



Finnish occupational safety and health authorities' tips for those helping Ukrainians and other foreigners

Aiming for a fair and safe working life

“

**Explain at least
the following to
foreign
jobseekers or
employees!**



Regional State
Administrative Agency

Terms of employment in Finland

- In Finland, you never need to pay to get a job.
- Working without pay is only possible in the TE Office's work try-out or practical training related to studies.
- Pay cannot be agreed upon freely; the minimum wage depends on the sector in question and the employee's work experience.
- It is normal that
 - a minimum wage is more than EUR 8 per hour
 - and regular working hours do not exceed 40 hours a week.
- Provisions on working hours and pay can be found in the collective agreement for the sector in question.



If problems arise at a workplace

- If a worker encounters problems or questions at their workplace related to their employment relationship, the worker can contact the occupational safety and health authority (AVI):
 - Telephone service +358 295 016 620 (Finnish, Swedish and English)
 - E-mail addresses:
[Tyosuojelu.fi/web/en/about-us/contact](https://tyosuojelu.fi/web/en/about-us/contact)

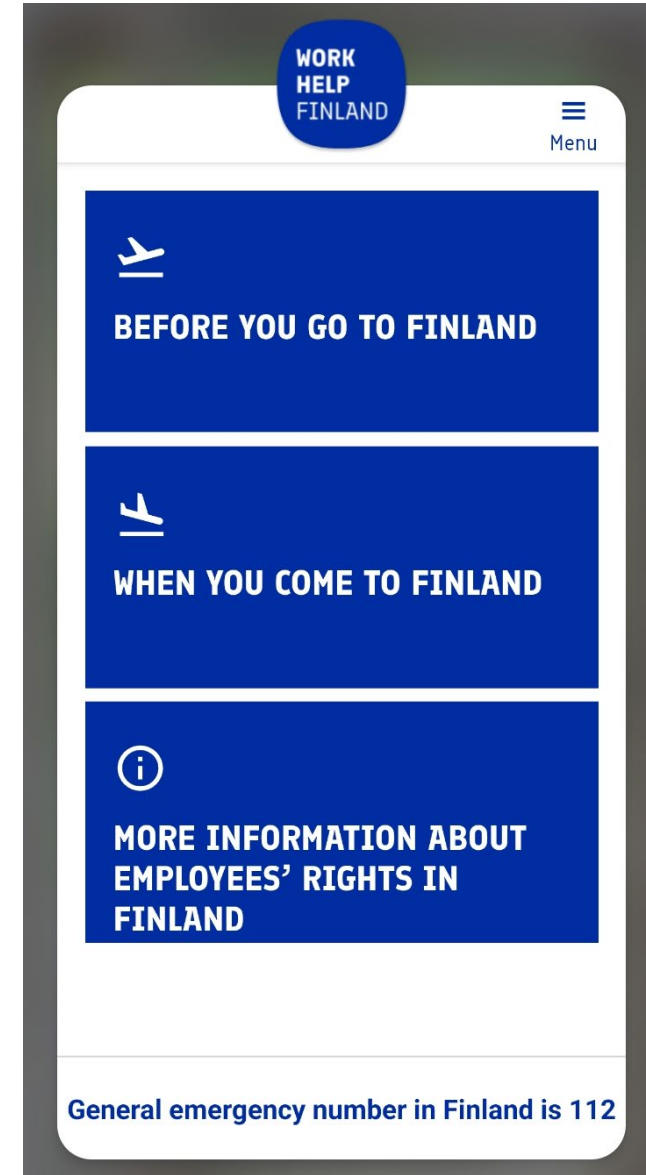
Share information on the guide

- For more information on the terms and conditions of employment, see the guide "A foreign worker in Finland".
- The guide is available online in 15 languages, including Ukrainian:
[Tyosuojelu.fi/work-in-finland](https://tyosuojelu.fi/work-in-finland)
- A poster is available on the website, and it can be printed and displayed.



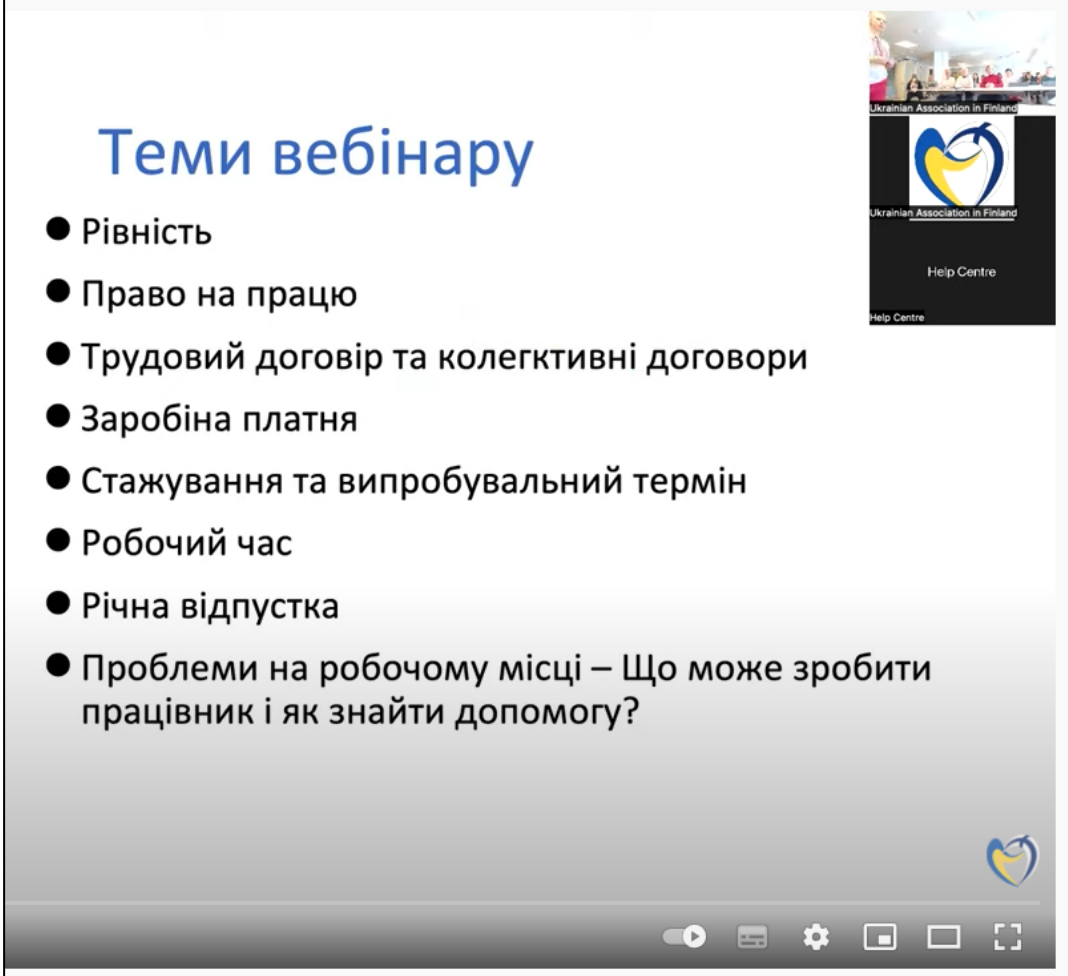
Tell about the application Work Help Finland

- You can download the free mobile application to your device from your app store.
- The content is in 26 languages.



Tell about the event

- A seminar recording in Ukrainian, topics job search and workers' rights: [Work in Finland](#) (Youtube).
- Organizer: The Ukrainian Association in Finland. Coming events: ukrainians.fi/uk/jobs



Теми вебінару

- Рівність
- Право на працю
- Трудовий договір та колективні договори
- Заробіна платня
- Стажування та випробувальний термін
- Робочий час
- Річна відпустка
- Проблеми на робочому місці – Що може зробити працівник і як знайти допомогу?

Ukrainian Association in Finland
Help Centre

Webinar on workers' rights

- For more information on employee rights, please watch the Occupational Safety and Health Administration's webinar.
- It is intended for both foreigners and those helping them.
- Recordings in English and Finnish:
 - Workers' rights in Finland:
www.tyosuojelu.fi/live10
 - Työntekijän oikeudet Suomessa:
www.tyosuojelu.fi/live1

