

# Enforcement of non-discrimination and prohibition of discrimination in working life in 2025

Report

# Summary

The occupational safety and health (OSH) authority enforces non-discrimination in working life: prohibition of discrimination, prohibition of discriminatory job advertisements and employer's obligation to promote equality. The authority is parallel to that of the Non-Discrimination Ombudsman.

The OSH authority enforces compliance with the Non-Discrimination Act at the request of the parties that have experienced discrimination and at the initiative of the authorities. This report describes enforcement carried out in 2025.

In 2025, the OSH authority received approximately 700 contacts concerning work discrimination. The OSH authority processed 282 enforcement requests related to discrimination. A total of 121 inspections were carried out on the basis of the enforcement requests, and these involved the enforcement of discrimination experienced by individual employees or jobseekers. In approximately one third of the inspections, it was found that the employer had violated the prohibition of discrimination.

As in previous years, the most common cases of discrimination were those related to the termination of employment. A majority of these discrimination cases were related to health. A few of the cases were related to claims for legal rights or membership of a trade union. One case was related to age discrimination.

During the year, several cases of pay discrimination or changes to principal terms and conditions of employment were also handled. These situations were most often related to the employee's origin, nationality or language.

Few recruitment-related cases were initiated. Cases where discrimination was found to have occurred included the employee's status as an asylum seeker or recourse to legal remedies.

Some cases pertained to the employer's obligation to make reasonable adjustments to work for a person with a disability. In two cases, the employer was issued with an improvement notice and required to implement reasonable adjustments to work by the deadline.

Few cases concerned harassment prohibited by the Non-Discrimination Act. Harassment means that a person's behaviour creates a degrading, humiliating, threatening, hostile or offensive atmosphere towards another person or group on the basis of a prohibited ground of discrimination, such as sexual orientation, origin or disability. Harassment is defined as behaviour that violates the human dignity of a person or group intentionally or in practice.

Some of the discrimination at work remains hidden as various minority groups may have a high threshold to contact the authorities and report the discrimination they experience. The OSH authority receives only a small number of contacts on discrimination experienced on the basis of sexual orientation, religion or belief, and for this reason, there have also been few inspections related to such experiences.

The OSH authority also supervises compliance with the prohibition of discrimination on the initiative of authorities. In 2025, equality plans and the employer's obligation to promote equality were the focus in 225 inspections.

The prohibition of occupational discrimination related to the use of foreign labour was supervised during approximately 650 inspections. Discrimination based on nationality, origin or language was observed in the payment of wages or other minimum terms of employment in about ten per cent of the inspections.

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# 1. The OSH authority enforces non-discrimination in employment

The occupational safety and health (OSH) authority is responsible for enforcing compliance with the Non-Discrimination Act (1325/2014) in working life. The Non-Discrimination Act contains provisions on the prohibition of discrimination, the prohibition of discriminatory job advertisements and the employer's obligation to promote equality.

The OSH authority enforces compliance with the non-discrimination legislation at the request of the parties that have experienced discrimination and at the initiative of the authorities. We assess discrimination on the basis of the grounds for discrimination defined in the Non-Discrimination Act:

- age
- origin
- nationality
- language
- religion
- belief
- opinion
- political activity
- trade union activity
- family relationships
- health
- disability
- sexual orientation
- other personal characteristics.

The enforcement measures are determined in accordance with the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (44/2006). The enforcement procedures are described in the guideline *Enforcement of equality and non-discrimination* (in Finnish).

This report describes how the OSH authority enforced compliance with the Non-Discrimination Act in 2025. The report describes cases of both client-initiated and authority-initiated enforcement. The report also describes the role of the OSH authority in the processing of work discrimination offences.

Reports from previous years can be found at [tyosuojelu.fi/raportit](https://tyosuojelu.fi/raportit). They also include case studies.

## From Regional State Administrative Agencies to the Finnish Supervisory Agency

The OSH authority operates as an independent supervisory authority. Until the end of 2025, the OSH Divisions in five Regional State Administrative Agencies operated as independent regional OSH authorities. In this report, the OSH Divisions are referred to as the OSH authority. The Regional State Administrative Agencies were abolished on 31 December 2025, and the new national Finnish Supervisory Agency started operating on 1 January 2026. The Occupational Safety and Health Department at the Finnish Supervisory Agency acts as the national OSH authority.

### Actions by the OSH authority based on contacts:

- guidance and advice for parties that have experienced discrimination
- assessment of prerequisites for enforcement
- enforcement measures based on enforcement requests.

### The OSH health authority supervises compliance with the non-discrimination provisions at the initiative of the authorities in the following areas:

- payment of wages and other minimum terms of employment, especially in the compliance with the provisions on the use of foreign labour
- employer's obligation to promote equality and prepare an equality plan.

Provisions on the prohibition of discrimination based on gender are laid down in the Act on Equality between Women and Men (609/1986). Discrimination based on gender, pregnancy and parenthood is supervised by the Ombudsman for Equality.

## 2. Client-initiated enforcement

### 2.1 Contacts concerning discrimination

Client-initiated enforcement usually starts off with the jobseeker or employee who suspects discrimination contacting the OSH authority. Clients can contact the OSH authority by phone, email or letter. If necessary, a meeting can also be arranged onsite.

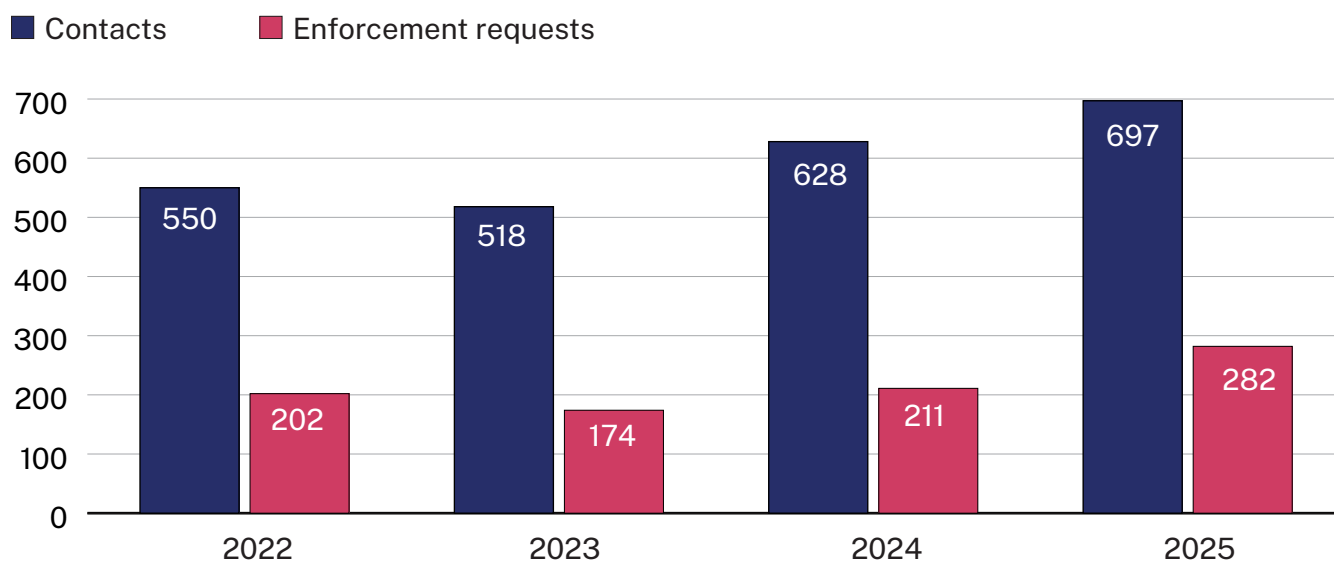
In 2025, approximately 700 contacts related to work discrimination were processed. In reality, the number of contacts is higher as a contact related to discrimination may also be recorded in the systems under other categories. Contacts related to discrimination are often complex, and may also involve other labour law issues.

At the telephone service of the OSH authority, an inspector specialised in discrimination provides guidance and advice to persons who suspect discrimination on their matter and instructions on submitting a possible enforcement request. The person contacting the service may not always be able to assess whether they have been discriminated against and they will want to discuss the

- **Approximately 700** contacts related to work discrimination.
- **Approximately 282** enforcement requests related to work discrimination.
- **121** inspections related to discrimination at work carried out on the basis of enforcement requests.

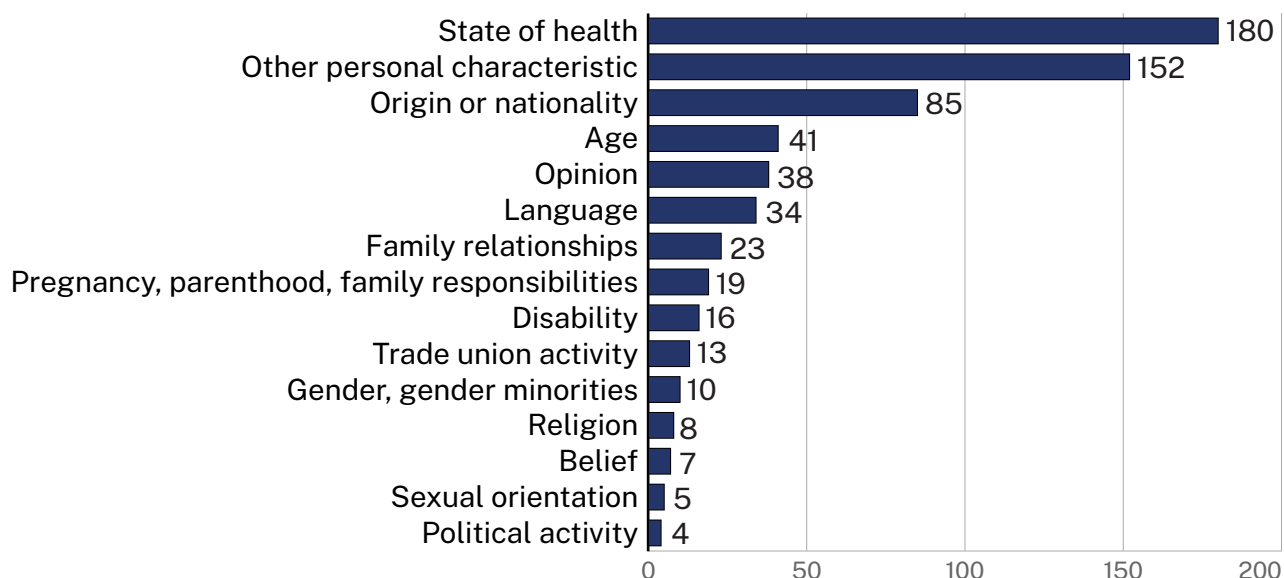
matter with an expert before bringing up their experiences of discrimination at the workplace or submitting an enforcement request. During a phone call to the telephone service, the inspector and the person making the call can discuss whether the case involves discrimination referred to in the Non-Discrimination Act and whether the OSH authority can initiate enforcement measures.

### Client contacts and enforcement requests concerning the prohibition of discrimination (number)



**Figure 1.** Client contacts and enforcement requests concerning the prohibition of discrimination in 2022-2025.

## Grounds of discrimination reported by clients in 2025



**Figure 2.** Discrimination grounds reported by clients when contacting the authority in 2025.

Most of the persons contacting the service are jobseekers or employees. Occasionally, occupational safety and health representatives and shop stewards also contact the service. Typically, they want to know whether a matter that has been brought up at their workplace could involve discrimination and how to proceed in the matter. Parties outside the workplace, such as Victim Support Finland, other authorities or the family and friends of a person suspecting discrimination, may also contact the OSH authority. The OSH authority is most often contacted by phone about discrimination.

Occasionally, the person contacting the OSH authority in discrimination matters does not want the OSH authority to take enforcement measures in their name. Reasons for this include fear of stigmatisation or negative consequences at the workplace. The phenomenon shows that some of the work discrimination remains hidden.

The OSH authority is also regularly contacted in cases where despite the client's own assessment, there is no discrimination referred to in the Non-Discrimination Act. The person contacting the OSH authority may feel discriminated against but the case does not involve grounds for discrimination referred to in the Non-Discrimination Act.

Contacts by sector (TOL 2008)	Pcs
Human health and social work activities (Q)	120
Wholesale and retail trade (G)	60
Manufacturing (C)	54
Accommodation and food service activities (I)	51
Other service activities (S)	43
Public administration and defence (O)	41
Construction (F)	39
Transportation and storage (H)	38
Professional, scientific and technical activities (M)	34
Administrative and support service activities (N)	33
Education (P)	32
Information and communication (J)	28
Real estate operations (L)	21
Arts, entertainment and recreation (R)	16
Agriculture, forestry and fishing (A)	13
Financial and insurance activities (K)	7
Electricity, gas, steam and air conditioning supply (D)	4
Water supply; sewerage, waste management and remediation activities (E)	1
Activities of households as employers (T)	1
Unspecified sector	61
<b>Total</b>	<b>697</b>

## 2.2 Enforcement requests concerning discrimination

In 2025, a total of 282 enforcement requests related to discrimination were initiated. 121 inspections were carried out during the year. The prohibition of discrimination had been violated in 68 cases.

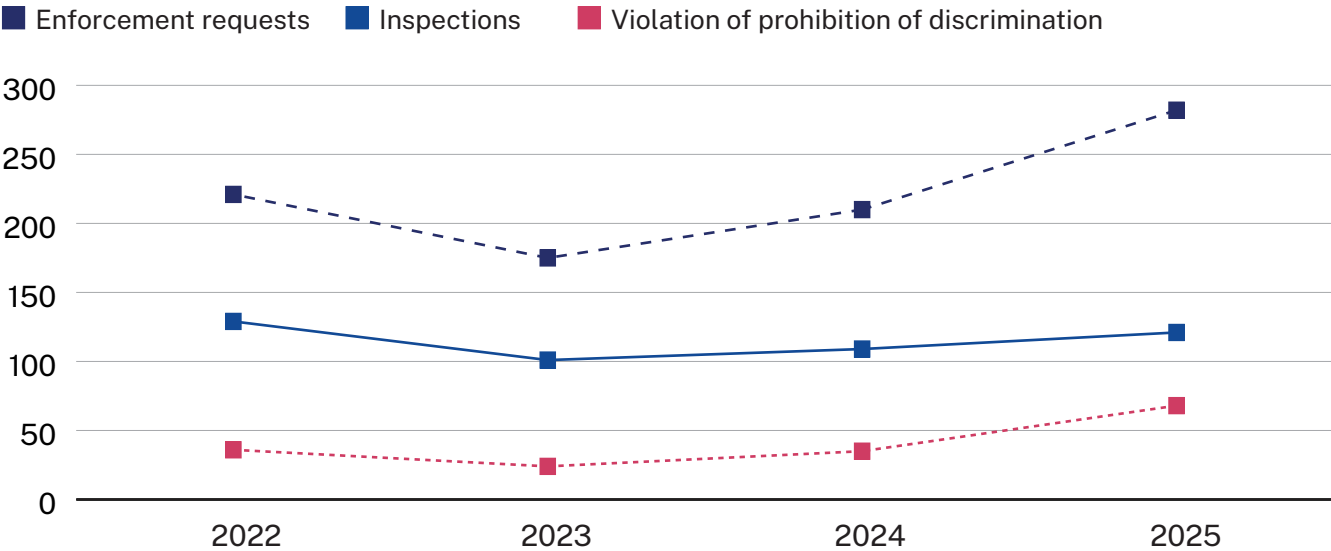
Slightly less than half of supervision requests are concluded each year with a decision not to initiate enforcement measures. Of the enforcement requests handled in 2025, in 112 cases the conclusion was that no discrimination had occurred, and the matter was closed with a procedural decision delivered to the client that provided the reasoning. A typical situation is where the person making the enforcement request perceives matters falling under the employer's right to direct work as discrimination, or believes their employment was terminated for discriminatory reasons,

In 2025, the OSH authority received 282 enforcement requests. A total of 121 inspections were carried out on the basis of these requests. The prohibition of discrimination had been violated in 68 cases.

even though no discrimination grounds prohibited under the Non-Discrimination Act pertain to them. In some cases, the person submitting the enforcement request withdraws their request.

The OSH authority also received a small number of reports on suspected discrimination related to gender and parenthood. Enforcement requests related to gender-based discrimination are transferred to the Ombudsman for Equality.

### Processing of enforcement requests in 2022–2025



**Figure 3.** Enforcement requests processed, inspections carried out on the basis of enforcement requests and the obligations imposed because of them for violating the prohibition of discrimination in 2022–2025 (total number). Some of the pending enforcement requests will be processed during the following year.

## 2.3 Inspections based on enforcement requests

If there is reason to suspect discrimination contrary to the Non-Discrimination Act based on an enforcement request, the OSH authority will initiate an inspection. The inspector sends a request for clarification to the employer asking for more information in the matter concerning the person who believes that they have experienced discrimination. After the employer’s response has arrived, the person that has experienced discrimination will be given a chance to present their views on the information submitted by the employer. Once the inspector has been provided sufficient information to resolve the case, the inspector will prepare a written inspection report assessing whether the employer has violated the prohibition of discrimination.

A shared burden of proof applies to the enforcement of the prohibition of discrimination referred to in the Non-Discrimination Act. If, based on the employee's or job applicant's account, it can be assumed that the employer has violated the prohibition of discrimination or retaliation, a presumption of discrimination arises. In order to rebut the presumption, the employer must demonstrate that it has not violated the prohibition of discrimination. The shared burden of proof aims to promote the effective realisation of rights of those that have experienced discrimination as providing evidence

in cases of discrimination may be more difficult than usual.

In 2025, a total of 121 inspections were carried out on the basis of the enforcement requests to enforce compliance with the prohibition of discrimination.

Suspicious of discrimination related to health status, origin, nationality or language have long been the most common situations leading to enforcement. However, some of the discrimination in working life remains hidden as various minority groups may have a high threshold to contact the authorities and report the discrimination they experience.

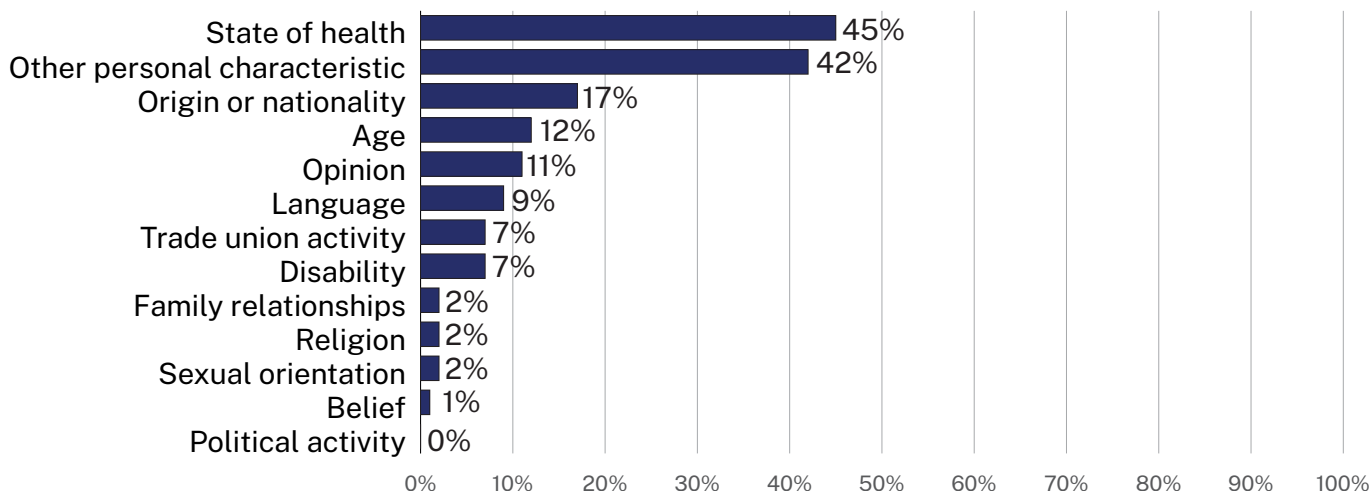
The OSH authority receives only a small number of contacts on discrimination experienced on the basis of sexual orientation, religion or belief, and for this reason, there have also been few inspections related to such experiences.

Some cases have involved multiple or intersectional discrimination.

### Multiple and intersectional discrimination

- **Multiple discrimination:** people are discriminated against on two or more grounds.
- **Intersectional discrimination:** Two grounds for discrimination only together lead to discrimination against a person.

## Grounds of discrimination in inspections carried out in 2025



**Figure 4.** The relative share of discrimination grounds in inspections carried out based on enforcement requests in 2025. One inspection may have addressed several different grounds of discrimination.

Health status was the most common ground for discrimination in inspections carried out on the basis of enforcement requests, as in previous years. Suspicions of discrimination related to origin, nationality or language, as well as age, were also frequently the reason for enforcement.

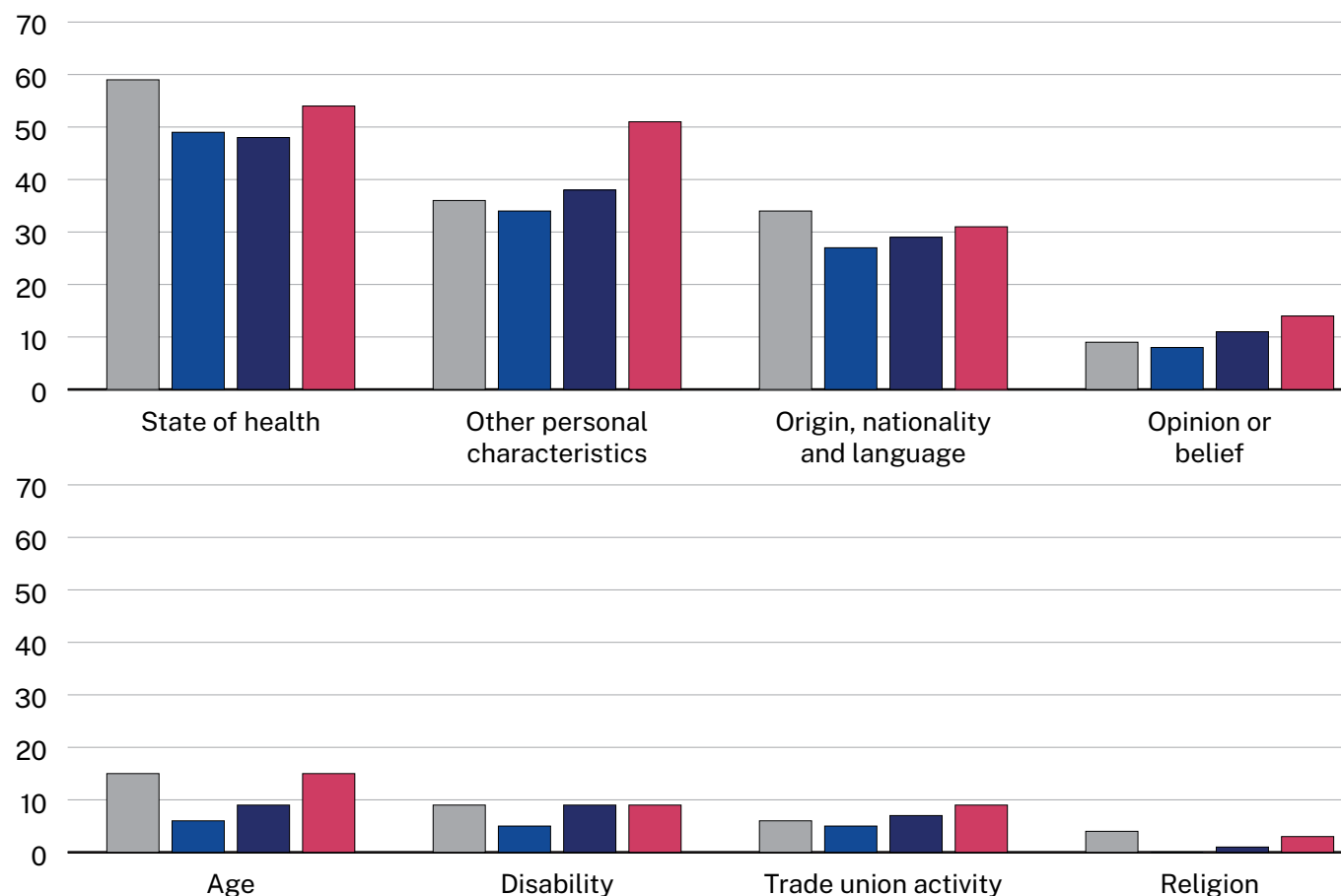
Characteristics, but also to their legal status. The key point is that the reason relates specifically to the person themselves and their characteristics, not, for example, to the person's actions. In addition, the reason must be comparable to other discrimination grounds expressly mentioned in the law.

Enforcement requests are also frequently made on the basis of other personal characteristics. Other personal characteristics may include social status, unemployment, homelessness, wealth, place of residence, appearance or participation in association activities. Other personal reasons may apply not only to a person's congenital cha-

Cases in which compliance with the prohibition of discrimination must be assessed from several different perspectives in the same inspection have become slightly more common. The employee may have experienced discrimination, for example, due to their origin or nationality, both in terms of pay and termination of employment.

### Grounds of discrimination in inspections carried out on the basis of enforcement requests in 2022–2025 (number)

Year: 2022 2023 2024 2025



**Figure 6.** Grounds of discrimination in inspections carried out on the basis of enforcement requests in recent years. One inspection may have addressed several different grounds of discrimination.

## 2.4 Conclusions drawn from inspections

In approximately one third of the inspections, it was found that the employer had violated the prohibition of discrimination.

As in previous years, the most common cases of discrimination were those related to the termination of employment. A majority of these cases were related to health. A few of the cases were related to claims for legal rights or membership of a trade union. One case was related to age discrimination.

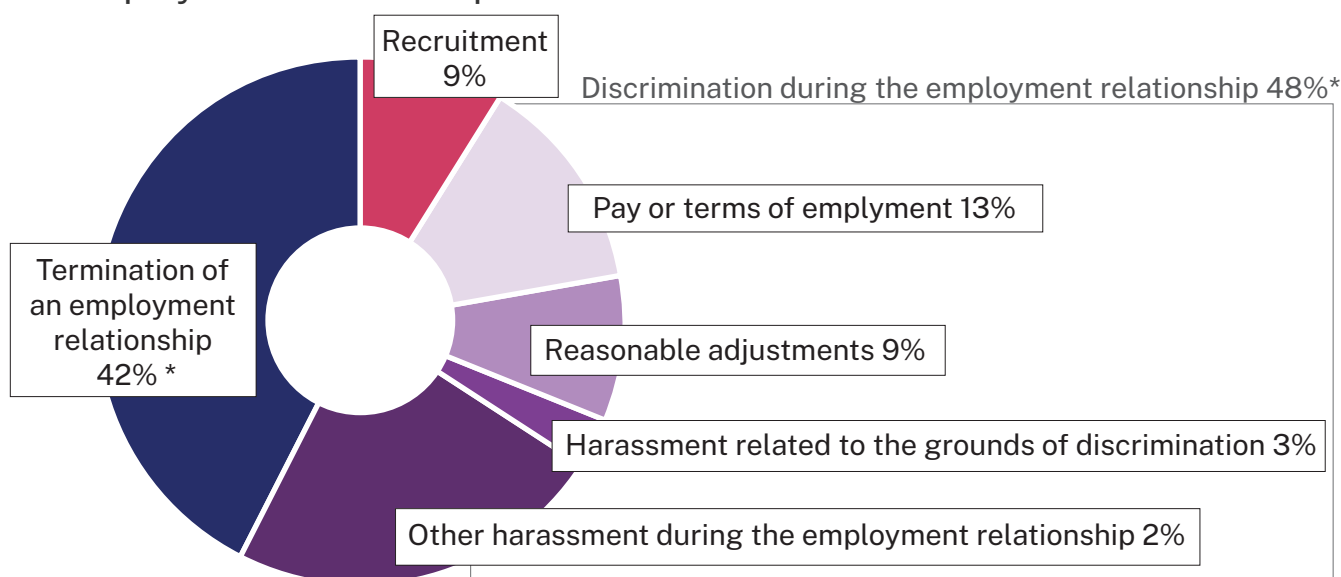
During the year, several cases of pay discrimination or changes to key terms and conditions of employment were also handled. These situations were most often related to the employee's origin, nationality or language.

Few recruitment-related cases were initiated. Cases where discrimination was found to have occurred included the employee's status as an asylum seeker or recourse to legal remedies.

Some cases pertained to the employer's obligation to make reasonable adjustments to work for a person with a disability. In two cases, the employer was issued with a notice and required to implement reasonable adjustments to work by the deadline.

Few cases concerned harassment prohibited by the Non-Discrimination Act. In harassment, a person's behaviour creates a degrading, humiliating, threatening, hostile or offensive atmosphere towards another person or group on the basis of a prohibited ground of discrimination, such as sexual orientation, origin or disability. Harassment is defined as behaviour that violates the human dignity of a person or group intentionally or in practice.

### Manifestation of discrimination at different stages of the employment relationship in 2025



\* Some of the inspections covered both discrimination during the employment relationship and discrimination related to the termination of an employment relationship.

**Figure 7.** Discrimination related to recruitment that occurs during employment or is related to the termination of employment in inspections in 2025. Discrimination during employment is divided into the following areas: pay or terms of employment, reasonable accommodation, harassment related to the grounds of discrimination and other discrimination during employment.

In connection with the inspection report, the client is also provided information on how to apply for compensation or damages under the Non-Discrimination Act. The client is also informed of how the Non-Discrimination Ombudsman can promote a resolution and assist a victim of discrimination.

Discrimination means that a person is treated less well than others on the basis of some personal characteristic. All people have the right to equal treatment. Discrimination is prohibited in the Non-Discrimination Act and the Criminal Code, as well as in international human rights treaties.

## 2.5 Prohibition of discriminatory job advertisements

Job advertisements may not unlawfully require applicants to have personal characteristics or matters referred to in the Non-Discrimination Act. The OSH authority receives some contacts and inquiries about discriminatory job advertisements every year. When enforcing discriminatory job advertisements, the inspector determines whether requiring a characteristic or a matter mentioned in the job advertisement is justified under the Non-Discrimination Act from the perspective of performing the task.

In 2025, the OSH authority carried out three inspections concerning discriminatory job advertisements. Two of the inspections revealed that the employer had violated the prohibition of discriminatory job advertisements. The prohibition of discriminatory job advertisements was breached when a cultural services job advertisement required bilingualism, and when a full-time restaurant job advertisement stated that the position was not suitable for students.

The OSH authority also talked about the prohibition of discriminatory job advertising in its webinar *Discrimination in recruitment as an obstacle to equal working life*, arranged in collaboration with the Non-Discrimination Ombudsman. The webinar recording can be viewed at [tyosuojelu.fi/live47](https://tyosuojelu.fi/live47). The recording is in Finnish.

## 3. Supervisory activities at the initiative of the authorities

### 3.1 Pay-related discrimination and discrimination in other minimum terms of employment

The OSH authority aims to promote the rules of fair working life by enforcing the implementation of the legal terms of employment for foreign workers at workplaces. Purpose of the inspections of the use of foreign labour is to check whether the wages paid to foreign employees are in accordance with the law and the collective agreement and whether other minimum terms of employment are complied with.

The inspections of the use of foreign labour focusing on the terms of employment cover matters such as the principal terms of employment, shift rosters, working hour records and payslips. In these inspections, the inspectors check whether employees have been treated more poorly on the basis of their origin, nationality or language. The information obtained is compared to Finnish employees at the same workplace or to how employees in a similar position should be treated in the Finnish labour market under the law.

In 2025, the OSH authority enforced compliance with the prohibition of discrimination in pay and other minimum terms of employment in approximately 646 inspections initiated by the OSH authority. Most of the inspections were carried out in companies domiciled in Finland. Work discrimination was observed in 7% of the Finnish companies inspected.

Some inspections targeted companies posting foreign workers to Finland. In these, 83 inspections were carried out to enforce compliance with the prohibition of discrimination. The employer was issued with an obligation to comply with the prohibition of discrimination in approximately 16% of the inspections.

The most common deficiency detected in inspe-

In 2025, inspectors issued 25 improvement notices during OSH inspections to employers for breaches of the prohibition of discrimination. In most cases, this involved pay discrimination against foreign workers, which the inspector addressed.

There is still a lot of work to be done on the Finnish labour market in the promotion of equal and non-discriminatory treatment of foreign workers.

ctions was related to underpayment, similarly to previous years. The wages paid to foreign employees were often lower than the wages specified in the collective agreement, and they did not receive any compensation for overtime or pay supplements in accordance with the law or collective agreement. In some individual cases, the inspection found that a foreign employee was, in violation of the law, working completely without pay, as if the position was an unpaid internship, even though it was not related to studies.

Verification of discrimination by inspection may be difficult, for example, due to poorly maintained working time records. The OSH inspector may take action if underpayment occurs in connection with discrimination by issuing an improvement notice requiring the employer to correct any pay-related deficiencies observed during the inspection. If the employer fails to comply with the improvement notice, the OSH authority may oblige the employer to correct the pay-related deficiencies at the risk of a fine.

## 3.2 Employer's obligation to promote equality

In 2025, the OSH authority carried out a total of 225 inspections to enforce the employer's obligation to assess and promote equality and draw up an equality plan. The largest number of inspections were carried out in the cleaning, accommodation and food service sector, public administration, health and social services, real estate and trade sectors.

In nearly 60% of the inspections, it was found that the employer's actions to assess and promote equality were insufficient. It was quite common that when assessing equality, the employer had

not considered all grounds for discrimination referred to in the Non-discrimination Act.

Employers were issued 157 obligations regarding the equality plan. Typically, an equality plan had been drawn up for the workplace of employers with 30 employees, but it did not meet the requirements of the law. Often, the equality plan was not based on a comprehensive assessment of the equality situation in the workplace and the most relevant discrimination criteria observed in the assessment of the equality situation. It was also typical that no conclusions based on the assessment of the equality situation had been recorded in the equality plan. In a few cases, the equality plan had not been drawn up at all or it only addressed the promotion of equality.

### Employers are obliged to promote equality

Every employer has an obligation to promote equality in their activities. This means both active measures to prevent discrimination as well as supporting those at risk of discrimination or those at a disadvantage with regard to equality or taking steps to improve their status.

Under the Non-Discrimination Act, the employer must assess from the perspective of the grounds for discrimination referred to in the Non-Discrimination Act how equality is realised in recruitment and at the workplace. After this, the employer must, taking into account the needs of the workplace, develop the working conditions and operating methods that it follows in recruitment and other decisions concerning personnel.

Employers that regularly employ at least 30 employees must draw up an equality plan, i.e. a plan for the necessary measures to promote equality. The plan does not have a specific format. What is important is that it includes the practical measures needed to achieve

genuine equality at the workplace. The implementation of measures for promoting equality must be monitored and their effectiveness evaluated. The equality situation at the workplace must therefore be reviewed systematically at regular intervals. In that case, the employer can make changes to the planned and already implemented measures promoting equality.

During an occupational safety and health inspection, the inspector determines whether the employer has assessed and promoted the implementation of equality in recruitment and at the workplace. When carrying out the assessment, the inspector examines how the employer has taken different grounds for discrimination into account. At a workplace with at least 30 employees, the inspector determines whether the employer has a plan for the necessary measures to promote equality.

During inspections, workplaces were also provided with information on the promotion of equality and equality planning.

From 1 June 2025, employers must ensure that the equality plan includes the conclusions of the assessment of the equality situation in the workplace. The evaluation helps to identify development needs and to focus the measures on matters that have a genuine effect on the workplace.

During the inspection, it emerged that employers did not always have sufficient information on how equality at the workplace should be assessed. The equality assessment must cover all working conditions and operating methods that are followed in recruitment and personnel solutions. When carrying out the assessment, the employer must consider whether the working conditions and workplace procedures are non-discriminatory from the perspective of different groups at risk of discrimination. When assessing equality, the employer must review its procedures at least in recruitment, assignment of tasks, decisions on access to training, and decisions on pay and benefits related to employment relationships, and when determining obligations related to work and employment relationships. The question of which grounds for discrimination are relevant at the workplace must be addressed with the personnel or their representatives.

Even if the workplace did not have a statutory obligation to draw up an equality plan, the employer must nevertheless promote equality. According to the enforcement findings, the equality plans often contained good objectives to promote equality. However, the actual concrete action plan is often too vague.

According to the Non-Discrimination Act, the equality situation in the workplace must be assessed in all workplaces, regardless of size.

Employers that regularly employ at least 30 employees must also draw up an equality plan, i.e. a plan for the necessary measures to promote equality.

#### More information on the preparation of an equality plan and concrete measures to promote equality:

- Työsuojelu.fi: [Työsuojelua puhekielellä podcast, episode 27: Yhdenvertaisuuden edistäminen työpaikalla \(in Finnish\)](#) (OSH Administration)
- Työsuojelu.fi: [Promoting equality](#) (OSH Administration)
- [Equality planning](#) (Non-Discrimination Ombudsman)
- Equality.fi: [Equality planning](#) (Ministry of Justice)
- [Diversity, equality and non-discrimination in the work community](#) (Centre for Occupational Safety)
- [How to promote diversity in recruitment?](#) (Finnish Institute of Occupational Health)

## 4. Work discrimination as an offence

### 4.1 The OSH authority reports suspected offences to the police

Under the Act on Occupational Safety and Health Enforcement, the OSH authority is obliged to submit a report to the police if there are likely grounds for suspecting a work discrimination offence. However, there is no need to file a notification to the police if the act can be considered minor in view of the circumstances and public interest does not require the notification to be submitted.

The wording of the definition of a work discrimination offence laid down in the Criminal Code differs from the wording of the provision on discrimination laid down in the Non-Discrimination Act. Meeting the criteria for work discrimination offences are assessed separately by comparing the facts of an enforced case to the distinctive characteristics of a work discrimination offence.

In 2025, the OSH authority filed 34 reports of suspected work discrimination offences with the police. Of these, eight were related to extortion-like work discrimination.

#### **Discrimination grounds in police reports in 2025:**

- Nationality: 10
- State of health: 9
- National or ethnic origin: 6
- Language: 2
- Political or professional activities: 2
- other similar reason: 1
- Family relationships: 1
- Age: 1

*An employer or a representative of an employer who, when advertising for a vacancy or selecting an employee or during an employment relationship, without a serious and acceptable reason, puts a job applicant or an employee in a unfavourable position*

*1) on the basis of his or her race, national or ethnic origin, nationality, colour, language, sex, age, family relations, sexual orientation, genetic inheritance, disability or state of health, or*

*2) on the basis of his or her religion, societal opinion, political or vocational activities or another comparable circumstance,*

*shall be sentenced for work discrimination to a fine or to imprisonment for at most six months.*

*Chapter 47, section 3 of the Criminal Code*

The OSH authority's reporting obligation also applies to gender-based discrimination, even though its enforcement is the responsibility of the Ombudsman for Equality. In 2025, the OSH authority reported one work discrimination offence involving discrimination on the basis of gender.

## 4.2 The OSH authority participates in the investigation and legal proceedings of work discrimination offences

The OSH authority acts as an independent expert at different stages of the processing of cases involving work discrimination. On the basis of the OSH Enforcement Act, the OSH authority participates in the investigation of work discrimination offences and, on the basis of the pre-trial investigation material collected by the police, issues an opinion before the conclusion of the consideration of charges after the prosecutor has reserved an opportunity to do so. When cases of work discrimination are dealt with orally in courts, the OSH authority has the right to be present and to speak in the capacity of the authority to be heard.

The OSH authority provides information on the most important decisions concerning offences at the workplace. Press releases can be ordered through the STT press release service ([sttinfo.fi](https://sttinfo.fi)). The press releases are also published in the OSH administration's website [Tyosuojelu.fi](https://tyosuojelu.fi).

In 2025, the following press releases on work discrimination and other forms of labour exploitation were published (in Finnish):

- [Hovioikeus kumosi ihmiskauppatuomion: jäi varteenotettava epäily siitä, että asiassa olisi ollut kyse veljentyttären pakkotyöstä](#) 28 February 2025, Southwest Finland
- [Miehen ihmiskauppasyytteet Turussa hylättiin – pakkotyötä ei voitu näyttää toteen](#) 3 March 2025, Southwest Finland
- [Joensuussa toimivat ravintola-alan yrittävät tuomittiin ehdolliseen vankeusrangaistukseen törkeästä kiskonnasta ja luvattoman ulkomaisen työvoiman käytöstä](#) 17 April 2025, East Finland
- [Leipomoyrittäjät tuomittiin kiskonnantapaisesta työsyrynnästä Turussa – ulkomaalaista työntekijää käytettiin hyväksi](#) 25 September 2025, Southwest Finland
- [Autopesulayrittäjä tuomittiin kiskonnantapaisesta työsyrynnästä ehdolliseen vankeuteen](#) 3 October 2025, South Finland
- [Reilu työ -verkosto: Työvoiman hyväksikäyttö on rikos – uhrien tukipalvelut ja oikeudet on turvattava](#) 7 October 2025
- [Hieronta-alan yrittäjän tuomio törkeästä kiskonnasta pysyi – hovioikeus ei katsonut olevan kyse ihmiskaupasta](#) 8 October 2025, South Finland

Tyosuojelu.fi

Website of the Occupational Safety  
and Health Administration in Finland