

PART III: Protection in Specific Branches of Activity

I. Hygiene (Commerce and Offices) Convention, 1964 (No. 120)

Article 1 of Convention No. 120: Scope of application

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Sections 2, 3, 4, 5 and 7 of the [OSH Act](#). [Scope of application]

Section 1 of the [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#). [Scope of application]

Article 4(a) of Convention No. 120: Laws and regulations

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

National laws and regulations include:

- [OSH Act](#).
- [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#).

Article 4(b) of Convention No. 120: Effect given to the provisions of the Hygiene (Commerce and Offices) Recommendation, 1964

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Sections 2, 3, 4, 5 and 7 of the [OSH Act](#). [Scope of application]

Section 1 of the [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#). [Scope of application]

See also implementing measures under other provisions of Convention No. 120.

Article 5 of Convention No. 120: Consultation in the framing of laws or regulations of the representative organizations of employers and workers concerned

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

OSH legislation will be drafted in tight cooperation with social partners to keep it up-to-date and in line with the needs of working life. The modernity of decrees will be assessed at intervals of at least 5 years, and the modernity of laws at intervals of at least 10 years, as of their entry into force. [Source: Report of the Government on C187, received in 2015]

Article 6(1) of Convention No. 120: *Inspection or other means to ensure the application of laws or regulations*

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

See under Article 9(1) of Convention No. 155.

The Occupational Safety and Health Divisions of Regional State Administrative Agencies serve as the competent authorities in their regions. Occupational safety and health divisions supervise compliance with labour legislation and provide regional advice and guidance on occupational safety and health. A workplace inspection is the principal means of occupational safety and health supervision.

Article 6(2) of Convention No. 120: *Penalties*

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

See under Article 9(2) of Convention No. 155.

An improvement notice or guideline is issued to the employer with a view to correcting conditions that fall below the statutory standard when a workplace inspection reveals some deficiency or other unlawful state of affairs. The aim is to oblige an employer to rectify any non-trivial deficiencies and defects at a workplace ultimately by the means available to the occupational safety and health authority, such as a binding decision or a prohibition notice. A conditional fine, notice of enforced compliance or notice of enforced suspension may be imposed to enforce the obligation imposed in a decision. In addition to imposing obligations, an occupational safety and health inspection may lead to the occupational safety and health authority notifying the police of any non-compliance that it has observed.

Article 7 of Convention No. 120: *Maintenance and cleanliness of premises and equipment*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 36 of the [OSH Act](#). [Order and cleanliness]

Section 2 of the [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#). [General obligations of the employer]

Article 8 of Convention No. 120: Ventilation

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 33 of the [OSH Act](#). [Ventilation in workplaces and volume of workrooms]

Section 9 of the [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#). [Workplace volume and ventilation]

Article 9 of Convention No. 120: Lighting

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 34 of the [OSH Act](#). [Lighting in workplaces]

Section 10 of the [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#). [Workplace lighting]

Article 10 of Convention No. 120: Temperature

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 12 of the [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#). [Windows]

OSH authorities monitor physical factors (temperature, feeling of draft) and workplace ventilation in trade sector inspections. In addition, the workplace investigation made by the occupational health care, where the physical factors and working conditions are analysed, will be monitored. Workplace inspections are conducted in workplaces of all sizes, including those with few employees. Entrepreneurs, as a rule, do not fall under the scope of OSH supervision. [Source: Report of the Government on C120, received in 2015]

The limit values for health hazards posed by cold workplaces have not been defined. A checklist for cold-related problems at work (ISO 15743) can be used to identify risk factors. [Source: Report of the Government on C120, received in 2010]

Article 11 of Convention No. 120: Layout of workplaces and arrangement of work-stations

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Chapter 2 of the [OSH Act](#). [Employers' general obligations]

Article 12 of Convention No. 120: Supply of drinking water

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 48 of the [OSH Act](#). [Personnel facilities]

Article 13 of Convention No. 120: Sanitary conveniences

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 48 of the [OSH Act](#). [Personnel facilities]

Section 2 of the [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#). [General obligations of the employer]

Section 6 of the [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#). [Washrooms and toilets]

Article 14 of Convention No. 120: Seats

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 3 of the [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#). [Seating]

Article 15 of Convention No. 120: Facilities to change, leave and dry clothes

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 48 of the [OSH Act](#). [Personnel facilities]

Section 2 of the [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#). [General obligations of the employer]

Section 5 of the [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#). [Dressing facilities]

Article 16 of Convention No. 120: Hygiene of underground and windowless premises

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 2 of the [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#). [General obligations of the employer]

Section 10 of the [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#). [Workplace lighting]

Article 17 of Convention No. 120: Protection against harmful substances or processes

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 37 of the [OSH Act](#). [Airborne impurities]

Section 38 of the [OSH Act](#). [Chemical agents and hazardous substances used at work]

Section 39 of the [OSH Act](#). [Physical agents and electrical safety]

Section 40 of the [OSH Act](#). [Biological agents]

Section 15 of the [OSH Act](#). [Providing personal protective equipment, auxiliary equipment and other devices for use]

See also information under the Articles of Convention No. 148.

Article 18 of Convention No. 120: Reduction of noise and vibrations

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 39 of the [OSH Act](#). [Physical agents and electrical safety]

See also information under the Articles of Convention No. 148.

Article 19 of Convention No. 120: Dispensary or first-aid post

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

See under Article 18 of Convention No. 155.

Section 45 of the [OSH act](#)

II. Safety and Health in Construction Convention, 1988 (No. 167)

Article 1(1) of Convention No. 167: Scope of application

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 1 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Scope of application]

Sections 2, 3, 4, 5 and 7 of the [OSH Act](#). [Scope of application]

Article 1(2) of Convention No. 167: Exclusion of certain branches of economic activity or particular undertakings

Implementing measures

Permissive clause not used.

Article 1(3) of Convention No. 167: Application to self-employed persons

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 53 of the [OSH Act](#). [Obligations of self-employed employees in shared workplaces]

Section 3 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [General obligations of the parties to a construction project, including self-employed persons]

Article 3 of Convention No. 167: Consultation with representative organisations of employers and workers concerned

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Policies and legislation relating to OSH are prepared following a tripartite principle, ensuring employer and employee organisations' representation. [Source: Report of the Government on C155, received in 2015]

Article 4 of Convention No. 167: Laws or regulations

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

National laws and regulations include:

- [OSH Act](#)
- [Government Decree on the Safety of Construction Work \(205/2009\)](#)
- [Electrical Safety Act \(1135/2016\)](#)
- [Chargers Act \(423/2016\)](#)
- [Government Decree on the Selection and Use of Personal Protective Equipment at Work \(427/2021\)](#)
- [Government Decree on the Monitoring the Manufacture and Storage of Explosives \(819/2015\)](#)
- [Government Decree on the Safety of Asbestos Work \(798/2015\)](#)
- [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#)
- [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#)
- [Government Decree on the Protection of Workers from the Dangers of Noise \(85/2006\)](#)
- [Government Decree on the Protection of Workers from the Dangers of Vibration \(48/2005\)](#)
- [Government Decree on the Protection of Workers from the Risks Related to Exposure to Explosive Atmospheres \(576/2003\)](#)
- [Ministry of Labour Decree on Staff Facilities on Construction Sites \(977/1994\)](#).

Article 5(1) of Convention No. 167: Technical standards or codes of practice, or other appropriate methods

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

The technical regulations and instructions related to construction are included in the [National Building Code of Finland](#), issued pursuant to the [Land Use and Building Act \(132/1999\)](#), as amended. [Source: Report of the Government on C184, received in 2010]

Article 5(2) of Convention No. 167: Due regard of relevant standards

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Finland takes into account CEN-CENELEC standards and harmonisation documents of the European Union. [Source: First report of the Government on C167, received in 1999]

Article 6 of Convention No. 167: Co-operation between employers and workers

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

See under Article 20 of the Convention No. 155 and Article 4(2)(d) of Convention No. 187.
[Laki työsuojelun valvonnasta ja työpaikan työsuojeluyhteistoiminnasta \(44/2006\)](#) 5. luku

Article 7 of Convention No. 167: Duty of employers and self-employed persons to comply with safety and health prescriptions

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 3 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [General obligations of the parties to a construction project]

Section 13(2) of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Execution of construction work]

See also under Article 16 of Convention No. 155.

Article 8(1)(a) of Convention No. 167: Simultaneous activities of two or more employers at construction site: Responsibility of principal contractor for co-ordinating and ensuring compliance

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 51 of the [OSH Act](#). [Obligations of employers exercising the main authority in shared workplaces]

Section 52 of the [OSH Act](#). [Obligations on shared construction sites]

See also under Article 17 of Convention No. 155.

Article 8(1)(b) of Convention No. 167: Simultaneous activities of two or more employers at construction site: Responsibility of principal contractor to nominate, during absence, a competent person or body

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 5 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Client's safety coordinator and the construction work]

Section 6 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Project supervisor appointed by the client]

Article 8(1)(c) of Convention No. 167: Simultaneous activities of two or more employers at construction site: Responsibility of each employer

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 49 of the [OSH Act](#). [Duty of those operating in shared workplaces to exercise care]

Article 8(2) of Convention No. 167: Simultaneous activities of employers and self-employed persons: Duty to co-operate

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

See under Article 17 of Convention No. 155.

Article 9 of Convention No. 167: Design and planning of a construction project

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 13 of the [OSH Act](#). [Work design, taking into account physical and mental capacities of employees]

Section 10 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Safety planning of the construction work]

Section 11 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Design of the use of the construction site area]

Article 10 of Convention No. 167: Workers' right and duty to participate in ensuring safe working conditions

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

See under Article 19(a) of Convention No. 155 and under Article 20 of Convention No. 155 and Article 4(2)(d) of Convention No. 187.

[Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), Chapter 5

Article 11(a)-(e) of Convention No. 167: Workers' duties

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 19 of the [OSH Act](#). [Eliminating and reporting faults and defects]

See also under Article 19(a) of Convention No. 155.

Article 12(1) of Convention No. 167: Right of workers to remove themselves from a situation of imminent and serious danger

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 23 of the [OSH Act](#). [Right to refrain from performing work which causes a serious risk]

Article 12(2) of Convention No. 167: Employer's obligation to stop the operation and evacuate workers

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 23 of the [OSH Act](#). [Right to refrain from performing work which causes a serious risk]

Article 13(1) of Convention No. 167: Precautions to ensure safe workplaces

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 8 of the [OSH Act](#). [Employers' general duty to exercise care]

Section 10 of the [OSH Act](#). [Analysis and assessment of the risks at work]

Section 12 of the [OSH Act](#). [Obligation of employer relating to design of the working environment]

Section 13 of the [OSH Act](#). [Work design]

Section 3 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [General obligations of the parties to a construction project]

Article 13(2) of Convention No. 167: Safe means of access to and egress from all workplaces

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 32 of the [OSH Act](#). [Structural and functional safety and health of the workplace]

Section 16 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Weekly maintenance inspections and safety follow-up, including of means of access]

Article 13(3) of Convention No. 167: Precautions to protect persons present at or in the vicinity of a construction site

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 3 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [General obligations of the parties to a construction project]

Section 10 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Safety planning of the construction work]

Article 14(1) of Convention No. 167: Provision of safe and suitable scaffolds

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 10(4)(9) of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Safety planning of the construction work]

Section 14 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Safety of machinery, equipment and other tools]

Section 15 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Taking lifting equipment, lifting accessories and scaffolds into use]

Section 78 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Special provisions on work with the help of rope access and positioning techniques]

Section 27 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended. [Instructions, calculations and plans for scaffolding]

Article 14(2) of Convention No. 167: Provision of suitable and sound ladders secured against inadvertent movement

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 32 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Ladders]

Section 45(3) of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Formworking]

Annex 3 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Reference list of matters that must be taken into account in the prefabricated element installation plan]

Section 30 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended. [Use and placing of ladders]

Article 14(3) of Convention No. 167: Construction and use of scaffolds and ladders in accordance with national laws and regulations

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 28 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Protection against falls]

Section 30 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Work platforms]

Chapter 11 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Plans concerning work scaffolds and safe use of scaffolds]

Chapter 12 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Additional provisions on the use of work scaffolds]

Annex 3 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Reference list of matters that must be taken into account in the prefabricated element installation plan]

Section 27 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended. [Instructions, calculations and plans for scaffolding]

Section 28 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended. [Properties of the scaffolding]

Section 29 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended. [Erecting, dismantling and altering scaffolding]

Article 14(4) of Convention No. 167: Inspection of scaffolds by a competent person

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 14 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Safety of machinery, equipment and other tools]

Section 15 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Taking lifting equipment, lifting accessories and scaffolds into use]

Section 16 and Annex 4 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Weekly maintenance inspections and safety follow-up]

Article 15(1) of Convention No. 167: *Lifting appliance and item of lifting gear: Good design and construction, sound material and adequate strength; Proper installation and use, Maintenance in good working order; Examination and test by a competent person, and records of results; Operation by workers with appropriate training*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 14 of the [OSH Act](#). [Instruction and guidance to be provided for employees]

Section 32 of the [OSH Act](#). [Structural and functional safety and health of the workplace]

Section 41 of the [OSH Act](#). [Use of machinery, work equipment and other devices]

Section 43 of the [OSH Act](#). [Initial and periodic inspections of work equipment]

Section 57 of the [OSH Act](#). [Obligations of designers]

Section 22 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Lifting of persons]

Section 16 and Annex 4 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Weekly maintenance inspections and safety follow-up]

Section 3 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended. [Instructions for use of work equipment]

Section 14 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended. [Special qualification requirements]

Article 15(2) of Convention No. 167: *Lifting appliances: No raising, lowering or carrying of persons unless appliances are constructed, installed and used for that purpose*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 42 of the [OSH Act](#). [Lifting persons by lifting machinery]

Section 22 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Lifting of persons]

Article 16(1) of Convention No. 167: Transport, earth-moving and materials-handling equipment: Good design and construction, including ergonomic principles; Maintenance in good working order; Proper use; Operation by workers with appropriate training

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 14 of the [OSH Act](#). [Instruction and guidance to be provided for employees]

Section 32 of the [OSH Act](#). [Structural and functional safety and health of the workplace]

Section 41 of the [OSH Act](#). [Use of machinery, work equipment and other devices]

Section 57 of the [OSH Act](#). [Obligations of designers]

Section 35(4) of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Special training and guidance for drivers of earth-moving machinery and other workers]

Section 2 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended. [Selecting and placing work equipment]

Section 3 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended. [Instructions for use of work equipment]

Article 16(2)(a) of Convention No. 167: Transport, earth-moving and materials-handling equipment: Provision of safe and suitable access ways

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 35 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Danger zone of earth-moving machinery]

Article 16(2)(b) of Convention No. 167: Transport, earth-moving and materials-handling equipment: Organisation and control of traffic for their safe operation

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 35 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Danger zone of earth-moving machinery]

Article 17(1) of Convention No. 167: Plant, machinery and equipment, including hand tools:
Good design and construction; Maintenance in good working order; Use; Operation by workers with appropriate training

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 14 of the [OSH Act](#). [Instruction and guidance to be provided for employees]

Section 32 of the [OSH Act](#). [Structural and functional safety and health of the workplace]

Section 41 of the [OSH Act](#). [Use of machinery, work equipment and other devices]

Section 57 of the [OSH Act](#). [Obligations of designers]

Section 3 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended.
[Instructions for use of work equipment]

Article 17(2) of Convention No. 167: Plant, machinery and equipment, including hand tools:
Provision of instructions and information in a form understood by workers

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 14 of the [OSH Act](#). [Instruction and guidance to be provided for employees]

Section 3 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended.
[Instructions for use of work equipment]

Section 7 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended.
[Warning devices and markings]

Article 17(3) of Convention No. 167: Plant, machinery and equipment, including hand tools:
Examination and test by a competent person

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 43 of the [OSH Act](#). [Initial and periodic inspections of work equipment]

Article 18(1) of Convention No. 167: Work at heights including roof work: Preventive measures against the fall of workers and tools or other objects or materials

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Chapter 4 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended. [Safety requirements for work at height]

Section 28 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Protection against falls]

Section 29 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Protection against falling objects]

Section 39(5) of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Danger of falling related to lifting and installing prefabricated elements]

Section 45(2) of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Formworking]

Article 18(2) of Convention No. 167: Work at heights including roof work: Preventive measures against inadvertently stepping on or falling through fragile material

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Chapter 4 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended. [Safety requirements for work at height]

Section 28 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Protection against falls]

Article 19(a) of Convention No. 167: Excavation, shaft, earthworks, underground works or tunnel: Shoring or other measures against fall or dislodgement of earth, rock or other material

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 28 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Protection against falls]

Section 34 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Excavation work and support of excavation]

Section 10 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Safety planning of the construction work]

Application of ratified Conventions on occupational safety and health by FINLAND

Annex 2 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Work causing special risks to the safety or health of employees, including work in shafts, underground construction sites and tunnels]

Article 19(b) of Convention No. 167: *Excavation, shaft, earthworks, underground works or tunnel: Guards against fall of persons, materials or objects or the inrush of water*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 28 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Protection against falls]

Section 34 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Excavation work and support of excavation]

Article 19(c) of Convention No. 167: *Excavation, shaft, earthworks, underground works or tunnel: Ventilation*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 37 of the [OSH Act](#). [Airborne impurities]

Section 70 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Industrial hygiene hazards]

Article 19(d) of Convention No. 167: *Excavation, shaft, earthworks, underground works or tunnel: Enable workers to reach safety in the event of fire, or an inrush of water or material*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 45 of the [OSH Act](#). [Alarm, safety and rescue equipment and instructions]

Chapter 14 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Preventing fire and explosion hazard, life-saving and first aid]

Article 19(e) of Convention No. 167: *Excavation, shaft, earthworks, underground works or tunnel: Investigations to locate underground dangers*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 16 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Weekly maintenance inspections and safety follow-up]

Section 70 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Industrial hygiene hazards]

Article 20(1)(a)-(b) of Convention No. 167: *Cofferdams and caissons: Good construction, sound material and adequate strength; Means for workers to reach safety in the event of an inrush of water or material*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 32 of the [OSH Act](#). [Structural and functional safety and health of the workplace]

Section 33(3) of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Planning obligation and preliminary information regarding caisson and cofferdams]

Article 20(2) of Convention No. 167: *Cofferdams and caissons: Construction, positioning, modification or dismantling under supervision of competent person*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 33(3) of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Planning obligation and preliminary information regarding caisson and cofferdams]

Article 20(3) of Convention No. 167: *Cofferdams and caissons: Inspection by a competent person at prescribed intervals*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 14 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Safety of machinery, equipment and other tools]

Section 16 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Weekly maintenance inspections and safety follow-up]

Section 17 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Participants of on-site inspections, and inspection records]

Article 21(1) of Convention No. 167: Work in compressed air: conduct in accordance with national laws or regulations

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 39 of the [OSH Act](#). [Physical agents and electrical safety, including pressure]

Article 21(2) of Convention No. 167: Work in compressed air: Physical aptitude established by medical examination and supervision of operation by a competent person

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 11 of the [OSH Act](#). [Work causing particular hazard]

Section 12 of the [Occupational Health Care Act \(1383/2001\)](#), as amended. [Content of occupational health care]

Annex of the [Government Decree on Medical Examinations in Work that Presents a Special Risk of Illness \(1485/2001\)](#), as amended. [List of work posing a special health risk, including variations in pressure]

Section 4 of the [Government Decree on Medical Examinations in Work that Presents a Special Risk of Illness \(1485/2001\)](#), as amended. [Health examination]

Section 5 of the [Government Decree on Medical Examinations in Work that Presents a Special Risk of Illness \(1485/2001\)](#), as amended. [Objectives of medical examinations]

Article 22(1) of Convention No. 167: Structural frames and formwork: Erection under the supervision of a competent person

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Moreover, please indicate the measures taken to ensure that the erection of structural frames and components, formwork, falsework and shoring shall be carried out only under the supervision of a competent person.

Chapter 9 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [OSH in formworking]

Article 22(2) of Convention No. 167: Structural frames and formwork: Precautions against danger from temporary state of weakness or instability

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Chapter 9 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [OSH in formworking]

Article 22(3) of Convention No. 167: Structural frames and formwork: Design, construction and maintenance of formwork, falsework and shoring

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Chapter 9 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [OSH in formworking]

Article 23(a)-(c) of Convention No. 167: Work over or in close proximity to water: Preventing workers from falling into water; Rescue of workers from drowning; Safe and sufficient transport

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 10 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Safety planning of the construction work]

Annex 2 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Work causing special risks to the safety or health of employees, including work with risk of drowning]

Section 28 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Protection against falls]

Section 74 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [First aid and rescue apparatus]

Article 24(a) of Convention No. 167: Demolition: Precautions, methods and procedures, including those for the disposal of waste or residues

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 49 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Planning of demolition work and demolition methods]

Section 50 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Demolition waste]

Article 24(b) of Convention No. 167: Demolition: Work planned and undertaken under supervision of a competent person

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 49(1) of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Planning of demolition work and demolition methods]

Article 25 of Convention No. 167: Lighting

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 34 of the [OSH Act](#). [Lighting in workplaces]

Section 26 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Lighting]

Article 26(1) of Convention No. 167: Electricity: Construction, installation and maintenance of electrical equipment and installations by competent person

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 6 of the [Electrical Safety Act \(1135/2016\)](#), as amended. [General requirements for electrical equipment and installations]

Section 55 of the [Electrical Safety Act \(1135/2016\)](#), as amended. [Prerequisites for doing electrical work]

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Section 56 of the [Electrical Safety Act \(1135/2016\)](#), as amended. [Exceptions to the conditions for carrying out electrical work]

Article 26(2) of Convention No. 167: Electricity: Guards and protection against electrical cables

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 49(3) of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Planning of demolition work and demolition methods]

Section 75 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Electrical work and preventing electrical accidents during construction work]

Article 26(3) of Convention No. 167: Electricity: Technical rules and standards for the laying and maintenance of electrical cables

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 75 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Electrical work and preventing electrical accidents during construction work]

Section 76 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Conditions for the use of electrical equipment]

Section 13 of the [Electrical Safety Act \(1135/2016\)](#), as amended. [Obligation of the manufacturer to ensure the conformity of electrical equipment]

Section 14 of the [Electrical Safety Act \(1135/2016\)](#), as amended. [Manufacturer 's obligation to ensure continuous conformity of series production]

Article 27(a)-(b) of Convention No. 167: Explosives: Storage, transport, handling or use only under conditions prescribed by national laws or regulations and by a competent person

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Chapter 4 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Explosives in the workplace]

Chapter 4 of the [Government Decree on the Monitoring the Manufacture and Storage of Explosives \(819/2015\)](#), as amended. [Storage of explosives]

Section 60 of the [Government Decree on the Monitoring the Manufacture and Storage of Explosives \(819/2015\)](#), as amended. [Notification of blasting work]

Section 3 of the [Chargers Act \(423/2016\)](#), as amended. [Right to do blasting work]

Section 7 of the [Act on Safety in Handling Dangerous Chemicals and Explosives \(390/2005\)](#), as amended. [Obligation of the operator to be aware]

Section 9 of the [Act on Safety in Handling Dangerous Chemicals and Explosives \(390/2005\)](#), as amended. [Duty of care]

Article 28(1) of Convention No. 167: Preventive measures against exposure to chemical, physical or biological hazard

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 37 of the [OSH Act](#). [Airborne impurities]

Section 38 of the [OSH Act](#). [Chemical agents and hazardous substances used at work]

Section 39 of the [OSH Act](#). [Physical agents and electrical safety]

Section 40 of the [OSH Act](#). [Biological agents]

Section 70 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Industrial hygiene hazards]

See also:

- [Government Decree on the Protection of Workers from the Dangers of Noise \(85/2006\)](#)
- [Government Decree on the Protection of Workers from the Dangers of Vibration \(48/2005\)](#)
- [Government Decree on the Safety of Asbestos Work \(798/2015\)](#), as amended
- [Government Decree on the Protection of Workers from the Risks Related to Exposure to Explosive Atmospheres \(576/2003\)](#).

Article 28(2)(a)-(c) of Convention No. 167: Preventive measures against exposure to any chemical, physical or biological hazard: Replacement of hazardous substances by harmless or less hazardous substances; Technical measures applied to plant, machinery, equipment or process; Other effective measures, including personal protective equipment and protective clothing

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 70 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Industrial hygiene hazards]

Section 71 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Need for personal protective equipment in construction work]

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Section 5 of the [Government Decree on Combating the Risk of Occupational Cancer \(1267/2019\)](#). [Obligation regarding substitution]

Section 5 of the [Government Decree on Protection of Workers from the Dangers of Biological Agents \(933/2017\)](#), as amended. [Replacement]

Section 9 of the [Government Decree on Chemical Agents at Work \(715/2001\)](#), as amended. [Specific preventive and protective measures]

Section 14 of the [Government Decree on the Safety of Asbestos Work \(798/2015\)](#), as amended. [Use of work equipment and testing their operation]

Annex III of the [Government Decree on the Selection and Use of Personal Protective Equipment at Work \(427/2021\)](#). [List of works and industries which may require the use of personal protective equipment]

Article 28(3) of Convention No. 167: *Measures against dangers in areas where toxic or harmful substance may be present, or in which there may be an oxygen deficiency, or a flammable atmosphere*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 70 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Industrial hygiene hazards]

Sections 4 of the [Government Decree on the Protection of Workers from the Risks Related to Exposure to Explosive Atmospheres \(576/2003\)](#). [General obligations of the employer]

Section 5 of the [Government Decree on the Protection of Workers from the Risks Related to Exposure to Explosive Atmospheres \(576/2003\)](#). [Explosion hazard assessment and assessment of its significance]

Section 7 of the [Government Decree on the Protection of Workers from the Risks Related to Exposure to Explosive Atmospheres \(576/2003\)](#). [Potentially explosive atmospheres]

Article 28(4) of Convention No. 167: *No disposal of waste at construction sites where injurious to health*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 50 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Demolition waste]

Section 11 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Design of the use of the construction site area]

See also under Article 19(1) of Convention No. 162.

Article 29(1)(a) of Convention No. 167: *Avoiding the risk of fire*

Implementing measures

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☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 72(1) and (4) of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Fire and explosion hazard]

Article 29(1)(b) of Convention No. 167: Combating the outbreak of fire

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 72(2)-(6) of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Fire and explosion hazard]

Article 29(1)(c) of Convention No. 167: Evacuation of persons

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 72 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Fire and explosion hazard]

Section 73 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Escape and rescue routes]

Article 29(2) of Convention No. 167: Storage for flammable liquids, solids and gases

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 72(4) of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Fire and explosion hazard]

Article 30(1) of Convention No. 167: Personal protective equipment and protective clothing without cost to the workers

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 15 of the [OSH Act](#). [Providing personal protective equipment, auxiliary equipment and other devices for use]

Section 71 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Need for personal protective equipment in construction work]

Annex III of the [Government Decree on the Selection and Use of Personal Protective Equipment at Work \(427/2021\)](#). [List of works and industries which may require the use of personal protective equipment]

The employer is liable for the costs of the PPE if it is selected on the basis of a risk assessment performed by the employer or if the use of such equipment is required in the legislation concerning the sector in question. [Source: [Website of the OSH Administration](#), last accessed February 2022]

Article 30(2) of Convention No. 167: Use of individual protective equipment

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 3 of the [Government Decree on the Selection and Use of Personal Protective Equipment at Work \(427/2021\)](#). [Use of personal protective equipment]

Section 7 of the [Government Decree on the Selection and Use of Personal Protective Equipment at Work \(427/2021\)](#). [Care and maintenance of personal protective equipment]

Section 8 of the [Government Decree on the Selection and Use of Personal Protective Equipment at Work \(427/2021\)](#). [Training and guidance for employees]

Article 30(3) of Convention No. 167: Compliance with ergonomic standards for protective equipment and clothing

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 71 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Need for personal protective equipment in construction work]

Section 4 of the [Government Decree on the Selection and Use of Personal Protective Equipment at Work \(427/2021\)](#). [Characteristics required of personal protective equipment]

Section 5 of the [Government Decree on the Selection and Use of Personal Protective Equipment at Work \(427/2021\)](#). [Evaluation and selection of personal protective equipment]

Article 30(4) of Convention No. 167: Requirement for workers to make proper use of and take good care of personal protective equipment and protective clothing

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 20 of the [OSH Act](#). [Use of personal protective equipment and suitable work clothing]

Article 31 of Convention No. 167: First aid

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 74 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [First aid and rescue apparatus]

See also under Article 18 of Convention No. 155.

Article 32(1) of Convention No. 167: Supply of wholesome drinking water

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 48 of the [OSH Act](#). [Personnel facilities]

Section 79 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Personnel rooms at construction sites]

Section 4 of the [Ministry of Labour Decree on Staff Facilities on Construction Sites \(977/1994\)](#). [Use of staff facilities]

Article 32(2)(a) of Convention No. 167: Sanitary and washing facilities

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 48 of the [OSH Act](#). [Personnel rooms]

Section 79 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Personnel facilities at construction sites]

Section 7 of the [Ministry of Labour Decree on Staff Facilities on Construction Sites \(977/1994\)](#). [Washing facilities]

Section 9 of the [Ministry of Labour Decree on Staff Facilities on Construction Sites \(977/1994\)](#). [Toilet facilities]

Article 32(2)(b) of Convention No. 167: Facilities for changing and for the storage and drying of clothing

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 48 of the [OSH Act](#). [Personnel facilities]

Section 79 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Personnel facilities at construction sites]

Section 6 of the [Ministry of Labour Decree on Staff Facilities on Construction Sites \(977/1994\)](#). [Dressing facilities]

Section 8 of the [Ministry of Labour Decree on Staff Facilities on Construction Sites \(977/1994\)](#). [Clothes drying facilities]

Article 32(2)(c) of Convention No. 167: Accommodation for meals and shelter

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 48 of the [OSH Act](#). [Personnel facilities]

Section 79 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Personnel facilities at construction sites]

Section 80 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [Residential facilities]

Section 5 of the [Ministry of Labour Decree on Staff Facilities on Construction Sites \(977/1994\)](#). [Dining areas]

Article 32(3) of Convention No. 167: Separate sanitary and washing facilities for men and women

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 7 of the [Ministry of Labour Decree on Staff Facilities on Construction Sites \(977/1994\)](#). [Washing facilities]

Section 9 of the [Ministry of Labour Decree on Staff Facilities on Construction Sites \(977/1994\)](#). [Toilet facilities]

Article 33(a)-(b) of Convention No. 167: Information for workers on potential hazards;
Instruction and training

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 14 of the [OSH Act](#). [Instruction and guidance to be provided for employees]

Section 17 of the [Occupational Health Care Act \(1383/2001\)](#), as amended. [Obligation of the provider of occupational health care services to provide advice and information]

Section 10 of the [Government Decree on the Principles of Good Occupational Health Care Practice, the Content of Occupational Health Care and the Training of Professionals and Experts \(708/2013\)](#), as amended. [Content of counselling and guidance by occupational health services]

Section 3 of the [Government Decree on the Safety of Construction Work \(205/2009\)](#), as amended. [General obligations of the parties to a construction project]

Article 34 of Convention No. 167: Reporting of accidents and diseases

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 111 of the [Workers Compensation Act \(459/2015\)](#), as amended. [Employer obligation to report occupational accident and disease to insurance institution without delay and no later than within 10 working days]

Section 46 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Employer obligation to report accident at work resulting in death or serious injury to Regional State Administrative Agency]

Section 46a of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Notification of occupational disease by doctor to the Regional State Administrative Agency, and by authority to the Finnish Institute of Occupational Health]

Government's reply to [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\)](#) on Article 34 of C167

Recalling the broad scope of the Convention applicable to all workers, the Committee requests the Government to take the necessary measures to ensure that all occupational accidents and diseases which occur in the construction industry, notwithstanding the type of insurance of the workers concerned, are reported to the competent authority and to provide information in this respect. It also once again requests the Government to provide information on the measures taken to respond to the observations of the SAK as regards the functioning of the occupational health-care services in the construction industry.

The Finnish Workers' Compensation Centre (TVK) coordinates and develops the implementation of accident and occupational disease insurance in Finland. TVK also handles compensation claims where damage has occurred in uninsured work. TVK also maintains statistics on accidents at work and occupational diseases, and monitors

implementation of the employers' obligation to insure. The status and functions of TVK are laid down in the [Act on Accidents at Work and Occupational Diseases \(459/2015\)](#).

Work done in Finland must generally be insured in Finland. The nationality of the employee does not affect the obligation to insure. One exception to this concerns posted workers, meaning workers who have been sent to Finland from an EU or EEA country, Switzerland or a State Party to a social security agreement. Posted workers hold an A1 certificate from their country of origin indicating that their insurance cover is in the said country and that there is no need to insure the worker in Finland.

TVK serves as the party responsible in Finland for processing cases of accident at work and occupational disease relating to an employee who has been posted to Finland from an EU or EEA country, Switzerland or a State Party to a social security agreement in matters related to the EU social security system. TVK may reimburse the cost of medical benefits arising in Finland due to an accident at work or occupational disease if a posted worker from an EU or EEA country, Switzerland or a State Party to a social security agreement is injured in an accident at work or exposed in Finland to a factor that causes an occupational disease, and holds an A1 certificate from the worker's country of origin that is valid at the time of the accident.

The employer must contact TVK when a posted worker suffers an accident at work or develops an occupational disease. Cash benefits, such as compensation for loss of earnings, are nevertheless paid by the country in which the posted worker was insured. Accidents at work occurring to posted workers should, in theory, appear in the statistics of the sending State. The Finnish Workers' Compensation Centre has no summary data on these cases.

As an institution of place of domicile and residence, TVK has processed claims for damages as follows in 2017-2021. The table covers all reported loss or damage, including occupational diseases and accidents at work in all industries, and also loss or damage in which the competent institution held that the loss or damage was not eligible for compensation.

<i>Year</i>	<i>Number</i>
2017	293
2018	243
2019	245
2020	198
2021	220

The Finnish Workers' Compensation Centre has statistical data on voluntarily insured self-employed persons.

Accidents at work sustained by voluntarily self-insured self-employed persons in 2017-2021 (no.).

<i>Year</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>

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Industry F Construction	2,170	2,092	1,974	1,889	1,905
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Section 46 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#) requires an employer to immediately report a serious accident at work to the police and to the occupational safety and health division of the Regional State Administrative Agency. A serious accident must also be reported to the police, who must conduct a police investigation at the scene without delay. Failure to report a serious accident to the Regional State Administrative Agency and to the police is a punishable offence, as is failure to report any accident to an insurance company. A serious accident must also be reported to the police, who must conduct a police investigation at the scene without delay. Failure to report a serious accident to the Regional State Administrative Agency and to the police is a punishable offence, as is failure to report any accident to an insurance company. The obligation to investigate accidents applies to all accidents at work referred to in the Occupational Safety and Health Act (738/2002).

The Occupational Safety and Health Authority investigates accidents at work that come to its attention as a matter of urgency. This investigation examines the course of events and the causes of the accident at work, and the factors that may help to prevent similar accidents. The progress of an accident investigation conducted by an Occupational Safety and Health Authority is presented in [Enforcement Instruction 4/2016 of the Occupational Safety and Health Administration: Investigation of severe occupational accidents](#). These instructions describe the procedures of occupational safety and health enforcement that seek to investigate the course of events associated with serious accidents at work and their causes, and the prospects for preventing similar accidents from recurring. The instructions seek to harmonise the investigation of an accident at work within the Occupational Safety and Health Administration, and to improve transparency in such investigations. The instructions describe the objectives of an accident investigation, its practical implementation, the obligations that may be imposed on the employer, and how compliance with obligations is monitored.

Section 46a of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces](#) requires a physician who suspects or diagnoses an occupational disease or work-related illness of a worker duty to report details of the place of employment, diagnosis and illness to the Regional State Administrative Agency without delay and without prejudice to confidentiality provisions. An inspector from the occupational safety and health division of the Regional State Administrative Agency will assess whether the physician's notification gives cause for investigating working conditions at the workplace. The aim is to prevent the occurrence of similar diseases. The progress of an investigation of occupational disease or other work-related illness conducted by an Occupational Safety and Health Authority is presented in [Enforcement Instruction 5/2016 of the Occupational Safety and Health Administration: Processing of reports of occupational disease and other work-related illness](#). This instruction describes the measures to be taken by the occupational safety and health division on receiving a report of suspected occupational disease or other work-related illness. The aim of the measures is to prevent cases of exposure that can lead to similar diseases, and to eliminate shortcomings from workplaces. The instruction seeks to harmonise the practices of divisions when processing notifications and to improve transparency in such processing. The instruction describes the processing of notifications, and monitoring to be conducted on the basis of cases of occupational disease.

Accidents at work and occupational diseases investigated by the Occupational Safety and Health Authority in 2018-2021 (no.).

<i>year</i>	<i>Occupational diseases</i>	<i>Work-related accidents</i>
2021	52	1,151

2020	15	841
2019	26	831
2018	52	1,048

The Ministry of Social Affairs and Health has studied the currency and development needs of legislation on the safety of construction work. While this review has focused in particular on the Government Decree on the Safety of Construction Work (205/2009) and on the construction work provisions of the Occupational Safety and Health Act (738/2002), other provisions related to occupational safety in construction work may also be included if necessary. Comments from occupational safety and health authorities, labour market organisations and other stakeholders suggest that reviewing and amending provisions has proved to be timely and necessary. The Advisory Board that prepares occupational safety regulations at the Ministry appointed a tripartite subcommittee too consider the need for amendments. The terms of reference of the subcommittee are to review the proposals for amending construction work safety provisions, with several topic areas to be covered. One topic is the occupational health care card used in construction work. The occupational health care card is currently governed by a Government Decree on occupational health care cards in construction work (1176/2006). The investigation of occupational health care cards will study whether an alternative appropriate future solution could be found for promoting the organisation and implementation of occupational health care of construction workers and monitoring health in construction work instead of the occupational health care card.

The Government Programme of Prime Minister Sanna Marin includes several entries on improving provisions and procedures related to the immigration of foreign workers, students and researchers. These include combating the exploitation of foreign labour. The accommodation of foreign workers involves significant potential for abuses, such as accommodation in unfit premises, the charging of compensation that is disproportionate to the circumstances for accommodation, and the tying of employees to the control of the employer or his or her closely associated party through the accommodation. Accommodation can, at worst, be a significant part of the multifaceted whole of work-related exploitation and trafficking in human beings. Accommodation conditions are also important from the point of view of health and fire safety. An action plan to combat human trafficking was adopted by Government Resolution on 6 May 2021. The Government action plan undertakes to examine the powers of public authorities and the interfaces between official functions related to the living conditions of potential victims of trafficking in human beings, and to assess development needs and follow-up measures thereafter. A separate working group was established for this work, the final report of which will be completed in May 2022.

Article 35(a) of Convention No. 167: Measures for the effective enforcement of the Convention, including penalties and corrective measures

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

See under Article 9(2) of Convention No. 155.

An improvement notice or guideline is issued to the employer with a view to correcting conditions that fall below the statutory standard when a workplace inspection reveals some deficiency or other unlawful state of affairs. The aim is to oblige an employer to rectify any non-trivial deficiencies and defects at a workplace ultimately by the means available to the occupational safety and health authority, such as a binding decision or a prohibition notice. A conditional fine, notice of enforced compliance or notice of enforced suspension may be imposed to enforce the obligation imposed in a decision. In addition to imposing obligations, an

occupational safety and health inspection may lead to the occupational safety and health authority notifying the police of any non-compliance that it has observed.

[Article 35\(b\)](#) of Convention No. 167: *Appropriate inspection services*

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

See under Article 9(1) of Convention No. 155.

The Occupational Safety and Health Divisions of Regional State Administrative Agencies serve as the competent authorities in their regions. Occupational safety and health divisions supervise compliance with labour legislation and provide regional advice and guidance on occupational safety and health. A workplace inspection is the principal instrument of occupational safety and health supervision.

Government's reply to [Direct Request \(CEACR\)](#) - adopted 2015, published 105th ILC session (2016) in Article 35(b) of C167

Noting the broad scope of the Convention and that the definition of “worker” in Article 1 refers to any person engaged in construction (not only wage earners), the Committee requests the Government to provide full and detailed information on the application of the Convention in practice, including information on the number of workers (including as a percentage of those engaged in construction) covered by the legislation, the number and nature of the contraventions reported, and the number and nature of occupational accidents and cases of occupational disease reported.

According to the Labour Force Survey of Statistics Finland, 189,000 persons worked in the construction industry in 2021. Approximately one-quarter of the occupational safety and health inspections conducted annually in Finland focus on the construction industry. Most inspections are unannounced in accordance with the general practice of supervision in the construction sector. This enables inspections to establish the true state of construction sites. The most common shortcomings observed at construction sites are concern fall protection, walkways and the use of personal protective equipment. One general finding of construction industry supervision is that smaller operators know less about the occupational safety obligations for which a developer is responsible. In order to raise awareness, occupational safety is promoted in the construction sector not only through inspections, but also communication.

Occupational safety inspections and obligations imposed in the construction industries (Section F Construction) in 2015-2021 (no.)

Year	Occupational safety and health inspections	Guidelines issued	Improvement notices issued	Interim prohibitions
2021	5,383	10,065	1,472	44
2020	3,974	8,303	1,287	52
2019	5,707	11,867	1,584	60

Application of ratified Conventions on occupational safety and health by FINLAND

2018	6,481	13,729	1,919	114
2017	7,229	15,197	2,013	62
2016	7,021	14,213	1,813	30
2015	4,843	10,249	1,530	28

Frequency of workplace accidents among construction industry wage earners (number of workplace accidents per million working hours) when the incapacity to work is 4 working days or longer.

	2015	2016	2017	2018	2019	2020
Industry 41 Building construction	29.8	27.5	25.2	25.1	24.3	19.5
Industry 42 Civil engineering	13.2	15.8	13.3	12.8	12.5	7.8
Industry 43 Specialised in construction activities	25.3	24.5	23.9	23.0	23.4	17.4

Number and distribution of reported occupational diseases for various exposures in the construction industry Section F Construction

Confirmed occupational diseases in industry F Construction	2015	2016	2017	2018	2019	2020
<i>Chemical</i>	243	197	180	176	139	112
<i>Physical</i>	116	129	83	79	54	52
<i>Biological</i>	2	2	3	2	4	2

III. Safety and Health in Mines Convention, 1995 (No. 176)

Article 2(1) of Convention No. 176: Scope of application

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Sections 1 and 2 of the [Mining Act \(621/2011\)](#), as amended. [Purpose and scope of the Act]

Section 5 of the [Mining Act \(621/2011\)](#), as amended. [Definitions, including mineral exploration, mine and mining]

Sections 2, 3, 4, 5 and 7 of the [OSH Act](#). [Scope of application]

Article 2(2) and (3) of Convention No. 176: Exclusion of certain categories of mines

Implementing measures

Permissive clause not used.

Article 3 of Convention No. 176: National policy on safety and health in mines

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Chapter 11 of the [Mining Act \(621/2011\)](#), as amended. [Mining safety requirements]

- [Government Decree on Mining Activities \(391/2012\)](#)
- [Government Decree on Mining Safety \(1571/2011\)](#).
- [Government Decree on the Hoisting Installations in Mines \(1455/2011\)](#).
- [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended.

Policies and legislation relating to OSH are prepared following a tripartite principle, ensuring employer and employee organisations' representation. [Source: Report of the Government on C155, received in 2015]

Government's reply to [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\)](#) on Legislation and on Article 3 of C176

The Committee requests the Government to provide information on the measures taken after consultation with the most representative organizations of employers and workers concerned, to formulate, carry out and periodically review a policy on safety and health in mines.

Mine inspection procedure:

Metal ore mines are always inspected once a year.

Industrial mineral mines are inspected once a year (largest), or every 2-5 years, depending on the mine.

Carbonate mines are inspected every 2-5 years.

Industrial stone mines are inspected every 2-5 years.

The inspection interval of a site will be changed where necessary.

An inspection programme is prepared before inspecting a mine, to which the companies may respond in advance or at the time of inspection. An invitation to the inspection is sent to the company, and to the competent rescue services and the Occupational Health and Safety Division of the Regional State Administrative Agency. While the rescue services usually participate in inspections, participation of Regional State Administrative Agencies is less common, because they conduct their own inspections.

An inspection report is prepared, and is signed by the party conducting the inspection. A decision section of the inspection report is also prepared, recording the observations and the repairs ordered together with their deadlines. The orders or improvement notices issued in the decision section, and their implementation, will be reviewed after a certain time limit, and always by no later than at the next mine inspection. The decision section has two signatories and the decision is appealable.

The decision is sent to the invited parties.

Article 4(1) of Convention No. 176: National laws and regulations

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

National laws and regulations include:

- [OSH Act](#).
- [Mining Act \(621/2011\)](#), as amended.
 - [Government Decree on Mining Activities \(391/2012\)](#).
 - [Government Decree on Mining Safety \(1571/2011\)](#).
 - [Government Decree on the Hoisting Installations in Mines \(1455/2011\)](#).
 - [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended.

Article 4(2) of Convention No. 176: Technical standards, guidelines or codes of practice or other means of application consistent with national practice

Implementing measures

Please check if the information in the box below is up-to-date; if not, please update the text.

Six recommendations of the Mining Board supplement national legislation. The recommendations are:

- Nr 1/1982 Protection of the worker from falling or hurling rocks in a vehicle or work machine in the mine.
- Nr 2/1983 Requirements concerning the brakes of vehicles and work machines used in the mine.
- Nr 3/1996 Charging vehicles
- Nr 4/1985 Guidelines on the inspection of vehicles and mobile work machines used in the mine.
- Nr 5/1986 Rock removal in an underground mine
- Nr 6/1988 Gauging of exhaust fumes of an engine used in an underground mine.

[Source: First report of the Government on C176, received in 1999]

The Finnish Institute of Occupational Health published asbestos risk management guidelines for mines in 2016.

Link to publication in English:

<file:///C:/Users/03050724/AppData/Local/Temp/Asbestos%20risk%20management%20guidelines%20for%20mines%20FIOH%202019.pdf>

Article 5(1) of Convention No. 176: Designation of competent authority responsible for monitoring and regulating safety and health in mines

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 4 of the [Mining Act \(621/2011\)](#), as amended. [Authorities and their tasks]

Article 5(2)(a) of Convention No. 176: Supervision of safety and health in mines

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 4 of the [Mining Act \(621/2011\)](#), as amended. [Authorities and their tasks]

Section 154 of the [Mining Act \(621/2011\)](#), as amended. [Periodic monitoring of mining safety]

Article 5(2)(b) of Convention No. 176: Inspection of mines by inspectors designated for the purpose

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

See below, under article 5(2)c.

[Article 5\(2\)\(c\)](#) of Convention No. 176: Procedures for reporting and investigating fatal and serious accidents, dangerous occurrences and mine disasters

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 171 of the [Mining Act \(621/2011\)](#), as amended. [Reporting an accident]

Section 172 of the [Mining Act \(621/2011\)](#), as amended. [Accident investigation]

Section 19 of the [Government Decree on Mining Safety \(1571/2011\)](#). [Accident reporting]

Section 46 of the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (44/2006) requires an employer to notify the police and the Regional State Administrative Agency immediately of any accident at work within the meaning of the Act on Accidents at Work and Occupational Diseases (459/2015) that has caused death or severe injury. The police must conduct a police investigation at the accident site without delay. The employer or a representative thereof must be summoned to this investigation. The Regional State Administrative Agency and the person injured in an accident at work or a representative thereof must also be informed of the police investigation. A copy of the investigation record must be submitted to the insurance institution and to the person who requested the investigation, and to the party concerned on request. Section 6 of the Act provides that an investigation of an accident at work within the meaning of Section 46 that has been brought to the attention of the Occupational Safety and Health Authority must be conducted as a matter of urgency. The investigation must study the course of events, the causes of the accident, and the prospects for preventing similar accidents.

[Article 5\(2\)\(d\)](#) of Convention No. 176: Compilation and publication of statistics

Implementing measures

Please indicate how effect is given to this provision and reply to: [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\) on Article 5\(2\)\(d\) of C176:](#)

The Committee requests the Government to provide information on the effect given in law and practice to Articles 5(2)(d), 5(4)(c), 7(b) and (i), 10(c) and (d), 11, 13(1)(a) and (b) and (f) and 13(2) of the Convention.

Under section 236 of the Act on Accidents at Work and Occupational Diseases (459/2015), the Finnish Workers' Compensation Centre is responsible for compiling statistics on accidents at work and occupational diseases, for research and studies on the relationship between prevention and consequences that promote their prevention, and for studies of the link between insurance premiums and the risk of accidents and occupational diseases arising from work. The Finnish Workers' Compensation Centre may also conduct other studies and make the calculations necessary for implementing, monitoring and improving the said Act.

Article 5(2)(e) of Convention No. 176: Power of competent authority to suspend or restrict mining activities

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 156 of the [Mining Act \(621/2011\)](#), as amended. [Rectification of an offence or neglect]

Section 157 of the [Mining Act \(621/2011\)](#), as amended. [Temporary prohibition of operations]

Section 158 of the [Mining Act \(621/2011\)](#), as amended. [Conditional fine and threat of action and suspension]

Article 5(2)(f) of Convention No. 176: Procedures to ensure the consultation and participation of workers and their representatives

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 9 of the [OSH Act](#). [OSH policy at undertaking level]

See also under Article 20 of Convention No. 155 and Article 4(2)(d) of Convention No. 187.

Article 5(3) of Convention No. 176: Manufacturing, storage, transport and use of explosives and initiating devices under the supervision of competent and authorized persons

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 3 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Security plan]

Section 7 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Author of blasting work]

Section 8 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Director of blasting]

Section 9 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Use of explosives]

Chapter 4 of the [Government Decree on the Monitoring the Manufacture and Storage of Explosives \(819/2015\)](#), as amended. [Storage of explosives]

Section 3 of the [Chargers Act \(423/2016\)](#), as amended. [Right to do blasting work]

Article 5(4)(a) of Convention No. 176: Requirements relating to mine rescue, first aid and appropriate medical facilities

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Sections 44-47 of the [OSH Act](#). [Provisions regarding elimination of the risk of accident, rescue services and first aid]

Section 6 of the [Government Decree on Mining Safety \(1571/2011\)](#). [Training and conducting exercises on the internal rescue plan]

Section 23 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Arrangements for rescue]

Government's reply to [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\)](#) on Articles 5(4)(a) and 9(d) of C176

The Committee requests the Government to provide information on the measures taken or envisaged to ensure that appropriate medical facilities and appropriate transportation are provided to injured or ill workers.

- Section 115 of the Mining Act, internal mine rescue plan and Government Decree on mine safety.
- Section 46, subsection 3 of the Occupational Safety and Health Act (738/2002) requires a workplace to have suitable facilities for administering first aid where this is necessitated by the number of employees, the nature of the work, or other working conditions.
- Section 23 of the Government Decree on the Safety of Blasting and Excavation Work (644/2011) governs the organisation of rescue operations more extensively, including such aspects as secondary exits, fire-resistant shelters and personal rescue devices.

Article 5(4)(b) of Convention No. 176: Obligation to provide and maintain adequate self-rescue respiratory devices for workers

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 15 of the [OSH Act](#). [Providing personal protective equipment, auxiliary equipment and other devices for use]

Section 3 of the [Government Decree on the Selection and Use of Personal Protective Equipment at Work \(427/2021\)](#). [Employer obligation to ensure provision and use of personal protective equipment]

Annex III of the [Government Decree on the Selection and Use of Personal Protective Equipment at Work \(427/2021\)](#). [List of works and industries which may require the use of personal protective equipment]

Government's reply to [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\)](#) on Article 5(4)(b) of C176

The Committee requests the Government to provide information on the measures taken to ensure that employers have the obligation to provide and maintain adequate self-rescue respiratory devices for workers in underground coal mines and other underground mines, where necessary.

Section 45 of the Occupational Safety and Health Act (738/2002) requires workplaces to be fitted with the necessary alarm, fire safety, life-saving and rescue equipment where working conditions so require. Rescue equipment must always be available in a suitable place at workplaces where there is a hazard to life or health because of the risk of falling into water. Employees must be given necessary instructions for operating the systems and equipment referred to in subsection 1 of the said section, and in case of fire, drowning or other hazards. Instructions must also be provided regarding the measures to be taken in case of fire, having regard to conditions at the workplace. The instructions must be displayed to employees at the workplace as necessary. Practice drills must be arranged where necessary. Section 3 of the Government Decree on the Safety of Blasting and Excavation Work (644/2011) requires an employer to prepare a written safety plan for blasting and quarrying work that is specified by workplace and work stage, and based on the investigation and assessment of the risks of work and the working environment referred to in section 10, subsection 1 of the Occupational Safety and Health Act (738/2002). The safety plan must, to the extent necessary, set out the measures to be taken to ensure safety, and provide instructions concerning:

- 1) the worksite, the soil and bedrock, and other geotechnical characteristics of the site;
- 2) the electrification, lighting, communication, excavation method, and facilities and other technical solutions for the workplace and work stages;
- 3) the passageways, escape routes and shelter points;
- 4) the selection, use and maintenance of work equipment;
- 5) safe working practices;
- 6) the explosives to be used and the substances dangerous to health and their storage;
- 7) rescue in emergencies and the need for rescue equipment; and
- 8) other factors affecting the health and Safety of Blasting and Excavation work.

Section 23, subsection 4 of the said Decree (644/2011) requires a worker in an underground space to carry a personal rescue device enabling access to a facility referred to in subsection 3 or to ground level in the event of an accident, unless otherwise indicated in the safety plan.

[Article 5\(4\)\(c\) of Convention No. 176: Protective measures to secure abandoned mine workings](#)

Implementing measures

Please indicate how effect is given to this provision and reply to: [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\)](#) on Article 5(4)(c) of C176:

The Committee requests the Government to provide information on the effect given in law and practice to Articles 5(2)(d), 5(4)(c), 7(b) and (i), 10(c) and (d), 11, 13(1)(a) and (b) and (f) and 13(2) of the Convention.

Article 5(4)(d) of Convention No. 176: Requirements relating to safe storage, transportation and disposal of hazardous substances and waste

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 13 of the [Mining Act \(621/2011\)](#), as amended. [Measures concerning soil and rock material waste in the exploration area]

Section 3 of the [Government Decree on Mining Activities \(391/2012\)](#). [Waste management plan for the extractive waste of the mineral exploration area]

Section 11 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Storage of explosives in the workplace]

Government's reply to [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\)](#) on Article 5(4)(d) of C176

Provisions on safe handling and storage of hazardous substances are laid down in [the Act on the Safe Handling and Storage of Dangerous Chemicals and Explosives, Chemicals Safety Act 390/2005, in Finnish](#) and provisions on transportation of hazardous substances in the [Act on Transport of Dangerous Goods \(719/1994\)](#). Provisions on waste management in extractive operations (e.g. mining operations) are laid down in sections 112-115 of the Environmental Protection Act (527/2014). Environmental Protection Act (527/2014, amendments up to 49/2019 included), [translation from Finnish](#).

Article 5(4)(e) of Convention No. 176: Obligation to supply and maintain sanitary conveniences and facilities to wash, change and eat

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 28 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Personnel space in mining]

Article 5(5) of Convention No. 176: *Preparation, periodic updating and keeping of plans of workings*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 3 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Security plan]

Section 4 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Implementation and monitoring of the security plan]

Section 10 of the [Government Decree on Mining Safety \(1571/2011\)](#). [Preparation and maintenance of a mining map]

Section 14 of the [Government Decree on Mining Safety \(1571/2011\)](#). [Master plan]

Article 6 of Convention No. 176: *Order of priority in the treatment of risks: eliminate, control, minimize, use of personal protective equipment*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 8 of the [OSH Act](#). [Employers' general duty to exercise care]

Section 3 and Annex of the [Government Decree on Mining Safety \(1571/2011\)](#). [Principles of accident prevention]

Article 7(a) of Convention No. 176: *Safe design and construction of mines and provision of electrical, mechanical and other equipment*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 18 of the [Mining Act \(621/2011\)](#), as amended. [Obligations of the mining permit holder]

Section 2 of the [Government Decree on Mining Safety \(1571/2011\)](#). [Mine design, sizing and construction]

Section 6 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Communication and control]

[Article 7\(b\)](#) of Convention No. 176: Safe commissioning, operating, maintenance and decommissioning of mines

Implementing measures

Please indicate how effect is given to this provision and reply to: [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\)](#) on Article 7(b) of C176:

- Sections 113-114 of the Mining Act.
- Section 8 of the Occupational Safety and Health Act (738/2002) requires an employer to take the measures that are necessary to prevent the emergence of hazards and risk factors at work.
- Sections 49, 50 and 51 of the Act define responsibilities for occupational safety in a joint workplace. Mines are a joint workplace, with the operator serving as the main controlling party at sites and bearing responsibility for general safety, information, hazard assessment and coordination of work.

[Article 7\(c\)](#) of Convention No. 176: Measures to maintain ground stability

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 2 of the [Government Decree on Mining Safety \(1571/2011\)](#). [Mine design, sizing and construction]

Government's reply to [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\)](#) on Article 7(c) of C176

Please see the section 2, paragraphs 8 and 9 of the Government Decree on Mining Safety (1571/2011).

[Article 7\(d\)](#) of Convention No. 176: Provision of two exits, each of which is connected to separate means of egress to the surface

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 32 of the [OSH Act](#). [Structural and functional safety and health of the workplace]

Government's reply to [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\)](#) on Article 7(d) of C176

Section 23, subsection 2 of the Government Decree on the Safety of Blasting and Excavation Work (644/2011) requires a secondary exit to be arranged in long-term excavation in accordance with the safety plan. Another passage must be arranged with a transport device if significant physical effort is needed for moving.

[Article 7\(e\)](#) of Convention No. 176: Monitoring, assessment and regular inspection of mines

Implementing measures

☒ *Please check if the information in the box below is up-to-date; if not, please update the text.*

Section 8 of the [OSH Act](#). [Employers' general duty to exercise care, including continuous monitoring of work environment]

Section 10 of the [OSH Act](#). [Analysis and assessment of hazards at work]

[Article 7\(f\)](#) of Convention No. 176: Ventilation in underground workings

Implementing measures

☒ *Please check if the information in the box below is up-to-date; if not, please update the text.*

Section 2 of the [Government Decree on Mining Safety \(1571/2011\)](#). [Mine design, sizing and construction]

Section 21 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Ventilation]

[Article 7\(g\)](#) of Convention No. 176: Operation plan and procedures for a safe system of work

Implementing measures

☒ *Please check if the information in the box below is up-to-date; if not, please update the text.*

Section 3 and Annex of the [Government Decree on Mining Safety \(1571/2011\)](#). [Principles of accident prevention]

Section 3 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Security plan]

Government's reply to [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\)](#) on Article 7(g) of C176

- Sections 113-114 of the Mining Act
- Occupational safety and health legislation also applies to mine operators. Section 10 of the Occupational Safety and Health Act (738/2002) provides that an employer shall, having regard to the nature of the work and operations, systematically and adequately analyse and identify the hazards and risk factors caused by the work, the working hours, the working premises, other aspects of the working environment and the working conditions and, if hazards and risk factors cannot be eliminated, and assess their consequences for the safety and health of employees. Section 8, subsection 3 of the Act requires an employer to plan, select, dimension and implement the measures that are required for improving working conditions. The emergence of hazards and risk factors must then be prevented where possible. This also applies to hazards other than those arising from blasting and excavation work in mines.
- Sections 49, 50 and 51 of the Occupational Safety and Health Act (738/2002) define responsibilities for occupational safety in a joint workplace. As the party exercising principal controlling authority, the operator and, for example, subcontractors and independent contractors engaged in excavation work, are obliged to issue information concerning the hazards posed by their own work.
- Sections 3 and 4 of the Government Decree on the Safety of Blasting and Excavation Work (644/2011) also govern safety planning.

[Article 7\(h\)](#) of Convention No. 176: Measures and precautions to prevent, detect and combat the start and spread of fires and explosions

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 2 of the [Government Decree on Mining Safety \(1571/2011\)](#). [Mine design, sizing and construction]

Section 20 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Flammable substances]

Section 22 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Prevention of explosion hazards]

Section 26 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Fire safety]

Article 7(i) of Convention No. 176: *Stoppage of operations and evacuation of workers in serious danger to their safety and health*

Implementing measures

Please indicate how effect is given to this provision and reply to: **Direct Request (CEACR) - adopted 2015, published 105th ILC session (2016) on Article 7(i) of C176:**

- Sections 113 and 115 of the Mining Act.
- Section 45 of the Occupational Safety and Health Act (738/2002) requires employees to be given the necessary instructions, for example, in with respect to the hazards of mining. Instructions must also be provided regarding the measures to be taken in case of fire, having regard to conditions at the workplace.

Article 8 of Convention No. 176: *Preparation of an emergency response plan, specific to each mine*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Sections 4-9, Chapter 2 of the [Government Decree on Mining Safety \(1571/2011\)](#). [Internal mine rescue plan and staff training]

Section 3 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Security plan]

Article 9(a) of Convention No. 176: *Exposure of workers to physical, chemical or biological hazards: Provision of information*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 14 of the [OSH Act](#). [Instruction and guidance to be provided for employees]

Section 38 of the [OSH Act](#). [Chemical agents and hazardous substances used at work]

Section 4 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Implementation and monitoring of the security plan]

Article 9(b) of Convention No. 176: Exposure of workers to physical, chemical or biological hazards: Measures to eliminate or minimize risks

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 38 of the [OSH Act](#). [Chemical agents and hazardous substances used at work]

Section 6 of the [Mining Act \(621/2011\)](#), as amended. [General principles]

Article 9(c) of Convention No. 176: Exposure of workers to physical, chemical or biological hazards: Provision and maintenance, at no cost to workers, suitable protective equipment, clothing and other facilities

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 15 of the [OSH Act](#). [Providing personal protective equipment, auxiliary equipment and other devices for use]

Section 20 of the [OSH Act](#). [Use of personal protective equipment and suitable work clothing]

Section 3 of the [Government Decree on the Selection and Use of Personal Protective Equipment at Work \(427/2021\)](#). [Employer obligation to ensure provision and use of personal protective equipment]

Annex III of the [Government Decree on the Selection and Use of Personal Protective Equipment at Work \(427/2021\)](#). [List of works and industries which may require the use of personal protective equipment]

Article 9(d) of Convention No. 176: Exposure of workers to physical, chemical or biological hazards: First aid, appropriate transportation from the workplace and access to appropriate medical facilities

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

Sections 46-47 of the [OSH Act](#). [Employer obligations regarding rescue services and first aid]

Article 10(a) of Convention No. 176: Adequate training and instruction of workers by employers at no cost

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 14 of the [OSH Act](#). [Instruction and guidance to be provided for employees]

Section 6 of the [Government Decree on Mining Safety \(1571/2011\)](#). [Training and conducting exercises on the internal rescue plan]

Section 8 of the [Government Decree on Mining Safety \(1571/2011\)](#). [Skills and training of persons working in the mine]

Section 9 of the [Government Decree on Mining Safety \(1571/2011\)](#). [Training and qualifications of the person responsible for mining safety]

Article 10(b) of Convention No. 176: Supervision of mine work by employers

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 8 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Director of blasting]

Government's reply to [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\)](#) on Article 10(b) of C176

- Sections 117-118 of the Mining Act.
- Section 11 of the Occupational Safety and Health Act provides that if an assessment of hazards at work shows that the work may cause a particular risk of injury or illness, then such work shall only be done by an employee with the qualifications and personal capacity for it, or by another employee under the direct supervision of such an employee. Access of other persons to the danger zone shall be prevented by necessary measures.
- Sections 7 and 8 of the Government Decree on the Safety of Blasting and Excavation Work (644/2011) specifies the qualifications of persons performing blasting work for blasting and excavation work in mines.

Article 10(c) of Convention No. 176: Recording system of the names and probable location of all persons who are underground

Implementing measures

Please indicate how effect is given to this provision and reply to: [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\) on Article 10\(c\) of C176:](#)

- Section 23, subsection 1 of the Government Decree on the Safety of Blasting and Excavation Work (644/2011) requires the provision of a communication and warning system between supervisors and employees that can enable verification of the location of an employee.

[Article 10\(d\)](#) of Convention No. 176: Investigation and appropriate remedial action for all accidents and dangerous occurrences by employers

Implementing measures

Please indicate how effect is given to this provision and reply to: [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\) on Article 10\(d\) of C176:](#)

Section 46 of the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (44/2006) requires an employer to notify the police and the Regional State Administrative Agency immediately of any accident at work within the meaning of the Act on Accidents at Work and Occupational Diseases (459/2015) that has caused death or severe injury. The police must conduct a police investigation at the accident site without delay. The employer or a representative thereof must be summoned to this investigation. The Regional State Administrative Agency and the person injured in an accident at work or a representative thereof must also be informed of the police investigation. A copy of the investigation record must be submitted to the insurance institution and to the person who requested the investigation, and to the party concerned on request. Section 6 of the said Act requires the investigation of an accident at work within the meaning of Section 46 that has come to the attention of the Occupational Safety and Health Authority to be conducted as a matter of urgency. The investigation must study the course of events, the causes of the accident, and the prospects for preventing similar accidents. According to section 30 of the Government Decree on the Safety of Blasting and Excavation Work (644/2011), in addition to the provisions governing the reporting of fatal and serious accidents at work, an employer must notify the Occupational Safety and Health Authority of any fire, explosion and other accident that has caused serious danger to workers or other persons affected by the work.

Article 10(e) of Convention No. 176: Reports on accidents and dangerous occurrences by employers

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 19 of the [Government Decree on Mining Safety \(1571/2011\)](#). [Accident reporting]

Section 30 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended.
[Notification of serious danger]

Under section 19 of the Decree on Mining Safety (1571/2011), a mining operator must notify the mining authority of any collapse, discharge of water or mud, fire or explosion, or any comparable accident or threat thereof with a material impact on the safety of a mine or its surroundings.

The Mining Authority will specify the matters to be notified (the precise boundary is difficult to draw) with the following meanings:

Matter to be reported:

1. A collapse that caused the danger to persons and property, a collapse of rocks or filling wall in a tunnel wall, and rock burst. Serious incidents according to discretion.
2. Fires in the mine.
3. Explosions in a mine or flying stones causing danger to persons or property.
4. Dangerous situations related to blasting, in which persons have remained within the danger zone.
5. Falls from work platforms or from banked and heaped tipping worksites (stacking areas).
6. More serious collisions or running off the road in traffic.

Slips, trips, sprains and accidents occurring during repair work must always be reported solely to the occupational safety and health authorities.

Chemical and electrical accidents are notified to the Finnish Safety and Chemicals Agency (Tukes) under other legislation.

Article 11 of Convention No. 176: *Regular health surveillance of workers exposed to occupational health hazards specific to mining*

Implementing measures

Please indicate how effect is given to this provision and reply to: **Direct Request (CEACR) - adopted 2015, published 105th ILC session (2016) on Article 11 of C176:**

Section 1 of the Government Decree on health examinations in work that presents a special risk of illness (1485/2001) requires an employer to arrange and defray the costs of the medical examinations provided in the said Decree for employees, or for any other person subject to the Occupational Safety and Health Act, whose work presents a special risk of illness.

Article 12 of Convention No. 176: *Two or more employers undertaking activities at the same mine: primary responsibility of employer in charge of the mine*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 49 of the [OSH Act](#). [Duty of those operating in shared workplaces to exercise care]

Section 50 of the [OSH Act](#). [Information and cooperation in shared workplaces]

Section 51 of the [OSH Act](#). [Obligations of employers exercising the main authority in shared workplaces]

Article 13(1)(a) of Convention No. 176: *Right of workers to report accidents, dangerous occurrences and hazards to the competent authority*

Implementing measures

Please indicate how effect is given to this provision and reply to: **Direct Request (CEACR) - adopted 2015, published 105th ILC session (2016) on Article 13(1)(a) of C176:**

Section 19 of the Occupational Safety and Health Act (738/2002) provides that an employee must notify the employer and the occupational safety and health representative without delay of any faults and defects discovered in working conditions or working methods, machinery, other work equipment, personal protective equipment or other devices that may cause risk or hazard to the safety or health of employees. In accordance with their experience and with the training and guidance received from the employer, according to their vocational skills, and to the best of their abilities, employees must eliminate any faults and deficiencies that they have observed that cause an evident hazard. Employees must also submit the foregoing notification after eliminating or rectifying the fault or deficiency concerned. Employers must in turn inform an employee who has submitted a notification and the occupational safety and health

representative of the measures that have been or will be taken in a matter that has come to light. The said statute evidently both confers the right and even imposes the obligation on employees to report any hazards and so on that they have observed.

Section 36 of the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (44/2006) provides for the right of an occupational safety and health representative to interrupt work that is observed to be hazardous. Section 31 of the said Act prescribes cooperation functions for an occupational safety and health representative with a view to promoting occupational safety.

Article 13(1)(b) of Convention No. 176: Right of workers to request and obtain inspections and investigations

Implementing measures

Please indicate how effect is given to this provision and reply to: **Direct Request (CEACR) - adopted 2015, published 105th ILC session (2016) on Article 13(1)(b) of C176:**

Section 19 of the Occupational Safety and Health Act (738/2002) provides that an employee must notify the employer and the occupational safety and health representative without delay of any faults and defects discovered in working conditions or working methods, machinery, other work equipment, personal protective equipment or other devices that may cause risk or hazard to the safety or health of employees. In accordance with their experience and with the training and guidance received from the employer, according to their vocational skills, and to the best of their abilities, employees must eliminate any faults and deficiencies that they have observed that cause an evident hazard. Employees must also submit the foregoing notification after eliminating or rectifying the fault or deficiency concerned. Employers must in turn inform an employee who has submitted a notification and the occupational safety and health representative of the measures that have been or will be taken in a matter that has come to light.

While there are no specific provisions on reporting to the authorities, it is the normal practice and starting point in Finland for people to communicate with the authorities, even in the capacity of employee.

Section 5 of the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (44/2006) imposes a duty of inspection on the occupational safety and health authority in certain reporting situations. Article 10 of the Act provides for protection of a party submitting a notification.

Article 13(1)(c) of Convention No. 176: Right of workers to know and be informed of workplace hazards

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 4 of the [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as amended. [Implementation and monitoring of the security plan]

Section 14 of the [OSH Act](#). [Instruction and guidance to be provided for employees]

Section 38 of the [OSH Act](#). [Chemical agents and hazardous substances used at work]

Article 13(1)(d) of Convention No. 176: *Right of workers to obtain information relevant to their safety or health*

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 6 of the [Government Decree on Mining Safety \(1571/2011\)](#). [Training and conducting exercises on the internal rescue plan]

Section 8 of the [Government Decree on Mining Safety \(1571/2011\)](#). [Skills and training of persons working in the mine]

Section 14 of the [OSH Act](#). [Instruction and guidance to be provided for employees]

Section 17 of the [OSH Act](#). [Cooperation between employers and employees]

Section 38 of the [OSH Act](#). [Chemical agents and hazardous substances used at work]

Article 13(1)(e) of Convention No. 176: *Right of workers to remove themselves from any location at the mine when circumstances arise which appear, with reasonable justification, to pose a serious danger to their safety or health*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 23 of the [OSH Act](#). [Right to refrain from performing work which causes a serious risk]

Article 13(1)(f) of Convention No. 176: *Right of workers to collectively select safety and health representatives*

Implementing measures

Please indicate how effect is given to this provision and reply to: [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\) on Article 13\(1\)\(f\) of C176](#):

Under section 29 of the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (44/2006), employees at a workplace where at least 10 employees work regularly are required to elect one of their number to serve as occupational safety and health representative and two of their number to serve as deputy representatives for the purpose of the cooperation referred to in the chapter of the Act concerned, and to maintain contact with the occupational safety and health authorities. Employees at other workplaces may also elect the foregoing representatives from among their number. Clerical employees at a workplace are entitled to elect their own occupational safety and health representative and two deputy representatives from among their number. If the employment, public service or other service relationship of public law character of an occupational safety and health representative ends, or if the person concerned resigns from duties as occupational safety and health representative before completing the term of office, then the said representative shall be replaced by a deputy representative for the remainder of the said term. A deputy

representative who replaces an occupational safety and health representative shall have the status of an occupational safety and health representative. If a temporary impediment prevents an occupational safety and health representative from discharging the duties of the position, then a deputy representative shall attend to any necessary duties of the occupational safety and health representative that cannot be postponed until the said impediment is lifted. The deputy representative shall then enjoy the same rights as the occupational safety and health representative to obtain any information needed for discharging the duties in question, to do so during working hours and enjoy compensation for loss of income, and to interrupt dangerous work in accordance with section 36. The duties of an occupational safety and health representative subject to impediment shall be discharged by the deputy representative who received the most votes in the election of deputy representatives unless otherwise agreed in accordance with section 23. Section 30 of the said Act provides that the occupational safety and health representative and deputy representatives shall be chosen by an election arranged by the employees for a term of office that shall be two calendar years unless otherwise agreed in accordance with section 23. A term of office exceeding two years may be agreed in the order prescribed under section 23, subsection 1. An occupational safety and health committee or corresponding cooperation procedure may also agree that the term of office shall continue for four calendar years for a legitimate reason. The time and place of the election shall be agreed with the employer in advance. The election shall be arranged in a manner that gives all employees at the workplace an opportunity to participate in the election, and that causes no needless inconvenience to workplace operations. The employer shall provide information at a workplace where necessary concerning the right of employees to elect an occupational safety and health representative. For the purpose of arranging the election, the employer shall give the employees a list of all workplace employees and a separate list of clerical employees where necessary, and shall permit the employees to use the employer's premises free of charge. The employer shall not prevent or hinder arrangement of the election. The election organisers shall notify the employer of the result of the election of an occupational safety and health representative and deputy representatives immediately in writing. An inspector shall give the employees the required instructions if any uncertainty arises at a workplace concerning the arrangement of an election for occupational safety and health representative. The inspector shall take the necessary measures to bring about an election if no election has been arranged at a workplace where an occupational safety and health representative must be elected in accordance with section 29.

Article 13(2) of Convention No. 176: Right of safety and health representatives to represent workers

Implementing measures

Please indicate how effect is given to this provision and reply to: Direct Request (CEACR) - adopted 2015, published 105th ILC session (2016) on Article 13(2) of C176:

Under section 31 of the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (44/2006), the occupational safety and health representative represents the employees of the workplace when handling the matters referred to in section 26 of the Act in cooperation with the employer and in relation to the occupational safety and health authorities. An occupational safety and health representative shall also take independent steps to become familiar with the workplace environment, with matters that concern the state of the work community and affect the safety and health of employees, and with occupational safety and health provisions. The occupational safety and health representative shall also participate in inspections and with specialist studies relating to occupational safety and health if the specialist or occupational safety and health authority considers this participation to be necessary. The occupational safety and health representative shall also call the attention of the represented employees to matters that promote safety and health at work. Section 32 provides that an occupational safety and health representative is entitled to access the documents and records that the employer is required to keep under occupational safety and health provisions. A representative is also entitled to examine documents held by the employer that concern safety and health at work and are related to the state of the working environment and work community. An occupational safety and health representative is also otherwise entitled to receive the information necessary for cooperation duties from the employer. An occupational safety and health representative is also entitled to access the employer's copy of the agreement between the employer and the occupational health care organisation concerning the arrangement of occupational health care, or a description prepared by the employer of the occupational health care that the employer has arranged in-house, and the occupational health care action plan. Separate provisions shall govern the issuing of a statement of an occupational safety and health representative on an application concerning compensation for occupational health care costs. An occupational safety and health representative shall be entitled to obtain copies of the documents referred to in subsections 1 and 2 to the extent required for cooperation duties.

Section 33 of the Act provides that an employer shall ensure that an occupational safety and health representative and deputy representative are able to receive appropriate training for discharging their cooperation duties, covering provisions and instructions on occupational safety and health and other matters falling within their duties, and having regard to the experience of the representatives and to any prior training in matters of occupational safety and health. The employer and the occupational safety and health representative and deputy representative shall attend to the need for training and to the training arrangements within two months of the election. The training shall cause no costs or loss of earnings for the occupational safety and health representative or deputy representative. The training must take place during working hours unless otherwise agreed in accordance with section 23. Section 34 of the Act provides that an employer shall release an occupational safety and health representative from regular work for the reasonable period that the representative requires for discharging the duties referred to in section 31, unless some legitimate reason temporarily prevents such release. The following factors shall be considered when determining the time required for discharging the duties of an occupational safety and health representative: the number of employees that the representative represents, the geographical extent of the workplace, the number of individual workplaces and the nature of the work done there, factors arising from the organisation of work and affecting the volume of duties of an occupational safety and health representative, and other factors referred to in the Occupational Safety and Health Act that

relate to workload, hazards and risk factors affecting the safety and the physical and mental health of employees. If the time allocation of an occupational safety and health representative is not otherwise agreed in accordance with section 23, subsection 1, an employer at a workplace where at least 10 employees work regularly shall, having regard to the factors referred to in the foregoing subsection 1, release the occupational safety and health representative from regular work in order to discharge the duties of representative for at least four hours in each period of four successive calendar weeks, unless this release causes such considerable inconvenience to production or to the employer's operations as would constitute a temporary impediment to release. The foregoing provisions of this subsection shall apply to the occupational safety and health representative of an employee group sustaining greater exposure to hazards or risks at work than another employee group. The release of an occupational safety and health representative referred to in subsection 1 shall be considered in work organisation if the regular working duties of the representative so require. Representatives shall attend to the duties arising from their employment or service in other respects.

Article 13(3) of Convention No. 176: Procedures for the exercise of rights of workers and safety and health representatives

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

See above and below, under other provisions of Article 13 of Convention No. 176.

Policies and legislation relating to OSH are prepared following a tripartite principle, ensuring employer and employee organisations' representation. [Source: Report of the Government on C155, received in 2015]

Article 13(4) of Convention No. 176: Protection against discrimination and retaliation

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 23 of the [OSH Act](#). [Right to refrain from performing work which causes a serious risk]

See also under Article 5(e) of Convention No. 155.

Government's reply to [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\)](#) on Article 13(4) of C176

Section 23 of the Occupational Safety and Health Act (738/2002) has been consistently interpreted to mean that an employee cannot be the target of harmful sanctions for refraining from work on justified grounds. Neither is the employee considered to be obliged to compensate for the damage caused by refraining from work, as is also expressly provided in subsection 4 of the said statute.

Section 36 of the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (44/2006) also provides for the right of an occupational safety and health representative to interrupt work that the representative considers to be hazardous. The said representative is not held liable for damages on acting in accordance with this section.

Article 14(a) of Convention No. 176: Workers' duty to comply with prescribed safety and health measures

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

See under Article 19(a) of Convention No. 155.

Article 14(b) of Convention No. 176: Workers' duty to take reasonable care for their own safety and health and that of other persons who may be affected by their acts or omissions at work

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

See under Article 19(a) of Convention No. 155.

Article 14(c) of Convention No. 176: Workers' duty to report forthwith to their immediate supervisor situation which they believe could present a risk to their safety or health or that of other persons, and which they cannot properly deal with themselves

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 19 of the [OSH Act](#). [Eliminating and reporting faults and defects]

Article 14(d) of Convention No. 176: Workers' duty to cooperate with the employer to permit compliance with the employer's duties and responsibilities

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 17 of the [OSH Act](#). [Cooperation between employers and employees]

Article 15 of Convention No. 176: Measures to encourage co-operation between employers and workers and their representatives

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 4 of the [Government Decree on Mining Safety \(1571/2011\)](#). [Preparation of an internal emergency plan]

See also under Article 20 of Convention No. 155 and Article 4(2)(d) of Convention No. 187.

Article 16(a) of Convention No. 176: Necessary measures to ensure effective enforcement of the Convention

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Provisions of the [Mining Act \(621/2011\)](#), as amended, include:

- Section 156 [Rectification of an offence or neglect]
- Section 157 [Temporary prohibition of operations]
- Section 158 [Conditional fine and threat of action and suspension]
- Section 159 [Right to initiate proceedings]
- Section 160 [Violation of mining regulations].

Article 16(b) of Convention No. 176: Inspection services

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 153 of the [Mining Act \(621/2011\)](#), as amended. [Mining authority's right of inspection]

Section 154 of the [Mining Act \(621/2011\)](#), as amended. [Periodic supervision of mining safety]

Section 155 of the [Mining Act \(621/2011\)](#), as amended. [Executive assistance]

Sections 15-18 of the [Government Decree on Mining Safety \(1571/2011\)](#). [Inspections by the mining authority]

IV. Safety and Health in Agriculture Convention, 2001 (No. 184)

Article 1 and Article 2 of Convention No. 184: Scope of application

In its first report (2005), the Government did not list any agricultural undertakings or categories of workers as excluded from the application of the Convention.

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Sections 2, 3, 4, 5 and 7 of the [OSH Act](#). [Scope of application]

Section 2 of the [Act on the Conformity of Certain Technical Equipment \(1016/2004\)](#), as amended. [Scope of application]

Section 2 of the [Occupational Health Care Act \(1383/2001\)](#), as amended. [Scope of application]

Sections 1 and 2 of the [Employment Contracts Act \(55/2001\)](#), as amended. [Scope of application]

Section 2 of the [Chemicals Act \(599/2013\)](#), as amended. [Scope of application]

Sections 1 and 2 of the [Working Hours Act \(872/2019\)](#), as amended. [Scope of application]

Sections 2 and 3 of the [Waste Act \(646/2011\)](#), as amended. [Scope of application]

Section 1 of the [Young Workers Act \(998/1993\)](#), as amended. [Scope of application]

Section 2 of the [Plant Protection Products Act \(1563/2011\)](#), as amended. [Scope of application]

Section 1 of the [Workers Compensation Act \(459/2015\)](#), as amended. [Purpose of the Act]

Section 1 of the [Government Decree on Vehicles \(162/2021\)](#). [Scope of application]

Section 1 of the [Government Decree on Protection of Workers from the Dangers of Biological Agents \(933/2017\)](#), as amended. [Scope of application]

Section 1 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended. [Scope of application]

Sections 1 and 2 of the [Government Decree on Machinery Safety \(400/2008\)](#), as amended. [Scope of application]

Section 2 of the [Government Decree on Chemical Agents at Work \(715/2001\)](#), as amended. [Scope of application]

Section 1 of the [Government Decision on Manual Lifts and Transfers at Work \(1409/1993\)](#). [Scope of application]

Section 1 of the [Government Decree on the Selection and Use of Personal Protective Equipment at Work \(427/2021\)](#). [Scope of application]

Article 4(1) of Convention No. 184: Formulation, carrying out and periodic review of coherent national policy on safety and health in agriculture, after consultations

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

~~Activities of the OSH Administration are guided by the 'Socially Sustainable Finland' Strategy 2020 of the Ministry of Social Affairs and Health, confirmed in 2011. 'Policies for the work environment and well-being at work until 2020' have been drafted to support this strategy and to guide the OSH Administration. The policies do not contain sector-specific goals but concern all Finnish working life. It was decided that there will be no progress reports done on their implementation. The part concerning the OSH Administration was reviewed by the tripartite Advisory Committee on OSH. The goals and activities of the policies would be carried out as part of the normal activities of the OSH Administration and the social partners would participate through established operating methods.~~

~~Preventive work has been done by the Department for Occupational Safety in their Working Life 2025 review, which aimed at studying working life in 2025, and what kinds of activities the OSH Administration should do in order to minimise the negative effects. The review was drafted in so that the tripartite Advisory Committee on OSH regularly discussed the numbers of the review as the work progressed. The observations of the Working life 2025 review and the measures in the original policies will be connected to the annual plan of the OSH Administration.~~

~~[Source: Report of the Government on C184, received in 2015]~~

~~The policy for the work environment and wellbeing at work to the year 2030 specifies the strategy of the Ministry of Social Affairs and Health and guides the activities of the ministry and its administrative branch to ensure healthy and safe work at all workplaces regardless of the form of employment. The policy was published on 15 March 2019.~~

~~The policy has three focus areas:~~

- ~~• Future challenges related to occupational safety and health and wellbeing at work~~
- ~~• Safe and healthy working conditions~~
- ~~• Promoting functional and working capacity, and employability.~~

~~Both the policy and its implementation plan (2022-2023) have been drawn up in partnership with employee and employer organisations, and with specialist institutions in the field. The implementation plan draws on a monitoring report concerning the previous implementation plan (Achievement of Action Plan Objectives in 2019–2020). No strategies have yet been prepared for specific industries in Finland.~~

~~<https://julkaisut.valtioneuvosto.fi/handle/10024/161451>~~

Government's reply to [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\)](#) on Article 4 of C184

The current national policy is specified in the *Policy for the work environment and wellbeing at work until 2030*, published on 15 March 2019. This policy specifies the strategy of the Ministry of Social Affairs and Health and guides the operations of the ministry and its administrative branch to ensure healthy and safe work at all workplaces, regardless of the form of employment. Both the policy and its implementation plan (2022-2023) have been drawn up in partnership with employee and employer organisations, and with specialist institutions in the field. The implementation plan draws on a monitoring report concerning the previous implementation plan (Achievement of Action Plan Objectives in 2019–2020). No strategies have yet been prepared for specific industries in Finland.

Less than 20 per cent (about 9,000) of Finnish farm undertakings are employer enterprises. Persons working in agriculture divide into three groups: farmers and their families, farm employees and individuals employed casually on farms by other employers. The Centre for Occupational Safety is a key player in developing occupational safety that exerts practical influence on the sector through industry committees and collaboration with specialist institutions in the field. The industry committee for agriculture includes representatives from both sides of industry and from central government. An industry committee monitors progress in the field, preparing required guidelines together with stakeholders as the need arises, and arranging an annual joint development seminar for the industry.

[Article 4\(2\)\(a\)](#) of Convention No. 184: Competent authority

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 2 of the [Act on the Occupational Safety and Health Administration \(16/1993\)](#), as amended. [Functions of OSH Administration under the Ministry of Social Affairs and Health]

[Article 4\(2\)\(b\)](#) of Convention No. 184: Rights and duties of employers and workers for OSH in agriculture

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Sections 8-15 of the [OSH Act](#). [General OSH obligations of employer]

Sections 18-23 of the [OSH Act](#). [OSH rights and obligations of employees]

See also below, under Articles 6, 7 and 8 of Convention No. 184.

Article 4(2)(c) of Convention No. 184: Mechanisms of inter-sectoral coordination among relevant authorities and bodies for the agricultural sector

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

The Centre for Occupational Safety is a key player in developing occupational safety that exerts practical influence on the sector through industry committees and collaboration with specialist institutions in the field. The industry committee for agriculture includes representatives from both sides of industry and from central government. An industry committee monitors progress in the field, preparing required guidelines together with stakeholders as the need arises, and arranging an annual joint development seminar for the industry.

Article 4(3) of Convention No. 184: Corrective measures and appropriate penalties

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 16 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Prohibition of use and temporary prohibition of use]

See also under Article 9(2) of Convention No. 155.

Article 5 of Convention No. 184: Inspection

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 2 of the [Government Decree on Occupational Safety and Health Inspectorate Districts \(1035/2003\)](#). [Locations of OSH offices]

The foregoing Decree has been repealed. It was supplanted by the Government Decree on Regional State Administrative Agencies (906/2009).

See also under Article 9(1) of Convention No. 155.

Government's reply to [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\)](#) on Article 5 of C184

Occupational safety and health inspectors are not recruited in Finland on an industry basis, but on the basis of substance. The report for ILO Convention No. 129 describes the number of inspectors engaged and involved in enforcement measures related to agriculture. Some 10,000 paid employees are permanently engaged in agriculture, and there are about 9,000 employer undertakings in this sector. A total of 3,396 occupational safety and health inspections were conducted in 2015–2021, so it was possible in theory to inspect more than one third of all employer undertakings in the industry over this period.

A joint national performance agreement has been prepared for occupational safety and health divisions since 2018. National planning of enforcement has also been increased, with the results of enforcement analysed nationally, so separate industry coordination functions have been discontinued. National planning and analysis of operations seeks to ensure an efficient use of resources and national coherence in enforcement.

Article 6(1) of Convention No. 184: Employers' duty to ensure safety and health of workers in every aspect related to the work

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

See under Article 16 of Convention No. 155.

Article 6(2) of Convention No. 184: Cooperation between two or more employers, or between one or more employers and one or more self-employed persons

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

See under Article 17 of Convention No. 155.

Article 7(a) of Convention No. 184: Duty of employers – risk assessments and preventive and protective measures on the basis of these results

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 10 of the [OSH Act](#). [Analysis and assessment of the risks at work]

Section 12 of the [OSH Act](#). [Obligation of employer relating to design of the working environment]

Article 7(b) of Convention No. 184: Duty of employers – training and instructions on safety and health to workers in agriculture

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 14 of the [OSH Act](#). [Instruction and guidance to be provided for employees]

Section 9 of the [Government Decree on Protection of Workers from the Dangers of Biological Agents \(933/2017\)](#), as amended. [Training and guidance for employees]

Section 3 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended. [Instructions for using the tool]

Section 17 of the [Government Decree on the Protection of Workers from the Dangers of Vibration \(48/2005\)](#). [Training and guidance for employees]

Section 16 of [Government Decree on Chemical Agents at Work \(715/2001\)](#), as amended. [Training and guidance for employees]

Section 3 of the [Government Decision on Manual Lifts and Transfers at Work \(1409/1993\)](#). [Teaching and instructions]

Section 8 of the [Government Decree on the Selection and Use of Personal Protective Equipment at Work \(427/2021\)](#). [Training and guidance for employees]

Article 7(c) of Convention No. 184: Duty of employers – situations of imminent and serious danger to safety and health

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 23 of the [OSH Act](#). [General right to leave work which causes serious risks and not be liable for any resulting damage]

Section 2, Chapter 2 of the [Employment Contracts Act \(55/2001\)](#), as amended. [Equal treatment and prohibition of discrimination]

In principle, the employer cannot make employees perform work which poses apparent risks to the employee's life or health, because in accordance with the OSH Act, risk factors arising from work must be eliminated and work organised in such a way that it does not pose any risks or hazards to the safety of employees.

Inspectors of the Regional State Administrative Agencies may order employees to stop performing hazardous work with immediate effect.

[Source: Report of the Government on C184, received in 2010]

Article 8(1)(a)-(b) and (3) of Convention No. 184: *Right of workers – information and consultation on safety and health matters; participation in application and review of safety and health measures*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

See under Article 20 of Convention No. 155 and Article 4(2)(d) of Convention No. 187.

Article 8(1)(b) and (3) of Convention No. 184: *Right of workers – selection of safety and health representatives and representatives in safety and health committees*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

See under Article 20 of Convention No. 155 and Article 4(2)(d) of Convention No. 187.

Article 8(1)(c) and (3) of Convention No. 184: *Right of workers – removal from danger*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

See under Article 13 and Article 19(f) of Convention No. 155.

Article 8(2) and (3) of Convention No. 184: *Duty of workers and their representatives to comply and to cooperate*

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 17 of the [OSH Act](#). [Cooperation between employers and employees]

Sections 22-43, Chapter 5 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Provisions for OSH cooperation in the workplace]

See also under Article 19(a) of Convention No. 155.

Article 8(4) of Convention No. 184: *Prior consultations with representative organizations of employers and workers concerned*

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

OSH legislation will be drafted in tight cooperation with social partners to keep it up-to-date and in line with the needs of working life. The modernity of decrees will be assessed at intervals of at least 5 years, and the modernity of laws at intervals of at least 10 years, as of their entry into force. [Source: Report of the Government on C187, received in 2015]

As a rule, the most representative labour market organizations always contribute to the preparation of OSH legislation by means of advisory committees, either as members of specially appointed working groups or, failing this, by issuing a statement. [Source: Report of the Government on C187, received in 2010]

See Report of the Government on C155 and C187 year 2022

Article 9(1) of Convention No. 184: Machinery safety and ergonomics – installation, maintenance, safeguard and compliance with standards

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 41 of the [OSH Act](#). [Use of machinery, work equipment and other devices]

Section 56 of the [OSH Act](#). [Obligations of product manufacturers and suppliers]

Section 1 of the [Act on the Conformity of Certain Technical Equipment \(1016/2004\)](#), as amended. [Purpose of the Act]

Chapters 2 and 3, and Annex I of [Government Decree on Machinery Safety \(400/2008\)](#), as amended. [OSH obligations related to placing on the market and putting into service]

Provisions of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended, include:

- Section 2 [Selecting and positioning the tool]
- Section 3 [Instructions for using the tool]
- Section 4 [Assessment and elimination of hazards]
- Section 5 [Ensuring the working condition of the tool]
- Section 6 [Features of guards and safety devices]
- Section 8 [Control devices and control systems]

Article 9(2) of Convention No. 184: Machinery safety and ergonomics – responsibility of manufacturers, importers and suppliers to comply with standards and to provide information

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 56 of the [OSH Act](#). [Obligations of the product manufacturer and suppliers to be regulated separately]

Section 57 of the [OSH Act](#). [Obligations of the designer]

Section 58 of the [OSH Act](#). [Obligations of the installers of machinery, work equipment or other devices]

Section 1 of the [Act on the Conformity of Certain Technical Equipment \(1016/2004\)](#), as amended. [Purpose of the Act]

Section 10a of the [Act on the Conformity of Certain Technical Equipment \(1016/2004\)](#), as amended. [Language requirements]

Chapters 2 and 3, and Annex I of [Government Decree on Machinery Safety \(400/2008\)](#), as amended. [OSH obligations related to placing on the market and putting into service]

Section 7 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended. [Warning devices and markings]

Article 9(3) of Convention No. 184: Machinery safety and ergonomics – duty of employers regarding information

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 14 of the [OSH Act](#). [Instruction and guidance to be provided for employees]

Section 3 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended. [Instructions for using the tool]

Article 10 of Convention No. 184: Machinery safety and ergonomics – use of agricultural machinery and equipment

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 11 of the [OSH Act](#). [Work causing particular hazard]

Section 3 of the [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended. [Instructions for using the tool]

Section 145 of the [Road Traffic Act \(729/2018\)](#), as amended. [Passenger transport by tractor and motor machine]

Section 149 of the [Road Traffic Act \(729/2018\)](#), as amended. [Carriage of passengers in a trailer]

Article 11(1) of Convention No. 184: Handling and transport of materials – establishment of safety and health requirements

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 24 of the [OSH Act](#). [Workstation ergonomics, work postures and work motions]

Section 25 of the [OSH Act](#). [Avoiding and reducing workload factors]

Sections 2 and 3, and Annex of the [Government Decision on Manual Lifts and Transfers at Work \(1409/1993\)](#). [Provisions on manual handling]

OSH legislation will be drafted in tight cooperation with social partners to keep it up-to-date and in line with the needs of working life. [Source: Report of the Government on C187, received in 2015]

Article 11(2) of Convention No. 184: Handling and transport of materials – prohibition on manual handling or transport of load which by reason of its weight or nature is likely to jeopardize safety or health

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

See directly above under [Article 11\(1\) of Convention No. 184](#).

Article 12(a) of Convention No. 184: Management of chemicals –system for the importation, classification, packaging and labelling of chemicals used in agriculture and for their banning or restriction

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

Chapters 1-9 of the [Plant Protection Products Act \(1563/2011\)](#), as amended. [Provisions regulating plant protection products]

~~The health impacts of pesticides are evaluated by Valvira, the National Supervisory Authority for Welfare and Health, the environmental impacts of pesticides are monitored by the Finnish Environment Institute and the Plant Production Inspection Centre supervises the volume and spraying practices of pesticides. [Source: Report of the Government on C184, received in 2010]~~

The Finnish Safety and Chemicals Agency (Tukes) discharges risk assessment, approval and market surveillance functions for pesticides. Only registered pesticides may be sold and used. Pesticides may not be independently imported without the permission of Tukes, even for private use. Centres for Economic Development, Transport and the Environment (ELY) discharge functions related to pesticide use monitoring under the direction of the Finnish Food Authority.

Tukes assesses the physical and chemical properties of a pesticide, the residues caused by its use, and its impacts on human health and the environment. Tukes also assesses the biological effectiveness and serviceability of the product. Tukes will also request an expert opinion from MTT Agrifood Research Finland where necessary.

Chapter 5 of the [Chemicals Act \(599/2013\)](#), as amended. [Authorization of biocidal products]

See also under the provisions of the Chemicals Convention, 1990 (No. 170), in Part II of the report on ratified OSH Conventions.

Article 12(b) of Convention No. 184: Management of chemicals – duty of those who produce, import, provide, sell, transfer, store or dispose of chemicals to comply with standards and to provide information

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

Chapter 2 of the [Plant Protection Products Act \(1563/2011\)](#), as amended. [General requirements for plant protection products]

Section 16 and 17 of the [Plant Protection Products Act \(1563/2011\)](#), as amended. [Provision of information on plant protection products at the time of sale]

Section 31 of the [Plant Protection Products Act \(1563/2011\)](#), as amended. [Right of access to information]

See also under Article 8 of Convention No. 170.

Article 12(c) of Convention No. 184: Management of chemicals – system for collection, recycling and disposal

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 7 of the [Plant Protection Products Act \(1563/2011\)](#), as amended. [Handling and storage of plant protection products and handling of their packaging and remnants]

Chapters 1-15 of the [Waste Act \(646/2011\)](#), as amended. [Provisions regulating waste management]

Article 13 of Convention No. 184: Management of chemicals – preventive and protective measures at the level of the undertaking

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

National laws and regulations include:

- [OSH Act](#)
 - Section 10 [Analysis and assessment of the risks at work]
 - Section 38 [Chemical agents and hazardous substances used at work]
- [Chemicals Act \(599/2013\)](#), as amended

- Chapter 4 [General principles governing the operation and obligations of operator]
- Section 35 [Use of biocidal product]
- [Plant Protection Products Act \(1563/2011\)](#), as amended
 - Section 6 [Use of plant protection products]
 - Section 7 [Handling and storage of plant protection products and handling of their packaging and remnants]
- [Government Decree on Chemical Agents at Work \(715/2001\)](#), as amended.
 - Section 4 [Information for the identification of hazards]
 - Section 5 [Safety data sheets and a list of chemicals used in the workplace]
 - Section 6 [Identification of hazards and assessment of risks]
 - Section 7 [Measurements]
 - Section 8 [General principles for reducing risks]
 - Section 9 [Specific prevention and protection measures]
 - Section 10 [Hazards arising from the physical properties of chemical agents]

Article 14 of *Convention No. 184: Management of chemicals – handling of biological agents and activities involving animals, livestock and stabling areas*

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 40 of the [OSH Act](#). [Biological agents]

Sections 1-18 of the [Government Decree on Protection of Workers from the Dangers of Biological Agents \(933/2017\)](#), as amended. [Provisions regulating work with exposure to biological agents or hazards caused by sharp instruments]

Chapters 1-7 of the Communicable Diseases Act (1227/2016)

Article 15 of *Convention No. 184: Construction, maintenance and repairing of agricultural installations*

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 13 of the [Land Use and Building Act \(132/1999\)](#). [Collection of Finnish building regulations]

- [National Building Code of Finland](#).

As regards agricultural buildings, the building regulations are complemented by:

- Decree of the Ministry of the Environment on Plans and Reports Concerning Construction (216/2015)
- Decree of the Ministry of Agriculture and Forestry on Technical Fire Requirements for Subsidised Construction (265/2019)
- Act on Support for Rural Development (28/2014)
- ~~the Ministry of Agriculture and Forestry Decree on Building Regulations and Recommendations concerning Supported Building Activities (100/2001); and~~
- ~~the Ministry of Agriculture and Forestry Decree on Fire Technical Requirements concerning Supported Building Activities (25/2004).~~

[Source: Report of the Government on C184, received in 2010]

Article 16(1) and (2) of Convention No. 184: Young workers and hazardous work – determination of work in agriculture subject to age limit of 18 years, after consultation

Implementing measures

☐ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 9 of the [Young Workers Act \(998/1993\)](#), as amended. [Occupational safety and health]

Section 3 - 8 of the [Government Decree on Particularly Harmful and Hazardous Work for Young Workers \(475/2006\)](#), as amended. [Particularly harmful work]

Section 1 and Annex of [Ministry of Social Affairs and Health Decree on a List of Examples of Hazardous Work for Young Workers \(188/2012\)](#), as amended. [List of hazardous work which may only be performed in accordance with Government Decree (475/2006)]

Article 16(3) of Convention No. 184: Young workers and hazardous work – derogations after consultation with the representative organizations of employers and workers concerned

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 3 of the [Government Decree on Particularly Harmful and Hazardous Work for Young Workers \(475/2006\)](#), as amended. [Particularly harmful work]

Section 5 of the [Government Decree on Particularly Harmful and Hazardous Work for Young Workers \(475/2006\)](#), as amended. [Teaching and guidance]

Section 1 and Annex of [Ministry of Social Affairs and Health Decree on a List of Examples of Hazardous Work for Young Workers \(188/2012\)](#), as amended. [List of hazardous work which may only be performed in accordance with Government Decree (475/2006)]

The Acts and Decrees concerning young workers were prepared in a tripartite process. [Source: Report of the Government on C184, received in 2010]

OSH legislation will be drafted in tight cooperation with social partners to keep it up-to-date and in line with the needs of working life. [Source: Report of the Government on C187, received in 2015]

Article 17 of Convention No. 184: Protection of temporary and seasonal workers

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 2 of the [OSH Act](#). [General scope of application of the Act]

Section 3 of the [OSH Act](#). [Application of the Act to leased labour]

Article 18 of Convention No. 184: Pregnancy, breastfeeding and reproductive health

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 10 of the [OSH Act](#). [Analysis and assessment of hazards at work]

Section 11 of the [OSH Act](#). [Work causing particular hazard]

Section 48 of the [OSH Act](#). [Personnel facilities]

Section 3, Chapter 2 of the [Employment Contracts Act \(55/2001\)](#), as amended. [OSH]

Article 19(a) of Convention No. 184: Welfare facilities at no cost to the worker

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Section 48 of the [OSH Act](#). [Personnel rooms]

Sections 1(4), 2, 5 and 6 of the [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#).
[Provisions on welfare facilities for agricultural and forestry work performed inside buildings]

Section 14 of the [Health Protection Regulation \(1280/1994\)](#), as amended. [Toilet]

Article 19(b) of Convention No. 184: Minimum accommodation standards

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Chapter 5 of the [Health Protection Regulation \(1280/1994\)](#), as amended. [Health requirements for the dwelling and other living space]

Article 20 of Convention No. 184: Working time arrangements

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

Provisions of the [Working Hours Act \(872/2019\)](#), as amended, include:

- Sections 1 and 2 [Scope of application]
- Section 5 [General working hours]
- Section 8 [Night work]
- Sections 24-28 [Rest periods]
- Section 34 [Derogation by collective agreement]

The working hours in agricultural work have been agreed upon in a generally binding collective agreement, as permitted by the Working Hours Act. [Source: Report of the Government on C184, received in 2010]

Collective agreements for the rural industry and forestry are available on the database [Finlex](#).

Article 21 of Convention No. 184: Coverage against occupational injuries and diseases

Implementing measures

☒ Please check if the information in the box below is up-to-date; if not, please update the text.

National laws and regulations:

- [Workers Compensation Act \(459/2015\)](#), as amended
- [Employee Pensions Act Enforcement Act \(396/2006\)](#), as amended

Application of Conventions No. 167 in practice

In so far as it has not already been supplied in reply to other questions, please provide information on the practical application of the Convention concerned (for example, copies or extracts from official documents including inspection reports, studies and inquiries, statistics); please also state whether courts of law or other tribunals have given decisions involving questions of principle relating to the application of the Conventions concerned. If so, please supply the text of these decisions.

Please see above Government's reply to Direct Request (CEACR) - adopted 2015, published 105th ILC session (2016) on Article 34 of C167.

Application of Convention No. 120 in practice

Government's reply to [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\)](#) on Application in practice of Articles 6, 10, 14, 18 of C120.

The Occupational Safety and Health Authority implements policies on the working environment and well-being at work drawn up on the basis of a strategy of the Ministry of Social Affairs and Health:

- We shall respond to the future work challenges of occupational safety and health.
- Our goal is to ensure safe and healthy working conditions.
- We shall promote functional and working capacity, and employability.

Phenomenon-based oversight was chosen as the starting point for the current four-year period in order to meet the needs of the evolving world of work. Working conditions, the disintegration of work-life and workload are the current subject phenomena of occupational safety and health enforcement.

A workplace inspection is the principal means of occupational safety and health supervision. Inspections vary according to the site and objectives of the inspection. Workplace inspections initiated by public authorities seek to focus on those workplaces where the most significant risks arise. Inspections are also conducted in response to contact from the workplace or other sources. Occupational safety and health inspections address observed deficiencies with the primary aim of supporting independent workplace functions.

Workplace inspections monitor working conditions at the time of a workplace tour. Attention is then paid to such aspects as temperature conditions at the workplace, possible exposure to noise, ergonomics and the physical load caused by the work, and to the measures that are necessary. An inspection will also examine whether issues have been considered in the investigation and assessment of work risks prepared by the workplace, and whether the matter has been handled in the workplace survey prepared by the occupational health care service.

Nearly all industries involve office work, so no separate details concerning oversight of office working conditions are available from occupational safety and health authority information systems. The working conditions of clerical employees are nevertheless subject to oversight in the course of workplace inspections of various industries, for example during workplace tours.

Occupational safety and health inspections conducted and obligations imposed in trade industries (sector G Wholesale and retail trade, repair of motor vehicles and motorcycles) in 2015-2021 (no.)

Year	Occupational safety and health inspections	Guidelines issued	Improvement notices issued	Interim prohibitions

Application of ratified Conventions on occupational safety and health by FINLAND

2021	2,770	4,042	468	1
2020	1,727	2,669	324	2
2019	3,319	6,843	718	2
2018	3,582	7,139	720	-
2017	3,528	7,596	777	1
2016	3,707	8,276	806	2
2015	3,579	6,361	851	1

Frequency of compensated employee accidents at work (number of accidents at work/million hours worked) causing 4 working days or more of incapacity for work, and number of accidents at work (sector G Wholesale and retail trade; repair of motor vehicles and motorcycles)

Accidents at work sector G	2015	2016	2017	2018	2019	2020
Accident frequency (min. 4 days)	9.7	8.8	8.9	8.4	8.8	6.8
Number of accidents at work (min. 4 days)	3,619	3,409	3,341	3,287	3,295	3,437
Number of accidents at work (all)	10,547	10,759	10,561	10,691	10,823	9,411

Number and distribution of reported occupational diseases for various exposures in sector G Wholesale and retail trade; repair of motor vehicles and motorcycles

Confirmed occupational diseases sector G	2015	2016	2017	2018	2019	2020
Chemical	52	72	53	61	49	36
Physical	63	45	35	20	17	18
Biological	2	5	2	4	1	2

Penal sentences by criminal offence, district courts and court of appeal in first instance (all sectors), source Statistics Finland, statistics on crime and coercive measures

Court convictions (no.)	2016	2017	2018	2019	2020
Number of penalties imposed					
Health and safety violation	104	118	118	120	122
Working time violation	1	3	2	1	0
Work discrimination	7	8	10	5	3
Extortionate work discrimination	2	7	1	2	4
Unauthorised use of foreign labour	1	2	2	2	2

Application of Convention No. 176 in practice

Government's reply to [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\)](#)

Occupational safety and health inspections of mining and excavation conducted between 1 January 2015 and 2 May 2022.

Year	Inspections	Guidelines	Improvement notices
2015	87	189	38
2016	92	216	35
2017	79	182	18
2018	76	170	31
2019	64	105	11
2020	36	48	5
2021	54	99	24
2022 (until 2 May)	17	37	6

Details of enforcement

2016:

Most of Finland's mining operations are in Northern Finland. There are significant risk factors in the mining industry and the sector has accordingly been subject to extensive monitoring for several years. Occupational safety in the sector has developed favourably. The safety work done by operators is systematic, hazard identification and assessment are in order, and workplaces have effective procedures for managing various occupational safety risks. Inspections of excavation work focused particularly on management of asbestos fibres, finding that workplace practices were effective. Deficiencies were found at enrichment plants, especially in terms of emergency showers and in order and cleanliness. Contractors operating in a mining area, on the other hand, were found to have shortcomings, especially in ensuring the operating condition of machinery and equipment.

2017:

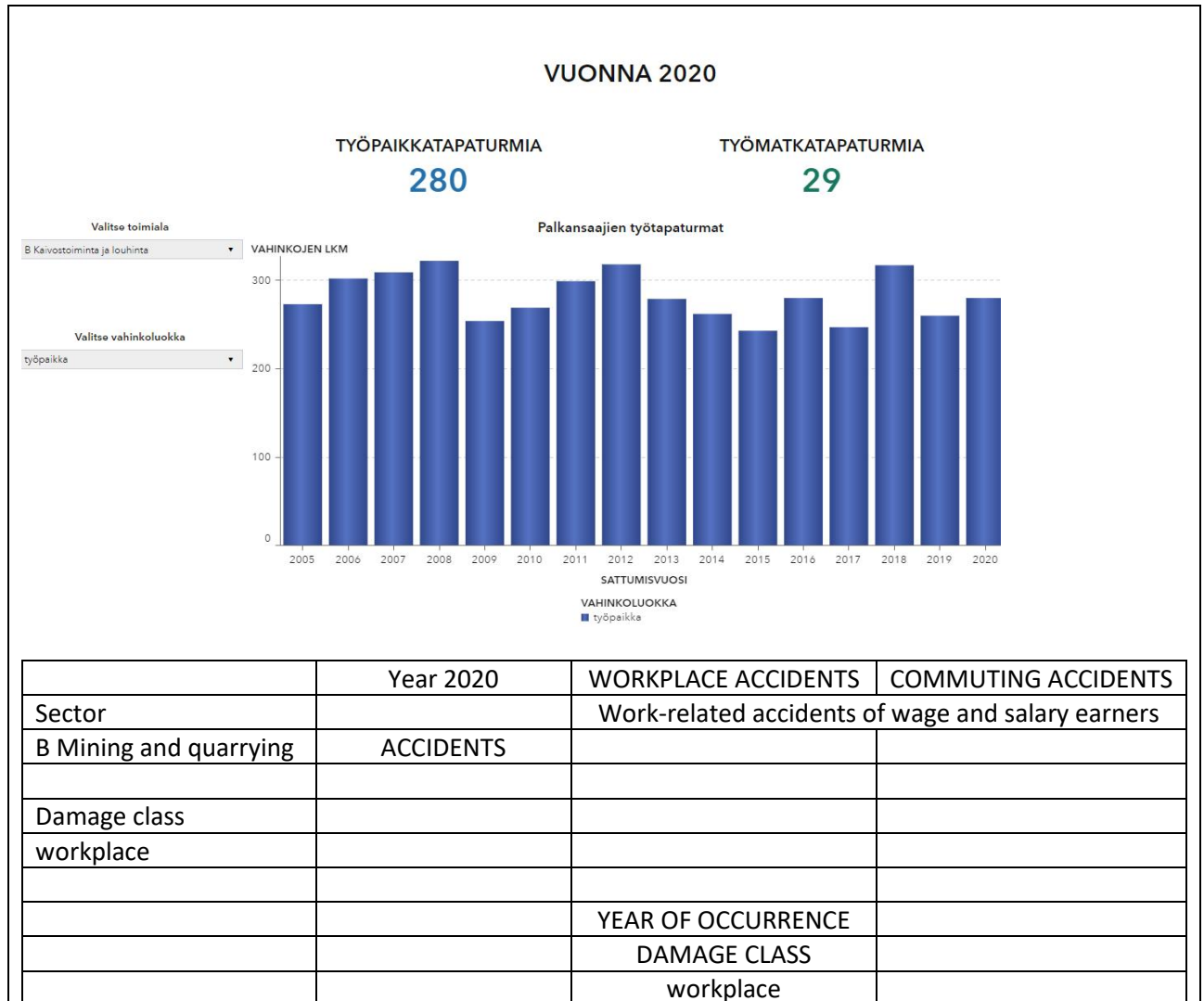
Mining operations in Finland are concentrated in Northern and Eastern Finland. Thousands of employees work at common workplaces in the mining industry. There are significant risk factors in this industry, which has accordingly been subject to comprehensive oversight for several years. Occupational safety has progressed favourably at mines. Deficiencies were observed in contractors operating in mining areas, especially in ensuring the operating condition of machinery and equipment, and in workplace surveys conducted by the occupational health care service.

2019:

Occupational safety and health enforcement in the mining industry called attention to risk-based subjects, such as accident risk, physical workload and chemical agents. Deficiencies were mainly found in managing the hazards of chemical agents, and in the safety of asbestos work. Both mining companies and contractors operating in mining areas had room for improvement in these aspects. Stakeholder cooperation related to occupational safety and health in the mining industry has involved the Finnish Mine Safety Advisory Board and Tukes. Occupational safety in the mining industry has improved over the past few years, with a fall in the number of accidents at work and the frequency of accidents in the sector compared to previous years.

Statistics on accidents at work in the mining and excavation industry in 2020.

Source: Tikku statistical application, Finnish Workers' Compensation Centre.



Application of Convention No. 184 in practice

Government's reply to [Direct Request \(CEACR\) - adopted 2015, published 105th ILC session \(2016\)](#)

Enforcement in practice

About 10,000 people are permanently employed on farms. Some 3,400 of these were of foreign extraction in 2020. There were 33,000 short-term employees in 2020, including 16,000 from abroad. The figures for 2020 were influenced by the global coronavirus pandemic, meaning that the annual variation can be considerable. Most permanent employees work in greenhouse and dairy cattle farms. Short-term work in the summer season is on outdoor market gardening farms. Both permanent and short-term employees have the same occupational health and safety rights and obligations as workers in other industries. Normal Finnish occupational health and safety legislation already includes the Safety and Health in Agriculture Convention for practical purposes.

A total of 4,642 accidents at work occurred to employees in agricultural undertakings and there were 4,114 accidents at work in agricultural occupations in the municipal sector (holiday substitute service) between 2016 and 2021. Self-employed farmers reported 3,412 accidents and 79 occupational diseases to the Farmers' Social Insurance Institution (MELA) in 2021. Self-employed farmers provide more than 70 per cent of the labour input in agriculture.

A4LK	YEAR OF OCCURRENCE						TOTAL
	2016	2017	2018	2019	2020	2021	
611 Arable and horticultural farmers, detail level 3	232	249	215	152	151	139	1,138
6121 Breeders of beef and dairy cattle and other domestic animals, detail level 4	574	571	557	504	412	336	2,954
6129 Other animal breeders and keepers, detail level 4	0	0	0	2	0	1	3
613 Combined agricultural and animal husbandry operators, detail level 3	3	8	2	0	4	1	18
TOTAL	809	828	774	658	567	478	4,114

Year	No. Of accidents	Working hours(1000 h)	Frequency
2016	747	25,475	29.3
2017	795	24,746	32.1
2018	785	23,565	33.3
2019	791	20,299	39.0
2020	766	26,742	28.6
2021	758	31,253	24.3

A total of 6,505 guidelines, 605 improvement notices and one interim prohibitions were issued in agricultural enforcement between 2016 and 2021. 194 reports of serious accidents at work were submitted to the occupational safety and health authorities over the same period.

The Occupational Health Care Act requires every employer to provide preventative occupational health care for employees. A physician must in turn notify the occupational safety and health authority of any suspected case of occupational disease or other work-related illness caused by work. Confidentiality legislation is no impediment to notification.