

Annual Report of the Occupational Safety and Health Administration in Finland 2024



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Management's review

The starting point for 2024 was the difficult economic situation. The Divisions of Occupational Safety and Health (OSH) had to take determined measures to balance their budgets. Despite these measures, the OSH Divisions achieved the objectives set for them to promote a safe, healthy and fair world of work.

I would like to begin by thanking the entire OSH administration staff for its positive attitude and professional approach over the past year in a situation where finances were difficult to come by. Tasks had to be prioritised, and skills gaps could not be compensated by recruitment. In these situations, the personnel were prepared to be flexible and learn new skills.

This year will likely be the last year that we will be operating under the current agency structure. The planning of the implementation of the new Finnish Supervisory Agency is in full swing. The aim is for the Finnish Supervisory Agency to launch its operations at the beginning of 2026 and for occupational safety and health enforcement to be part of the new agency.

Although the agency structure will change, OSH supervision will continue. The reform of the national structure is an opportunity for OSH supervision, which we should make the most of. In the national model, competence and resources in OSH supervision can be used more flexibly. Work and development carried out together will be more consistent.

In 2024, the planning of operations towards the national model continued as planned. Work to promote a national system has been cultivated over a long period, and the benefits of earlier work are currently being realised in the preparation of the new Finnish Supervisory Agency.

In the midst of the structural change, we should not forget the continuous development of activities to promote a healthier, safer and more



Laura Tammisto

Raimo Antila

*Director-General
Ministry of Social Affairs and Health
Department of Work and Gender Equality*

fair world of work. Good steps have been taken to develop quality and make better use of information, and this work will continue. Improving the effectiveness of supervision and other influencing activities has played and will continue to play a key role in the preparation of national activities.

In the preparation of the future agency, the personnel will be consulted and the views of the staff will be utilised to ensure that the reform is as successful as possible. In addition to planning enforcement activities, the OSH Divisions have long cultivated a culture of working together, which will make it easier to take steps together from now on.

The OSH Administration can look to the future with confidence.

OSH supervision organisation and steering

The Ministry of Social Affairs and Health is responsible for steering the OSH Divisions of Regional State Administrative Agencies. The OSH Divisions act as the competent occupational safety and health authorities in their regions.

Continuous national cooperation is carried out in the planning and development of the operations. National planning and development ensure the coherence of operations and the most efficient use of available resources.

The OSH authorities' activities are based on a four-year framework plan, which creates a national framework for the content of supervision and the development of the activities.

The OSH Administration's new four-year framework period began in 2024. We will continue to implement the "Healthy work" vision defined for 2020–2027, the objectives of which will be specified for the OSH Divisions annually in their performance agreement.

Customer segmentation is used in the planning of activities. Supervision and other influencing activities will be combined so that we can reach workplaces as comprehensively and effectively as possible.

The tripartite cooperation in the field of OSH enforcement is carried out with the employer and employee organisations in regional OSH committees and in the national advisory committee.

OSH Divisions of Regional State Administrative Agencies

- 1 Northern Finland
- 2 Western and Inland Finland
- 3 Eastern Finland
- 4 Southwestern Finland
- 5 Southern Finland



Preparation of the Finnish Supervisory Agency began

In 2026, the OSH Divisions of the Regional State Administrative Agencies will be transferred to the new Finnish Supervisory Agency along with other operations of the Regional State Administrative Agencies. In the new agency, the OSH Divisions will become the OSH Department.

The Act on the Finnish Supervisory Agency will continue to safeguard the OSH administration's independent and objective status, as required by the International Labour Organization (ILO). In practice, this will mean that the OSH administration will retain its decision-making powers in OSH enforcement. The OSH authorities' telephone service and Tyosuojelu.fi will continue to operate as before.

The Finnish Supervisory Agency will operate nationally, but the supervision will continue throughout Finland as it has been until now. Inspectors will continue to work locally.

Preparations for the reform were officially launched in May 2024. The OSH Divisions participated actively in the preparation.

Duties of OSH authorities in 2024

The OSH authority supervises compliance with OSH regulations. OSH inspections are the most important method of supervision. OSH supervision is carried out on the basis of the plans prepared by the OSH authorities or at the initiative of the customers.

We also issue advice and guidelines concerning occupational safety and health and the terms and conditions of employment relationships.

Our duties include investigating the causes of serious occupational accidents, occupational diseases and work-related illnesses and taking measures to prevent them. We also carry out

We utilise customer segmentation in the selection of effective means.

inspections to ensure that the machines, tools, personal protective equipment and other technical equipment used in work meet the requirements set for them.

We also process applications for permits and notifications of work for which legislation imposes restrictions or notification obligations.

We support the effectiveness of supervision by other means of influence, such as multi-channel communications and virtual events.

The year of the OSH administration in a nutshell

About
20,600
OSH inspections

About
16,700
sites inspected

About
48,100
obligations issued to employers

845
investigated serious occupational accidents

1,064
investigation requests or statements to the police or the prosecutor

878
permits processed

Almost
46,000
notifications received

About
37,000
customer contacts

About
1.3 million
users on Tyosuojelu.fi

National supervision based on phenomena in the world of work

In 2024, as in previous years, our activities focused on three phenomena in the world of work: working conditions, fair working life and psychosocial workload.

We targeted our activities to selected workplaces on the basis of a versatile analysis of the operating environment. We carried out a total of around 20,600 inspections. Other influencing was used as an integral part of OSH supervision.

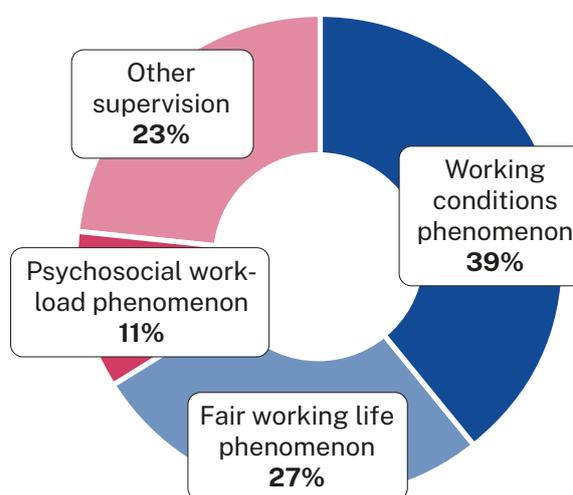
We paid particular attention to vulnerable groups of workers. We strived to ensure that their working conditions are safe and healthy and that fair terms of employment are observed at workplaces. In this way, we prevented and reduced inequality among people. We also emphasised the importance of occupational health cooperation in occupational safety and health work at workplaces.

The state's productivity programme also affected the OSH administration, and we had to examine our cost structure critically at the beginning of the year. Savings were made from

recruitments and operating costs, and the personnel also participated voluntarily in mitigating costs.

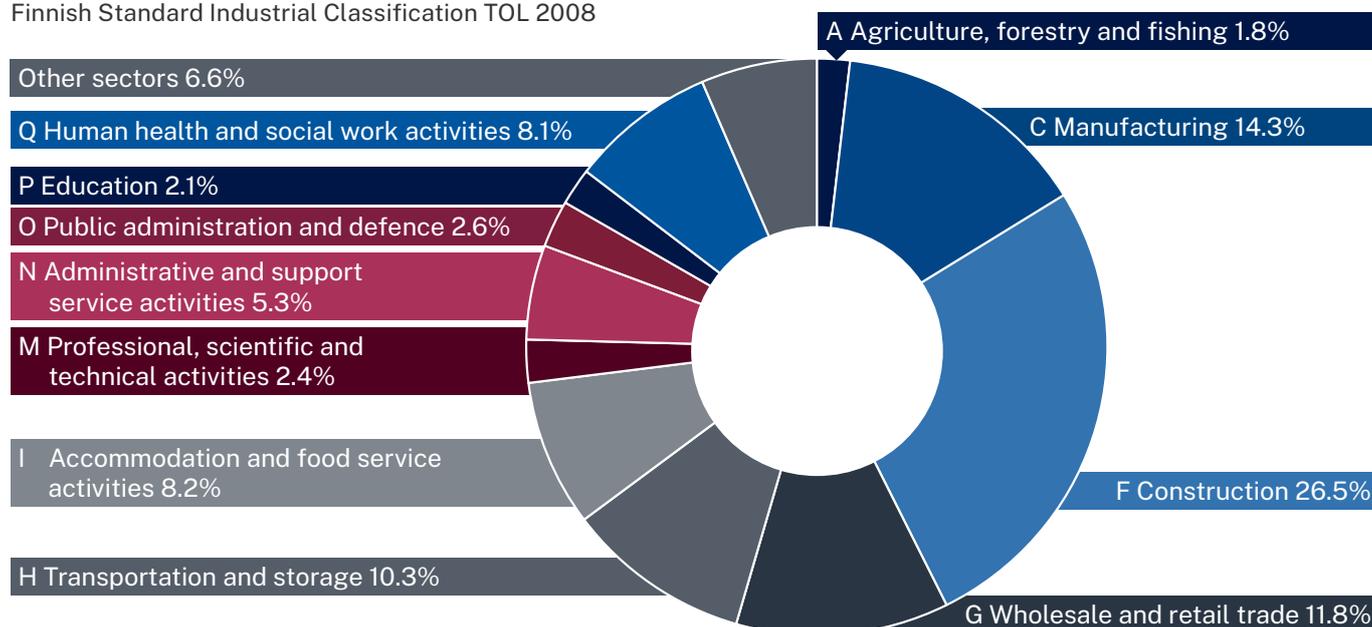
Due to the measures to balance finances, it was also necessary to prioritise annual targets and streamline operating processes, without, of course, compromising the principles of fairness. Due to a rapid response, we achieved our key objectives despite these challenges.

Breakdown of supervision: supervision by phenomenon and other supervision



Inspections by sector

Finnish Standard Industrial Classification TOL 2008



Phenomenon: Working conditions

The working conditions phenomenon focuses on accident hazards at work, chemical, biological and physical hazards, physical workload and the prevention of these hazards.

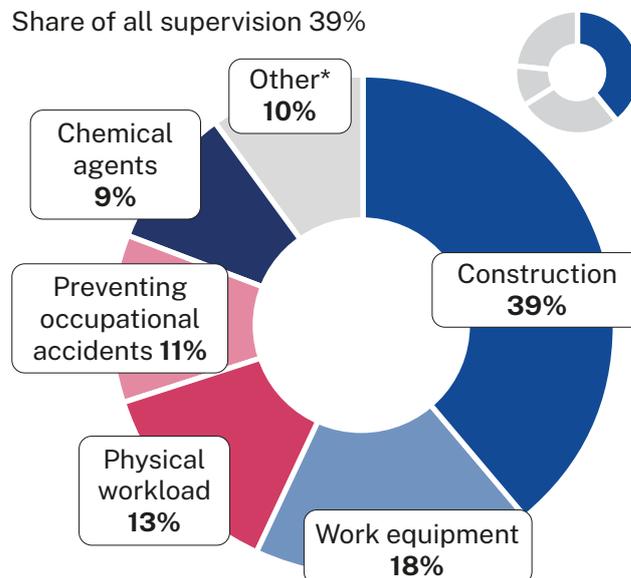
Workplace inspections play a key role in the supervision of working conditions. Enforcement is supported with versatile communication.

In 2024, we supervised working conditions in some 8,100 inspections. The focus areas were themes related to the physical strain of work and on the physical factors of work, especially noise.

We paid particular attention to risk assessment as a deterrent to undesirable consequences. The aim was to ensure an up-to-date risk assessments covering all risks and taking into account the personal characteristics of employees.

Inspections of the working conditions phenomenon

Share of all supervision 39%



* Biological agents 5%, shared workplace 2%, physical agents (noise and vibration) 2% and indoor climate 1%

Älä vaaranna lisääntymisterveyttä työpaikalla

– kemiallisten tekijöiden lainsäädäntömuutokset

Verkkoseminaari 21.11.2024 klo 14–15

Materiaalit: tyosuojelu.fi/live41



Aluehallintovirasto
Työsuojelu



Tarkastaja
Marjo Vänskä
Ylitarkastaja
Hanna Vainio-Hietanen



Amendments were made to regulations on chemical agents in spring 2024. Senior Officer Hanna Vainio-Hietanen and Inspector Marjo Vänskä held a webinar to explain how the regulations have changed, especially with regard to reproductive health, and what obligations the changes added for employers.

Harmful physical workload causes many sick leaves

Harmful physical workload is present in many workplaces, even though heavy physical work that endangers health has decreased over the years. A new challenge is work carried out in one place either sitting or standing for a long time.

Harmful physical workload causes many sick leaves. For example, back and neck pain and osteoarthritis are among the most common and often long-term illnesses experienced by employees. They weaken a person's quality of life and work ability and reduce the productivity of their work.

In 2024, we supervised harmful physical workload at workplaces where there are physically loading tasks, such as manual lifting and moving, work requiring repetitive actions, difficult and stressful work postures, vibration and continuous long-term standing or sitting.

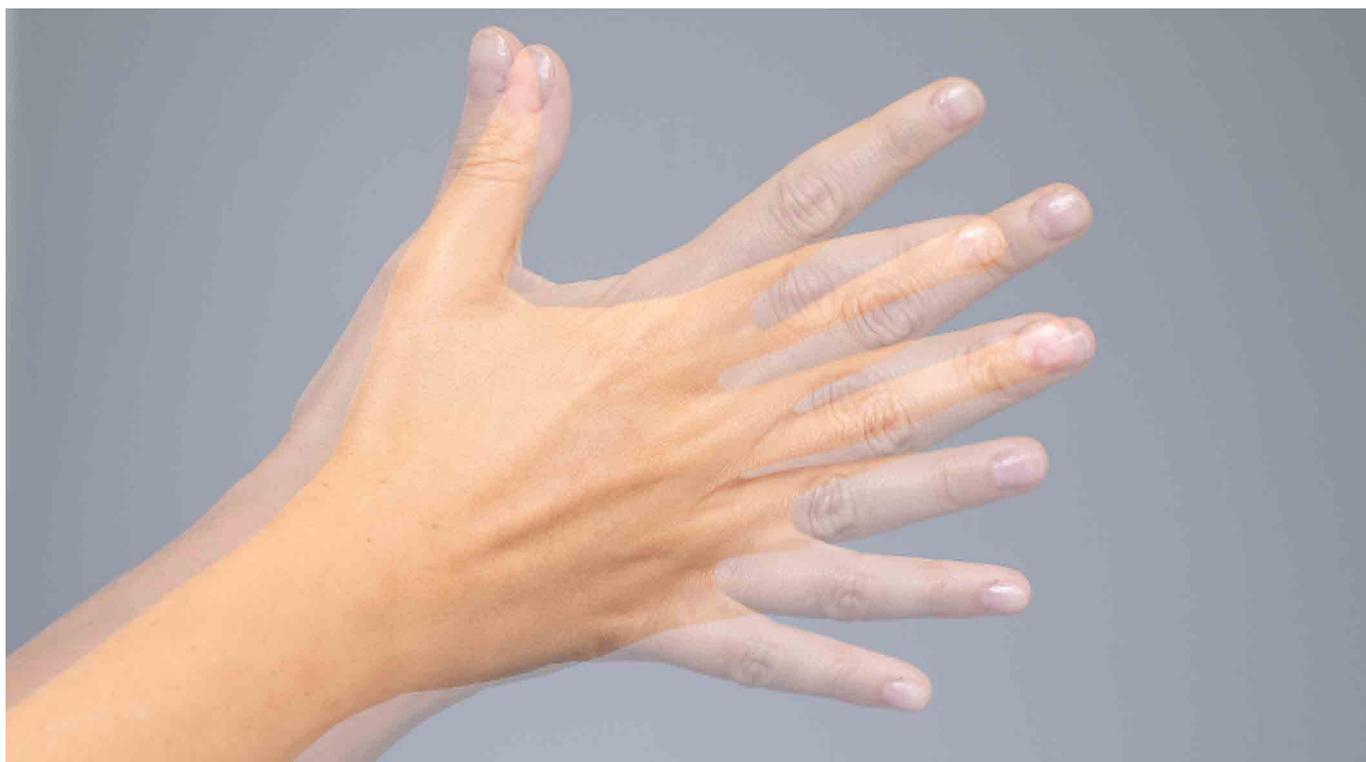
The aim of this supervision was to ensure that workplaces have effective procedures in place for managing physical workload factors and in this way contribute to reducing musculoskeletal disorders and the resulting absences at workplaces.

Noise and vibration continue to cause occupational diseases

Although the adverse effects of noise and vibration are hazards to the working environment that everyone is aware of, they remain at the top of occupational disease statistics. Noise induced hearing loss is the most common occupational disease in Finland year after year, and hand-arm vibration syndrome is one of the ten most common.

In 2024, we supervised noise and vibration in workplaces in a targeted manner. In 62% of inspected sites, shortcomings were identified in noise risk assessments. The corresponding figure for vibration was 63%.

A high-quality risk assessment includes an exposure assessment. Occupational exposure and limit values have been set for noise and vibration. Measurements are usually needed to determine exposure. If the exposure values are exceeded, a mitigation programme must be drawn up and risk management methods must be undertaken. First and foremost, technical means of mitigation must be used or working methods must be altered. If this is not sufficient, protective equipment must be used.



Phenomenon: Fair working life

The fair working life phenomenon promotes the implementation of the legal terms of employment regardless of the form of work, and the tackling of the grey economy. Cooperation and information exchange between authorities are key factors in the supervision of fair working life.

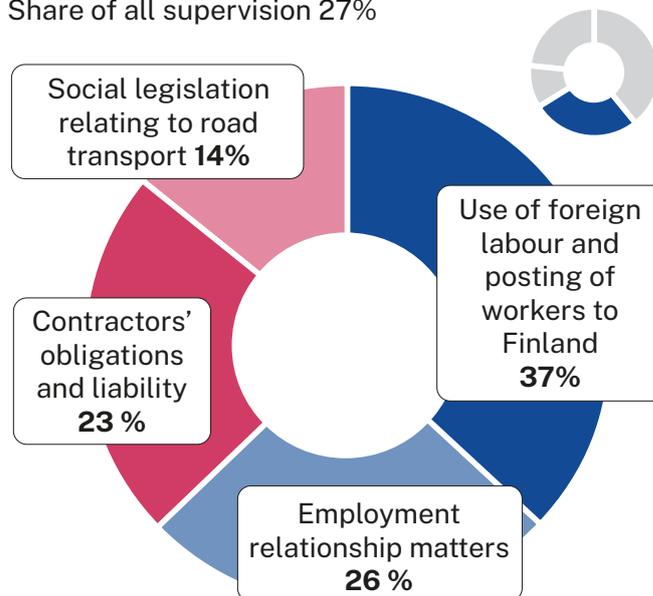
In 2024, we supervised the realisation of fair employment in some 5,500 inspections. Supervision helped to reduce employment conflicts and the exploitation of employees and to combat the grey economy and economic crime.

The supervision of pay stabilised. As regards different types of employment relationships and forms of entrepreneurship, the assessment of the nature of the legal relationship expanded and became an established part of supervision.

We paid special attention to vulnerable groups of workers, such as those starting their first job or people coming from abroad for seasonal work.

Inspections of the fair working life phenomenon

Share of all supervision 27%



Kevytyrittäjä, työntekijä vai jotain muuta?

Verkkoseminaari 15.5.2024 klo 10–11.30

Materiaalit: tyosuojelu.fi/live37



Aluehallintovirasto
Työsuojelu



Work is carried out through a variety of arrangements where the rights and obligations of the parties vary. During a webinar, lawyer Aki Eriksson and inspector Mikko Järvenreuna explained the characteristics of an employment relationship and what these meant in practice. The webinar helped employers and employees assess when work could be performed as a self-employed person or light entrepreneur and when the work in question was an employment relationship. The recording is on YouTube with English subtitles.

A large number of short-comings at different levels in the pay of foreign workers

The OSH authority is tasked with ensuring that foreign workers have the required right to work in Finland and that they are paid at least the minimum wage and the required compensations.

In 2024, we carried out more than 1,700 inspections at companies using foreign labour. Cooperation between authorities makes the supervision more effective. In 2024, more than 750 joint inspections were carried out. In addition, data from other authorities was used in most of the inspections.

During inspections, we assessed whether employers had verified their employees' right to work in Finland. Around one-in-ten of the inspections concerning this topic involved at least one foreign employee who did not have the right to carry out the work in question in Finland.

As in previous years, there were many deficiencies in compliance with the minimum terms of employment. Deficiencies in pay were observed in just under half of the inspections where that issue was assessed. The deficiencies varied from the absence of evening work compensations to serious labour exploitation. A large number of deficiencies were also identified in the record of working hours.

Supervision uncovered an increasing number of cases where there was a suspicion that employment was disguised as self-employment. This phenomenon used to be common especially in the construction and service sectors, but it has also spread further to other sectors.

We supervised the Berry Act for the fourth consecutive year. Supervision decreased from the previous years, as fewer berry pickers within the scope of the Act came to Finland due to changes in the grounds for issuing visas. Deficiencies were observed during the inspections, especially in work orientation and in keeping the contact details of the authorities available to workers.

The aim is also to prevent work-related exploitation through communication and close stakeholder cooperation.

Supervision of posting transport companies increased in scope

We conducted a total of 330 inspections in companies that post workers to Finland or act as contracting partners of posting companies in Finland. The enforcement of companies posting drivers to road transport subcontracting expanded throughout Finland. The largest number of inspections were carried out in construction and industry.

During inspections, data collection was started on how often it was necessary to determine whether the workers were genuinely posted workers or whether they were hired directly to Finland. This information helps to develop supervision.

We imposed the largest number of obligations on posting employers on deficiencies in complying with their notification obligation. A large number of deficiencies were observed in pay and working time records.

For certain non-compliances, the occupational safety and health authority may impose a negligence fee on the posting company. A total of EUR 322,350 in negligence fees were imposed in 69 cases. The most common reason was neglect of an employer's notification obligation.

The OSH Division of the Regional State Administrative Agency for Southwestern Finland acts as the contact authority for posted workers in Finland. In 2024, it responded to customer contacts 338 times.



Finland's police.

Official information utilised in the supervision of the Contractor's Liability Act

The Act on the Contractor's Obligations and Liability when Work is Contracted Out obligates the contractor to check that its subcontractors or contracting partners offering leased labour have fulfilled their statutory obligations.

In 2024, we conducted nearly 1,300 inspections concerning the supervision of contractor's liability. We made extensive use of the information we received from other authorities in the selection of inspection sites and in individual inspections. We focused our supervision more closely on agreements in which the company carrying out the work had not complied with its obligations such as the payment of taxes or organising pension insurance for their employees. Official data was utilised in 80% of the inspections that led to the consideration of the negligence fee.

The effectiveness of supervision is monitored through follow-up inspections. The supervision has had an impact: a significant share of the companies that had previously been imposed obligations had improved their operations. On the other hand, obligations yet again had to be imposed on most of them, so follow-up was also needed.

The contractor's obligations are best known in the construction sector, although shortcomings were also observed there, especially in long subcontracting chains. In subcontracting chains, we have increasingly come across situations in which there is suspicion that an employment relationship is being disguised as self-employment.

Improvements in the supervision of driving times and rest periods

The provisions on driving times and rest periods are the same across the whole of the European Economic Area. The EU sets quantified control targets and the results are reported to the EU. In Finland, transport companies are supervised in multi-authority cooperation: the occupational safety and health authority is responsible for corporate enforcement, and the police, customs and border guard authorities are responsible for roadside supervision.

In 2024, we inspected a total of 614 transport companies across Finland. The number of inspected drivers was 5,829 and the total number of inspected driving days was 375,820.

Driving and rest time violations or tachograph violations were observed in 80% of the transport companies inspected. Due to these violations, we provided the transport companies with official guidance.

We improved the effectiveness of the supervision by introducing the automatic exchange of information with the ERRU register managed by the Finnish Transport and Communications Agency Traficom.

Part of professional transport is not subject to the EU's joint monitoring of driving and rest periods. Finland supervises local bus traffic, taxi services and ready-made concrete transport on the basis of national legislation. Violations were observed, for example, in the use of the driving log.

Phenomenon: Psychosocial workload

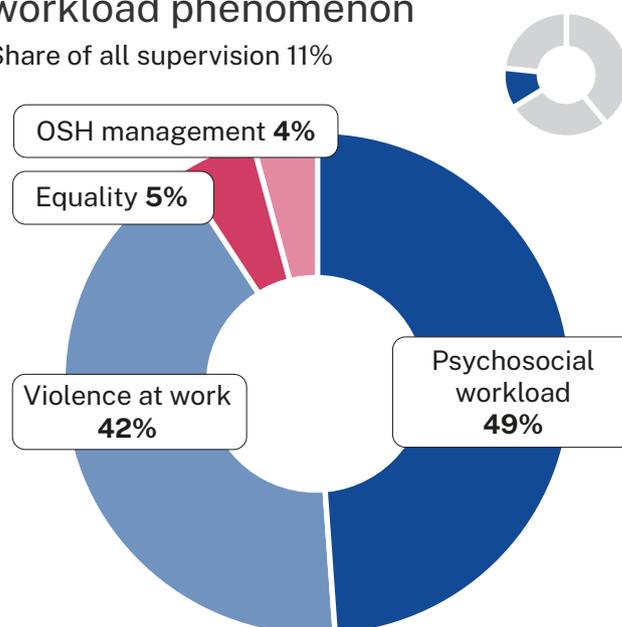
The psychosocial workload phenomenon focuses on identifying, preventing, and managing psychosocial workload factors. Many factors can cause harmful psychosocial workload, and it occurs in all sectors. Supervision and other means of influence are extensively targeted at different sectors and the management of different workload factors.

In 2024, we carried out approximately 2,200 inspections related to psychosocial workload. We paid particular attention to identifying and managing violence and its threat. Continuous changes in work were also highlighted in supervision.

Occupational health cooperation plays an important role in the management of psychosocial workload. Effective cooperation between the workplace and occupational health care helps employers prevent and manage harmful workload.

Inspections of the psychosocial workload phenomenon

Share of all supervision 11%



Työntekijän kuormittuminen – Tunnista, selvitä ja toimi!

Verkkoseminaari 9.10.2024 klo 13–14

Materiaalit: tyosuojelu.fi/live39



Aluehallintovirasto
Työsuojelu



Tarkastaja
Eva Lassander
Tarkastaja
Katri Perttunen



We organised a webinar in which inspectors Eva Lassander and Katri Perttunen explained how the employer must act in accordance with the law in a situation where an individual is under excessive workload.

Continuous changes at work cause increased workload

The world of work is constantly changing. Despite changes in work and working conditions, the employer is responsible for the management of occupational safety and its development. This requires continuous monitoring of work and working conditions.

Psychosocial workload factors are increasingly linked to work-related health problems. The cognitive requirements of work are increasing, and many tasks require more and more information processing skills. In some sectors, automation and digitalisation are reducing the number of tasks that must be performed. The workload of experts will increase and their tasks will become more demanding.

We use the Psychosocial Workload Factors survey to assist us in enforcement. The results of the survey help in determining whether harmful psychosocial workload is present in the workplace and in roughly locating harmful psychosocial workload factors.

According to surveys conducted during OSH inspections, the most common workload factor experienced at workplaces was performing multiple tasks simultaneously. The second most common workload factor experienced by workers was excessive workload compared to working hours. The third was interruptions to work. Interruptions to work burdened employees at workplaces regardless of the sector.

The psychosocial workload factors survey was used in 2024 during more than 900 inspections.

Workplaces have also integrated the survey into their occupational safety and health processes.



Violence can be prevented and managed

Violence or its threat may cause long-term psychosocial workload and the deterioration of work ability. It is therefore important for employers to recognise their responsibility in managing violence and its threat.

Violence can be prevented and managed. This requires that the threat of violence and the factors associated with it have been identified and that the workplace has safe practices and instructions that the employees have been oriented to. It is the employer's obligation to monitor the implementation and effectiveness of orientation.

The threat of violence is higher than average, for example in patient work in the health care sector, client work in the social and labour services sector, in the security sector and in the teaching and education sector. Obvious threat of violence may occur in certain jobs and working conditions regardless of the sector.

We targeted supervision and other means of influence especially to sectors and tasks in which there is an obvious threat of violence and where it cannot be completely eliminated. We ensured that employers have effective practices in place for managing and mitigating violence and its threat. We also paid attention to how the employer and occupational health care handled the matter together.



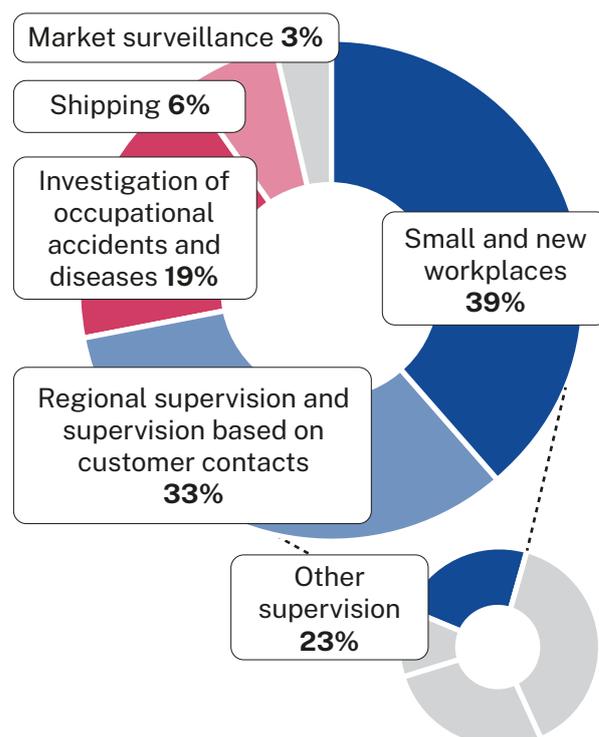
Anssi Partio

Other supervision

Of all OSH supervision, 77% was carried out with a phenomenon-based approach in national projects. Other supervision accounted for 23%.

In addition to phenomenon-based supervision, we conducted customer-initiated supervision, such as the investigation of occupational accidents and diseases and supervision of wellbeing at work. Other supervision also included market surveillance of machinery and personal protective equipment, supervision and supervision based on the special characteristics of regions.

In 2024, we launched a supervision project focusing on small and new workplaces to increase the information employers had on statutory obligations and to ensure that the basics of occupational safety and health are implemented.



Number of discrimination-related contacts increased

The OSH authority supervises the promotion of non-discrimination and the prohibition of discrimination at work on the basis of customer contacts and at the initiative of authorities.

In 2024, we received some 630 contacts related to discrimination at the workplace. The number increased by more than 20 per cent from the previous year. In most cases, the caller wanted advice on how to bring up the issue at their workplace or an expert opinion on whether or not their experiences constituted discrimination. Persons who suspect discrimination at work can receive guidance and advice from our telephone service and instructions for submitting a possible enforcement request.

We processed approximately 186 enforcement requests related to discrimination experienced by an individual employee or jobseeker. We carried out 109 inspections on the basis of requests. In about one fourth of the inspections we carried out, it was found that an employer had violated the prohibition of discrimination. We imposed the most obligations for discrimination on the basis of state of health, followed by other reasons related to the person and their origin or nationality. The largest number of obligations were imposed on discrimination experienced in connection with the termination of employment.

Some discrimination in the world of work remains hidden, as various minority groups may have a high threshold to contact the authorities and report the discrimination they experience. The number of contacts related to discrimination against persons with disabilities or on account of sexual orientation is relatively low, which means that few inspections have been carried out.



We used social media to remind employers that the grounds for discrimination referred to in the Non-Discrimination Act must be taken into account in their equality plan.

In 2024, we supervised equality plans and the employers' duty to promote equality during 117 inspections. Five inspections focused on discriminatory job advertisements. We enforced the prohibition of occupational discrimination related to foreign employees during approximately 760 inspections. In most cases, discrimination based on origin, language or nationality was observed in pay.

Supervision found that many workplaces wanted to act correctly, but employers did not always have enough information on how equality should be assessed.

About 2,700 contacts related to harassment and excessive workload

In 2024, we received about 2,700 contacts related to harassment and excessive workload. The number increased by more than 20% from the previous year.

About two thirds of the contacts concerned harassment or inappropriate treatment at the workplace. Just over one third were related to psychosocial workload. Many of the cases involved both harassment and work-related strain. Many of the contacts also addressed experiences of discrimination.

Most commonly, the person contacting us asked for advice on how to handle an issue at their workplace.

In 259 cases of suspected harassment, an employee submitted a written enforcement request, on the basis of which we assessed whether supervisory measures could be taken in the matter. We carried out 79 inspections on the basis of enforcement requests. We supervised in particular whether the employer had taken measures to stop the harassment after

being informed of harassment that the employee considered a health hazard. About 30% of the inspections revealed that an employer had not complied with its obligations under the Occupational Safety and Health Act.

A total of 47 enforcement requests were submitted on harmful excessive workload. We carried out 31 inspections on the basis of enforcement requests. We supervised, in particular, whether the employer had taken measures to investigate workload factors and to avoid and reduce risk after they had been informed of workload that posed a risk to the employee's health. Just over half of the inspections revealed that the employer had not complied with its statutory obligations.

Other shortcomings were also observed in inspections concerning both harassment and workload. These were related to such things as the orientation of supervisors or employees, the investigation and assessment of psychosocial workload factors, and cooperation with occupational health care.

We filed four pre-trial investigation reports related to harassment and workload concerning a suspected occupational safety offence. Two of these reports concerned workload and the other two concerned harassment.



Shutterstock

We received approximately 1,100 contacts related to psychosocial workload, about one in ten of which highlighted the threat of violence at the workplace.

Work equipment is inspected by means of market surveillance

The OSH authorities are responsible for inspecting machinery, tools and personal protective equipment intended for professional use. The inspections are usually directed at the activities of the manufacturer, importer or seller and the aim is to ensure the safety of the equipment.

The OSH Divisions carry out comprehensive checks to ensure that products are in compliance with regulations. If necessary, the matter is transferred to the Ministry of Social Affairs and Health who can order technical devices to be withdrawn from the market or restrict their release to the market.

In 2024, the OSH Divisions carried out about 160 market surveillance inspections concerning personal protective equipment and machinery.

The market surveillance for personal protective equipment included the inspection of PPE com-

monly used in industry and construction, such as safety footwear and protective gloves. Particular focus was on the protective equipment used by welders. Supervision was targeted at both brick-and-mortar and online shops. There were few deficiencies in the inspected PPE. In terms of numbers, the most shortcomings were found in clothing that protects against heat and fire and protective clothing related to welding.

The supervision of machinery used in the work focused on machinery, the use of which may pose a significant risk to the safety or health of the operator or another person. In addition, supervision focused on circular economy operators and other economic operators.

During the year, the Department for Work and Equality in the Ministry of Social Affairs and Health closed a total of 34 market surveillance cases, 12 of which prohibited the release of products to the market or for use. Of the decisions to prohibit products, 2 concerned machinery and 10 personal protective equipment. Some of the decisions concerned several products.



Anu Pynnönen

Exercise of powers

The OSH authorities enforce compliance with occupational safety and health regulations. The most important pieces of legislation governing occupational safety and health are as follows: the Occupational Safety and Health Act, the Employment Contracts Act, the Working Hours Act, the Occupational Health Care Act and the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces. The OSH authorities enforce compliance with more than a hundred regulations.

The means of supervision vary from providing incentives and advice to the use of coercive measures.

An OSH inspector can issue written advice on all matters that are supervised by the OHS authorities. However, an improvement notice and any binding decision following it can only be issued in certain matters laid down by law.

In 2024, OSH inspectors issued nearly 42,000 written advice to the inspected workplaces. The number of improvement notices issued during inspections was around 6,300. An improvement notice may also be imposed with a separate document. An improvement notice may be issued to the employer requiring them to provide the employee e.g. a certificate of employment or a payslip. Approximately 400 improvement notice documents were issued.

The OSH authorities may oblige the employer and other parties concerned to remove the non-compliant condition. In such cases, a binding decision is issued to the workplace and a deadline is set for implementing it. A total of 255 of these were issued during the year in review.

The OSH authorities may also issue a decision prohibiting the use of machinery, work equip-

The means of supervision vary from providing incentives and advice to the use of coercive measures.

Improvement notices top 10 in 2024 (including improvement notice documents)

- 1 Provision of occupational healthcare (494)
- 2 Fall arrest systems (479)
- 3 Shift rosters (356)
- 4 Records of working hours (345)
- 5 Periodic inspection of work equipment (298)
- 6 Certificate of employment (258)
- 7 Protection of blades (241)
- 8 Principal terms of employment (216)
- 9 Occupational healthcare workplace survey (195)
- 10 Risk assessment for chemical agents (193)

ment or other technical equipment, working methods or the continuation of work that would cause a health hazard. This decision is called the prohibition notice. A total of 22 such notices were issued during the year in review.

A total of 93 negligence fee decisions were issued as part of the supervision of compliance with the Act on Contractor's Obligations and Liability. A total of 69 negligence fee decisions on posted workers were issued.

In 2024, the OSH authorities submitted a total of 398 requests for investigation to the police. A total of 666 statements were issued to the police and the prosecution authorities. A total of 524 of the statements concerned occupational safety and health offences or violations.

Permits and notifications

Legislation imposes restrictions on how certain kinds of work may be performed or assigned. In some cases, it is possible for the OSH authority to grant an authorisation for certain kinds of work. In addition, the OSH authority must be notified of certain matters.

In 2024, we processed some 900 permits and received around 45,700 notifications.

Almost half of the notifications were notifications of the posting of workers to Finland. Notifications were submitted from 48 countries. The most notifications came from Estonia, Germany and Lithuania.

Most of the notifications are submitted through e-services. The online form can be used to submit a notification of the posting of workers, an advance notice of asbestos removal work, an advance notice of construction work and an advance notification of a base for pickers of natural products.

In spring 2024, e-services were expanded by transferring the forms for the application and renewal of the charger's certificate online. Approximately 90% of charger's certificate applications submitted after this have been submitted through e-services.

Approximately 70% of all notifications are submitted through our e-services.

Permits processed by the OSH authority

Charger's certificate	403
Exemption related to young workers	262
Exemption from crane operator qualification	99
Work permit for asbestos removal	62
Exemption related to the Working Hours Act	50
Qualification of divers carrying out construction work	2

Notifications submitted to the OSH authority

Notification of the posting of workers (including supplementary notifications)	21,689
Advance notice of asbestos removal	10,143
Advance notice of construction work	6,083
Notification on using young people for dangerous work	4,795
Notice of an occupational disease	1,591
Notice of a serious occupational accident	1,307
Emergency work notification	29
Advance notification of a base for pickers of natural products	21
Notification of the introduction of hazardous biological agents	12

The methods of OSH supervision are developing

In 2024, we continued to develop services aimed at customers. E-services were expanded to include applications for a charger's certificate and its renewal. The occupational safety and health e-service was expanded so that an employee can submit an enforcement request in all employment relationship matters. In addition, electronic advance notices of asbestos removal and for construction work were transferred to a new, more easy-to-use and secure service platform.

A number of development measures were applied to the supervision of driving times and rest periods. The application for analysing log files produced by digital tachograph devices was updated. As a result of the development work, the violations detected in the supervision are automatically reported to the Finnish Transport and Communications Agency Traficom, which initiates a process for assessing the transport company's good repute if necessary. Traficom determines the risk category for transport companies on the basis of information provided by the police, Customs, the Border Guard, OSH authorities, and other authorities in EU Member States. Information on the permits and risk categories of transport companies is transferred from Traficom to the OSH authority's enforcement system. The information will be utilised when supervision is targeted at companies.

In addition, definitions were made and implementation was prepared in the project to digitalise the processing of occupational disease notifications submitted by physicians.

We developed our own activities using a shared tool for planning and monitoring resourcing.



Shutterstock

The new chargers' certification register and the related e-services were introduced in spring 2024.

The data will be utilised in annual reporting and forming situational pictures.

We also launched an investigation into how the future Finnish Supervisory Authority will affect information systems at our disposal. Changes must be taken into account in both internal information systems and services provided to customers.

OSH authorities offer advice and guidance

Advice and guidance are an important part of the work carried out by OSH authorities. The objective is to support and promote voluntary occupational safety and health efforts at workplaces.

Our most important channels for providing advice and guidance are the Tyosuojelu.fi website and the national telephone service.

Tyosuojelu.fi website

In 2024, about 1.3 million people used the OSH Administration's website Tyosuojelu.fi with 2.3 million page views. As in previous years, the pages concerning employment relationship matters, such as lay-offs and annual leave, were the most visited pages of the website.

We produced completely new content on things such as the employment relationships of retired employees and chemical agents that are dangerous to reproductive health.

Telephone service

The experts working the telephone service are OSH inspectors who give advice and guidance to employers and employees. The telephone service is divided into four themes:

- employment matters
- general work environment issues
- construction sector work environment issues
- issues related to wellbeing at work focusing on inappropriate treatment, harassment, discrimination and psychosocial workload.

In 2024, our telephone service answered more than 17,000 calls. Nearly 60% of the calls concerned employment relationships.



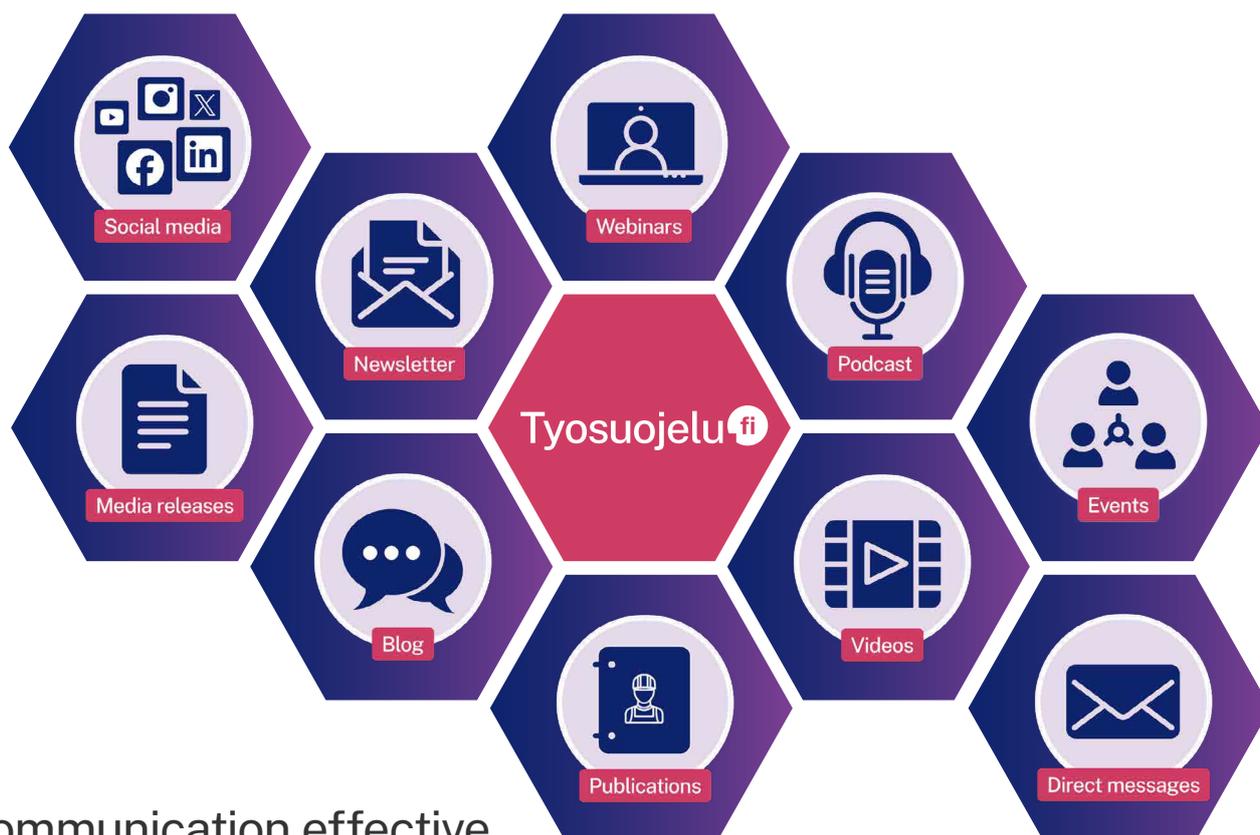
Tyosuojelu.fi Top 5 in 2024

- 1 Home page
- 2 Layoffs
- 3 Annual holidays
- 4 Unfair treatment at work
- 5 Employee's outstanding wages

Phone calls answered by the telephone service in 2024

Employment relationship	9,896
Work environment	2,757
Construction industry	1,238
Wellbeing at work	2,662
Total	17,105*

* Includes calls in English (552 in total) which are not broken down by subject.



Communication effective at reaching customers

Communications and various events are other means of influence carried out by the OSH authorities. We communicate about the interpretations of laws enforced by the OSH authorities, our enforcement findings, and developments observed at workplaces. The most important task of communications by OSH authorities is to support occupational safety and health efforts at workplaces.

Our website Tyosuojelu.fi is the foundation of our communication, and this is where most of our communications can be found in one place. The annual number of visitors at Tyosuojelu.fi is approximately 1.3 million.

In addition to Tyosuojelu.fi, we use various communication methods in a diverse manner with the aim of reaching different customer groups as comprehensively as possible.

One of our most popular communication channels are webinars, and we organise around ten of these a year. All webinars are recorded, subtitled and published on YouTube. They are often accompanied by a podcast episode where questions related to the theme of the webinar are further

We compiled and analysed our observations on the world of work and its changes and distributed these to workplaces.

addressed. These episodes are now available on both YouTube and Spotify.

Some communications are targeted to workplaces directly. The themed direct messages have been welcomed, and in 2024, we reached over 40,000 workplaces with these. The OSH authorities' newsletter is published four times a year in Finnish and Swedish. It is sent to the more than 20,000 OSH managers and representatives found in the Centre for Occupational Safety's register.

In 2024, LinkedIn and Facebook were the most important basic social media channels. We also used TikTok to reach young customers, where our videos reached tens of thousands of viewers at best. The topic of the most popular video was an employee who was fatigued. Other interesting social media topics included supervision of berry picking and coping at work until retirement.

Legislation

Work-related legislation is drafted on a tripartite basis in cooperation with the organisations representing employers and employees.

Drafting and development of the legislation on working conditions is primarily the responsibility of the Ministry of Social Affairs and Health (for a list of legislation completed in 2024, see the bottom half of the page).

The Ministry of Economic Affairs and Employment is primarily responsible for the employment relationship legislation.

National and EU-specific occupational safety and health legislation is drafted in the Advisory Committee on Preparation of Occupational Safety Regulations (TTN). The committee operates under the auspices of the Ministry of Social Affairs and Health.

Finland also participates in the drafting of EU legislation and strategies on occupational safety and health in the committee working under the auspices of the European Commission.

Regulations related to working conditions, completed in 2024:

- Act on an amendment to the Act on the List and Register of Workers Exposed to Carcinogenic Substances and Methods (117/2024) and the Government Decree on substances at work that are carcinogenic, mutagenic or toxic for reproduction (113/2024).** The “Cancer Directive” of the European Parliament and of the Council was updated in 2022. The update provided binding limits for nickel and its compounds, benzene and acrylonitrile. In addition, a significant amendment was made to the directive: the scope was extended to include substances hazardous to reproduction. The directive was implemented nationally by updating the so-called ASA Act (452/2020) and by issuing a new Decree (113/2024). The Act entered into force on 1 April 2024 and the Decree entered into force on 5 April 2024. The Decree repealed the previous Government Decree on combating the risk of work-related cancers (1267/2019). The obligations concerning lead that is dangerous for reproduction have become part of the new decree, which means that
- the Government Decision on Lead Work (1154/1993) was repealed at the same time.
- Government Decree on the protection of pregnant workers and workers who have recently given birth, and breastfeeding workers from agents that pose a risk at work (143/2024):** The decree entered into force on 5 April and replaced the previous Government decree on factors that pose a risk to reproductive health at work and prevention of the risk (603/2015).
- Act on the Elimination of Violence and Harassment in Working Life (257/2024) ratifying the ILO Violence and Harassment Convention:** The Act ratifies the ILO Convention adopted in 2019 and the supplementary recommendation on the elimination of violence and harassment in the world of work. The Act was adopted on 17 May 2024. Finland’s ratification was registered by the ILO on 7 June 2024, and the Convention will enter into force in Finland on 7 June 2025.

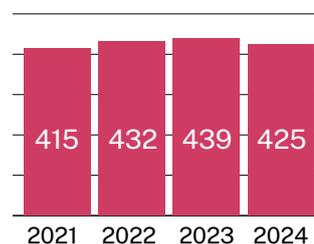
Personnel

In 2024, the Occupational Safety and Health Divisions employed 421 persons. A total of 425 person-years were available. Employees' job satisfaction and average age were approximately at the same level as in previous years.

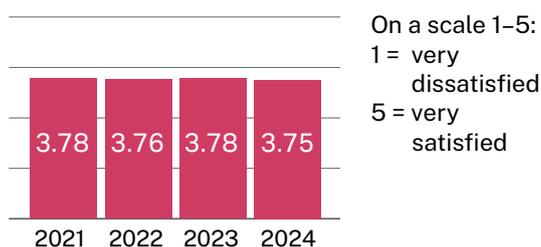
Economic adjustment measures required savings in personnel costs, for example by not recruiting new personnel to replace retiring personnel. In order to produce statutory tasks and services, the divisions underwent internal task reassignments.

We prepared a wellbeing at work programme linked to everyday activities. Its aim is to support the wellbeing of personnel in the midst of change.

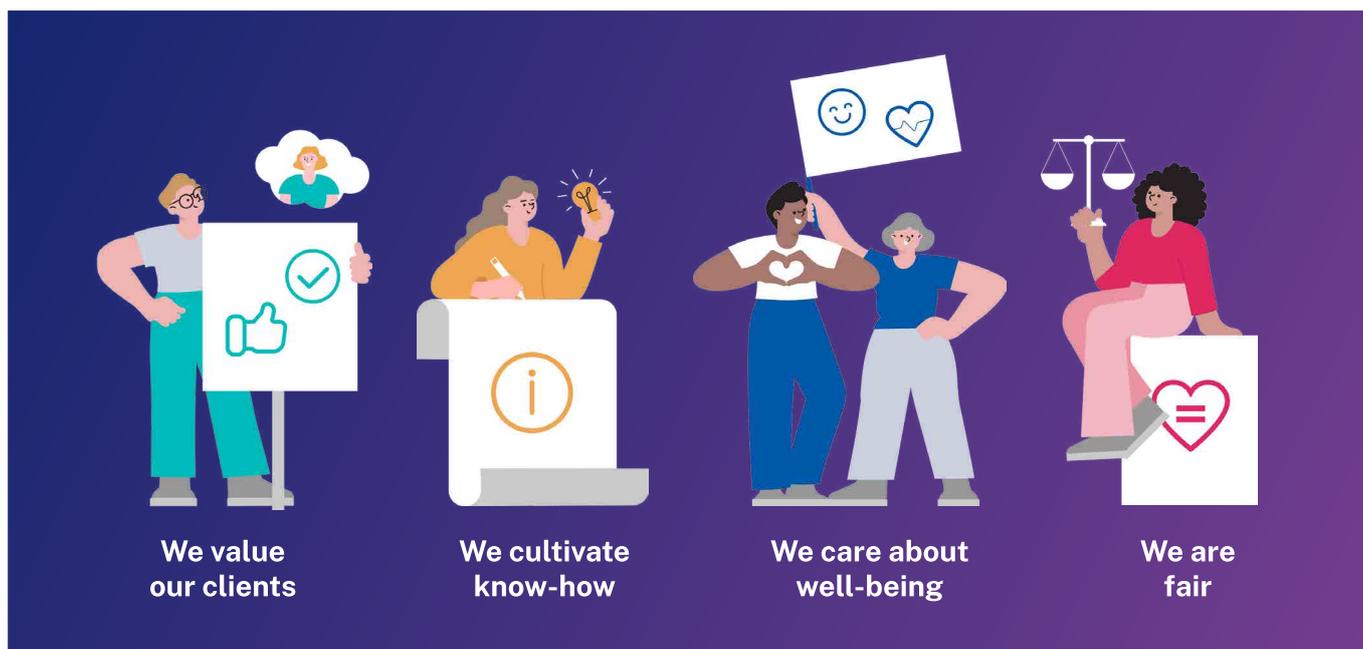
Person-years



Job satisfaction



Average age



In 2024, we considered how the values of the occupational safety and health authority are evident in our own work.

Multi-authority cooperation and internationality

OSH authorities engage in active cooperation with other authorities. Each authority has its powers and operating fields defined by legislation, but effective operations require extensive cooperation.

The activities include supervision, exchange of information and joint communication.

Cooperation between authorities adds effectiveness

Multi-authority cooperation was carried out in 2024, especially in regional cooperation forums. In addition to the OSH authority the cooperation involved police departments, the Finnish Tax Administration and the Border Guard were involved, and in some cases also the TE Office, the Finnish Immigration Service, Customs and the alcohol administration of the Regional State Administrative Agencies.

The cooperation forums engage in practical work. They have engaged in work to develop structures that will support risk-based site selections, as well as long-term regional joint supervision and information exchange.

We also engaged in cooperation with authorities such as the Finnish Safety and Chemicals Agency, the Finnish Transport and Communications Agency Traficom, the Finnish Centre for Pensions and the Finnish Workers' Compensation Centre.

In order to develop information exchange between the authorities, OSH inspectors provided information to other authorities of their own initiative on their observations made during supervision. Quantitatively, the largest amount of information was submitted to the Police, the



Janne Varonen

Occupational safety and health inspector on a joint inspection with the police in Lahti.

Tax Administration, the Finnish Workers' Compensation Centre and the Finnish Centre for Pensions.

We participated in the preparation of the 2024–2027 strategy and action plan for tackling the grey economy and economic crime. The Government approved the action plan in December 2024. The action plan includes two projects under the leadership of the OSH authority, which will aim to develop cooperation between authorities internationally and nationally.

International cooperation

Networks, network tools and work platforms facilitate cooperation between EU Member States.

International multi-authority cooperation contributes to preventing labour exploitation and human trafficking. In 2024, the OSH authority participated in a Europol-coordinated action week intended for tackling human trafficking and labour exploitation. This supervision focused on several different sectors. A total of 65 inspections were carried out in Finland, in six of which the inspector suspected violations of labour legislation or labour exploitation. According to Europol's report, more than 300 victims of human trafficking were identified as a result of the action week and 80 new criminal investigations were initiated, involving labour exploitation.

In addition to supervisory tasks, the OSH authority also engages in international cooperation in development tasks, campaigns and legislative drafting with EU Member States.

The European Labour Authority (ELA) aims to implement EU rules on labour mobility and social security coordination in a fair and effective manner.

Changes in the world of work also require changes in operating methods from the authorities. ELA has focused increasingly on effective practices between authorities in different EU Member States. The ELA encourages countries to engage in diverse activities to develop methods of communication, information analysis and digital competence.

The ELA's activities include study visits between Member States, training events, the compilation of good practices, and joint enforcement weeks. A representative of the Finnish OSH Administration is a member of the ELA's Working Group on Inspections. In 2024, we participated for example in inspections in Estonia. Lithuanian OSH and tax authorities participated in a joint inspection at a large industrial site in Finland.



Marleena Hiltunen.

Representatives of the OSH Administration have been able to familiarise themselves with the use of drones, for example, during joint inspections in the Baltic States. Drones are used both in the advance planning of an inspection and during inspections.

International multi-authority cooperation contributes to preventing labour exploitation and human trafficking.

The EU's Senior Labour Inspectors Committee (SLIC) develops OSH supervision, prepares common guidelines and policies, and organises evaluations of OSH administrations and exchanges of inspectors. In addition, SLIC acts as a channel of communication between occupational safety and health administrations in different countries and promotes active interaction. In 2024, the SLIC's Thematic Days included discussion on the supervision of dangerous chemicals and best practices in OSH enforcement and related communications. Finland was involved in the assessment of both Luxembourg's and Romania's OSH administrations.

Finland is involved in six SLIC working groups and three sub-groups. The tasks of these working groups are related to general enforcement matters, new risks, biological agents, physical exposure, the occupational safety and health of mobile workers, chemicals, and machine safety.

The SLIC campaign carried out in 2024 addressed the implementation of occupational accident inspections and the prevention of accidents in agriculture and forestry as well as in the construction and transport sectors.

Sweden held the presidency of the Nordic Council of Ministers in 2024 and promoted various themes of work, equality and inclusiveness in the Council's working groups in different projects. Fraud in the labour market was a widely discussed theme of OSH enforcement. In practice, this theme is largely the same as the tackling of undeclared work and the grey economy in Finland.

In summer 2024, a seminar was organised in Helsinki in cooperation with the European Labour Authority (ELA) in the context of Nor-

Finland takes part in international audit of maritime administration

The International Maritime Organization (IMO) carried out a Member State Audit in Finland at the end of 2024. Audits allow the IMO, which operates under the auspices of the UN, to ensure that its Member States fulfil their commitment to international maritime conventions.

The OSH Division of the Regional State Administrative Agency for Southern Finland represented the OSH Administration and occupational safety and health enforcement in shipping. In the presentation of the OSH Divisions, the main focus was on investigating serious occupational accidents that had happened to seafarers and describing the related procedures. Nothing noteworthy was found to report on the activities of the OSH Divisions.

dic-Baltic cooperation against undeclared work. The theme of the seminar was multi-authority cooperation in tackling undeclared work, and its participants included representatives of the middle management of OSH administrations in the Nordic and Baltic countries.

At the end of 2024, a two-year project funded by the Nordic countries to tackle undeclared work and labour exploitation led by Finland's Ministry of Social Affairs and Health was also launched, involving the OSH administrations of all Nordic and Baltic countries.

OSH supervision in figures

	2021	2022	2023	2024
Inspections and inspected sites				
Total number of inspections	20,268	23,105	24,510	20,628
Total number of inspected sites	16,588	18,770	19,657	16,685
Time used for one inspection at the workplace, average number of hours	1.2	1.3	1.3	1.3
Inspections/inspector-person-years	70	76	81	70
Inspection types				
Workplace inspections	12,544	15,874	18,411	16,559
Document-based inspections	7,511	5,153	4,836	3,367
Remote inspections		1,947	1,099	711
Obligations				
Written advice	34,163	42,490	45,007	41,800
Improvement notices (incl. inspections and improvement notice documents)	4,912	6,231	6,903	6,685
Coercive measures				
Prohibition notices confirmed by the OSH authority	43	39	31	22
Binding decisions	163	179	222	255
Periodic penalty payments to be paid (qty)	33	26	43	59
Periodic penalty payments to be paid (EUR)	314,500	203,000	347,000	426,500
Decisions on negligence fees for contractor's obligations and liability	55	62	84	93
Negligence fees for contractor's obligations and liability, total (EUR)	327,000	204,450	376,560	470,350
Decisions on negligence fees related to posting workers	35	34	70	69
Negligence fees related to posting workers, total (EUR)	173,500	155,000	340,000	322,350
Investigation requests and statements				
Investigation requests to the police	403	489	503	398
Statements to the police/prosecutors	764	527	711	666
Service demand				
Customer contacts/total service demand*	36,499	34,334	36,037	36,818
Inspections based on customer contacts	2,018	2,030	2,117	2,038
Investigation of occupational accidents and occupational diseases				
Occupational accidents investigated	1,151	1,087	943	845
Occupational diseases investigated	52	36	34	40
Employees (person-years)				
Occupational Safety and Health Divisions	414	432	445	425
Operating expenditures (EUR 1,000)				
Occupational Safety and Health Divisions	27,167	29,837	33,406	29,864

* The total number includes emails received by the OSH Divisions and calls answered by the telephone service. Contacts are also sent directly to the inspectors, and these are not included in the total number for service demand.

Supervision of shipping

In 2024, OSH supervision in shipping was carried out aboard vessels, in ports and at shipyards. A total of 357 inspections were carried out to supervise shipping. The figures do not include the supervision of the use of foreign labour and the supervision of the contractor's liability, which are carried out especially at shipyards.

Shipping sector inspectors have a strong professional background in shipping, and many have acted as co-pilots or captains on international merchant vessels. Six of our inspectors are specialised in vessel inspections and one in stevedoring.

OSH enforcement on vessels and other work on waters

A total of 182 vessel inspections were carried out. A total of 65 of the inspections were related to the international Maritime Labour Convention (MLC) and mainly targeted commercial vessels in foreign traffic. On the basis of MLC inspections, the OSH authority then issues statements to the Finnish Transport and Communications Agency Traficom for maritime labour certificates for vessels. If necessary, MLC inspections are also carried out abroad.

58 inspections were carried out on vessels not subject to an MLC inspection. These vessels include fishing vessels, archipelago ferries and road ferries. A total of 59 boats in professional use were inspected separately. Typical professional boats include pilot boats, rescue service vessels and police patrol boats.

The rest periods of crew members are supervised both during vessel inspections and separately. In 2024, a total of 12 inspections focusing solely on rest periods were carried out.

19 inspections were carried out on stevedoring companies. 17 inspections were carried out at municipal port facilities, ports in private industrial clusters and other port operators.

In addition, 29 inspections were carried out at

96% of Finnish exports and imports is transported by sea.

other workplaces in the maritime cluster, such as shipping companies and authorities, pilot stations and companies engaged in maritime and inland waterway transport.

Shipping was also supervised as part of the OSH authority's customer-initiated supervision and investigation of occupational accidents. A total of 65 inspections were carried out in this context. Investigations were launched on 16 serious occupational accidents. The majority of occupational accidents occurred at large shipyards in connection with the construction of ships.

Transport of dangerous goods was supervised in cooperation with other authorities

Under the leadership of Traficom, inspections on the temporary storage of dangerous goods in port areas were carried out in cooperation with other authorities. The transport documents for dangerous goods, the marking of cargo units, and the securing of cargo with straps were inspected at the same time.

The inspections also looked for illegal transports where dangerous goods are transported without appropriate markings. Inspections were part of a broader joint supervision of the transport of dangerous goods by the Baltic Sea states.

The inspections were carried out as enforcement missions to ports where a significant amount of dangerous goods are transported. A total of 33 inspections were carried out on 493 cargo units carrying dangerous goods.

Deficiencies were observed in 47 cargo units. Most of the deficiencies (64%) concerned the proper securing of the cargo.

Supervision of primary production

In 2024, OSH supervision of primary production was carried out in the sectors of agriculture, forestry and fishing. Inspections were carried out by 89 different inspectors. OSH inspectors inspecting primary production sectors also supervise other sectors.

A total of 379 inspections related to primary production were carried out at 306 inspection sites. A total of 766 pieces of written advice and 133 improvement notices were issued on the basis of these inspections. Agriculture was subject to 244 inspections. Around 40% of these inspections addressed the use of foreign labour.

In 2024, 11 occupational accidents were investigated in agriculture, 7 in forestry and 2 in fishing. The occupational accidents differed from one another. The most common cause for serious accidents were situations related to the use of machinery. Five occupational accidents related to mobility were investigated. Two occupational accidents caused by animals were investigated,

Jobs in primary production

According to Statistics Finland, nearly 125,000 companies operated in primary production in 2023. Of these, 99% employed less than five people. Some 43,800 employees worked in primary production.

The total number of inspection sites was approximately 8,100, of which approximately 4,500 in the agriculture sector, 3,300 in the forestry sector and 330 in the fishing sector.

Statistics Finland does not yet have any statistics for 2024.

both caused by cattle.

Reports regarding occupational diseases and suspicion of occupational diseases usually involved rashes due to mould and dust exposure and respiratory tract diseases and symptoms. These were inspected during as occupational disease inspections or during other inspections.

Supervision of primary production by sector

	Plant production and livestock farming, game husbandry and related services	Forestry and timber harvesting	Fishing and aquaculture
Total inspections	244	121	14
Inspected enforcement sites	187	109	10
Workplace inspections	138	61	11
Occupational accident investigation	11	7	2
Supervision of the use of foreign labour	92	44	1
Contractor liability supervision	2	9	0
Market surveillance	1	0	0
Total obligations	585	286	28
Written advice	508	237	21
Improvement notices	77	49	7

Tyosuojelu.fi

Website of the Occupational Safety
and Health Administration in Finland