

# Enforcement of the posting of workers and notifications of posting in 2024

Report

# Summary

The occupational safety and health authority, or the Occupational Safety and Health (OSH) Divisions of Regional State Administrative Agencies, supervises foreign companies posting workers to Finland and the contractors acting as their contracting partners. In addition, the OSH authority receives notifications of posting, which the posting company must submit before posted workers begin their work in Finland.

This report describes enforcement and the notifications submitted to the OSH authority in 2024.

In 2024, a total of 200 inspections related to the posting of workers were carried out.

A move was made to start collecting monitoring data for inspections 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 will help in developing the enforcement of posting legislation.

The enforcement of companies posting workers to road transport subcontracting expanded throughout Finland. In 2023, the OSH authority piloted the enforcement of road transport subcontracting regionally.

Posting employers were imposed the largest number of obligations on deficiencies in complying with their notification obligation. On the other hand, enforcement is also primarily directed to areas in which deficiencies are suspected based on comparison data, such as if no notification has been submitted. However, the obligation to notify is not a new obligation for posting companies, so it is noteworthy that there is still much to correct. A large number of deficiencies were also observed in pay and working time records.

The prohibition of discrimination was enforced in 107 inspections of posting companies. Of these, 15 inspections revealed violations related to the prohibition of discrimination, and an obligation to correct the deficiency was imposed on the employer. It is possible that cases of discrimination are also hidden, as the enforcement of min-

imum terms of employment cannot often be carried out due to issues such as inadequate working hours documents.

The occupational safety and health authority may impose a negligence fee on the posting company for certain cases of negligence. In 2024, a negligence fee was recommended in 63 inspections, which was slightly less than in 2023. A larger number of negligences were observed in the transport sector than before.

The decision to impose a negligence fee may not be completed in the same year as the inspection on the basis of which the fee is proposed. In 2024, 69 decisions were made on imposing a negligence fee, and they totalled EUR 322,350. The highest number of negligence fees was imposed for failing to comply with the reporting obligation.

A posting company has to notify the OSH authority when posting workers to Finland. A road transport subcontractor submits a notification of the posting of a driver to the information system shared by EU countries. In 2024, the OSH authority received more than 21,000 notifications from 48 countries. The volume of reports was 6% higher than in the previous year. However, growth had slowed down, as the volume of notifications grew by 11.6% in 2023. The number of notifications increased the most in Southern Finland and Western and Inland Finland. The majority of notifications were submitted from Estonia, Germany and Lithuania.

The OSH Division of the Regional State Administrative Agency for Southwestern Finland acts as the contact authority for posted workers in Finland. In 2024, the contact authority was contacted a total of 446 times. The authority was typically contacted in matters concerning the submission of a notification, a posted worker's right to work in Finland, and the obligations that apply to working at construction sites and shipyards.

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# 1. The OSH authority supervises and provides advice

The occupational safety and health authority (OSH) is responsible for supervising compliance with the Act on Posting Workers and imposing a negligence fee as an administrative sanction for negligence specified in the Act.

Enforcement by the occupational safety and health authority is phenomenon-based. The aim is to focus enforcement in particular on the operators and workplaces that do not observe the basic employment rules and practices or that are not aware of them. The aim of the enforcement of posting is also to identify companies that have challenges in complying with legislation that applies to posting.

Phenomenon-based enforcement has developed over the years. Particular attention has been paid to improving the efficiency and effectiveness of enforcement and diversifying methods. Projects related to the enforcement of posting have shared plans, objectives and agendas throughout Finland. Enforcement has also been developed internationally in the joint Betic project between the Nordic and Baltic countries, during which methods for assessing whether a posting is genuine have been drawn up.

The supervision of posting companies is part of the OSH authority's supervision of the use of foreign labour. The national project plan did not set quantitative targets for the enforcement of postings. Each OSH Division carried out enforcement related to posting in accordance with the respective Division's available resources.

The OSH authority receives notifications on

## Legislation

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). Provisions on administrative penalties – namely the negligence fee – are laid down in the Act on Posting Workers (447/2016).

posting, with the exception of notifications on subcontracted road transport, which are submitted to the EU's portal for posting of road transport workers.

Enforcement related to the posting of workers focuses on

- posting companies
- contractors who have concluded agreements with a posting company
- if necessary, the general contractor or developer, if the posted worker asks for clarification concerning their pay.

In its enforcement, the OSH authority assesses whether the situation in question constitutes posting as defined in the Act on Posting Workers and whether the Act on Posting of Workers applies.

As a rule, enforcement related to the posting of workers is carried out at the initiative of the authorities. In 2024, a total of 200 inspections related to the posting of workers were carried out.

This report describes the enforcement of the posting of workers by the occupational safety and health authority in 2024. The report describes enforcement figures and observations. In addition, the phenomenon of posting is described on the basis the notifications of posting.

The report is based on the actual enforcement carried out by the Occupational Safety and Health Divisions of the Regional State Administrative Agencies. The data was compiled in January 2025, with some of the inspections from 2024 still ongoing. The figures and tables include a comparison with previous years.

In 2024, enforcement was carried out in the following projects:

- Extensive enforcement of posting companies (including enforcement of the terms of employment)
- Enforcement of the notification obligation of posting companies
- Enforcement of contracting parties acting as contractors for posting companies.

Enforcement is primarily targeted at sites where shortcomings are suspected based on comparison data.

In addition, enforcement applies to transport companies operating as subcontractors in road transport and posting workers to Finland:

- Extensive enforcement of posting transport companies (including the enforcement of the terms of employment)
- Enforcement of the notification obligation of posting transport companies.

The occupational safety and health authority also strives to promote compliance with the Act on Posting Workers, for example through communications.

## 2. Supervisory activities on the initiative of authorities

In 2024, the posting of workers was supervised with 200 inspections.

The largest number of inspections were carried out on the basis of extensive enforcement of posting companies (114), and the second largest number of inspections were carried out on contractors of posting companies (44).

Posting companies operating as road transport subcontractors were enforced to a significant extent for the first time ever (32 inspections). Just the notification obligation was enforced during 10 inspections.

Posting companies were mainly supervised by means of extensive enforcement that checks the fulfilment of the minimum terms of employment of posted workers. Extensive enforcement includes the enforcement of the following matters:

- specific obligations relating to posting done by a posting company: the notification obligation, the appointment of a representative and the availability of information during the posting
- realisation of the minimum terms of employment of posted workers: terms of employment, pay and record of working hours
- obligation to verify the right to work and the obligation to keep available the grounds for the right to work
- accident insurance
- arrangement of occupational health care services.

The obligation to notify was supervised separately mainly in exceptional situations where the posting company could not be reached for the purpose of carrying out an inspection or, despite efforts, not all information was available for the inspection.

The enforcement of contracting partners who act as contractors ensured that contractors had fulfilled their obligation to inform the posting company of its obligations (the notification obligation and the appointment of a representative). However, contractors are not obligated to ensure that a notification has been submitted and a representative appointed. Enforcement also included ensuring that contractors had verified the grounds for the foreign employees' right to work for their foreign contracting partners.

In previous years, so-called limited enforcement of posting companies has also been carried out, in which not only the notification obligation but also the appointment of a representative and the availability of information during the posting were checked. This inspection method was abandoned because there was a desire to focus more closely on the enforcement of the minimum terms of employment in the enforcement of posting.

The means of supervision vary from providing incentives and advice to the use of coercive measures. The OSH inspector prepares an inspection report on the inspection, in which they record the observations made during the inspection and the written advice and improvement notices issued to the employer. The inspector may issue written advice when the minimum requirements of the applicable labour legislation are not met and the deficiency to be corrected is minor and only concerns a single event. For the most serious non-conformances, the inspector issues an improvement notice with a deadline instead of written advice.

Improvement notices are used in the supervision of posting companies in different ways than in other supervision, as the duration of the posting affects the issuing of an improvement notice. If a posting ends or is about to end, no notice will be issued because follow-up cannot be performed. Therefore, written advice is issued more often.

## 2.1 Extensive enforcement of posting companies

In 2024, 114 inspections were carried out in the extensive enforcement of posting companies, which is less than in 2023 but more than in 2022 and 2021. Some of the inspections were carried out at sites with several employers (construction sites, shipbuilding industry).

About 68% of the inspections were carried out in the regions under the enforcement of the Regional State Administrative Agencies for Southern and Southwestern Finland. This matches the distribution of posting notifications by Division: 61% of notifications concerned work in these two regions.

In 2024, OSH authorities began to collect monitoring data on how often during inspections it had to be determined whether a person's work in Finland genuinely falls within the scope of the Act on Posting Workers or if the workers had been hired directly to Finland. The determination is carried out utilising the employer's and employee's interview templates, which were created for inspectors in the Betic project (Better Enforcement Through

Improved Nordic-Baltic Cooperation) between Baltic and Nordic occupational safety and health authorities in 2023. The project was coordinated by Norwegian research institute Fafo.

The nature of a posting was examined nationally in 13 individual inspections. In seven of these cases, the inspector concluded that the employment relationship was not a posting. In four cases, it was case of genuine posting. Two of the inspections were carried out in the same company, which had both posted workers and employees hired directly to Finland.

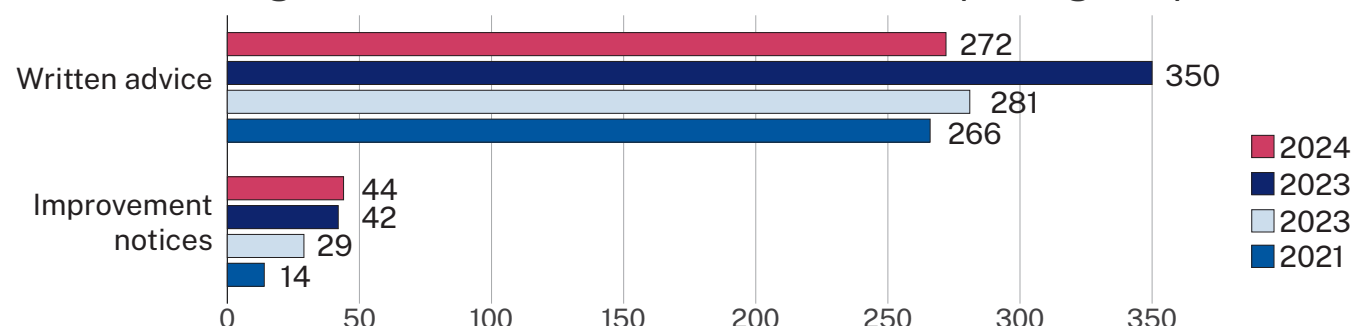
The aim of identifying the genuine posting of workers is to prevent abuse. If the workers are not posted workers, Finnish labour legislation will apply to them in full. Whether workers are posted workers or not can also have an impact on taxation and the organisation of the employee's social security. Circumvention of posting legislation may undermine the conditions for fair and healthy competition. The aim is that only those persons who are genuinely posted workers within the meaning of the EU directives work as posted workers. Increasing attention has been given to this issue also among EU Member States.

### Number of inspections in the extensive enforcement of posting companies

Occupational Safety and Health Division	2021	2022	2023	2024
Southern Finland	26	28	23	29
Eastern Finland	2	2	14	11
Southwestern Finland	33	33	56	48
Western and Inland Finland	23	14	22	16
Northern Finland	1	12	19	10
<b>Total</b>	<b>85</b>	<b>89</b>	<b>134</b>	<b>114</b>



## Number of obligations in the extensive enforcement of posting companies



**Figure 1.** Number of items of written advice and improvement notices in 2021–2024 issued in the extensive enforcement of posting companies. Source: Enforcement information system Vera.

**Specific obligations of posting companies:** The number of obligations imposed on posting undertakings was roughly the same as in the previous year, even though fewer inspections were carried out. It is notable that more than half of the inspections revealed shortcomings in the submission of notifications.

**Working hours management and records of working hours:** A large number of shortcomings were still discovered in the records of working hours and the organisation of working hours. The number of imposed obligations did not decrease in totally in proportion to the number of inspections.

## Number of obligations related to the posting company's specific obligations in the extensive enforcement of posting companies

Notification of the posting of workers	2021	2022	2023	2024
Written advice	41	38	64	62
Appointment of the posting company's representative				
Written advice	5	10	14	14
Obligation to keep records of posted workers available				
Written advice	26	25	38	35

## Number of obligations on the management of working hours and record of working hours in the extensive enforcement of posting companies

Records of working hours	2021	2022	2023	2024
Written advice	35	33	37	37
Improvement notices	4	8	12	8
Organisation of working hours				
Written advice	11	12	21	19
Shift roster				
Written advice	15	20	16	10
Improvement notices	1	4	10	10



**Prohibition of discrimination, pay and compensation for working hours:** An amendment to the Enforcement Act entered into force on 1 June 2023, making it possible to issue an improvement notice for obvious deficiencies in pay. The number of deficiencies in pay and working hours compensation decreased from 2023 in proportion to the number of inspections. Deficiencies were still found in about 50% of the inspections where pay could be supervised. The number of obliga-

tions imposed for violating the prohibition of discrimination decreased from 2023.

**Accident insurance and occupational health care:** There were fewer obligations imposed for posted workers' accident insurance compared that in the previous years. The number of obligations imposed on the provision of occupational health care decreased somewhat.

#### Number of obligations related to discrimination, pay and working hours compensation in the extensive enforcement of posting companies

Prohibition of discrimination	2021	2022	2023	2024
Written advice	14	6	15	10
Improvement notices	4	4	5	5
Pay of posted workers				
Written advice	43	34	58	44
Improvement notices			5	6
Compensation for Sunday work				
Written advice	14	13	1	4
Deficiencies observed in pay			20	20
Overtime compensation				
Written advice	28	22	–	0
Deficiencies observed in pay			35	29

#### Number of obligations concerning accident insurance and occupational health care in the extensive enforcement of posting companies

Statutory accident insurance for posted EU workers	2021	2022	2023	2024
Written advice	6	3	12	9
Improvement notices	0	1	0	0
Provision of occupational health care				
Written advice	7	10	14	7
Improvement notices	4	9	10	11

## 2.2 Enforcement of the notification obligation of posting companies

The notification obligation of posting companies was supervised separately with 10 inspections, which was less than in the previous year. Inspections that focused merely on the notification obligation were not carried out by all Divisions.

The notification obligation was most commonly supervised separately in situations where a posting company had neglected its notification obligation and it was not possible or appropriate to carry out more extensive enforcement.

Some of the inspections concerning the notification obligation included follow-up monitoring of improvement notices issued during previous inspections. However, there were few such inspections, which also reflects the fact that enforcement is now focused on the supervision of the minimum terms of employment.

The notification obligation was most commonly supervised separately in situations where a posting company had neglected its notification obligation and it was not possible or appropriate to carry out more extensive enforcement.

Fewer obligations were imposed than in the previous year. This is partly due to the fact that fewer inspections were carried out than in the previous year. In addition, some of the inspections were related to the follow-up of previous improvement notices on other matters.

### Enforcement of the notification obligation of posting companies

Inspections	2021	2022	2023	2024
Number of inspections	–	7	16	10
Obligations	2021	2022	2023	2024
Number of items of written advice	–	9	12	3

## 2.3 Enforcement of contracting parties acting as contractors for posting companies

Contracting parties acting as contractors for posting companies were supervised with 44 inspections. This number decreased to nearly one third of the number of inspections carried out in previous years. The contractor's obligations were often checked in connection with other occupational safety and health inspections if it had been determined that an inspected company was also the contractor of a posting company. The decrease in the number of inspections also affected the number of written advice issued to contractors: it decreased in proportion to the number of inspections.

The contractor's obligations were often checked in connection with other occupational safety and health inspections if it had been determined that an inspected company was also the contractor of a posting company.

### Enforcement of contracting parties acting as contractors for posting companies

<b>Inspections</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Number of inspections	113	180	147	44
<b>Obligations</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Number of items of written advice	58	102	70	28

### Number of obligations in the enforcement of contracting parties acting as contractors for posting companies

<b>Contractor's obligation to provide information on the appointment of a representative</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Written advice	13	31	17	6
<b>Contractor's obligation to provide information on submitting a notification</b>				
Written advice	25	43	32	12
<b>Obligation to verify foreign workers' right to work</b>				
Written advice	20	28	21	4

## 2.4 Road transport subcontracting

Transport companies operating as subcontractors in road transport and posting drivers to Finland were subject to national enforcement for the first time ever in 2024. There were two types of enforcement: The submission of notifications was enforced based on observations made in connection with roadside enforcement. In addition to the notification obligation, more extensive enforcement covered the availability of information as well as the pay and working hours of the posted driver.

The enforcement of companies posting workers for road transport subcontracting work included 32 inspections. The notification obligation alone was enforced with 22 inspections, and a total of 10 extensive inspections were carried out.

A substantially larger number of obligations were imposed on transport companies than in 2023, when the enforcement of posting companies in road transport subcontracting was piloted regionally. At that time, no improvement notices and only six items of written advice were issued. In 2024, a total of six improvement notices on pay,

working time records and violations of the prohibition of discrimination were issued. A total of two thirds more obligations were imposed than in 2023, which was also higher in relation to the number of inspections carried out during the year.

Some inspectors were able to use tachograph data as reference material, which contributed to the observations made during the inspections. When tachograph data is compared with the working time records and the sum that has been paid for the work, this gives a more accurate picture of how much the driver has driven in Finland.

On the other hand, the fact that the number of obligations imposed in 2024 was clearly higher than in the previous year's pilot shows that the targeting of enforcement has been successful.

A negligence fee was proposed as a result of six inspections. More than half of these inspections focused on passenger transport. Operators in passenger transport were now subject to enforcement for the first time, whereas in previous years, focus has been on road freight transport only.

The OSH authority also participated in road traffic enforcement with the police and Customs.

### Number of obligations in the enforcement of the notification obligation in subcontracted road transport

Notification of the posting of workers	2023	2024
Written advice	1	5

### Number of obligations in the extensive enforcement of subcontracted road transport

Notification of the posting of workers	2023	2024
Written advice	2	2
Pay of posted workers under a universally binding collective agreement		
Written advice	1	1
Improvement notices	0	3
Provision of information		
Written advice	1	1
Records of working hours		
Written advice	1	3
Improvement notices	0	2
Prohibition of discrimination		
Improvement notices	1	1

## 2.5 Focus of inspections by sector

Inspections were targeted at sectors where companies had submitted posting notifications. The largest number of posting notifications were submitted for construction and manufacturing. The majority of inspections also concerned these sectors.

Nearly one hundred fewer inspections were carried out in the construction sector than in the previous year, which is partly explained by the downward trend in the construction sector. The number of inspections in transport and storage grew by almost 50%.

Number of inspections by sector (Finnish Standard Industrial Classification TOL 2008)

Sector	2021	2022	2023	2024
Construction	137	181	169	73
Manufacturing	66	64	108	57
Transportation and storage	5	1	23	33
Administrative and support service activities	15	20	12	12
Professional, scientific and technical activities	4	9	5	4
Electricity, gas, steam and air conditioning supply	4	1	2	0
Public administration and defence; compulsory social security	0	0	1	1
Agriculture, forestry and fishing	7	10	1	4
Wholesale and retail trade; repair of motor vehicles and motorcycles	5	3	1	1
Financial and insurance activities	0	0	1	0
Information and communication				2
Industry unknown	3	6	0	13

### 3. Negligence fees

The negligence fee is an administrative sanction that can be imposed on the employer under the Act on Posting Workers as a result of an inspection. In addition, in certain cases, a negligence fee may also be imposed on the developer or the general contractor in the construction sector. In 2024, no fees were imposed on developers or project supervisors, only on posting employers. The possibility of imposing a negligence fee on the contractor acting as a contracting partner of the posting company was removed from the Act on Posting Workers in 2024.

This chapter describes the inspections carried out in 2024 where a negligence fee was proposed, and the fees imposed by the OSH Divisions during 2024.

Based on inspection findings, an inspector may have to consider whether a negligence fee should be imposed on a company. In this case, they will refer the case to be decided by the OSH authority. The company is consulted on the observed negligence in accordance with the Administrative Procedure Act before the OSH authority makes a decision on imposing a fee. The process is still ongoing for some inspections carried out in 2024. Hence, the report presents a separate account of the number of cases of negligence detected in the inspections and the number of negligence fee decisions made. The Legal Register Centre is responsible for the collection of these fees.

#### A negligence fee may be imposed in the following situations:

- The notification obligation has been neglected, for example by the employer not submitting a notification.
- The obligation to appoint a representative has been neglected, for example by the employer not having a representative in Finland.
- The obligation to keep information available during posting has been neglected, for example by the employer not having all the documents required by law.
- The provision of information to the OSH authority has been neglected, for example by the employer not providing documents to the OSH authority during an inspection.

In 2024, a negligence fee was proposed in inspections to a total of 63 posting companies. The amount of inspections leading to a negligence fee decreased from 2023 in both number and proportion.

#### Consideration of a negligence fee: number of inspections

Occupational Safety and Health Division	2021	2022	2023	2024
Southern Finland	11	15	13	16
Eastern Finland	2	1	17	13
Southwestern Finland	26	23	33	18
Western and Inland Finland	6	8	12	11
Northern Finland	0	2	6	5
<b>Total</b>	<b>45</b>	<b>49</b>	<b>81</b>	<b>63</b>
<b>Percentage of posting employers' inspections</b>	<b>36%</b>	<b>42%</b>	<b>52%</b>	<b>40%</b>

### 3.1 Grounds for consideration and sectors of negligence fees

The Act on Posting Workers defines certain cases of negligence for which a negligence fee may be imposed. In 2024, the imposition of a fee was proposed on five different grounds: failure to comply with the notification obligation, failure to appoint a representative, failure to keep information available, failure to submit a notification of subcontracted road transport and failure to keep the documents required for roadside surveillance available. Many inspections found that more than one obligation had been neglected. In these cases, a negligence fee was also proposed on more than one basis.

Same as previous years, the most common reason for considering a negligence fee was failure to comply with the notification obligation, meaning that a notification of posting of workers had not been submitted or a submitted notification was incomplete. For this reason, a negligence fee was proposed in a total of 56 cases, that is in most of the inspections leading to a negligence fee.

A negligence fee was proposed in six inspections concerning road transport subcontracting.

In all of these, the employer had neglected their obligation to submit a notification of posting to the EU portal. In one case, the obligation to keep the documents required in roadside inspections available was neglected. A substantially higher number of negligences was observed than in 2023, when a negligence fee was proposed in just two inspections. This increase is partly due to more inspections being carried out in the transport sector than in the previous year. Even so, far fewer inspections are still carried out in the sector than in the construction sector or manufacturing.

Failure to keep information and reports available led to the consideration of a negligence fee in 18 inspections. Potential negligence includes not keeping information on the working hours and pay of posted workers available or not submitting this information for inspection in spite of requests to do so. The number of these negligences was lower than in 2023.

There were 13 cases where a posting company had neglected to appoint a representative. This means that there was no statutory representative in Finland during the posting. The amount of negligences observed in this matter has not changed significantly from previous years.

#### Grounds for considering negligence fees and their number

Neglected obligation	2021	2022	2023	2024
Notification obligation	44	40	74	56
Keeping information available	9	15	20	14
Appointment of a representative	7	12	14	13
Provision of information to the OSH authority after posting	–	5	6	5
<b>Total</b>	<b>60</b>	<b>72</b>	<b>114</b>	<b>88</b>

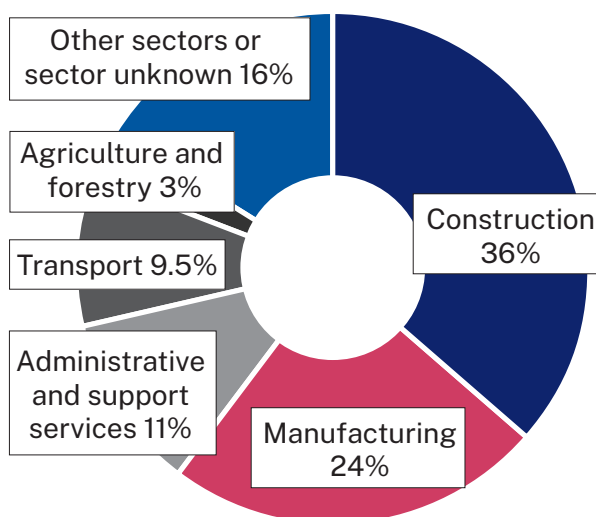


As in previous years, the largest number of cases of negligence were detected in inspections of the construction sector and manufacturing. These sectors featured the highest number of posting notifications and were also the subject of the largest amount of supervision. The third largest number of negligences were found in administrative and support service activities, including temporary agency work. The transport sector had the fourth largest number of negligences. The sector was not featured in the previous year's negligence fee statistics. The reason for the number of non-compliances observed in the transport sector is the increased enforcement of posting companies in the transport sector. In agriculture and forestry, the number of negligences observed was slightly lower than in the previous year, when the negligence fees proposed for the sector accounted for 5% of all negligence fees proposed. The other or unknown sector classification includes individual sectors but also inspections where the company's correct sector has not been listed.

### 3.2 Amount of negligence fees

In 2024, the OSH authorities imposed a total of 69 negligence fees, totalling EUR 322,350. The amount was approximately EUR 17,000 less than in the previous year, even though only one less payment was imposed. This is because the sum of each payment (EUR 1,000 to 10,000) is determined on a case-by-case basis. For example, the duration of the posting and the severity of the negli-

#### Distribution of the consideration of negligence fees across sectors in 2024



**Figure 2.** Distribution of the consideration of negligence fees across sectors in 2024.

gence are taken into account in the consideration.

Although the total sum of negligence fees was slightly lower than in 2023, it was significantly higher than in the years preceding 2023.

The number of negligence fees continued to grow in Eastern and Northern Finland, whereas fewer fees were imposed per Division than in the previous year. The number of negligence fees does not yet indicate the small decrease in the number of inspections, as it is not always possible to impose the fees in the same year as the inspection has been carried out.

#### Negligence fee decisions: sum in EUR and number of decisions

OSH Division	2021	2022	2023	2024
Southern Finland	EUR 32,500 (8 decisions)	46,500 (8)	104,500 (23)	87,250 (19)
Eastern Finland	22,000 (4)	0 (0)	59,500 (10)	96,300 (18)
Southwestern Finland	60,500 (12)	80,500 (20)	98,000 (23)	93,300 (21)
Western and Inland Finland	34,000 (7)	17,500 (4)	65,000 (11)	25,000 (6)
Northern Finland	16,500 (2)	10,500 (2)	13,000 (3)	20,500 (5)
<b>Total</b>	<b>173,000 (33)</b>	<b>155,000 (34)</b>	<b>340,000 (70)</b>	<b>322,350 (69)</b>

## 4. Notification of posting workers

Before work begins in Finland, a posting company has to submit a notification of the posting of workers to the OSH authorities.

Notifications are submitted using the online form [Notification of the posting of workers](#). The notification can be made as soon as the agreement on posting a worker has been concluded, but at least before the work referred to in the agreement begins. If the notified information changes substantially, the posting company must submit a supplementary notification immediately. The supplementary notification must be submitted for the work to continue.

A negligence fee may be imposed for neglecting the notification obligation.

### 4.1 First notifications and supplementary notifications

More than 21,000 notifications of posting workers to Finland were submitted in 2024. Of the notifications, 59% were first notifications, while the remaining 41% were supplementary notifications. This ratio was the same as in the previous year.

The number of notifications increased significantly in Western and Inland Finland and slightly in Southern and Southwest Finland. On the other hand, the number of notifications decreased substantially in Eastern Finland and remained almost unchanged in Northern Finland.

#### The notification must specify:

- the posting company's identification details, contact information, foreign tax identification number and information on the responsible persons in the country where the posting company is located
- the identification details and contact information of the contractor
- the identification details and contact information of the developer and the general contractor in the case of construction work
- the personal data needed for the identification of each posted worker, meaning the personal identity code, tax number in their country of residence and the tax number issued by the Finnish Tax Administration in the construction sector, as well as the dates of the start and end of the posting or its estimated end date
- the identification details and contact information in Finland of the representative of the posting company or information about the grounds on which a representative need not be appointed
- the location or locations where the work will be performed
- the sector in which the posted worker will work.

#### Number of posting notifications per OSH Division

OSH Division	1st notification	Supplementary notification	Total	Change from 2023
Southern Finland	4,710	2,109	6,819	+9.9%
Eastern Finland	475	271	746	-15,2 %
Southwestern Finland	3,145	3,278	6,423	+5.8%
Western and Inland Finland	1,688	1,262	2,950	+22.0%
Northern Finland	2,806	1,945	4,751	-2,5 %
<b>Total</b>	<b>12,824</b>	<b>8,865</b>	<b>21,689</b>	<b>+6.0%</b>

## 4.2 Posting companies' countries of origin

First notifications were submitted by companies from 48 different countries. The total number of notifications grew slightly. The highest number of notifications were submitted by companies based in Estonia, Germany, Lithuania, Poland and Denmark. More than 69% of the first notifications

were submitted from these five countries, compared to 73% in 2023. The four leading countries were otherwise the same as in 2023, but Germany passed Lithuania to take second place. The majority of the notifications (95.1%) came from the EU and EEA. The number of notifications from Denmark and Sweden increased substantially, while the number of notifications from Estonia and Lithuania decreased compared to 2023.

### Number of 1st posting notifications (EU and EEA)

Country	1st notifications 2023	1st notifications 2024	Change from 2023
1. Estonia	2,845	2,627	-7.7%
2. Germany	2,130	2,396	+12.5%
3. Lithuania	2,427	2,293	-5.5%
4. Poland	708	839	+18.5%
5. Denmark	451	687	52.3%
6. Sweden	439	571	+30.1%
7. Romania	348	357	+2.6 %
8. Latvia	347	348	+0.3%
9. Italy	244	281	+15.2%
10. Spain	204	249	+22.1%
11. Austria	186	188	+1.1%
12. Czech Republic	215	187	-13.0 %
13. Netherlands	156	176	+12.8%
14. Switzerland	158	161	+1.9%
15. Slovakia	166	137	-17.5 %
16. France	81	136	+67.9%
17. Croatia	31	112	+261.3%
18. Norway	34	110	+223.5%
19. Slovenia	61	100	+63.9%
20. Portugal	62	74	+19.4%
21. Belgium	47	54	+14.9%
22. Ireland	45	31	-31.1%
23. Hungary	22	29	+31.8%
24. Bulgaria	30	25	-16.7%
25. Luxembourg	22	21	-4.5%
26. Greece	2	2	0.0%
<b>EU and EEA in total</b>	<b>11,461</b>	<b>12,191</b>	<b>+6.4%</b>

The number of notifications from third countries outside the EU and the EEA increased significantly. About half of the notifications came from the UK. However, most of the increase was due to an increase in the number of notifications from the USA, Turkey and China.

A substantially higher number of notifications were submitted from third countries than in the previous year.

### Number of 1st posting notifications (from countries outside the EU and EEA)

Country	1st notifications 2023	1st notifications 2024	Change from 2023
1. United Kingdom	293	311	+6.1%
2. India	152	150	-1.3 %
3. United States of America	37	60	+62.2%
4. Turkey	4	29	+625.0%
5. China	13	27	+107.7 %
6. Japan	7	11	+57.1%
7. Canada	7	9	+28.6%
8. Australia	2	7	+250.0%
9. Brazil	7	6	-14.3%
10. Ukraine	1	4	+300.0%
11. Republic of Korea	7	3	-57.1%
12. Serbia	1	3	+200.0%
13. Hong Kong	0	3	new
14. Guatemala	1	2	+100.0%
15. Chile	4	1	-75.0%
16. Singapore	2	1	-50.0%
17. Bosnia and Herzegovina	2	1	-50.0%
18. Taiwan	1	1	0.0%
19. Mexico	1	1	0.0%
20. Bahrain	0	1	new
21. Saudi-Arabia	0	1	new
22. Thailand	0	1	new
<b>Third countries in total</b>	<b>553</b>	<b>633</b>	<b>+14.5%</b>

The figures in the above tables only account for the number of notifications. Some of the posting companies report several workplaces with the same notification. For a few countries, the number of workplaces is significantly higher than the number of notifications. For example, Danish companies submitted 687 notifications to report 994 workplaces, while Indian companies submitted 150 notifications to report 266 workplaces.

Estonia, Lithuania and Germany submitted the most notifications all around Finland, but the

order of the countries and the proportion of notifications varied. Estonia was by far the largest in Southern Finland (30.4% of the notifications) and Eastern Finland (20.8% of notifications). Lithuania submitted the largest number of notifications in Southwest Finland (35.6%). Germany submitted the largest number of notifications in Western and Inland Finland (18.7% of notifications) and in Northern Finland (18.4% of notifications).

### Posting notifications from different countries by OSH Division (percentage of all 1st notifications concerning the Division)

Country	Southern Finland	Eastern Finland	South-western Finland	Western and Inland Finland	Northern Finland	Finland as a whole
1. Estonia	30.4%	20.8%	17.5%	15.6%	10.0%	20.5%
2. Germany	18.9%	17.7%	18.8%	18.7%	18.4%	18.7%
3. Lithuania	7.5%	19.6%	35.6%	14.1%	17.4%	17.9%
4. Poland	7.0%	6.1%	7.0%	4.7%	6.4%	6.5%
5. Denmark	1.1%	1.7%	3.4%	11.6%	11.6%	5.4%
6. Sweden	3.9%	3.6%	2.2%	4.9%	7.8%	4.5%
7. Romania	1.8%	5.5%	2.6%	4.3%	3.3%	2.8%
8. Latvia	3.0%	6.1%	3.1%	3.6%	0.8%	2.7%
9. United Kingdom	5.1%	0.6%	0.4%	1.4%	1.1%	2.4%
10. Italy	2.2%	3.8%	1.2%	5.5%	1.0%	2.2%
Total other countries	19.0%	14.5%	8.3%	15.8%	22.1%	16.5%

The regional distribution of notifications yet again indicates that notifications from a certain country often focus on one or two regions. For example, more than half of the notifications submitted from Estonia and the United Kingdom and almost half of the notifications from Italy concerned Southern Finland. Almost half of the notifications from Lithuania concerned Southwest Finland. More than 80 per cent of notifications from Denmark concerned Northern Finland or Western and Inland Finland.

Notifications from the same country continued to predominantly focus in one or two areas this year.

### Posting notifications from different countries by OSH Division (percentage of all 1st notifications concerning Finland)

Country	Southern Finland	Eastern Finland	South-western Finland	Western and Inland Finland	Northern Finland	Total number of notifications
1. Estonia	54.6%	3.8%	20.9%	10.0%	10.7%	2,627
2. Germany	37.0%	3.5%	24.7%	13.2%	21.6%	2,396
3. Lithuania	15.5%	4.1%	48.8%	10.4%	21.3%	2,293
4. Poland	39.6%	3.5%	26.1%	9.4%	21.5%	839
5. Denmark	7.3%	1.2%	15.7%	28.4%	47.5%	687
6. Sweden	32.5%	3.0%	12.1%	14.2%	38.2%	571
7. Romania	23.5%	7.3%	22.7%	20.2%	26.3%	357
8. Latvia	39.9%	8.3%	27.6%	17.5%	6.6%	348
9. United Kingdom	77.8%	1.0%	3.9%	7.7%	9.6%	311
10. Italy	36.8%	6.4%	13.6%	32.9%	10.4%	281
Total other countries	42.5%	3.3%	12.4%	12.7%	29.2%	2114
All notifications	36.7%	3.7%	24.5%	13.2%	21.9%	12,824

## 4.3 Notifications by sector

The majority of first notifications concerned manufacturing and construction. The decrease in the number of construction section notifications that started in the previous year continued. In manufacturing however, the number of notifications grew. In particular, the number of notifications increased in the electricity, gas, steam and air conditioning supply sector as well as in the information and communication sector.

The majority of first notifications concerned manufacturing and construction.

### Sector reported by the posting company (Finnish Standard Industrial Classification TOL 2008)

Sector (TOL 2008 main category)	Number of 1st notifications 2023	Number of 1st notifications 2024	Change from 2023
1. Manufacturing (C)	5,875	6,302	+7.27%
2. Construction (F)	3,731	3,656	-2.01%
3. Professional, scientific and technical activities (M)	763	849	+11.27%
4. Electricity, gas, steam and air conditioning supply (D)	399	604	+51.38%
5. Information and communication (J)	305	427	+40.0%
6. Financial and insurance activities (K)	252	254	+0.79%
7. Administrative and support service activities (N)	156	161	+3.21%
8. Transportation and storage (H)	85	110	+29.41%
9. Agriculture, forestry and fishing (A)	73	101	+38.36%
10. Other service activities (S)	114	81	-28.95%
11. Wholesale and retail trade; repair of motor vehicles and motorcycles (G)	66	74	+12.12%
12. Water supply; sewerage and waste management and remediation activities (E)	80	68	-15.0%
13. Mining and quarrying (B)	31	51	+64.52%
14. Arts, entertainment and recreation (R)	51	45	-11.76%
15. Human health and social work activities (Q)	10	20	+100.0%
16. Accommodation and food service activities (I)	6	9	+50.0%
17. Education (P)	3	7	+133.33%
18. Real estate activities (L)	5	4	-20.0%
19. Public administration and defence; compulsory social security (O)	9	1	-88.89%



A closer look reveals that the largest number of notifications was submitted to the sectors of *repair and installation of machinery and equipment* and *specialised construction*. The third largest number of notifications was submitted for *construction of buildings*, but there were clearly fewer

notifications submitted than in 2023. The number of notifications increased significantly faster than average in *computer programming, consultancy and related activities* as well as *manufacture of machinery and equipment not elsewhere classified*.

### Sector reported by the posting company (Finnish Standard Industrial Classification TOL 2008)

Sector (TOL 2008 subcategory)	Number of 1st notifications 2023	Number of 1st notifications 2024	Change from 2023
1. Repair and installation of machinery and equipment (33)	2,343	2,771	+18.27%
2. Specialised construction activities (43)	2,094	2,196	+4.87%
3. Construction of buildings (41)	1,495	1,268	-15.18%
4. Other manufacturing (32)	719	697	-3.06%
5. Manufacture of fabricated metal products, except machinery and equipment (25)	809	665	-17.8%
6. Electricity, gas, steam and air conditioning supply (35)	399	604	+51.38%
7. Manufacture of machinery and equipment n.e.c. (28)	345	554	+60.58%
8. Manufacture of other transport equipment (30)	751	529	-29.56%
9. Computer programming, consultancy and related activities (62)	219	371	+69.41%
10. Other professional, scientific and technical activities (74)	262	349	+33.21%
11. Activities of head offices; management consultancy activities (70)	278	259	-6.83%
12. Financial services, except insurance and pension funding (64)	243	251	+3.29%
13. Manufacture of paper and paper products (17)	227	242	+6.61%
14. Civil engineering (42)	142	192	+35.21%
15. Architectural and engineering activities; technical testing and analysis (71)	165	180	+9.09%
16. Manufacture of motor vehicles, trailers and semi-trailers (29)	107	154	+43.93%
17. Manufacture of basic metals (24)	125	122	-2.4%
18. Manufacture of coke and refined petroleum products (19)	17	88	+417.65%
19. Manufacture of other non-metallic mineral products (23)	41	86	+109.76%
Total notifications for other sectors	1,221	1,246	+2.0%

The sectors cited in notifications vary greatly across Finland. For example, *construction of buildings* is listed as the sector in almost one in five notifications in Southern Finland, while in other parts of Finland, it is listed in well below 10% of notifications. *Repair and installation of machinery and equipment* accounts for approximately one third of the notifications in Northern Finland, Western and Inland Finland, and Eastern Finland. *Other manufacturing, the manufacture of metal products, and the manufacture of other transport*

*equipment*, on the other hand, are mainly only listed in notifications submitted to Southwest Finland.

The sector information is based on what the posting company reports as its sector. Although the sectors in notifications are divided by Statistics Finland's industrial classification, notifications submitted by companies do not necessarily follow said classification. For example, the sector of *specialised construction* is also used in notifications concerning work at shipyards.

### Reported sectors by OSH Division (percentage of all notifications concerning the Division, Finnish Standard Industrial Classification TOL 2008)

Sector (TOL 2008 subcategory)	Southern Finland	Eastern Finland	South-western Finland	Western and Inland Finland	Northern Finland	Share of sector (all of Finland)
1. Repair and installation of machinery and equipment (33)	14.41%	32.57%	14.31%	36.39%	37.50%	21.6%
2. Specialised construction activities (43)	12.42%	9.13%	21.38%	11.61%	22.44%	17.1%
3. Construction of buildings (41)	18.94%	8.09%	3.83%	8.51%	2.54%	9.9%
4. Other manufacturing (32)	4.28%	4.15%	12.24%	3.58%	1.42%	5.4%
5. Manufacture of fabricated metal products, except machinery and equipment (25)	2.91%	5.19%	10.26%	4.56%	2.77%	5.2%
6. Electricity, gas, steam and air conditioning supply (35)	3.16%	3.53%	3.77%	9.38%	4.81%	4.7%
7. Manufacture of machinery and equipment n.e.c. (28)	2.83%	9.34%	2.75%	3.90%	7.08%	4.3%
8. Manufacture of other transport equipment (30)	2.69%	0.62%	11.25%	0.43%	0.82%	4.1%
9. Computer programming, consultancy and related activities (62)	7.32%	2.07%	1.33%	1.46%	0.99%	2.9%
10. Other professional, scientific and technical activities (74)	2.46%	1.87%	3.09%	3.20%	2.24%	2.7%
Total other sectors	28.58%	23.44%	15.79%	3.90%	17.40%	22.0%

## 4.4 Number of posted workers notified to OSH Divisions

In 2024, information on about 32,800 workers was submitted in first notifications. This was a growth of 2.3% from 2023.

Based on the notifications, the largest number of posted workers worked in Southern Finland and Southwest Finland. The number of posted workers grew in Southern Finland, Northern Fin-

land, and Western and Inland Finland. In Southwest Finland and Eastern Finland, the number of workers decreased.

The years 2023 and 2024 are comparable. A posting company may still notify the same workers several times during a year if the company operates in several different locations or has several different order contracts. In other words, the number of workers does not indicate how many different workers have worked in Finland.

### Number of posted workers in 1st notifications

OSH Division	Number of workers 2023	Number of workers 2024	Change from 2023
Southern Finland	10,703	11,659	+8.93%
Eastern Finland	1,617	1,228	-24.06%
Southwestern Finland	9,254	8,733	-5.63%
Western and Inland Finland	4,042	4,302	+6.17%
Northern Finland	6,460	6,907	+6.92%
<b>Total</b>	<b>32,086</b>	<b>32,829</b>	<b>+2.32%</b>

## 4.5 Number of posted workers notified by region

Based on notifications, the largest number of posted workers worked in Uusimaa. The number of posted workers in North Ostrobothnia increased to the same as in Southwest Finland. The fourth largest number of posted workers was in Satakunta and the fifth largest in Lapland.

The number of posted workers in the region overseen by the OSH Division of the Regional State Administrative Agency for Southern Finland, increased especially in Uusimaa and Kanta-Häme. In South Karelia, on the other hand, the number of workers almost halved.

The number of workers decreased in all the regions overseen by the OSH Division of the Regional State Administrative Agency for Eastern Finland. In North Karelia and North Savo, the number of workers decreased a great deal.

The number of posted workers in the region overseen by the OSH Division of the Regional State Administrative Agency for Southwestern Finland started to decline because there were clearly fewer notification on workers to Southwest Finland. On the other hand, the number of posted workers increased in Satakunta and especially in Åland.

### OSH Division of the Regional State Administrative Agency for Southern Finland

Region	Number of workers 2023	Number of workers 2024	Change from 2023
South Karelia	607	311	-41.76%
Kanta-Häme	424	492	+16.04%
Kymenlaakso	590	624	+5.76%
Päijät-Häme	449	441	-1.78%
Uusimaa	8,633	9,791	+13.41%

### OSH Division of the Regional State Administrative Agency for Eastern Finland

Region	Number of workers 2023	Number of workers 2024	Change from 2023
South Savo	260	246	-5.38%
North Karelia	359	217	-39.55%
North Savo	998	765	-23.35%

### OSH Division of the Regional State Administrative Agency for Southwestern Finland

Region	Number of workers 2023	Number of workers 2024	Change from 2023
Åland Islands	32	77	+140.63%
Satakunta	2,614	3,395	+29.88%
Southwest Finland	6,608	5,261	-20.38%

In the region overseen by the OHS Division of the Regional State Administrative Agency for Western and Inland Finland, the number of posted workers increased substantially in the region of South Ostrobothnia and slightly in the regions of Central Ostrobothnia and Ostrobothnia. In Central Finland, on the other hand, the number of posted workers decreased clearly.

The number of posted workers in the region overseen by the OSH Division of the Regional

State Administrative Agency for Northern Finland grew a great deal in the region of Northern Ostrobothnia. In Lapland, the number of posted workers fell by more than 60 per cent and substantially also in Kainuu. The decline in Lapland was due to the completion of large factory projects in the region, which had increased the number of workers in previous years.

### OSH Division of the Regional State Administrative Agency for Western and Inland Finland

Region	Number of workers 2023	Number of workers 2024	Change from 2023
South Ostrobothnia	525	767	+46.10 %
Central Ostrobothnia	749	836	11.62%
Central Finland	704	468	-33.52%
Pirkanmaa	1,102	1,137	+3.18%
Ostrobothnia	972	1,094	+12.55%

### OSH Division of the Regional State Administrative Agency for Northern Finland

Region	Number of workers 2023	Number of workers 2024	Change from 2023
Kainuu	270	206	-23.70%
Lapland	4,038	1,425	-64.71%
North Ostrobothnia	2,152	5,276	+145.17%

## 4.6 Notifications concerning the extension of the duration of posting

A posting company can submit a notification on extending the duration of a posting to avoid additional obligations arising from long-term posting, i.e. posting lasting more than one year. The additional obligations may be avoided for a maximum of six months. If a posting company does not submit the extension notification, the additional conditions for long-term posting will be applied when posting has continued for more than a year.

A total of 17 notifications by 11 companies were submitted concerning the extension of the duration of posting. However, only two of the notifications concerned posting that would last over one year. Both notifications cited the prolongation of the project from the original timetable as the reason for extending the posting's duration.

The number of appropriate notifications was the same as in 2023.

The remaining 15 notifications were related to changes in posting lasting less than 12 months. In practice, these notifications should have been submitted with the basic notification form. In addition, some of the notifications included additional information that should have been submitted with a supplementary notification. However, the number of incorrect notifications was lower than in 2023, when a total of 24 incorrect notifications were received.

Incorrect use of the form has decreased notably over the past couple of years. At the end of 2023, changes were also made to the Työsuojele.fi website to reduce incorrect notifications. The form for extending the duration of posting was moved to the new Long-term posting section, where its purpose comes across better.

## 4.7 Posting notifications for subcontracted road transport

If the employer of the posted driver acts as a subcontractor, they are obliged to submit a notification of posting to the EU Road Transport – Posting Declaration portal, which is part of the Internal Market Information System (IMI). The notification is driver-specific. A notification can be made for a period of six months for all countries where the

driver may work during the period. In other words, it is not possible to determine how many drivers ultimately work in Finland on the basis of these notifications.

In 2024, a total of 390,474 notifications were submitted on the posting of drivers to Finland from 27 different countries. The number grew from 2023, when 368,269 notifications were submitted. The majority, or more than 70%, of the notifications came from Poland and Lithuania.

### Notifications for subcontracted road transport

Country of domicile of transport company	2023	2024	Change from 2023
1. Poland	153,840	148,107	-3.73%
2. Lithuania	117,260	125,852	+7.33%
3. Romania	17,445	24,010	+37.63%
4. Netherlands	15,263	16,874	+10.55%
5. Germany	10,879	11,683	+7.39%
6. Hungary	12,381	10,915	-11.84%
7. Latvia	6,904	9,457	+36.98%
8. Bulgaria	5,105	8,343	+63.43%
9. Spain	6,327	6,523	+3.10%
10. Estonia	4,513	5,629	+24.73%
11. Czech Republic	3,236	4,533	+40.08%
12. Slovakia	2,259	3,051	+35.06%
13. Slovenia	1,461	2,406	+64.68%
14. Portugal	2,004	2,359	+17.71%
15. Croatia	1,342	2,233	+66.39%
16. Italy	2,077	2,090	+0.63%
17. Ireland	2,290	1,501	-34.45%
18. Denmark	791	1,294	+63.59%
19. Austria	653	938	+43.64%
20. Luxembourg	226	695	+207.52%
21. France	686	507	-26.09%
22. United Kingdom	603	475	-21.23%
23. Belgium	293	461	+57.34%
24. Sweden	336	256	-23.81%
25. Malta	177	223	+25.99%
26. Norway	1	56	+5,500.00%
27. Greece	0	3	new
Cyprus	22	0	-100.00%
<b>Total</b>	<b>368,374</b>	<b>390,474</b>	<b>+6.00%</b>



The number of notifications is huge, which also complicates their processing. For this reason, it has not been possible to make significant use of them in the targeting of enforcement. Very few inspections are carried out on road transport subcontracting compared to the number of notifications in the sector.

On the basis of valid notifications at any given time, the average number of posted drivers in Finland during 2024 was approximately 205,000 per month. The year before, the average number of drivers was approximately 184,000 per month.

#### Average number of the notifications valid during the month by country

Country of domicile of transport company	Average number of notifications valid during the month in 2023	Average number of notifications valid during the month in 2024	Change from 2023
1. Poland	77,239	82,104	+6.3%
2. Lithuania	60,162	65,635	+9.1%
3. Romania	7,744	10,409	+34.4%
4. Netherlands	7,809	8,331	+6.7%
5. Germany	5,789	6,281	+8.5%
6. Hungary	5,849	6,088	+4.1%
7. Latvia	3,003	4,680	+55.8%
8. Bulgaria	2,330	3,910	+67.8%
9. Spain	3,148	3,484	+10.7%
10. Estonia	1,705	2,274	+33.3%
Total other countries	9,049	11,819	+30.6%
<b>Total</b>	<b>183,826</b>	<b>205,014</b>	<b>+11.5%</b>

## 5. Contact authority

The OSH Division of the Regional State Administrative Agency for Southwestern Finland acts as the contact authority for posted workers in Finland. It provides general advice on the legislation applicable in Finland concerning posting and advises clients on the correct authority to contact.

Advisory services are provided to companies posting workers to Finland, recipient companies in Finland and posted workers. The contact authority also advises OSH administration staff on the use of the Internal Market Information System (IMI) and on the application of posting legislation.

In 2024, the contact authority participated with other EU Member States in the development of the European Labour Authority (ELA)-coordinated enforcement of posting. The contact authority also compiles information on Finland each year for a survey related to the posting by the European Commission.

### 5.1 Advice and communications

The most important source of advice is the Posted worker section in the Tyosuojelu.fi website, whose content is the responsibility of the contact authority. The structure and content of the section has been developed based on users' questions to make information easier to find.

In 2024, the content of the Posted worker section and workplace bulletins published on Tyosuojelu.fi were updated, and the media were informed of changes to the Act on Posting Workers. Representatives of posting companies and contractors acting as their contracting partners

The most important source of advice by the contact authority is the Posted worker section of the Tyosuojelu.fi website at [tyosuojelu.fi/posted-worker](https://tyosuojelu.fi/posted-worker)

were also informed of their statutory obligations with messages sent directly to the companies.

For general advice, customers can contact [postedworkersfin@avi.fi](mailto:postedworkersfin@avi.fi). For questions related to submitting a notification, the companies can contact [reportingpostedworkers@avi.fi](mailto:reportingpostedworkers@avi.fi).

In 2024, the contact authority responded to customers 338 times. This number is clearly lower than in the previous three years (386 answers in 2023, 481 in 2022 and 430 in 2021). One possible reason for the decrease in demand is that there were no significant legislative changes for posting companies in 2024. Demand has probably also been affected by the fact that the number of posting notifications did not increase much in 2024. Typically, a notable source of questions is companies posting workers to Finland for the first time.

The number of questions related to submitting a notification decreased further. In 2024, only 33 questions were sent to the email address reserved for questions, compared to 37 questions in the previous year.

## 5.2 Collaboration with other EU and EEA countries

In the best case scenario, cross-border cooperation can lead to more accurate and comprehensive inspection findings and to the collection of useful comparative data to support inspections. In 2024, the Finnish occupational safety and health authority engaged in cooperation in particular with the occupational safety and health authorities of Estonia and Lithuania. Inspectors from the Division of Occupational Safety and Health of the Regional State Administrative Agency for Southern Finland visited Estonia, and Southwestern Finland got visitors from the Lithuanian occupational safety and health authority. Both visits involved joint enforcement of posted workers.

In Estonia, Finnish OSH inspectors carried out joint inspections with the Estonian occupational safety and health authority and the Estonian police at several enforcement sites. Joint inspections revealed how companies had fulfilled their statutory obligations, provided new information on the competences and enforcement methods of another Member State, and developed future cooperation.

Our partner in Lithuania was a supervisory unit consisting of several different authorities with which the Finnish OSH authority engaged in cooperation for the first time at the enforce-

International cooperation made it possible to better observe whether workers were genuinely posted workers in Finland and how the companies had fulfilled their statutory obligations.

ment level. Cooperation made it possible to better observe whether workers were genuinely posted workers in Finland and how the companies had fulfilled their statutory obligations. Joint supervision was carried out with the funding of the European Labour Authority (ELA).

In recent years, the contact authority has been particularly involved in the work of the European Labour Authority, which aims to develop the implementation of the directives and legislation that apply to posting. For example, the contact authority participated in the Internal Market Information System (IMI) project meetings, and in two workshops that covered posted workers from outside the EU. Nordic cooperation included participation in seminars held in Helsinki and Stockholm.

Tyosuoja.fi

Website of the Occupational Safety  
and Health Administration in Finland