- 4th [Assessment of the European Committee of Social Rights on the follow-up](#) (March 2024).

Finnish Society of Social Rights v. Finland (Complaint No. 106/2014)

- Violation of Article 24 (the right to protection in cases of termination of employment)

Decision on admissibility and the merits of the 8 September 2016.

Follow up:

- [Resolution CM/ResChS \(2017\)7](#) on 14 June 2017 of the Committee of Ministers.
- [Assessment of the European Committee of Social Rights on the follow-up](#) (6 December 2018)
- 2nd [Assessment of the European Committee of Social Rights on the follow-up](#) (January 2021).
- 3rd [Assessment of the European Committee of Social Rights on the follow-up](#) (28 January 2022).
- 4th [Assessment of the European Committee of Social Rights on the follow-up](#) (March 2024).

Finnish Society of Social Rights v. Finland (Complaint No. 88/2012)

- Violation of Articles 12§1 (the right to social security);
- Violation of Article 13§1 (the right to social and medical assistance);
- No violation of Article 12§3 (the right to social security).

Decision on the merits of 9 September 2014.

Follow up:

- [Resolution Res/CM ChS \(2015\)8](#) on 17 June 2015 of the Committee of Ministers.
- [Assessment of the European Committee of Social Rights on the follow-up](#) (6 December 2018)
- 2nd [Assessment of the European Committee of Social Rights on the follow-up](#) (January 2021).
- 3rd [Assessment of the European Committee of Social Rights on the follow-up](#) (28 January 2022).
- 4th [Assessment of the European Committee of Social Rights on the follow-up](#) (March 2024).

II. Reporting system³

Reports submitted by Finland

Between 1993 and 2024, Finland has submitted 10 reports on the application of the 1961 Charter and 19 reports on the application of the Revised Charter.

The [18th report](#), submitted on 02/01/2023, concerns the follow-up given to the relevant decisions of the Committee in the framework of the collective complaints procedure.

The assessments of the Committee on the follow up to decisions in complaints have been published in March 2024.

On 31 December 2023, an [ad hoc report on the cost-of-living crisis was submitted by Finland](#)⁴.

³ Detailed information on the Reporting System is available on the [relevant webpage](#). The reports submitted by States Parties may be consulted in the [relevant section](#).

⁴ In accordance with the [decision of the Ministers' Deputies](#) adopted on 27 September 2022 concerning the [new system](#) for the presentation of reports under the European Social Charter, the European Committee of Social Rights and the Governmental Committee have decided to request an *ad hoc* report on the cost-of-living crisis to all State parties.

Situations of non-conformity ⁵

Thematic group 1 "Employment, training and equal opportunities" - Conclusions 2016

According to the applicable rules, Conclusions 2020 only refer to the information submitted by the Finnish Government on the follow-up given to the relevant decisions of the European Committee of Social Rights in the framework of the collective complaints' procedure (see above).

For the most recent Conclusions adopted concerning the relevant Articles, see Conclusions 2016.

► *Article 10§5- Right to vocational training - Full use of facilities available*

Non-EEA nationals must have resided for two years in order to have access to student financial aid.

► *Article 24- Right to protection in case of dismissal*

- With the exception of civil servants, the legislation does not provide the possibility of reinstatement in case of unlawful dismissal;
- The upper limit on compensation for unlawful dismissal may not be adequate to cover the loss suffered, in certain circumstances.

Thematic group 2 "Health, social security and social protection" - Conclusions 2017

According to the applicable rules, Conclusions 2021 only refer to the information submitted by the Government on the follow-up given to the relevant decisions of the European Committee of Social Rights in the framework of the collective complaints procedure (see above).

For the most recent Conclusions adopted concerning the relevant Articles, see Conclusions 2017.

► *Article 12§1 Right to social security - Existence of a social security system*

- The minimum level of sickness benefits is inadequate;
- The minimum level of unemployment allowance is inadequate;
- The minimum level of maternity allowance is inadequate.

► *Article 12§4 – Right to social security - Social security of persons moving between states*

- Equal treatment with regard to social security rights is not guaranteed to nationals of all other States Parties;
- Equal treatment with regard to access to family allowances is not guaranteed to nationals of all other States Parties;
- The right to maintenance of accruing rights is not guaranteed to nationals of all other States Parties

► *Article 13§1 – Right to social and medical assistance - Adequate assistance for every person in need*

- The amount of social assistance, consisting of basic assistance and any additional benefits that may apply is not adequate;
- The granting of social assistance to nationals of other States Parties is subject to a length of residence requirement of four years.

Thematic group 3 "Labour rights" - Conclusions 2022

► *Article 2§1 – Right to just conditions of work - Reasonable working time*

Certain workers can be authorised to work for up to 19 hours.

► *Article 4§3 – Right to a fair remuneration - Non-discrimination between women and men with respect to remuneration*

The law does not provide for reinstatement in cases where an employee is dismissed in retaliation for bringing an equal pay claim.

⁵ Further information on the situations of non-conformity is available on the [HUDOC database](#).

► Article 26§1 - Right to dignity in the workplace - Sexual harassment

- The existing framework in respect of employers' liability does not provide for sufficient and effective remedies in cases of sexual harassment when third parties are involved;
- The law does not guarantee the right to reinstatement to employees who have been unfairly dismissed or have been pressured to resign for reasons related to sexual harassment.

► Article 26§2 – Right to dignity in the workplace - Moral harassment

- The existing framework in respect of employers' liability does not provide for sufficient and effective remedies in cases of moral (psychological) harassment when third parties are involved;
- The law does not guarantee the right to reinstatement to employees who have been unfairly dismissed or have been pressured to resign for reasons related to moral (psychological) harassment.

► Article 28 - Right of workers' representatives to protection in the undertaking and facilities to be accorded to them

Domestic law makes no provision for the reinstatement of workers' representatives unlawfully dismissed.

Thematic group 4 "Children, families and migrants" - Conclusions 2019

According to the applicable rules, Conclusions 2023 only refer to the information submitted by the Finnish Government on the follow-up given to the relevant decisions of the European Committee of Social Rights in the framework of the collective complaints' procedure (see above).

For the most recent Conclusions adopted concerning the relevant Articles, see Conclusions 2019.

► Article 8§2 – Right of employed women to protection - Illegality of dismissal during maternity leave

The legislation does not provide for the reinstatement of women illegally dismissed during pregnancy or maternity leave in the private sector.

► Article 27§3 – Right of workers with family responsibilities to equal opportunity and treatment - Illegality of dismissal on the ground of family responsibilities

Legislation makes no provision for the reinstatement of workers unlawfully dismissed on grounds of their family responsibilities.

The Committee has been unable to assess compliance with the following rights:

Thematic group 1 "Employment, training and equal opportunities"

- ▶ Article 1§3 - Conclusions 2016
- ▶ Article 1§4 - Conclusions 2016
- ▶ Article 10§3 - Conclusions 2016

According to the applicable rules, Conclusions 2020 only refer to the information submitted by the Finnish Government on the follow-up given to the relevant decisions of the European Committee of Social Rights in the framework of the collective complaints procedure (see above).

Thematic group 2 "Health, social security and social protection"

- ▶ Article 13§4 - Conclusions 2017
- ▶ Article 23 - Conclusions 2017

According to the applicable rules, Conclusions 2021 only refer to the information submitted by the Government on the follow-up given to the relevant decisions of the European Committee of Social Rights in the framework of the collective complaints procedure (see above).

For the most recent Conclusions adopted concerning the relevant Articles, see Conclusions 2017.

Thematic group 3 "Labour rights"

- ▶ Article 2§7 - Conclusions 2022
- ▶ Article 4§2 - Conclusions 2022
- ▶ Article 4§5 - Conclusions 2022
- ▶ Article 5 - Conclusions 2022

Thematic group 4 "Children, families and migrants"

- ▶ Article 7§10 - Conclusions 2019
- ▶ Article 19§1 - Conclusions 2019

III. Examples of progress achieved in the implementation of rights under the Charter ***(non-exhaustive list)***

Thematic group 1 "Employment, training and equal opportunities"

- ▶ The procedure allowing foreign nationals to receive a personal identity number has been simplified: as a result, as from the end of 2014, they do no longer need to apply for their personal identity number but can receive it together with their first residence permit.
- ▶ Extension to private employment agencies of the principles applicable to public employment services (Act No. 1005/1993 as amended by Act No. 418/1999).
- ▶ The Non-Military Service Act 1466/2007 which entered into force in 2008 shortened alternative service from 395 days to 362 days.
- ▶ New legislation on Non-Discrimination strengthened the protection against discrimination (Act No. 21/2004).
- ▶ The limits on compensation payable in the event of sex discrimination were removed by amendments to the Act on Equality between Men and Women (amendments introduced by Act No. 232/2005).

Thematic group 2 "Health, social security and social protection"

- ▶ Under Section 39 of the Occupational Safety and Health Act the employees' exposure to such agents as radiation that causes hazards or risks to safety or health must be reduced to such a level that no hazard or risk is caused to the employees' safety, health or reproductive health. In 2010, a Decree on Protecting Workers from Optical Radiation and detailed rules and procedures on radiation and nuclear safety by the Radiation and Nuclear Safety Authority were adopted (STUK).
- ▶ A Government Decree on Good Occupational Health Practice Principles, Content of Occupational Health Care, and Education of Occupational Professionals and Experts (708/2013) took effect on 1 January 2014. The Decree underlines active cooperation between occupational health care professionals and the workplace in maintaining work ability of the workforce and also obligated occupational health units to develop and to follow the quality and the effectiveness of their services.
- ▶ According to the Act on Co-operation Ombudsman (216/2010) which entered into force on 1 July 2010, the Co-operation Ombudsman supervises compliance with the Act on Cooperation within Undertakings and other Acts relating to the personnel representation systems. This Ombudsman operates independently under the Ministry of Employment and Economy with a term of office of five years.
- ▶ In 2014, the qualifying period for unemployment benefits was shortened from 34 weeks to 26 weeks for employees and from 18 to 15 months for self-employed persons (amended Unemployment Security Act, No. 1049/2013);
- ▶ As from 2013, the income of the beneficiary's spouse is no longer taken into account when assessing entitlement to the non-contributory unemployment benefits (labour market support), which has reduced unemployment periods without benefits;
- ▶ As of the beginning of 2014 (amended Health Insurance Act, No. 1197/2013), entitlement to parenthood allowance (maternity, paternity or parental allowance) has been extended to people covered by the Finnish social security system for at least 180 days immediately before the due date of birth of the child. Previously, the Act required the person to have lived in Finland for the same period of time, which meant that foreigners from "third countries", regularly working in Finland and covered by the Finnish social security system but not satisfying the length of residence condition were excluded from the parenthood allowance;
- ▶ At the beginning of 2013, another amendment to the Health Insurance Act, extended a father's right to paternity allowance to 54 working days; fathers can choose to stay at home and be entitled to paternity allowance for 1 to 18 days at the same time as the child's mother is paid maternity or parental allowance.

The rest of the paternity allowance can be paid after the parental allowance has ended. Fathers can also, if they wish so, use all of the paternity allowance entitlement after the parental allowance period, but before the child is two years old;

► Through further amendments to the Health Insurance Act (No. 1224/2004), in 2014, partial sickness-allowance was extended from 72 days to 120 days (No. 972/2013);

► The Disability Benefits Act (No. 570/2007) was amended to the effect that, as of 1 June 2015, the specific costs resulting from the illness, impairments or injuries are better taken into account when deciding the level of the benefits granted; as a result, according to the report there would be approximately 10 000 newly eligible minimum basic benefits recipients over 16 years of age by the end of 2020. The amendment will extend benefits, inter alia, to those who are under the threat of disability, such as people suffering from long-term mental and behavioural disorders, those with multiple sclerosis or rheumatoid arthritis, or persons with cerebral palsy;

► Another amendment concerning rehabilitation took effect at the beginning of October 2015, whereupon the person being rehabilitated can receive a partial rehabilitation allowance for those rehabilitation days when he/she is working part-time alongside the rehabilitation.

Thematic group 3 "Labour rights"

► Signature in spring 2000 of a new collective agreement in the hotel and catering sectors, under which it is no longer necessary for shop stewards to be Finnish citizens.

Thematic group 4 "Children, families and migrants"

► Extension as from 1 August 2006 onwards of the right to partial child-care leave for parents of children with disabilities or long-term illnesses until the time when the child in need of special care and treatment reaches the age of 18 years (Acts Nos. 55/2001 and 423/1978 as amended by Acts. Nos. 533/2006 and 534/2006).

► The adoption of the Government's Programme to Reduce Long-term Homelessness in 2008 with the central objective of halving long-term homelessness between the years 2008 and 2010. The Programme not only attained the objective, but exceeded it. The "Housing First" –principle has been recommended as an example on how to tackle homelessness.

► The working time permitted for children of 14 years of age or younger and subjected to compulsory education has been set at half of the duration of the school day. Employment of children of over 15 years of age for emergency work is possible only if no adult is available to carry out the work. If the rest period of a young worker has been reduced on account of emergency work, a comparable rest period must be given to him as soon as possible within a period of no more than three weeks (Act No. 998/1993 as amended by Act No. 754/1998).

►The Committee noted that according to an international evaluation commissioned on the programme on reducing long-term homelessness (2005-2015), Finland was one of the best examples of implementing the "housing first" model. The national report indicated that long-term homelessness has continued to decrease (by 35% between 2008 and 2015) and that at the end of 2017 there were 7 112 homeless persons, less than 0.2 % of the population. There is a new action plan for preventing homelessness 2016-2019. The current goal is to reduce the number of homeless people to less than 4 000 before 2023.