

# Enforcement of the posting of workers and notifications of posting in 2025

Report

# Summary

The Finnish occupational safety and health (OSH) authority supervises foreign companies posting workers to Finland and the contractors acting as their contracting parties. 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 2025.

In 2025, a total of 214 inspections related to the posting of workers were carried out. The number grew from 2024, when 200 inspections were carried out.

The OSH authority continued to collect follow-up data for inspections in the same manner as the previous year 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.

Most of the obligations imposed on posting employers resulted from shortcomings in compliance with the 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 83 inspections of posting companies. Of these, 14 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 also remain hidden, as the minimum terms of employment cannot often be enforced, for example, because there are shortcomings in working hours documents or employers do not submit these despite requests.

The OSH authority may impose a negligence fee on the posting company for certain cases of negligence. In 2025, a negligence fee was recommended in 60 inspections, which was slightly less than in 2024.

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 2025, 63 decisions were made on imposing a negligence fee, and they totalled EUR 297,400. 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 2025, the OSH authority received more than 18,000 notifications from 50 countries. The majority of the notifications came from Germany, Estonia and Lithuania, although the number of notifications received from Lithuania was clearly lower than last year. In total, the number of notifications decreased by 15% from 2024. The decline was strong in Northern and Southwest Finland, whereas the number of notifications in Southern, Eastern, and Western and Inland Finland continued to increase.

The OSH Division of the Regional State Administrative Agency for Southwestern Finland served as the contact authority for posted workers in Finland. It received 368 contacts in 2025. The number increased from the 338 contacts received in 2024. The contacts typically concerned the submitting of a notification and other obligations of the posting company. In addition, the contact authority received questions about the posted worker's right to work in Finland and the obligations concerning construction sites and working at shipyards. From the beginning of 2026, the task of the contact authority was transferred to the OSH Department at the Finnish Supervisory Agency.

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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 OSH 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.

The supervision of posting companies is part of the OSH authority's supervision of the use of foreign labour. No national quantitative targets were set for inspections of postings. Instead, each OSH Division scaled the enforcement according to its own resources.

The OSH authority receives notifications of posting directly, with the exception of notifications concerning subcontracting of road transport that are submitted by employers through the EU Road Transport -Posting Declaration portal.

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.

## 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).

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.

Where necessary, it will be examined whether the workers are genuinely posted workers and what is the true nature of their legal relationship, i.e. whether they are employees or entrepreneurs. 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.

As a rule, enforcement related to the posting of workers is carried out at the initiative of the OSH authority. In 2025, a total of 214 inspections related to the posting of workers were carried out. The nature of a posting was examined in 12 inspections, and the nature of the legal relationship was assessed in two inspections.

This report describes the enforcement of the posting of workers by the occupational safety and health authority in 2025. This report describes enforcement figures and observations. In addition, the phenomenon of posting is described on the basis the notifications of posting.

The Occupational Safety and Health Divisions of the Regional State Administrative Agencies acted as regional occupational safety and health authorities until the end of 2025. The report is based on the actual enforcement carried out by the OSH Divisions of the Regional State Administrative Agencies, and the results of enforcement are presented by Occupational Safety and Health Division. The report data was compiled in February 2026. The figures and tables include a comparison with previous years.

At the beginning of 2026, the occupational safety and health authority's activities were transferred to the new Finnish Supervisory Agency. On that date, the agency's Occupational Safety and Health Department started its work as the national occupational safety and health authority in Finland.

In 2025, 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.

In addition, enforcement was applied 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.

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

Until the end of 2025, the OSH Divisions in five Regional State Administrative Agencies operated as independent regional OSH authorities.

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



The Regional State Administrative Agencies were abolished on 31 December 2025, and the new national Finnish Supervisory Agency started operating on 1 January 2026. The Occupational Safety and Health Department at the Finnish Supervisory Agency acts as the national OSH authority.

The Occupational Safety and Health Department at the Finnish Supervisory Agency operates nationwide, and supervision continues throughout Finland

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

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

In 2025, the posting of workers was supervised with 214 inspections.

The largest number of inspections were carried out on the basis of extensive enforcement of posting companies (102), and the second largest number of inspections were carried out on contractors of posting companies (44). A total of 16 extensive inspections were carried out on posting companies operating as road transport subcontractors.

The notification obligation alone was enforced in 15 inspections of posting companies, and subcontracting of road transport was enforced during 37 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, all necessary information for the inspection was not received.

The enforcement of contracting parties acting as contractors for posting companies 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.

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 rectified 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 different ways in the supervision of posting undertakings than in other enforcement. This is because the duration of the posting affects the issuing of an improvement notice. If a posting ends or is about to end, no improvement notice will be issued because follow-up supervision cannot be performed. For this reason, written advice is issued more often.

## 2.1 Extensive enforcement of posting companies

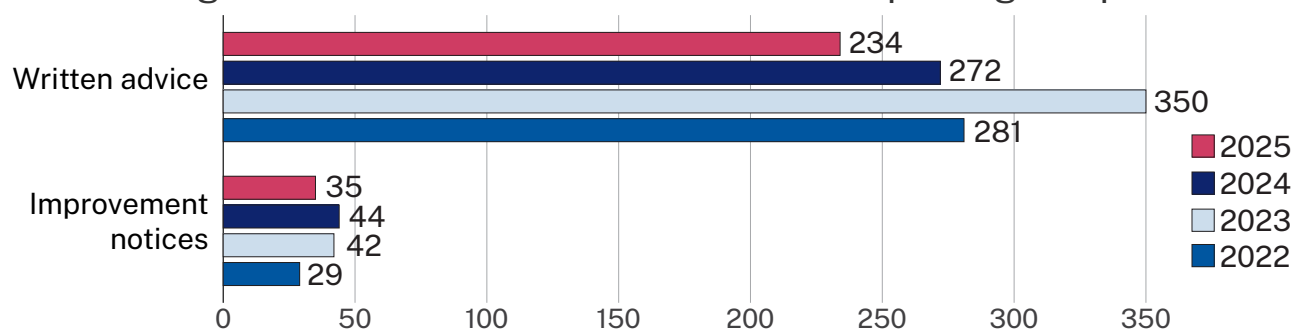
In 2025, 102 inspections were carried out in the extensive enforcement of posting companies, which is less than in 2024 but more than in 2022. Some of the inspections were carried out at sites with several employers (construction sites, ship-building industry).

About 67% of the inspections were carried out in the regions under the enforcement of the Regional State Administrative Agencies of Southern and Southwestern Finland. This matches the distribution of posting notifications by Division: 62% of notifications concerned work in these two areas.

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

Occupational Safety and Health Division	2022	2023	2024	2025
Southern Finland	28	23	29	29
Eastern Finland	2	14	11	7
Southwestern Finland	33	56	48	39
Western and Inland Finland	14	22	16	17
Northern Finland	12	19	10	10
<b>Total</b>	<b>89</b>	<b>134</b>	<b>114</b>	<b>102</b>

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



**Figure 1.** Number of items of written advice and improvement notices in 2022–2025 issued in the extensive enforcement of posting companies. Source: Enforcement information system Vera.

**Specific obligations of posting companies:** 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 same proportion as 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	2022	2023	2024	2025
Written advice	38	64	62	50
Appointment of the posting company's representative				
Written advice	10	14	14	9
Obligation to keep records of posted workers available				
Written advice	25	38	35	31

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

Records of working hours	2022	2023	2024	2025
Written advice	33	37	37	35
Improvement notices	8	12	8	7
Organisation of working hours				
Written advice	12	21	19	23
Shift roster				
Written advice	20	16	10	12
Improvement notices	4	10	10	6

**Prohibition of discrimination, pay and compensation for working hours:** The number of deficiencies in pay and working hours compensation decreased from 2024 in proportion to the number of inspections. Deficiencies were still found in about 50% of the inspections where pay could be supervised. One piece of written advice and one improvement notice were issued on violations of the prohibition of discrimination, which is less than in 2024.

**Accident insurance and occupational health care:** There were the same number of obligations imposed for non-compliances concerning posted workers' accident insurance compared to the previous year. 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

<b>Prohibition of discrimination</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Written advice	6	15	10	9
Improvement notices	4	5	5	4
<b>Pay of posted workers</b>				
Written advice	34	58	44	44
Improvement notices		5	6	9
<b>Compensation for Sunday work</b>				
Written advice	13	1	4	3
Obligations concerning deficiencies observed in pay		20	20	16
<b>Overtime compensation</b>				
Written advice	22	-	0	1
Obligations concerning deficiencies observed in pay		35	29	36

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

<b>Statutory accident insurance for posted EU workers</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Written advice	3	12	9	8
Improvement notices	1	0	0	1
<b>Provision of occupational health care</b>				
Written advice	10	14	7	7
Improvement notices	9	10	11	8

## 2.2 Enforcement of the notification obligation of posting companies

The notification obligation of posting companies was supervised separately with 15 inspections, which was more than in the previous year. The number of obligations imposed also increased compared to 2024.

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

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### Enforcement of the notification obligation of posting companies

<b>Inspections</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Number of inspections	7	16	10	15
<b>Obligations</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Number of items of written advice	9	12	3	9

## 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. The contractor's obligations were often supervised 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. Although the number of inspections was as high as in the previous year, the number of written advice issued to contractors increased significantly.

The contractor's obligations were often supervised 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>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Number of inspections	180	147	44	44
<b>Obligations</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Written advice	102	70	28	48

### Grounds for obligations in the enforcement of contracting parties acting as contractors for posting companies and their number

<b>Contractor's obligation to provide information on the appointment of a representative</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Written advice	31	17	6	17
<b>Contractor's obligation to provide information on submitting a notification</b>				
Written advice	43	32	12	21
<b>Obligation to verify foreign employees' right to work</b>				
Written advice	28	21	4	10

## 2.4 Road transport subcontracting

In 2025, the national supervision of transport companies operating as subcontractors in road transport and posting drivers to Finland, which began in the previous year, continued. The submission of notifications was supervised based on observations made in connection with roadside enforcement. In addition to the submission

of notifications, 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 53 inspections. The notification obligation alone was enforced in 37 inspections, and a total of 16 extensive inspections were carried out.

Number of inspections concerning the notification obligation alone in the enforcement of posting transport companies operating as road transport subcontractors

Occupational Safety and Health Division	2024	2025
Southern Finland	8	10
Eastern Finland	0	0
Southwestern Finland	9	15
Western and Inland Finland	4	11
Northern Finland	1	1
<b>Total</b>	<b>22</b>	<b>37</b>

Number of inspections in the extensive enforcement of posting transport companies operating as road transport subcontractors

Occupational Safety and Health Division	2024	2025
Southern Finland	3	6
Eastern Finland	0	0
Southwestern Finland	5	9
Western and Inland Finland	0	0
Northern Finland	2	1
<b>Total</b>	<b>10</b>	<b>16</b>

A substantially larger number of obligations were imposed on transport companies than in 2024. Nearly every inspection related to the notification obligation of posted drivers resulted in the issuing of written advice.

Some inspectors use tachograph data as reference material, which contributes to the observations made during the inspections. When tachograph data is compared with the working hours

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.

A negligence fee was proposed as a result of six inspections.

During the year, the occupational safety and health authority also participated in road traffic enforcement with the police and Customs.

Number of obligations in the enforcement of posting transport companies operating as road transport subcontractors concerning their notification obligation

Notification of the posting of workers	2023	2024	2025
Written advice	1	5	37

Number of obligations in the extensive enforcement of posting transport companies operating as road transport subcontractors

Notification of the posting of workers	2023	2024	2025
Written advice	2	2	6
<b>Pay of posted workers under a universally binding collective agreement</b>			
Written advice	1	1	7
Improvement notices	0	3	8
<b>Records of working hours</b>			
Written advice	1	3	8
Improvement notices	0	2	4
<b>Prohibition of discrimination</b>			
Improvement notices	1	1	1
<b>Provision of information</b>			
Written advice	1	1	3

## 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 industry. The majority of inspections also concerned these sectors.

The number of inspections carried out on transport and storage continued to increase from previous years. The number of inspections carried out in construction was only slightly higher than in 2024. The number of inspections carried out on industry remained almost unchanged.

### Focus of inspections by industry (number)

Sector (Finnish Standard Industrial Classification TOL 2008 main category)	2022	2023	2024	2025
Construction	181	169	73	82
Manufacturing	64	108	57	55
Transportation and storage	1	23	33	51
Administrative and support service activities	20	12	12	14
Professional, scientific and technical activities	9	5	4	4
Electricity, gas, steam and air conditioning supply	1	2	0	0
Public administration and defence; compulsory social security	0	1	1	0
Agriculture, forestry and fishing	10	1	4	8
Wholesale and retail trade; repair of motor vehicles and motorcycles	3	1	1	1
Financial and insurance activities	0	1	0	0
Information and communication			2	
Accommodation and food service activities				1
Other service activities				1
Sector unknown	6	0	13	3

## 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 certain cases, a negligence fee may also be imposed on the developer or the general contractor in the construction sector. In 2025, no fees were imposed on developers or project supervisors, only on posting employers.

This chapter describes the fees proposed as a result of inspections in 2025 and imposed by the occupational safety and health authority in 2025.

A proposal on imposing a negligence fee is submitted by an occupational safety and health inspector, who transfers the matter to the OSH authority for a decision. Before making a decision, the OSH authority hears the company about the observed negligence in accordance with the Administrative Procedure Act. The process is still ongoing for some inspections carried out in 2025. For this reason, 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.

In 2025, a negligence fee was proposed for the consideration of the OSH authority on the basis of 60 inspections related to posting. A total of 63 negligence fees were imposed. This is less than

### 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 occupational safety and health authority has been neglected, for example by the employer not providing documents to the occupational health and safety authority during an inspection.

during either of the past two years. This decrease may be due to a decrease in the number of inspections related to posting that were carried out these two years.

### Number of negligence fee decisions

Occupational Safety and Health Division	2022	2023	2024	2025
Southern Finland	8	23	19	11
Eastern Finland	0	10	18	9
Southwestern Finland	20	23	21	28
Western and Inland Finland	4	11	6	8
Northern Finland	2	3	5	7
<b>Total</b>	<b>34</b>	<b>70</b>	<b>69</b>	<b>63</b>

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

The Act on Posting Workers defines certain cases of negligence for which a negligence fee may be imposed. In 2025, the imposition of the fee was proposed in cases where posting companies had neglected the notification obligation, the appointment of a representative, and to keep information available. In this report, the failure to submit a notification of posting concerning subcontracting in road transport is also considered a failure to comply with the notification obligation. If documents required for roadside inspections are not available, this too is considered a failure to keep

information 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.

As in previous years, the most common reason for considering a negligence fee was neglecting the notification obligation. A total of 50 separate negligence fees were proposed in these cases. The cases concerned either a complete failure to submit a notification of the posting of workers, the submission of a notification only after the start of the work or of an incomplete notification that did not contain all the required information, or the inappropriate submission of supplementary notifications.

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

Occupational Safety and Health Division	2022	2023	2024	2025
Southern Finland	15	13	16	18
Eastern Finland	1	17	13	7
Southwestern Finland	23	33	18	25
Western and Inland Finland	8	12	11	7
Northern Finland	2	6	5	3
<b>Total</b>	<b>49</b>	<b>81</b>	<b>63</b>	<b>60</b>
<b>Percentage of posting employers' inspections</b>	<b>42%</b>	<b>52%</b>	<b>40%</b>	<b>35%</b>

Grounds for consideration of negligence fees and their number, one proposed fee may have several grounds

Neglected obligation	2022	2023	2024	2025
Notification obligation	40	74	56	50
Keeping information available	15	20	14	20
Appointment of a representative	12	14	13	16
Provision of information to the OSH authority after posting	5	6	5	4
<b>Total</b>	<b>72</b>	<b>114</b>	<b>88</b>	<b>90</b>

A negligence fee was proposed in six cases in transport inspections concerning road transport subcontracting. The negligence concerned the obligation to submit a notification of posting through the EU Road Transport - Posting Declaration portal. In one case, the obligation to keep the documents required in roadside inspections available was neglected. Instances of negligence were detected in the transport sector in the same number of inspections as in the previous year. The number of inspections was still moderate compared to the number of posted drivers working in road transport (see Table Notifications for subcontracted road transport Chapter 4.7).

Failure to keep information and reports available led to the consideration of a negligence fee in 20 inspections. Cases of negligence include such things as not keeping the 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. If an employer fails to provide the requested documents, these cannot be inspected and, for example, the legality of pay cannot be supervised. Failure to submit docu-

If an employer fails to provide the requested documents, these cannot be inspected and, for example, the legality of pay cannot be supervised.

ments significantly impedes supervision, which is why a negligence fee has been introduced to prevent this. The number of these cases can be said to have remained the same as in the past, as even though there were more cases of non-compliance concerning keeping documentation available or submission of documents than in 2024, the number of such cases was the same as in 2023.

There were 16 cases in which a posting company had neglected to appoint a representative. This means that there was no statutory representative in Finland during the posting.

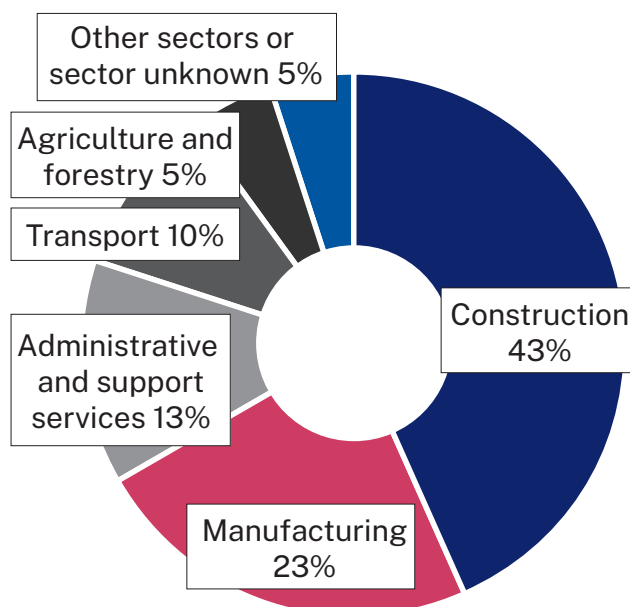
Examined by sector, the greatest number of non-compliances was still observed in inspections in construction and manufacturing, the share of the construction sector also increasing from the previous year. The highest number of posting notifications were submitted in these two sectors and a majority of supervision focused on these. The third largest number of negligences were found in administrative and support services, including temporary agency work. The fourth largest number of non-compliances occurred in the transport sector and the fifth highest in agriculture and forestry. The other or unknown sector classification includes individual sectors but also inspections where the company’s correct sector has not been listed. Their share in distribution by sector decreased from 2024.

### 3.2 Number of negligence fees

In 2025, the OSH authority imposed a total of 63 negligence fees, totalling EUR 297,400. The amount was approximately EUR 24,000 less than in the previous year as fewer decisions were made on the imposition of fees.

In other words, the total sum of negligence fees decreased in proportion to the total number of fees imposed. A substantially larger number of negligence fees than in previous years was only

Distribution of proposed negligence fees by sector in 2025



**Figure 2.** Distribution of proposed negligence fees by sector in 2025.

imposed in Southwest Finland. The amount of a negligence fee (EUR 1,000–10,000) is always considered on a case-by-case basis, and the figures presented in the table include fees from one end of the scale to the other.

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

OSH Division	2022	2023	2024	2025
Southern Finland	46,500 (8)	104,500 (23)	87,250 (19)	40,500 (11)
Eastern Finland	0 (0)	59,500 (10)	96,300 (18)	36,600 (9)
Southwestern Finland	80,500 (20)	98,000 (23)	93,300 (21)	153,000 (28)
Western and Inland Finland	17,500 (4)	65,000 (11)	25,000 (6)	38,500 (8)
Northern Finland	10,500 (2)	13,000 (3)	20,500 (5)	28,800 (7)
<b>Total</b>	<b>155,000 (34)</b>	<b>340,000 (70)</b>	<b>322,350 (69)</b>	<b>297,400 (63)</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 18,000 notifications of posting workers to Finland were submitted in 2025, compared to approximately 21,000 in 2024. Of the notifications, 65% were first notifications, while the remaining 35% were supplementary notifications. The share of first notifications among all notifications increased from the previous year, as the number of supplementary notifications decreased by as much as 27 per cent.

The number of notifications increased clearly in Eastern Finland, Western and Inland Finland, and Southern Finland, while decreasing clearly in Northern Finland and Southwest 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 company posting the worker 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 under 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.

### Notifications of posting

OSH Division	1st notification	Supplementary notification	Total	Change 2024–2025
Southern Finland	5,306	2,065	7,371	+8.1%
Eastern Finland	528	346	874	+17.16%
Southwestern Finland	2,111	2,005	4,116	-35.92%
Western and Inland Finland	2,210	1,087	3,297	+11.76%
Northern Finland	1,808	937	2,745	-42.22%
<b>Total</b>	<b>11,963</b>	<b>6,440</b>	<b>18,403</b>	<b>-15.15%</b>

## 4.2 Posting companies' countries of origin

First notifications were submitted by companies from 50 different countries. The total number of notifications decreased substantially. The highest number of notifications came from Germany, Estonia, Lithuania, Denmark, and Poland. 64% of all first notifications were submitted from these

countries, which is almost as much as in 2024. The four leading countries were otherwise the same as in 2024, but Germany passed Estonia to take the top position. The majority of the notifications (93.9%) came from the EU and EEA. The number of notifications from Denmark Romania and Italy increased substantially, while the number of notifications from Estonia Lithuania, Poland and Latvia decreased compared to 2024.

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

Country	2023	2024	2025	Change 2024-2025
1. Germany	2,130	2,396	2,495	+4.1%
2. Estonia	2,845	2,627	2,409	-8.1%
3. Lithuania	2,427	2,293	1,232	-46.3%
4. Denmark	451	687	910	+32.5%
5. Poland	708	839	667	-20.5%
6. Sweden	439	571	591	+3.5%
7. Romania	348	357	510	+42.9 %
8. Italy	244	281	376	+33.8%
9. Latvia	347	348	319	-8.3%
10. Czech Republic	215	187	234	+25.1%
11. Austria	186	188	226	+20.2%
12. Switzerland	158	161	182	+13.0%
13. Spain	204	249	159	-36.1 %
14. Netherlands	156	176	151	-14.2 %
15. Ireland	45	31	131	+322.6%
16. France	81	136	118	-13.2 %
17. Norway	34	110	111	+0.9 %
18. Slovakia	116	137	97	-29.2 %
19. Portugal	62	74	70	-5.4 %
20. Croatia	31	112	66	-41.1 %
21. Slovenia	61	100	43	-57.0 %
22. Belgium	47	54	40	-25.9%
23. Hungary	22	29	37	+27.6 %
24. Greece	2	2	25	+1,150.0%
25. Luxembourg	22	21	17	-19.0%
26. Bulgaria	30	25	14	-44.0 %
27. Iceland			1	new
<b>EU and EEA in total</b>	<b>11,461</b>	<b>12,191</b>	<b>11,231</b>	<b>-7.9 %</b>

The number of notifications from third countries outside the EU and the EEA increased significantly. More than 40% of notifications were submitted from the UK. However, the increase in the number of notifications was mainly due to a clear increase in the number of notifications from the USA. On the other hand, significantly fewer first notifications were submitted from India than previously.

A substantially higher number of notifications were submitted from third countries than in the previous year. In particular, the number of notifications from the United States increased.

### Number of 1st posting notifications (not from the EU and EEA)

Country	2023	2024	2025	Change 2024–2025
1. United Kingdom	293	311	316	+1.6%
2. United States of America	37	60	168	180.0%
3. India	152	29	124	-17.3%
4. China	13	150	28	+3.7%
5. Turkey	4	27	25	-13.8 %
6. Japan	7	11	14	+27.3%
7. Canada	7	9	13	+44.4%
8. Hong Kong	0	3	11	+266.7%
9. South Africa	3	0	4	new
10. Serbia	1	3	4	+33.3%
11. Singapore	2	1	4	+300.0%
12. United Arab Emirates	2	0	3	new
13. Brazil	7	6	3	-50.0%
14. Republic of Korea	7	3	3	0.0%
15. Bosnia and Herzegovina	2	1	2	+100.0%
16. Israel	0	0	2	new
17. Morocco	0	0	2	new
18. Australia	2	7	1	-85.7%
19. Chile	4	1	1	0.0%
20. Saudi-Arabia	0	1	1	0.0%
21. Taiwan	1	1	1	0.0%
22. Uruguay	0	0	1	new
23. New Zealand	0	0	1	new
<b>Third countries in total</b>	<b>553</b>	<b>633</b>	<b>732</b>	<b>+15.6%</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 910 notifications to report 1,596 workplaces, while Indian companies submitted 124 notifications to report 211 workplaces. Notifications from Denmark largely concerned wind power construction and notifications from India concerned ICT worksites.

Notifications by different countries varied widely from one region to another. Germany submitted the largest amount of notifications in Eastern Finland (21% of notifications) and the second largest amount in all other areas. Estonia submitted clearly the largest number of notifications in Southern Finland (29% of notifications). Lithuania submitted the largest amount of notifications in Southwest Finland (27% of notifications). Denmark submitted the largest amount of notifications in Northern Finland (21.7% notifications).

### Posting notifications from different countries by OSH (share 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. Germany	20.3%	21.0%	24.1%	19.4%	20.5%	20.9%
2. Estonia	29.0%	16.1%	19.0%	10.6%	8.2%	20.1%
3. Lithuania	4.4%	12.9%	27.0%	9.9%	7.8%	10.3%
4. Denmark	1.6%	1.5%	5.1%	14.3%	21.7%	7.6%
5. Poland	6.9 %	9.5%	6.2%	3.7%	2.2%	5.6%
6. Sweden	5.1%	3.8%	1.4%	3.8%	10.3%	4.9%
7. Romania	2.0%	4.2%	2.4%	9.3%	6.9%	4.3%
8. Italy	3.8%	4.0%	2.7%	3.7%	0.9%	3.1%
9. Latvia	2.2%	3.2%	2.1%	5.4%	1.3%	2.7%
10. United Kingdom	4.8%	0.4%	0.9%	1.2%	0.7%	2.6%
Total other countries	19.8%	23.5%	9.3%	18.7%	19.5%	17.9%

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 60% of the notifications from Estonia and the United Kingdom were directed to Southern Finland. Almost half of the notifications from Lithuania concerned Southwest Finland. More than 70 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.

### Share of posting notifications by Division of Occupational Safety and Health (share of all 1st notifications submitted to Finland from a country)

Country	Southern Finland	Eastern Finland	South-western Finland	Western and Inland Finland	Northern Finland	Total number of notifications
1. Germany	43.2%	4.4%	20.4%	17.2%	14.8%	2,495
2. Estonia	63.9%	3.5%	16.6%	9.7%	6.2%	2,409
3. Lithuania	19.1%	5.5%	46.2%	17.8%	11.4%	1,232
4. Denmark	9.5%	0.9%	11.8%	34.7%	43.2%	910
5. Poland	54.9%	7.5%	19.6%	12.1%	5.8%	667
6. Sweden	45.7%	3.4%	5.1%	14.4%	31.5%	591
7. Romania	21.0%	4.3%	10.0%	40.4%	24.3%	510
8. Italy	53.5%	5.6%	14.9%	21.5%	4.5%	376
9. Latvia	36.1%	5.3%	13.8%	37.3%	7.5%	319
10. United Kingdom	81.3%	0.6%	5.7%	8.2%	4.1%	316
Total other countries	49.2%	5.8%	9.2%	19.4%	16.5%	2,138
All notifications	44.4%	4.4%	17.6%	18.5%	15.1%	11,963

## 4.3 Notifications by sector

The majority of first reports concerned manufacturing and construction. The decrease in the number of construction section notifications that started already in 2023 continued. There was also a slight decrease in the number of notifications submitted concerning manufacturing. The number of notifications continued to increase significantly in the sectors of professional, scientific and technical activities, and information and communication.

### Information provided on sectors

Information on sectors is based on what the posting company reports as its sector. The sectors have been divided on the notification form according to Statistics Finland's Standard Industrial Classification. However, companies do not necessarily comply with the Statistics Finland classification in their notifications. For example, the sector *specialised construction* is also used in notifications concerning work at shipyards.

### Sector reported by the posting company in the 1st notification

Sector (Finnish Standard Industrial Classification TOL 2008 main category)	2023	2024	2025	Change 2024–2025
1. Manufacturing (C)	5,875	6,302	6,088	-3.4%
2. Construction (F)	3,731	3,656	2,689	-26.4%
3. Professional, scientific and technical activities (M)	763	849	1,047	+23.3%
4. Electricity, gas, steam and air conditioning supply (D)	399	604	515	-14.7%
5. Information and communication (J)	305	427	546	+27.9%
6. Financial and insurance activities (K)	252	254	245	-3.5%
7. Administrative and support service activities (N)	156	161	146	-9.3%
8. Transportation and storage (H)	85	110	99	-10.0%
9. Agriculture, forestry and fishing (A)	73	101	189	+87.1%
10. Other service activities (S)	114	81	114	+40.7%
11. Wholesale and retail trade; repair of motor vehicles and motorcycles (G)	66	74	104	+40.5%
12. Water supply; sewerage and waste water management and remediation activities (E)	80	68	64	-5.9%
13. Mining and quarrying (B)	31	51	37	-27.5%
14. Arts, entertainment and recreation (R)	51	45	35	-22.2%
15. Human health and social work activities (Q)	10	20	17	-15.0%
16. Accommodation and food service activities (I)	6	9	10	+11.1%
17. Education (P)	3	7	10	+42.9%
18. Real estate activities (L)	5	4	6	+50.0%
19. Public administration and defence; compulsory social security (O)	9	1	2	+100.0%

A closer look reveals that the largest number of notifications was submitted to the sectors of *repair and installation of machinery and equipment* and *construction of buildings*. The number of notifications submitted for the first of these also increased significantly. The third largest number of notifications were submitted for *specialised construction*, although the number almost halved

from 2024. Growth was strong in *other professional, scientific and technical activities* and *computer programming, consultancy and related activities*. Growth was also strong in *forestry and logging*, but its share of notifications was still small. The number of notifications decreased clearly in *other manufacturing, manufacture of metal products* and *manufacture of other transport equipment*.

### Sector reported by the posting company in the 1st notification

Sector (Finnish Standard Industrial Classification TOL 2008 subcategory)	2023	2024	2025	Change 2024–2025
1. Repair and installation of machinery and equipment (33)	2,343	2,771	3,303	+19.2%
2. Construction of buildings (41)	1,495	1,268	1,360	+7.3%
3. Specialised construction activities (43)	2,094	2,196	1,180	-46.3 %
4. Manufacture of machinery and equipment n.e.c. (28)	345	554	583	+5.2%
5. Other professional, scientific and technical activities (74)	262	349	553	+58.5%
6. Other manufacturing (32)	719	697	548	-21.4%
7. Electricity, gas, steam and air conditioning supply (35)	399	604	515	-14.7%
8. Computer programming, consultancy and related activities (62)	219	371	493	+32.9 %
9. Manufacture of fabricated metal products, except machinery and equipment (25)	809	665	427	-35.8%
10. Manufacture of other transport equipment (30)	751	529	384	-27.4%
11. Financial service activities, except insurance and pension funding (64)	243	251	245	-2.4%
12. Activities of head offices; management consultancy activities (70)	278	259	243	-6.2%
13. Architectural and engineering activities; technical testing and analysis (71)	165	180	205	+13.9%
14. Forestry and logging (02)	63	85	183	+115.3%
15. Manufacture of paper and paper products (17)	227	242	170	-29.8%
16. Civil engineering (42)	142	192	149	-22.4%
17. Manufacture of other non-metallic mineral products (23)	41	86	118	+37.2%
18. Other personal service activities (96)	112	79	109	+38.0%
19. Travel agency, tour operator and other reservation service and related activities (79)	90	84	89	+6.0%
Total notifications for other sectors	1,216	1,367	1,106	-19.1%

The sectors cited in notifications vary greatly across Finland. For example, *construction of buildings* was 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. *Computer programming, consultancy and related activities* were only highlighted in the notifications submitted to Southern Finland. *Repair and installation of machinery and equipment* accounted for approximately 40% of the notifications in Northern, Western and Inland, and Eastern Finland. *Other manufacturing, the manufacture of metal products and the manufacture of other transport equipment* were mainly only listed in notifications submitted to Southwest Finland.

In some sectors, notifications are also strongly concentrated by region. More than 60% of *construction of buildings* notifications were submitted to Uusimaa as were more than 80% of the notifications in the *computer programming, consultancy and related activities* sector. Notifications in the *financial service activities* and *activities of head offices; management consultancy activities* sectors are almost entirely concentrated in Uusimaa. On the other hand, 80% of the notifications concerning travel *travel agency and tour operator activities* were submitted to the province of Lapland, although the number of notifications submitted in the sector in question is relatively low.

### Reported sectors by OSH Division (share of all notifications concerning the Division)

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)	18.0%	39.6%	19.9%	41.1%	44.9%	27.6%
2. Construction of buildings (41)	18.4	7.6%	5.7%	7.6%	3.2%	11.4%
3. Specialised construction activities (43)	8.9%	11.2%	13.4%	11.5%	6.3%	9.9%
4. Manufacture of machinery and equipment n.e.c. (28)	3.7%	9.5%	2.4%	4.7%	10.2%	4.9%
5. Other professional, scientific and technical activities (74)	3.0%	1.5%	8.6%	5.4%	4.8%	4.6%
6. Other manufacturing (32)	4.0%	5.5%	9.3%	4.0%	1.3%	4.6%
7. Electricity, gas, steam and air conditioning supply (35)	3.0	4.0%	4.0%	6.6%	5.8%	4.3%
8. Computer programming, consultancy and related activities (62)	8.0%	1.5%	0.4%	1.4%	1.0%	4.1%
9. Manufacture of fabricated metal products, except machinery and equipment (25)	2.1%	3.2%	10.7%	1.7%	1.9%	3.6%
10. Manufacture of other transport equipment (30)	3.1%	0.4%	9.8%	0.4%	0.0%	3.2%
Total other sectors	27.9%	16.1%	15.7%	15.7%	20.7%	21.8%

## 4.4 Number of posted workers notified to OSH Divisions

In 2025, information on about 28,000 workers was submitted in first notifications. The number of workers included in submitted notifications decreased by almost 15% from 2024.

The largest number of posted workers worked in Southern Finland and Southwest Finland. The number of posted workers grew in Southern Finland, and Western and Inland Finland, and East-

ern Finland. The number of notifications on posted workers decreased significantly in Southwest Finland and Northern Finland.

The annual number of notifications on posted workers 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 in notifications does not indicate how many different workers have worked in Finland.

### Number of posted workers in 1st notifications by OSH Division

OSH Division	2023	2024	2025	Change 2024–2025
Southern Finland	10,703	11,659	12,332	+5.77%
Eastern Finland	1,617	1,228	1,337	+8.88%
Southwestern Finland	9,254	8,733	5,943	-31.95%
Western and Inland Finland	4,042	4,302	4,937	+14.76%
Northern Finland	6,460	6,907	3,397	-50.82%
<b>Total</b>	<b>32,086</b>	<b>32,829</b>	<b>27,946</b>	<b>-14.87 %</b>

When examined by country, the number of workers in notifications fell the most in the notifications submitted from Lithuania. The number of workers also fell significantly in notifications from Poland, Spain and Slovakia. On the other hand, a significantly higher number of workers were

included in notifications submitted from Italy, Ireland, and the United States. Although Germany was the country with the highest number of posting notifications in 2025, these notifications only included the third largest number of workers.

### Number of posted workers in 1st notifications by country

Country of origin	2024	2025	Change from 2024
1. Estonia	8,004	7,965	-0.5%
2. Lithuania	8,779	4,964	-43.5%
3. Germany	3,547	3,516	-0.9%
4. Poland	2,488	2,018	-18.9%
5. Denmark	1,667	1,741	+4.4%
6. Sweden	1,042	952	-8.6%
7. Latvia	793	872	+10.0%
8. Romania	835	788	-5.6%
9. Italy	373	698	+87.1%
10. Czech Republic	523	520	-0.6%
11. United Kingdom	559	481	-14.0%
12. Austria	279	312	+11.8%
13. Portugal	296	325	+9.8%
14. Ireland	75	312	+316.0%
15. India	296	266	-10.1
16. Spain	506	251	-50.4%
17. Netherlands	351	246	-29.9%
18. Switzerland	207	230	+11.1%
19. Norway	220	199	-9.5%
20. United States of America	86	193	+124.4%
21. France	197	161	-18.3%
22. Croatia	281	149	-47.0%
23. Slovakia	470	151	-67.9%
24. Slovenia	325	127	-60.9%
25. Turkey	87	68	-21.8%
26. China	33	58	+75.8%
27. Belgium	71	53	-25.4%
28. Luxembourg	95	69	-27.4%
29. Hungary	107	51	-52.3%
30. Greece	9	47	+422.2%
Total other countries	207	163	-21.3%

## 4.5 Number of posted workers notified by region

Based on notifications, the largest number of posted workers worked in Uusimaa and the second largest in Southwest Finland. North Ostrobothnia fell far from Southwest Finland in terms of the number of workers, but remained in third place. The fourth largest number of posted workers was in Satakunta and the fifth largest in Central Ostrobothnia.

The number of workers in the region overseen by the OSH Division of the Regional State Administrative Agency for Southern Finland continued to grow, but started declining in Uusimaa. On the other hand, the number of workers more than

doubled in South Karelia, compared to the previous year. This was mostly due to an increase in the number of notifications related to workers to pulp mills. In Kymenlaakso, the growth was particularly due to construction related to the utilisation of waste heat from an international operator's data centre. The number of workers in Kanta-Häme also increased significantly. On the other hand, growth in Päijät-Häme was slow.

In the region overseen by the OSH Division of the Regional State Administrative Agency for Eastern Finland, the number of employees grew strongly in North Karelia, which was mainly due to the construction of a wood processing plant in Lieksa. The number of workers decreased in both South and North Savo.

### OSH Division of the Regional State Administrative Agency for Southern Finland, number of workers in 1st notifications

Region	2023	2024	2025	Change 2024–2025
South Karelia	607	311	748	+140.5%
Kanta-Häme	424	492	634	+28.9 %
Kymenlaakso	590	624	986	+58.0 %
Päijät-Häme	449	441	461	+4.5%
Uusimaa	8,633	9,791	9,503	-2.9%

### OSH Division of the Regional State Administrative Agency, number of workers in 1st notifications

Region	2023	2024	2025	Change 2024–2025
South Savo	260	246	215	-12.6%
North Karelia	359	217	481	+121.7%
North Savo	998	765	641	-16.2%

The number of workers saw a clear downward trend in the region overseen by the OSH Division of the Regional State Administrative Agency for Southwestern Finland. The number of workers contained in notifications submitted to Satakunta was half of what it was in 2024. The reason for this was a clear reduction in the number of postings to the shipyard sector. The posting of workers to one of the region's shipyards ended almost entirely because the shipyard changed owners and the new owner did not start operations until the end of 2025. The number of workers posted to another shipyard also decreased by more than 70% from 2024. In Southwest Finland, the decrease in the number of workers was close to the national average. There was slight growth in the Åland Islands, but very few workers continue to be posted there.

For the the OSH Division of the Regional State Administrative Agency for Western and Inland Finland, the number of workers increased clearly

in Central Ostrobothnia and slightly in Central Finland and Pirkanmaa. The significant growth in Central Ostrobothnia was mainly due to the completion of a large concentrator project and wind power construction and forest management, for which more notifications were submitted than before. The number of workers decreased in South Ostrobothnia.

In the region overseen by the OSH Division of the Regional State Administrative Agency for Northern Finland, the number of workers decreased very significantly in the region of Northern Ostrobothnia. The most significant factor contributing to this was that a major mill investment was completed in Oulu in 2024, and the region did not have a similar large construction project in 2025. The number of workers also decreased in Lapland, but this decline corresponded to the national average. In Kainuu, the number of workers increased but remained smaller than in 2023.

#### OSH Division of the Regional State Administrative Agency for Southwestern Finland, number of workers in 1st notifications

Region	2023	2024	2025	Change 2024-2025
Åland Islands	32	77	83	+7.8%
Satakunta	2,614	3,395	1,593	-53.1 %
Southwest Finland	6,608	5,261	4,267	-18.9%

#### OSH Division of the Regional State Administrative Agency for Western and Inland Finland, number of workers in 1st notifications

Region	2023	2024	2025	Change 2024-2025
South Ostrobothnia	525	767	664	-13.4%
Central Ostrobothnia	749	836	1,382	+65.3%
Central Finland	704	468	522	+11.5%
Pirkanmaa	1,102	1,137	1,305	+14.8%
Ostrobothnia	972	1,094	1,064	-2.7%

#### OSH Division of the Regional State Administrative Agency for Northern Finland, number of workers in 1st notifications

Region	2023	2024	2025	Change 2024-2025
Kainuu	270	206	223	+8.3%
Lapland	4,038	1,425	1,196	-16.1%
North Ostrobothnia	2,152	5,276	1,978	-62.5%

## 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 36 notifications by 20 companies were submitted concerning the extension of the duration of posting. However, only one of the notifications concerned posting that would last over one year. The notification cited the prolongation of the project from the original timetable. In the previous two years, two appropriate notifications were submitted each year.

The remaining 35 notifications submitted in 2025 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. This resulted in an increase in the number of erroneous notifications. Compared to 2024, there were almost twice as many erroneous notifications.

However, the number of erroneous notifications was still more than 50% lower than in 2022. At the end of 2023, changes were also made to the Tyosuojelu.fi website to reduce erroneous 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 must 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 to all countries where the driver may work

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

On the basis of the notifications, the average number of posted drivers in Finland during 2025 was approximately 217,000 per month. In 2024, the figure was 205,000 and in 2023 it was 184,000. In other words, the number of posted drivers continued to increase, but slightly more slowly than the year before.

### Notifications for subcontracted road transport (average number of drivers/month)

Country of origin of transport company	2023	2024	2025	Change 2024–2025
1. Poland	77,239	82,104	78,729	-4.1%
2. Lithuania	60,162	65,635	70,148	+6.9%
3. Romania	7,744	10,409	13,352	+28.2%
4. Netherlands	7,809	8,331	9,181	+10.2%
5. Germany	5,789	6,281	7,395	+17.7%
6. Hungary	5,849	6,088	6,696	+10.0%
7. Latvia	3,003	4,680	5,861	+25.2%
8. Bulgaria	2,330	3,910	4,540	+30.3%
9. Spain	3,148	3,484	4,410	+12.8%
10. Estonia	1,705	2,274	2,952	+29.8%
11. Czech Republic	1,564	2,247	2,636	+17.3%
12. Slovakia	1,093	1,547	2,049	+32.5%
13. Slovenia	717	1,163	1,629	+40.1%
14. Italy	1,258	1,106	1,459	+31.9%
15. Portugal	1,093	1,278	1,441	+12.8%
16. Croatia	633	1,072	1,281	+19.6%
17. Ireland	1,129	919	1,019	+10.9%
18. Austria	292	533	638	+19.7%
19. France	219	375	495	+32.3%
20. Denmark	267	474	445	-6.2%
21. Luxembourg	99	362	319	-12.0%
22. Belgium	124	259	264	+1.9%
23. United Kingdom	299	229	231	+1.2%
24. Sweden	161	131	182	+39.1%
25. Malta	86	106	126	+18.7%
26. Norway	0	19	33	+76.1%
27. Cyprus	15	1	3	+130.8%
28. Greece	0	1	2	+133.3%
29. Liechtenstein	0	0	1	new
<b>Total</b>	<b>183,826</b>	<b>205,014</b>	<b>217,517</b>	<b>+6.1%</b>

The number of notifications submitted from Poland decreased from 2024. The number of notifications from Lithuania increased at the same rate as the total number of notifications. Among the top 10 countries from which notifications are submitted, the number of notifications from Romania, Latvia, Bulgaria and Estonia grew substantially.

In previous years, more than 40% of notifications have come from Poland. In 2025, Poland's share fell to 36%. Lithuania's share remained unchanged at 32%. Romania's share of notifications increased. The majority of notifications continue to be submitted from Poland and Lithuania. These countries submitted more than 68% of all notifications.

The number of notifications is huge, which also complicates their processing. For this reason, it

Although a large number of notifications are submitted, posted drivers are encountered during roadside enforcement for whom no notification has been submitted.

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.

#### Average share of notifications valid during the month by country of origin of transport company

Country of origin of transport company	2023	2024	2025
1. Poland	42.02%	40.05%	36.19%
2. Lithuania	32.73%	32.01%	32.25%
3. Romania	4.21%	5.08%	6.14%
4. Netherlands	4.25%	4.06%	4.22%
5. Germany	3.15%	3.06%	3.40%
6. Hungary	3.18%	2.97%	3.08%
7. Latvia	1.63%	2.28%	2.69%
8. Bulgaria	1.71%	1.70%	2.09%
9. Spain	1.27%	1.91%	2.03%
10. Estonia	0.93%	1.11%	1.36%
Total other countries	4.91%	5.76%	6.6%

## 5. Contact authority

The OSH Division of the Regional State Administrative Agency for Southwestern Finland still acted as the contact authority for posted workers in Finland in 2025. From the beginning of 2026, the task of the contact authority was transferred to the Occupational Safety and Health Department at the Finnish Supervisory Agency. The contact authority 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 2025, 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 2025, the OSH administration published its first podcast episode concerning posting. During the year, posting companies were informed of the

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)

legislative reform concerning local agreements. In addition, training was organised for occupational safety and health authority employees and actors outside the organisation, and instructions on posting were drawn up.

The contact authority also participated in a project contained in the action plan for tackling the shadow economy and economic crime 2024–2027 on the development of international cooperation between public authorities in the field of occupational safety and health.

In 2025, the contact authority responded to 368 general requests for advice by customers. The number of these contacts increased from the previous year. The number of questions related to submitting a notification decreased further.

The contact authority's contact details changed on 1 January 2026 when the occupational safety and health authority's activities were transferred to the Finnish Supervisory Agency. In the future, any requests for general advice can be sent by e-mail at [osh.postedworkersfin@lvv.fi](mailto:osh.postedworkersfin@lvv.fi). Any questions related to submitting a notification can be sent to [osh.reportingpostedworkers@lvv.fi](mailto:osh.reportingpostedworkers@lvv.fi).

#### Customer contacts to the contact authority's e-mail service

Customer contacts	2022	2023	2024	2025
General advice	481	386	338	368
Questions related to submitting a notification	62	37	33	24

## 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 2025, the Finnish occupational safety and health authority engaged in cooperation in particular with authorities from Estonia, Germany and Denmark.

Estonian authorities participated in a joint inspection in Finland invited by the OSH Division of the Regional State Administrative Agency for Southern Finland. Finnish inspectors visited Denmark to familiarise themselves with enforcement of the posting of road traffic. At the end of the year, Southwest Finland collaborated with the German occupational safety and health authority on identification cards in the construction and shipbuilding sector. The Lithuanian occupational safety and health authority visited Southwest Finland. The cooperation was carried out with the funding of the European Labour Authority (ELA).

International cooperation was used to develop inspectors' competence, especially in the supervision of posting in road traffic.

The contact authority also participated in ELA's work to develop a pay instrument in the transport sector. The aim of the development work will be to determine the national pay in the pilot countries. Comprehensive information on the different pay components in each pilot country will be collected as the basis for the work. The information collected includes information on statutory minimum wages, wages provided for in collective agreements, and any other applicable bonuses.

Tyosuojelu.fi

Website of the Occupational Safety  
and Health Administration in Finland