

Application of ratified Conventions on occupational safety and health by

FINLAND

Article 22 baselines report

2025

EXPLANATORY NOTE

The present ***draft baselines report*** has been prepared by the Office to facilitate compliance with reporting obligations under article 22 of the ILO Constitution. It contains information currently available to the Office on the measures implementing ratified ILO fundamental Conventions on occupational safety and health in Finland, in accordance with the previous art.22 baselines report validated and submitted by the Government in 2022. Where implementing measures are of a legislative nature, hyperlinks to the relevant texts have been included. With regard to other implementing measures, the source of the information is indicated between square brackets. The information contained in the draft report does not indicate a view on the part of the Office regarding compliance with ratified Conventions, supervision of compliance being the responsibility of the ILO supervisory bodies.

You are kindly requested to review the information provided in the draft report and either:

- Validate, using the check boxes provided , if the information is up-to-date and complete; or
- Update as necessary.

Where information is missing, specific questions highlighted in yellow above the corresponding boxes are intended to assist governments in ensuring that the information in the final report is complete.

You are also requested to reply to pending [CEACR](#) comments within the specific boxes provided for this purpose.

Moreover, in accordance with the obligations under article 23(2) of the ILO Constitution, you are requested to indicate the representative organizations of employers and workers to which copies of the report (once reviewed and finalized) have been communicated (page 3 of this draft report).

If you have received from the organizations of employers or workers concerned any observations, either of a general kind or in connection with the present or the previous report, regarding the practical application of the provisions of the Conventions concerned, please communicate a copy of the observations received, together with any comments that you consider useful (a specific box is available for this purpose also on p.3 of this draft report).

In accordance with the established procedure, your final report should reach the Office by 1 September 2025 (Reporting contact: NORM_REPORT@ilo.org).

This draft article 22 baselines report is part of the implementation of the [Governing Body's request](#) concerning the pilot project for the establishment of baselines for the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187).

Country profile

List of ratified Conventions on occupational safety and health (and their status)¹

- General provisions (Part I of the present report)
[Promotional Framework for Occupational Safety and Health Convention, 2006 \(No. 187\)](#) (ratification: 2008), status: up-to-date
[Occupational Safety and Health Convention, 1981 \(No. 155\)](#) (ratification: 1985), status: up-to-date
[Protocol of 2002 to the Occupational Safety and Health Convention, 1981](#) (ratification: 2003), status: up-to-date
[Occupational Health Services Convention, 1985 \(No. 161\)](#) (ratification: 1987), status: up-to-date (this subject is not covered in the present report in accordance with the regular reporting cycle)
- Protection against specific risks (not covered in the present report, in accordance with the regular reporting cycle):
[White Lead \(Painting\) Convention, 1921 \(No. 13\)](#) (ratification: 1929), status: requiring further action to ensure continued and future relevance
[Radiation Protection Convention, 1960 \(No. 115\)](#) (ratification: 1978), status: up-to-date
[Guarding of Machinery Convention, 1963 \(No. 119\)](#) (ratification: 1969), status: requiring further action to ensure continued and future relevance
[Benzene Convention, 1971 \(No. 136\)](#) (ratification: 1976), status: requiring further action to ensure continued and future relevance
[Occupational Cancer Convention, 1974 \(No. 139\)](#) (ratification: 1977), status: up-to-date
[Working Environment \(Air Pollution, Noise and Vibration\) Convention, 1977 \(No. 148\)](#) (ratification: 1979) status: up-to-date
[Asbestos Convention, 1986 \(No. 162\)](#) (ratification: 1988), status: up-to-date
[Chemicals Convention, 1990 \(No. 170\)](#) (ratification: 2014), status: up-to-date
[Prevention of Major Industrial Accidents Convention, 1993 \(No. 174\)](#) (ratification: 2013), status: up-to-date
Violence and Harassment Convention, 2019 (No. 190) (ratification: 2024)
- Protection in specific branches of activity (not covered in the present report, in accordance with the regular reporting cycle)
[Hygiene \(Commerce and Offices\) Convention, 1964 \(No. 120\)](#) (ratification: 1968), status: up-to-date
[Safety and Health in Construction Convention, 1988 \(No. 167\)](#) (ratification: 1997), status: up-to-date
[Safety and Health in Mines Convention, 1995 \(No. 176\)](#) (ratification: 1997), status: up-to-date
[Safety and Health in Agriculture Convention, 2001 \(No. 184\)](#) (ratification: 2003), status: up-to-date

Pending CEACR comment(s)

Consolidated comments on C115, C119, C120, C136, C139, C148, C155 and its 2002 Protocol (OSH), C161, C162, C167, C170, C174, C176, C184, and C187: [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#)

Note: Only the parts of the pending CEACR comment on fundamental Conventions (C155 and C187) are covered by this reporting cycle. The remaining part of the consolidated comments of 2022 will have to be replied to at the Government's next reporting cycle on OSH Conventions.

¹ Based on the recommendations of the Standards Review Mechanism Tripartite Working Group (SRM TWG), the Governing Body has classified OSH Conventions as "up to date", "requiring further action to ensure continued and future relevance" or "outdated" (see detailed information on the [ILO website](#)).

Compliance with obligations under article 23, paragraph 2, of the Constitution²

Please indicate the **representative organizations of employers and workers** to which copies of the present report have been communicated in accordance with article 23, paragraph 2, of the Constitution of the International Labour Organization. If copies of the report have not been communicated to representative organizations of employers and/or workers, or if they have been communicated to bodies other than such organizations, please supply information on any particular circumstances existing in your country which explain the procedure followed.

A copy of this report has been sent to following labour market organizations:

1. The Confederation of Finnish Industries (EK)
2. The Central Organization of Finnish Trade Unions (SAK)
3. The Finnish Confederation of Salaried Employees (STTK)
4. The Confederation of Unions for Academic Professionals in Finland (Akava)
5. The Commission for Local Authority Employers (KT)
6. The State Employer's Office (VTML)
7. The Federation of Finnish Enterprises (SY)
8. The Commission for Church Employers

Observations from organisations of employers and workers³

Please indicate whether you have received from the organizations of employers or workers concerned any observations, either of a general kind or in connection with the present or the previous report, regarding the practical application of the provisions of the Conventions concerned. If so, please communicate a copy of the observations received, together with any comments that you consider useful.

² Article 23, paragraph 2, of the [Constitution](#) reads as follows: "Each Member shall communicate to the representative organisations recognised for the purpose of article 3 copies of the information and reports communicated to the Director-General in pursuance of articles 19 and 22."

³ See paragraphs 94-104 of the [2019 General Report](#) of the CEACR.

ILO 155 and 187

The Central Organisation of Finnish Trade Unions (SAK), the Confederation of Unions for Professional and Managerial Staff in Finland (Akava) and the Finnish Confederation of Professionals (STTK) comment as follows:

The tripartite dialogue between the Ministry of Social Affairs and Health and the social partners to promote occupational safety and health (OSH) works well in our opinion. Major disagreements have, however, been seen in some topics between employers and employees, mainly regarding the need to make OSH legislation more specific to reduce psychosocial workload caused by work.

There are, however, shortcomings that are in need of development to meet the contents of Convention 155. There are so-called forerunner workplaces in Finland where OSH aspects have been taken into account in a comprehensive manner. But there are also workplaces where not even the basic OSH obligations are met.

OSH risks

Harmful psychosocial workload caused by work is an extensive phenomenon that poses a risk to health, and there are still insufficient efforts put into its prevention in workplaces. Mental workload that is harmful to health occurs just as much in blue-collar occupations as in white-collar work. Workplaces do not have sufficient understanding or competence concerning which factors in work and working conditions cause mental workload that is harmful to health. This calls for more precise legislation as well as training, guidance and instruction of employers and OSH cooperation personnel of workplaces. In 2024, a tripartite working group prepared proposals for making the OSH Act more precise and for a decree to be enacted on the matter, but the process ended as the employers objected to the more precise provisions in question.

The number of accidents at work increased in Finland in 2022–2024, and frequency has also been showing a slight increase. Violence related to work has increased in particular. In 2024, shock, fright, violence, aggression, threat or presence caused almost 7,000 workplace accidents, up more than 24% year on year. Most of these related to employees of the municipal sector and wellbeing services counties as well as private social services. The increasing number of accidents at work, particularly of accidents caused by violence, emphasises the need to improve OSH and to address the prevention of violence at work. There are not any more precise provisions laid down in Finland on arrangements relating to the health and safety of employees in the various industries and roles where an apparent threat of violence occurs, even though the OSH Act contains an authorisation to issue decrees on the matter.

Climate change has brought occasional exceptionally hot periods of weather to Finland, too. These have affected the health and coping of employees particularly in outdoor work and physically strenuous sectors. The working conditions of those including bus and tram drivers may also have been excessively strenuous. The phenomenon is likely to become more common. This calls for more precise obligations on employers to ensure the protection of workers against excessive heat and also against excessive UV radiation. Preparedness for other risks brought about by climate change, including exceptional weather conditions, should also be improved.

The existing OSH Act leaves the provisions on OSH risk management only half-done regarding premises where there are employees of multiple employers working but where there is no employer that has principal control. The problem is experienced on sites including joint central government work environments (new office buildings) and shopping centres. No-one is responsible for coordinating and directing the safety of joint premises. Each employer is only responsible as regards its own organisation, which results in overlapping work without dialogue with other employers. In the same way, OSH cooperation personnel do not necessarily have any actual opportunities to influence solutions in the shared workplace environment. There is not necessarily an OSH cooperation person elected by any organisation working in joint premises.

OSH representatives representing the employees play a significant role for OSH cooperation in the workplace. In Finland, however, the law only requires that an OSH representative be chosen in workplaces with at least ten employees. It is not mandatory to choose an OSH representative in workplaces smaller than this. There are almost 18,000 workplaces with 5–9 employees in Finland, with their total number of personnel being 115,000. (Statistics Finland 2022)

OSH risks in platform work are high. The legal nature of the work relationship of a large number of platform workers is unclear. Many think they are in a contractual employment relationship, even though the starting point of enterprises providing platform work is that these persons are self-employed/entrepreneurs. Such persons have no access to social security in the event of, for example, ill health, occupational disease or accident at work and fall beyond the scope of all OSH measures for which the employer is responsible. In addition, it should be noted that the deliberate misdefinition of the legal nature of the employment relationship, that is, disguising of employment relationships, also extends more broadly to working life and is not merely a problem associated with platform-mediated work.

Responsibilities and penal sanctions

The level of criminal sanctions for OSH offences is too low. The penal scale should be raised since the current maximum penalty of one year results in OSH offences becoming time-barred in two years, which is too soon. The maximum penalty under the OSH Act should be raised to three years. The corporate fines imposed on employers have also been too low owing to the very low corporate fine imposed in a precedent.

Employers should, however, also better ensure and strengthen the OSH competence of supervisors. First-line supervisors often have to be solely responsible for the consequences of an accident when the cause lies in insufficient measures and resources of more senior management to protect health and safety at work that the first-line supervisor could not affect.

The owner of a building currently has no OSH responsibility. If an employer is renting the premises from the owner of the building, the employer does not have full powers or opportunities to ensure health and safety in the building. We regard that, in certain situations, such as in conjunction with repairs of moisture damage or ventilation, the owner of the building should also be obligated to ensure health and safety in the building.

Qualification and training requirements

The training requirements of Articles 5, 14 and 19 of the Convention concerning OSH are not realised in all workplaces, and supervisors in particular often lack knowledge of their own responsibilities and

obligations towards their subordinates. Many competence areas and degree programmes also do not contain a sufficient level of OSH-related instruction.

The education and training criteria or qualification requirements for persons responsible for OSH in workplaces or for OSH managers responsible for OSH cooperation representing the employer have not been determined in Finland. This also applies to OSH training of employee representatives: access to training and working hours available for training vary a lot between industries and workplaces.

Primary, lower secondary, upper secondary and tertiary education should include stronger content on the basic issues of OSH as well as both physical and mental wellbeing at work to enable young people entering working life to gain a basic understanding of OSH aspects as well as the fundamental rights and obligations of working life.

In this context, we also refer to our comments on Conventions 81 and 129.

The Federation of Finnish Enterprises (Suomen Yrittäjät ry) comments as follows:

Suomen Yrittäjät notes that significant labour legislation reforms have been implemented in Finland, thanks to which the structural discrimination in relation to organisation into trade unions that used to prevail in Finnish labour legislation has largely been eradicated. Suomen Yrittäjät refers in particular to the reform concerning the expansion of local collective bargaining, which entered into force on 1 January 2025. Following the reform, employers complying with a generally applicable collective agreement also received equal opportunities for local collective bargaining within the boundaries set by the collective agreement and in compliance with its procedural provisions.

Suomen Yrittäjät remarks that the reform did not weaken the status of collective agreements or restrict the right of the social partners to enter into collective agreements. The principle of the general applicability of collective agreements in Finland also remains as strong as before the reform. Under the general applicability, the employer must comply with the provisions of the collective agreement also when the employer is not a member of an association that has entered into the collective agreement. Based on the general applicability, unorganised employers and employees are bound by an agreement on employment terms made by others even if they themselves would like something else.

The legislative reform on local collective bargaining does, however, eradicate structural discrimination to the extent that (except for certain details) all employers and employees may, regardless of whether they are organised or not, currently apply all of the provisions of the collective agreement applicable to the contractual employment relationship that enable local collective bargaining. There are differences based on organisation with regard to employee representation and procedural provisions concerning local collective bargaining. These differences are not, however, significant in principle or in practice.

Suomen Yrittäjät emphasises that the key aspect of the reform is the principle whereby employers are on an equal footing with each other in that the legislation does not deny the access of unorganised employers to such collective bargaining opportunities that organised employers have even when the collective agreement must be complied with under law. Equality between employers is a highly important matter of principle.

Suomen Yrittäjät notes in general that the freedom of organisation includes both a positive and a negative dimension, that is, it includes not only the right to belong to an association but also the right not to belong to one. This means that separation, ostracism or favouritism may not take place in the labour market on the basis of the exercise or non-exercise of the freedom of association. Moreover, to safeguard the freedom of organisation and to eradicate discrimination in the labour market and in the context of self-employment and carrying on a trade, legislation should be such that enterprises and employees are not placed in an unequal position based on the exercise of the freedom of organisation.

The Confederation of Finnish Industries (Elinkeinoelämän Keskusliitto EK) comments as follows:

The Confederation of Finnish Industries states that Finland has issued very extensive and comprehensive regulation related to occupational safety and health. The Occupational Safety and Health Act has been amended with provisions that entered into force on 1 June 2023 from the perspective of psychosocial workload. Even before these legislative amendments, we had a significant number of provisions that also oblige employers to prevent and manage the psychosocial burden caused by work. Legislation requires that psychosocial workload factors are taken into account when investigating and assessing workplace hazards. The legislative amendments that entered into force in 2023 specified the obligations to take into account the personal conditions of employees and to implement individual occupational safety and health measures if necessary. Psychosocial risks have been comprehensively taken into account in our legislation, and there is no need to develop our legislation further as a result of Conventions 155 and 187.

With regard to the election of an occupational safety representative, we note that our current regulations enable the election of an occupational safety representative also in workplaces with fewer than 10 employees. The employer is also responsible for occupational safety in smaller workplaces, and occupational safety at the workplace is developed in an agile manner in cooperation with the entire personnel, also in smaller workplaces. We do not see the need to change the limit of 10 employees set in the current legislation, which obliges the election of an occupational safety representative at the workplace.

In addition, we draw attention to the fact that in Finland, the criminal liability of the employer or its representative related to occupational safety regulations is very extensive. The characteristics of occupational safety violations are determined on the basis of current occupational safety regulations and lower-level regulations issued under them. We do not consider the current situation to be reasonable from the perspective of employer representatives. It is very difficult for them to know in advance how they can avoid personal criminal liability. The current regulation on occupational safety violations is also very problematic from the perspective of the principle of legality in criminal law, which is enshrined in our Constitution.

The state of the regulation of occupational safety offences in force in Finland must be taken into account when assessing the scope and appropriateness of the current occupational safety regulation. In our view, criminal sanctions should only be possible as sanctions for the most serious and precisely identifiable occupational safety violations. Efforts are being made to extend occupational safety regulation more and more to areas that are not precise or can be clearly defined, but the regulation is rather based on the assessment of subjective experiences. For this reason, the prevailing legal situation and the reasonableness of the related criminal liability must be assessed as soon as possible, also from the perspective of supervisors and employers' representatives.

REFERENCES

This draft article 22 baselines report has been prepared on the basis of the following national laws and regulations:

Laws:

- [Occupational Safety and Health Act \(738/2002\)](#), as at 2023 (OSH Act)
- [Act on the List and Register of Workers Exposed to Carcinogenic Substances and Methods \(452/2020\)](#), as at 2024
- [Working Hours Act \(872/2019\)](#), as at 2021
- [Radiation Act \(859/2018\)](#), as at 2021
- [Road Traffic Act \(729/2018\)](#), as at 2021
- [Electrical Safety Act \(1135/2016\)](#), as at 2018
- [Chargers Act \(423/2016\)](#), as at 2019
- [Act on Certain Requirements Concerning Asbestos Removal Work \(684/2015\)](#), as at 2019
- [Workers Compensation Act \(459/2015\)](#), as at 2024
- [Chemicals Act \(599/2013\)](#), as at 2021
- [Plant Protection Products Act \(1563/2011\)](#), as at 2021
- [Waste Act \(646/2011\)](#), as at 2021
- [Mining Act \(621/2011\)](#), as at 2021
- [Rescue Act \(379/2011\)](#), as at 2022
- [Health Care Act \(1326/2010\)](#), as at 2021
- [Employee Pensions Act Enforcement Act \(396/2006\)](#), as at 2021
- [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as at 2021
- [Act on Safety in Handling Dangerous Chemicals and Explosives \(390/2005\)](#), as at 2021
- [Health Insurance Act \(1224/2004\)](#), as at 2022
- [Act on the Conformity of Certain Technical Equipment \(1016/2004\)](#), as at 2021
- [Act on the Protection of Privacy in Working Life \(759/2004\)](#), as at 2021
- [Occupational Health Care Act \(1383/2001\)](#), as at 2021
- [Employment Contracts Act \(55/2001\)](#), as at 2021
- [Public Access to Information Act \(621/1999\)](#), as at 2021
- [Land Use and Building Act \(132/1999\)](#), as at 2021
- [State Civil Service Act \(750/1994\)](#), as at 2022
- [Act on the Transport of Dangerous Goods \(541/2023\)](#), as adopted in 2023
- [Young Workers Act \(998/1993\)](#), as at 2020
- [Act on the Occupational Safety and Health Administration \(16/1993\)](#), as at 2009
- [Nuclear Energy Act \(990/1987\)](#), as at 2021
- [Penal Code \(39/1889\)](#), as at 2021.

Decrees:

- [Government Decree on Waste \(978/2021\)](#), as at 2023
- [Government Decree on the Selection and Use of Personal Protective Equipment at Work \(427/2021\)](#), as adopted in 2021
- [Government Decree on Vehicles \(162/2021\)](#), as adopted in 2021
- [Government Decree on carcinogenic, mutagenic and reprotoxic agents at work \(113/2024\)](#)
- [Government Decree on Ionizing Radiation \(1034/2018\)](#), as at 2022

- [Government Decree on the Advisory Committee on Safety Technology \(853/2018\)](#), as adopted in 2018
- [Government Decree on Protection of Workers from the Dangers of Biological Agents \(933/2017\)](#), as at 2020
- [Government Decree on the Monitoring the Manufacture and Storage of Explosives \(819/2015\)](#), as at 2022
- [Government Decree on the Safety of Asbestos Work \(798/2015\)](#), as at 2021
- [Government Decree on the Monitoring the Handling and Storage of Dangerous Chemicals \(685/2015\)](#), as at 2022
- [Government Decree on the List of Occupational Diseases \(769/2015\)](#), as adopted in 2015
- [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 at 2021
- [Government Decree on Safety Requirements of Industrial Handling and Storage of Dangerous Chemicals \(856/2012\)](#), as at 2019
- [Government Decree on Mining Activities \(391/2012\)](#), as adopted in 2012
- [Government Decree on Occupational Safety and Health Inspectorate Districts \(1035/2003\)](#), as adopted in 2003
- [Government Decree on Mining Safety \(1571/2011\)](#), as adopted in 2011
- [Government Decree on the Hoisting Installations in Mines \(1455/2011\)](#), as adopted in 2011
- [Government Decree on the Safety of Blasting and Excavation Work \(644/2011\)](#), as at 2016
- [\(217/2022\)Government Decree Repealing Certain Government Decisions and Decrees on Prohibitions and Restrictions Respecting Certain Chemicals \(415/2009\)](#), as adopted in 2009
- [Government Decree on the Safety of Construction Work \(205/2009\)](#), as at 2013
- [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as at 2019
- [Government Decree on Machinery Safety \(400/2008\)](#), as at 2011
- [Government Decree on Particularly Harmful and Hazardous Work for Young Workers \(475/2006\)](#), as at 2021
- [Government Decree on the Protection of Workers from the Dangers of Noise \(85/2006\)](#), as adopted in 2006.
- [Government Decree on the Protection of Workers from the Dangers of Vibration \(48/2005\)](#), as adopted in 2005
- [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#), as adopted in 2003
- [Government Decree on the Protection of Workers from the Risks Related to Exposure to Explosive Atmospheres \(576/2003\)](#), as adopted in 2003
- [Government Decree on Medical Examinations in Work that Presents a Special Risk of Illness \(1485/2001\)](#), as at 2005
- [Government Decree on Chemical Agents at Work \(715/2001\)](#), as at 2015
- [Government Decision on Tobacco Smoke in the Environment and the Fight against the Associated Risk of Cancer at Work \(1153/1999\)](#), as adopted in 1999
- [Government Decree on the Control of Major Accident Hazards Liable to Affect Workers \(922/1999\)](#), as adopted in 1999
- [Government Decision on Manual Lifts and Transfers at Work \(1409/1993\)](#), as adopted in 1993
- [Government Decision on Containers Containing Dangerous Goods and their Labelling \(421/1989\)](#), as adopted in 1989
- [Health Protection Regulation \(1280/1994\)](#), as at 2006
- [\(55/2025\)](#)
- [Ministry of Social Affairs and Health Decree on Ionizing Radiation \(1044/2018\)](#), as adopted in 2018
- [Ministry of Social Affairs and Health Decree on a List of Examples of Hazardous Work for Young Workers \(188/2012\)](#), as at 2014
- [Ministry of Labour Decree on Staff Facilities on Construction Sites \(977/1994\)](#), as adopted in 1994
- [Ministry of the Interior Decree on External Rescue Plans \(1286/2019\)](#), as at 2023

Government Decree on the Transport of Dangerous Goods (925/2023)

Other:

- [National Strategy and a Policy for the Work Environment and Well-Being at Work until 2030](#), as adopted in 2019, updated 2024
- [Regulation \(EC\) No. 1907/2006 of the European Parliament and of the Council of 18 December 2006](#) concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), establishing a European Chemicals Agency, amending Directive 1999/45/EC and repealing Council Regulation (EEC) No 793/93 and Commission Regulation (EC) No 1488/94 as well as Council Directive 76/769/EEC and Commission Directives 91/155/EEC, 93/67/EEC, 93/105/EC and 2000/21/EC (EU REACH Regulation), as at 2021
- [Regulation \(EC\) No 1272/2008 of the European Parliament and of the Council of 16 December 2008](#) on classification, labelling and packaging of substances and mixtures, amending and repealing Directives 67/548/EEC and 1999/45/EC, and amending Regulation (EC) No 1907/2006 (EU CLP Regulation), as at 2021.
- the [Regulation \(EU\) No. 649/2012 of the European Parliament and of the Council of 4 July 2012 concerning the export and import of hazardous chemicals](#), as at 2020.

PART I: General provisions

1. Occupational safety and health (OSH) and its promotional framework

Conventions Nos 155 and 187

I. Action taken at the National Level

Article 2(1) of Convention No. 187: Promotional framework for OSH: Continuous improvement to prevent occupational injuries, diseases and deaths

Implementing measures

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

Finland has a national OSH policy in the form of an OSH law (i.e. [OSH Act](#)) supplemented by a National Strategy and a Policy for the Work Environment and Well-Being at Work until 2030 ([National OSH Policy 2019-30, updated 2024](#)) adopted in a tripartite process; a national OSH system (OSH laws and regulations, as well as competent authorities for OSH); and national OSH programmes (action plans and programmes).

The tripartite Advisory Committee on Occupational Safety regularly discusses matters related to OSH policies.

For detailed implementing measures on each component of this framework, please see below:

National policy: See [Section III](#)

National system: See [Section IV](#)

National programme: See [Section V](#)

The current national policy is specified in the Policy for the work environment and wellbeing at work until 2030, published on 15 March 2019, and updated in 2024. 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 (2024-2027) have been drawn up in partnership with employee and employer organisations, and with specialist institutions in the field. The implementation plan draws on analyses concerning the previous implementation plan.

Several programmes focusing on occupational safety and health were implemented during the 2019-2023 government term. WORK2030 is a development programme for work and well-being at work that seeks to reform operating practices, apply technology effectively at workplaces and bring about innovations in the world of work. The Working Capacity Programme will improve the employment and extend the careers of individuals with partial working capacity by providing appropriate working capacity support services. The Mental Health at Work Programme is part of the National Mental Health Strategy, which includes supporting mental health at workplaces. The Programme seeks to make workplaces more supportive of employee mental health and to manage mental health risk factors. The working life programmes during the 2024-2027 government term consist of the WORK2030 programme, the mental health at work programme and the Work Ability Programme. [Source: <https://stm.fi/tyoelamaohjelmat2024-2027>]

Government's reply to [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#) on Article 2(1) of C187 (Promoting the continuous improvement of OSH by developing a national policy, national system and national programme)

The Committee requests the Government to continue to provide information on the measures taken to promote continuous improvement of OSH and the results thereof, including the impact of the Mental Health at Work Programme. It requests the Government to provide information on measures taken towards the improvement of the OSH of platform workers and to address psychosocial risks of those workers.

In Finland, long-term investments have been made in occupational safety and healthy working conditions. The policy for the work environment and wellbeing at work until 2030 entitled 'Safe and healthy working conditions and work ability for everyone' defines the objectives and priorities concerning health and safety at work in Finland. Policy's implementation plan describes the key themes for the policy include managing risks at work; identifying and strengthening resource factors at the workplace; managing psychosocial strain; preventing violence, harassment and inappropriate treatment; and developing competence in occupational health cooperation.

Mental Health at Work Programme emphasizes the importance of preventive measures and the view of mental health as a resource in working life. This programme develops and disseminates models and tools for workplaces and occupational health cooperation. The core objective of the Mental Health at Work Programme has been to change the focus of the support for mental health in working life from solving existing problems in an individual-focused way to preventing work ability problems. The aim with this has been to prevent, for example, sick leave and retirement due to mental health issues and the related costs in the long term.

Finland has continued the mental health programme for working life with funding from the Sustainable Growth programme for Finland (Next Generation EU). The objectives include eliminating the stigma, spreading the mental health as a resource approach in working life, early support for mental health. Sub-projects include:

- Projects promoting young people's mental health
- Mental health toolkit
- Cooperation models between occupational health care and the workplace
- Training in digital self-care, i.e. guided self-care, for occupational health care
- Good occupational health care practice – updated guide
- Digital Guide for workability
- Public sector project

An impact assessment was carried out on the Mental Health at Work Programme, which was implemented in 2021–2022. The impact assessment provides an evaluation of how successful the Programme and its different sub-projects were especially from the perspective of whether the measures taken had the desired impact. In addition, the assessment provides monitoring data on the direction of development and aims to address the question of whether, considering the current situation and the Programme's operating environment, the development work focuses on the right things in the right way to achieve the desired changes. [Source: [Impact Assessment of the Mental Health at Work Programme, Report December 2022](#)]

The transformation of work and the related challenges and opportunities have been taken into account in the working life programmes of Government Programmes, the implementation of Finland's Sustainable Growth Programme and European Social Fund (ESF) projects in Finland.

At the core of the change, are automation, robots and artificial intelligence, as well as the development of the sharing and platform economy, that are changing the content of work, the ways of working and the employer-employee relationship. The potential risks posed by new technologies and forms of work must be identified, their effects on health must be assessed and they must be managed. [Source: [Implementation plan 2024-2027](#)]

Furthermore, the Ministry of Economic Affairs and Employment has set up a tripartite working group to prepare the legislative amendments required to implement the EU Directive on improving working conditions in platform work. The term of the working group is 29 January–31 December 2025. The task of the working group is to prepare a report in the form of a government proposal that includes proposals for the legislative amendments required to implement the directive. The working group has representatives from the Ministry responsible for occupational safety and health. Source: <https://tem.fi/en/project?tunnus=TEM092:00/2024>

A legislative amendment to the OHS Act regarding psychosocial risks entered into force in June 2023. This amendment to the provision on 'analysis and assessment of hazards at work' (section 10) includes a clarification that both physical and psychosocial workload factors must be taken into account as part of the risk assessment at work. In the section psychosocial workload factors are referred to as factors relating to the content of the work,

factors related to the way in which work is organised and factors related to the social functioning of the work community. The provision applies to work carried out in an employment contract, including platform workers.

The Ministry of Social Affairs and Health issues instructions on occupational safety and health supervision in order to ensure consistency in enforcement, improve the quality of occupational safety and health inspections and increase transparency in operations. The vision of occupational safety and health divisions identifies working conditions, fair working life, psychosocial workload, continuous renewal, information and digitalisation as the key phenomena influencing the operations of occupational safety and health divisions. [Source: [Healthy work : Framework plan for occupational safety and health divisions 2024–2027](#)]

Article 2(2) of Convention No. 187: Account taken of principles in ILO instruments relevant to the promotional framework for OSH

Implementing measures

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

Finland has ratified the following OSH Conventions: Conventions Nos 13, 115, 119, 120, 136, 139, 148, 155 (and its Protocol), 161, 162, 167, 170, 174, 176, 184, 187 and 190. It has also ratified Conventions Nos 81, 129 and the Protocol to Convention No. 81 on labour inspection.

Article 2(3) of Convention No. 187: Periodic consideration of measures to ratify OSH Conventions

Implementing measures

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

Finland has most recently ratified the ILO Violence and Harassment Convention, 2019 (No. 190). The Convention will enter into force for Finland on 07 Jun 2025. See [NORMLEX](#).

II. Scope of Application

Articles 1 and 2 of Convention No. 155: Branches of economic activity and categories of workers

In its first report (1987), the Government did not list any branches of economic activity 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 6 of the [OSH Act](#). [Exclusion for certain activities of Defence Forces or Border Guard]

Section 2 of the [OSH Act](#). [Exclusion for ordinary hobbies or professional sports]

III. Action taken at the National Level – National Policy

Article 4 and **Article 7** of Convention No. 155 and **Article 3(1)** of Convention No. 187: National OSH policy

Implementing measures

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

Finland's national OSH policy consist of various elements including OSH law (i.e. [OSH Act](#)), OSH enforcement, information sharing and a national OSH policy and its implementation.

The Ministry of Social Affairs and Health has adopted a Policy for the Work Environment and Well-being at Work until 2030 ([National OSH Policy 2019-30, updated 2024](#)), which has the objective of fostering healthy and safe work at all workplaces regardless of the form of employment. This policy extends to the year 2030 and is updated regularly. The latest update was made in 2024. The policy describes the strategic level objectives in the field of occupational health and safety until 2030, and monitoring indicators for the objectives. The policy has three focus areas:

- Future challenges concerning occupational safety and health, and wellbeing at work
- Safe and healthy working conditions
- Promoting functional capacity, workability, and employability

[Source: [National OSH Policy 2019-30, updated 2024](#), pp.9-24]

This National OSH Policy 2019-30 was prepared in collaboration with institutions in the administrative branch, labour market organisations and other partners. [Source: [National OSH Policy 2019-30, updated 2024](#), p.9]

A policy implementation plan for 2024-2027 has been drawn up to achieve the goals of the OSH policy. This implementation plan gives concrete expression to the actions by which the Ministry of Social Affairs and Health and its partners will contribute to achieving the goals of the focus areas defined in the OSH policy. The implementation plan has been drawn up with the participation of a wide range of actors in working life, from ministries to labour market organisations, research and development organisations and other actors in working life. The tripartite approach to setting targets is an important principle that has been taken into account. The implementation of the actions described in the policy and its implementation plan is monitored at an annual level by theme and the effectiveness is monitored with agreed indicators at the end of the implementation plan period. [Source, [Implementation plan 2024–2027](#), pp 7-9]

The tripartite Advisory Committee on Occupational Safety regularly discusses matters related to OSH policies. The Advisory Committee on Occupational Safety and Health discuss important development, planning and monitoring projects of occupational safety and health, general OSH policies and performance targets, and the allocation of resources for promoting occupational safety and health and other matters important for the development of working environments at regional level.

See also below under Article 8 of Convention No. 155 and Article 4(2)(a) of Convention No. 187 (laws and regulations).

Article 3(2) and (3) of Convention No. 187: Promotion of basic principles as part of the national OSH policy; Right of workers to a safe and healthy working environment

Implementing measures

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

Right of workers to a safe and healthy working environment and OSH principles listed under Article 3(3) of C187 are taken into account in the [OSH Act](#), including under:

- Sections 8-15 [General OSH obligations of employer]
- Section 17 [Cooperation at the undertaking level]
- Section 18-23 [OSH rights and obligations of employees]
- Sections 24-31 [Provisions on ergonomics, physical, mental and social strain and certain other occupational hazards]
- Section 44 [Risks of accidents].

Focus area 2 of the National OSH Policy 2019-30: "Our goal is to ensure safe and healthy working conditions". [Source: ([National OSH Policy 2019-30, updated 2024](#)) pp. 16-19]

The current national policy is specified in the Policy for the work environment and wellbeing at work until 2030, published on 15 March 2019, updated in 2024. 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 (2024-2027) have been drawn up in partnership with employee and employer organisations, and at several workshops conducted with specialist institutions in the field. Comments on the policy and the implementation plan were requested from labour market organisations and from specialist institutions before final approval.

The tripartite Occupational Safety and Health Advisory Board and Occupational Health and Safety Advisory Board meet regularly to discuss issues related to health and safety at work and to monitor national implementation.

Article

5(a) https://www.ilo.org/dyn/normlex/en/f?p=normlexpub:12100:0::no::p12100_instrument_id:312300 of *Convention No. 155: Spheres of action in National OSH Policy: material elements of work*

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](#). [Work environment design]

Section 26 of the [OSH Act](#). [Work with display screen equipment]

Sections 32-40 of the [OSH Act](#). [Provisions concerning the structures of the workplace and the working environment]

Sections 41-43 of the [OSH Act](#). [Safety of machinery, work equipment and other devices]

Article

5(b) https://www.ilo.org/dyn/normlex/en/f?p=normlexpub:12100:0::no::p12100_instrument_id:312300 of *Convention No. 155: Spheres of action in National OSH Policy: adaptation of working conditions to workers*

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 considering the employees' personal abilities]

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

Section 10 of the [OSH Act](#). [Analysis and assessment of the risks at work taking into account the employees' age, ageing, gender, occupational skills and other personal abilities]

Section 12 of the [OSH Act](#). [Design of the working environment taking into account employees with disabilities and other employees whose performing of work and whose health and safety otherwise call for special measures]

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

Sections 24-31 of the [OSH Act](#). [Provisions on ergonomics, physical, mental and social strain and certain other occupational hazards]

Article 5(c) and Article 14 of *Convention No. 155* and Article 4(3)(c) of *Convention No. 187: Spheres of action in National OSH Policy, and part of National OSH System: training and education*

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 that causes particular risks]

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

Section 44 of the [OSH Act](#). [Risk of accidents]

Section 47 of the [OSH Act](#). [Appointing first aid and rescue personnel]

Section 33 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [OSH representative's and vice representative's right to receive training]

Section 3 of the [Occupational Healthcare Act \(1383/2001\)](#), as amended. [Definition of occupational healthcare professional and occupational healthcare expert]

[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. [Qualifications and training of physicians, nurses, physiotherapists and specialists working in occupational health care]

The occupational safety and health authorities support workplaces by providing advice and guidance on occupational safety and health. The objective of guidance provided by the OSH authority is to ensure that workplaces have access to sufficient information about their legal obligations as well as about how to improve their working conditions. The two most important channels for advice and guidance are the Tyosuojelu.fi online service and the national telephone counselling service.

The Finnish Institute of Occupational Health, the National Institute for Health and Welfare, and other organisations in the field of research, development and education produce new knowledge and increase competence in working life. The Finnish Institute of Occupational Health participates in promoting working life and employee wellbeing in various ways, while the National Institute for Health and Welfare participates in promoting public health and wellbeing. The Centre for Occupational Safety contributes to increasing competence and supports the development of activities at workplaces. [Source: [National OSH Policy 2019-30, updated 2024, p.10](#)]

Government's reply to [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#) on Articles 5(c) and 19(d) of C155, Article 4(3)(c) of C187 (OSH training and qualifications):

The Committee further requests the Government to indicate whether it envisages adopting training criteria or qualification requirements for persons with OSH responsibilities at the workplace.

Requirements for persons with OSH responsibilities at the workplace are included in the [Occupational Safety and Health Act \(738/2002\)](#) and in the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#).

Section 16 of the OSH Act stipulates provisions regarding the employer's substitutes. The duties of such a substitute must be defined in sufficient detail, taking into account the employer's line of business, the nature of the work or activity, and the size of the workplace. According to the provision, the employer shall ensure that the substitute has sufficient qualifications, he or she has received an adequate orientation to the defined duties and that he or she otherwise has the appropriate capabilities for attending to the OSH duties. Qualifications referred to in the provision also include expertise in occupational safety matters. Requirements for the occupational safety and health manager are included in the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (44/2006). It is the duty of the occupational safety and health manager to help the employer and the management in tasks relating to acquisition of expertise in occupational safety and health and to cooperation with employees and occupational safety and health authorities. The occupational safety and health manager shall according to section 28 be adequately qualified regarding the nature of the workplace and the work, and the extent of the workplace. He or she shall also possess enough knowledge of occupational safety and health legislation and the conditions in the workplace, and even otherwise have appropriate prerequisites for dealing with matters referred to in section 26 [Issues to be handled in cooperation] and for organizing the cooperation.

Provisions on the right of the occupational safety and health representative and vice representatives representing employees to receive training are laid down in section 33 in the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (44/2006). The employer shall see to that it is possible for the occupational safety and health representative and the vice representative to receive appropriate training for carrying out their cooperational duties. The training shall according to section 33 cover provisions and instructions concerning occupational safety and health, as well as other matters within the duties, taking account of the representatives' experience and any earlier training in occupational safety and health matters.

More detailed provisions on the qualification requirements or training criteria of employer's substitutes, occupational safety and health manager or occupational safety and health representative are not being considered.

Article

[5\(d\)https://www.ilo.org/dyn/normlex/en/f?p=normlexpub:12100:0::no::p12100_instrument_id:312300](https://www.ilo.org/dyn/normlex/en/f?p=normlexpub:12100:0::no::p12100_instrument_id:312300) of *Convention No. 155: Spheres of action in National OSH Policy: communication and co-operation at all levels*

Implementing measures

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

- At the level of the undertaking:

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

Section 49 of the [OSH Act](#). [Duty of those operating at a shared workplace to exercise care]

Section 50 of the [OSH Act](#). [Information and cooperation at a shared workplace]

Section 51 of the [OSH Act](#). [Obligations of the employer exercising the main authority at a shared workplace]

Section 53 of the [OSH Act](#). [Information-sharing between self-employed person and main contractor in shared workplace]

Section 54 of the [OSH Act](#). [Cooperation between employers and self-employed in elimination of mutual hazards in workplaces]

Chapter 5 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces](#) (44/2006), as amended. [Cooperation on occupational safety and health at workplaces]

Chapter 5a of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces](#) (44/2006), as amended. [Cooperation on occupational safety and health in shared workplaces and in preventing mutual hazards]

Section 8 of the [Occupational Healthcare Act](#) (1383/2001). [Cooperation between employers and employees in matters that concerns occupational healthcare]

- At the national level:

The National OSH Policy 2019-30, updated in 2024, was prepared in collaboration with the institutions in the administrative branch, labour market organisations and other stakeholders. All interested parties are invited to participate in implementing this policy. Cooperation is encouraged to improve the synergy between different agents and the effectiveness of measures. Cooperation between different sectors is necessary for achieving the desired impacts.

Labour market organisations play an important role in disseminating information and influencing decision-making. Finland has good and long traditions in tripartite cooperation, which improves the efficiency of policy implementation. Each ministry steers the operations in its administrative branch. The implementation of the policy requires active cooperation between ministries. [Source: [National OSH Policy 2019-30, updated 2024](#), p.9-10]

Occupational health and safety legislation is prepared in tripartite cooperation and matters are discussed by the Advisory Board for the Preparation of OSH Provisions (TTN). If necessary, other ministries and stakeholders are also consulted in the preparation.

The OSH Administration works together with employers' and employees' organisations. The official cooperation

bodies are the Advisory Committee on Occupational Safety and Health as well as the regional tripartite Occupational Safety and Health Boards, the purpose of which is to support and develop OSH enforcement. The Advisory Committee on Occupational Safety and Health and the regional Occupational Safety and Health Boards discuss important development, planning and monitoring projects of occupational safety and health, general OSH policies and performance targets, and the allocation of resources for promoting occupational safety and health and other matters important for the development of working environments at regional level.

Article

5(e) https://www.ilo.org/dyn/normlex/en/f?p=normlexpub:12100:0::no::p12100_instrument_id:312300 of *Convention No. 155: Spheres of action in National OSH Policy: protection of workers and their representatives from disciplinary measures*

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 employer and employees, employees have the right to submit proposals on safety and health]

Section 23 of the [OSH Act](#). [General right to leave work which causes serious risks and not be liable for any resulting damage]

Section 36 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [OSH representative's right to interrupt dangerous work]

Section 37 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Protection against termination in the case of OSH representatives]

Section 4, Chapter 47 of the [Penal Code \(39/1889\)](#), as amended. [Sanction for violation of employee representative rights]

Section 2, Chapter 2 of the [Employment Contracts Act \(55/2001\)](#), as amended. [Equal treatment and prohibition of discrimination]

Section 8 and 16 of the Non-discrimination Act (1325/2014). [Prohibition of discrimination and victimisation]

Section 3, Chapter 47 of the [Penal Code \(39/1889\)](#), as amended. [Work discrimination]

Section 2, Chapter 7 of the [Employment Contracts Act \(55/2001\)](#), as amended. [Termination grounds related to the employee's person]

Section 25 of the [State Civil Service Act \(750/1994\)](#), as amended. [Termination of service]

IV. Action taken at the National Level – National System

Article 4(1) of Convention No. 187: Progressive development and periodic review in consultation with the most representative organizations of 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 individual components under Article 4(2) and (3) of C187 below.

Article 8 of Convention No. 155 and **Article 4(2)(a)** of Convention No. 187: Laws and regulations

Implementing measures

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

The national legislation applying to OSH in Finland includes:

- **OSH Act (738/2002)** and the provisions adopted pursuant thereto:
 - o Government Decree on the Selection and Use of Personal Protective Equipment at Work (427/2021)
 - o Government Decree on Protection of Workers from the Dangers of Biological Agents (933/2017), as amended
 - o Government Decree on the Safety of Asbestos Work (798/2015), as amended
 - o Government Decree on the Safety of Construction Work (205/2009), as amended
 - Ministry of Labour Decree on Staff Facilities on Construction Sites (977/1994)
 - o Government Decree on the Safety of Blasting and Excavation Work (644/2011), as amended
 - o Government Decree on the Safe Use and Inspection of Work Equipment (403/2008), as amended
 - o Government Decree on Particularly Harmful and Hazardous Work for Young Workers (475/2006), as amended
 - o Government Decree on the Protection of Workers from the Dangers of Noise (85/2006)
 - o Government Decree on the Protection of Workers from the Dangers of Vibration (48/2005)
 - o Government Decree on Occupational Safety and Health Requirements (577/2003)
 - o Government Decree on the Protection of Workers from the Risks Related to Exposure to Explosive Atmospheres (576/2003)
 - o Government Decree on Chemical Agents at Work (715/2001), as amended
 - o Government Decision on Tobacco Smoke in the Environment and the Fight against the Associated Risk of Cancer at Work (1153/1999)
 - o Government Decree on the Control of Major Accident Hazards Liable to Affect Workers (922/1999)
 - o Government Decision on Manual Lifts and Transfers at Work (1409/1993)
 - o Government Decision on Containers Containing Dangerous Goods and their Labelling (421/1989)
 - o Government Decree on carcinogenic, mutagenic and reprotoxic agents at work (113/2024)
 - o Government resolution on display terminal work (1405/1993)
 - o Government Decree on Cableway Installations Designed for Carrying People (220/2018)
 - o Government decree on the protection of pregnant workers, workers who have recently given birth or are breastfeeding against agents and other factors that may pose a risk at work (143/2024)
 - o Government Decree on the Safety of Timber Harvesting (749/2001).
 - o Government Decree on the Protection of Workers against Hazards caused by Exposure to Optical Radiation (146/2010)
 - o Government Decree on the Protection of Workers against Risks arising from Electromagnetic Fields (388/2016)
 - o Government Decree on Safety Labelling and Minimum Labelling Standards at Workplaces (687/2015)
 - o Government Decree on Occupational Safety in Loading and Unloading of Ships (633/2004), as amended
 - o Government Decree on the Competence of Underwater Construction Workers and on Safety Planning (1088/2011), as amended

- o Ministry of Social Affairs and Health Decree on Concentrations known to be Harmful (55/2025)
 - o Decree of the Ministry of Social Affairs and Health on the Classification of Biological Agents (748/2020), as amended
 - o Valtioneuvoston asetus työssä käytettävien ajoneuvojen peruutushälyttimestä (568/2012)
 - Act on the List and Register of Workers Exposed to Carcinogenic Substances and Methods (452/2020), as amended
 - Radiation Act (859/2018), as amended, and the provisions adopted pursuant thereto:
 - o Government Decree on Ionizing Radiation (1034/2018), as amended
 - o Ministry of Social Affairs and Health Decree on Ionizing Radiation (1044/2018), as amended
 - Chargers Act (423/2016), as amended, and the provisions adopted pursuant thereto:
 - o Government Decree on Chargers' Certificates (458/2016)
 - Act on Certain Requirements Concerning Asbestos Removal Work (684/2015), as amended
 - Workers Compensation Act (459/2015), as amended, and the provisions adopted pursuant thereto:
 - o Government Decree on the List of Occupational Diseases (769/2015)
 - Chemicals Act (599/2013), as amended, and the provisions adopted pursuant thereto:
 - o Government Decree on Exceptions for National Defence in the Application of Chemical Legislation (217/2022)
 - Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (44/2006), as amended
 - Health Insurance Act (1224/2004), as amended
 - Act on the Conformity of Certain Technical Equipment (1016/2004), as amended, and the provisions adopted pursuant thereto:
 - o Government Decree on Machinery Safety (400/2008), as amended
 - Occupational Health Care Act (1383/2001), as amended, and the provisions adopted pursuant thereto:
 - o 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
 - o Government Decree on Medical Examinations in Work that Presents a Special Risk of Illness (1485/2001), as amended
 - o Valtioneuvoston asetus työntekijöiden työterveyskortista rakennustyössä (1176/2006)
 - Young Workers Act (998/1993), as amended, and the provisions adopted pursuant thereto:
 - o Ministry of Social Affairs and Health Decree on a List of Examples of Hazardous Work for Young Workers (188/2012), as amended
 - o Decree of the Ministry of Social Affairs and Health on a Non-Exhaustive List of Light Duties suitable for Young Workers (189/2012)
 - Act on the Occupational Safety and Health Administration (16/1993), as amended, and the provisions adopted pursuant thereto:
 - o Government Decree on the Advisory Board for Occupational Safety and Health (565/2009)
 - o Government Decree on Occupational Safety and Health Boards (53/2010)
 - Health Care Act (1326/2010), as amended
 - Act on Regional State Administrative Agencies (896/2009)
 - Act on the Working and Living Environment of the Crew and Food Supply on Board Ships (395/2012), as amended, and the provisions adopted pursuant thereto:
 - o Government Decree on the Living Environment for Seafarers on Board Ships (103/2025)
 - o Government Decree on Catering for Seafarers on Board Ships (820/2012), as amended
 - o Government Decree on the Working Environment on Board Ships (289/2017)
 - o Valtioneuvoston asetus asuinympäristöstä ja ruokahuollosta kalastusaluksella (1257/2019), as amended
 - Act on Ships' Medical Stores (584/2015), as amended, and the provision adopted pursuant thereto:
 - o Decree of the Ministry of Social Affairs and Health on Ships' Medical Stores (589/2015), as amended
 - Act on the Register of Occupational Safety Personnel (1039/2001), as amended
- Other national provisions relating to occupational safety and health:
- Working Hours Act (872/2019), as amended
 - Employment Contracts Act (55/2001), as amended
 - Electrical Safety Act (1135/2016), as amended
 - Mining Act (621/2011), as amended
 - o Government Decree on Mining Activities (391/2012)
 - o Government Decree on Mining Safety (1571/2011)

- [Government Decree on the Hoisting Installations in Mines \(1455/2011\)](#)
- [Act on Safety in Handling Dangerous Chemicals and Explosives \(390/2005\)](#), as amended
 - [Government Decree on the Monitoring the Manufacture and Storage of Explosives \(819/2015\)](#), as amended
 - [Government Decree on the Monitoring the Handling and Storage of Dangerous Chemicals \(685/2015\)](#), as amended
 - [Government Decree on Safety Requirements of Industrial Handling and Storage of Dangerous Chemicals \(856/2012\)](#), as amended
- [Act on the Protection of Privacy in Working Life \(759/2004\)](#), as amended
- [Nuclear Energy Act \(990/1987\)](#), as amended
- [Government Decree on the Advisory Committee on Safety Technology \(853/2018\)](#)
- [Plant Protection Products Act \(1563/2011\)](#), as amended
- [Waste Act \(646/2011\)](#), as amended
 - [Government Decree on Waste \(978/2021\)](#), as amended
- [Land Use and Building Act \(132/1999\)](#), as amended
- [Rescue Act \(379/2011\)](#), as amended
 - [Ministry of the Interior Decree on External Rescue Plans \(1286/2019\)](#), as amended
- [Public Access to Information Act \(621/1999\)](#), as amended
- [Penal Code \(39/1889\)](#), as amended
- [Road Traffic Act \(729/2018\)](#), as amended
- [Act on the Transport of Dangerous Goods \(541/2023\)](#)
 - [Government Decree on the Transport of Dangerous Goods \(925/2023\)](#)
- [Government Decree on Vehicles \(162/2021\)](#)

Laws and regulations relating to OSH are prepared following a tripartite principle, ensuring employer and employee organisations' representation.

Occupational health and safety legislation is prepared in tripartite cooperation and matters are discussed by the Advisory Board for the Preparation of OSH Provisions (TTN). The functions and composition of the Advisory Board are laid down in the [Government Decree on the Advisory Board on Occupational Safety Regulations \(1048/2003\)](#). If necessary, other ministries and stakeholders are also consulted in the preparation.

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.

[Article 6](#) and [Article 15\(2\)](#) of Convention No. 155 and [Article 4\(2\)\(b\)](#) of Convention No. 187:
Functions and responsibilities of public authorities, employers and workers and establishment of a central body

Implementing measures

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

- OSH functions and responsibilities of central body and public authorities:

The Department for Work and Gender Equality (TTO) of the Ministry of Social Affairs and Health guides and directs the supervision and administration of occupational safety and health, drafts legislation and policies on occupational safety and health, and conducts international cooperation in the field of occupational safety and health.

The Ministry of Social Affairs and Health is responsible for the steering of the Regional State Administrative Agency's Divisions of Occupational Safety and Health. The Ministry of Social Affairs and Health determines the objectives of the OSH areas of responsibility for 4-year periods with a framework agreement.

Sections 1 and 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]

Section 4 of the [Act on the Occupational Safety and Health Administration \(16/1993\)](#), as amended. [Function of Occupational Safety and Health Advisory Board]

The areas of OSH of the Regional State Administrative Agency supervise compliance with occupational safety and health legislation, provide information, and support workplaces.

Section 4 of the [Act on Regional State Administrative Agencies \(896/2009\)](#), as amended. [Regional State Administrative Agencies are responsible for monitoring and developing occupational safety and health, supervising products used at work, and monitoring compliance with occupational safety and health legislation as an occupational safety and health authority]

Section 5 of the [Act on Regional State Administrative Agencies \(896/2009\)](#), as amended. [The Regional State Administrative Agency division responsible for occupational safety and health functions is independent when discharging a supervisory function]

The Finnish Institute of Occupational Health (Työterveyslaitos), National Institute for Health and Welfare (THL), and other research and educational institutions produce new knowledge and increase competence in working life. The Centre for Occupational Safety (Työturvallisuuskeskus) contributes to increasing competence and supports the development of activities at workplaces. Workers' Compensation Centre (TVK) coordinates and develops the implementation of occupational accident and disease insurance and analyses and compiles statistics on occupational accidents and diseases. The Finnish Work Environment Fund (Työsuojelurahasto) provides funding for research, development and publicity that improve working conditions as well as the safety and productivity of work communities.

[Source: [National OSH Policy 2019-30, updated 2024](#), p. 10]

- OSH functions and responsibilities of employers and workers:

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]

[Article 15\(1\)](#) of Convention No. 155: Co-ordination between authorities and bodies

Implementing measures

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

The implementation of the OSH policy requires active cooperation between ministries. [Source: [National OSH Policy 2019-30, updated 2024](#), p. 10]

Section 4 of the [Act on the Occupational Safety and Health Administration \(16/1993\)](#), as amended. [Function of Occupational Safety and Health Advisory Board]

Section 4a of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Exchange of information between OSH authorities]

Section 49 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Notification of hazard or defect in product covered by safety provisions enforced by other authority]

Article 11(a) of Convention No. 155: Functions to be progressively carried out by competent authorities: Determination of design, construction, layout and operations of undertakings, and the safety of technical equipment

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 [OSH Act](#). [Design of the working environment]

Sections 32-35 of the [OSH Act](#). [Provisions on the structures of the workplace and the working environment]

Section 39 of the [OSH Act](#). [Electrical safety]

Sections 41-43 of the [OSH Act](#). [Safety of machinery, work equipment and other devices]

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

Section 46 of the [OSH Act](#). [Provision for first aid]

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

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

Section 58 of the [OSH Act](#). [Obligations installers of machinery, work equipment or other devices]

Section 61 of the [OSH Act](#). [Obligations of owners, other holders or lessors of buildings]

National laws and regulations also include:

- [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#)
- [Government Decree on the Safe Use and Inspection of Work Equipment \(403/2008\)](#), as amended
- [Act on the Conformity of Certain Technical Equipment \(1016/2004\)](#), as amended
- [Government Decree on Machinery Safety \(400/2008\)](#), as amended.

Article 11(b) of Convention No. 155: Functions to be progressively carried out by competent authorities: Prohibition, limitation or authorization of work processes, substances and agents

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](#). [Safety of chemical agents and hazardous substances used at work]
Section 39 of the [OSH Act](#). [Safety of physical agents]
Section 40 of the [OSH Act](#). [Safety of biological agents]
Section 56 of the [OSH Act](#). [Responsibilities of the product manufacturer and suppliers]

National laws and regulations prohibiting, limiting or making subject to authorization or control work processes, substances and agents also include:

- [Chemicals Act \(599/2013\)](#), as amended
- [Government Decree on Exceptions for National Defence in the Application of Chemical Legislation \(217/2022\)](#)
- [Waste Act \(646/2011\)](#), as amended
- [Act on Safety in Handling Dangerous Chemicals and Explosives \(390/2005\)](#), as amended
- [Government Decree on Safety Requirements of Industrial Handling and Storage of Dangerous Chemicals \(856/2012\)](#), as amended
- [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended
- [Occupational Health Care Act \(1383/2001\)](#), as amended
- [Act on the Transport of Dangerous Goods \(541/2023\)](#)
- [Government Decree on carcinogenic, mutagenic and reprotoxic agents at work \(113/2024\)](#)
- [Government Decree on Chemical Agents at Work \(715/2001\)](#), as amended
- [Government Decision on Containers Containing Dangerous Goods and their Labelling \(421/1989\)](#)
- [Government decree on the protection of pregnant workers, workers who have recently given birth or are breastfeeding against agents and other factors that may pose a risk at work \(143/2024\)](#)
- [Government Decree on the Safety of Asbestos Work \(798/2015\)](#), as amended
- [Government Decree on the Protection of Workers from the Dangers of Noise \(85/2006\)](#).
- [Government Decree on Protection of Workers from the Dangers of Biological Agents \(933/2017\)](#), as amended (55/2025)
- EU REACH regulation
- EU CLP regulation

The competent authorities associated with the power, if justified on OSH grounds, to prohibit or restrict the use of hazardous chemicals, or to require advance notification and authorisation before use, are the OSH authority, the rescue authority, and the Finnish Safety and Chemicals Agency.

[Source: First report of the Government on C170, received in 2016]

Article 11(c) of Convention No. 155 and **Article 4(3)(f)** of Convention No. 187: Functions to be progressively carried out by competent authorities: Procedures for the notification of accidents and diseases and collection and analysis of data

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]

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]

Section 46b 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 hazard]

Section 236 of the [Workers Compensation Act \(459/2015\)](#), as amended. [Statistics and research activities of the TVK]

Section 236 a § of the Workers Compensation Act (459/2015), as amended. [Investigation of workplace accidents by the Workers' Compensation Center, and using the information obtained in the investigation in analyses and summaries of research activities]

The Workers' Compensation Center (TVK) is the official authority for statistics on occupational accidents and diseases in Finland. Statistics on the frequency of accidents at work and occupational diseases are available on the website of [TVK](#).

The OSH Administration publishes annual reports on its website <https://tyosuojelu.fi/tietoa-meista/julkaisut/vuosikertomukset>.

Article 11(d) of Convention No. 155: Functions to be progressively carried out by competent authorities: Holding of inquiries

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 [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Carrying out a workplace inspection]

Section 6 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Accident investigation by OSH authority]

Section 46 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Reporting an accident at work resulting in death or serious injury and investigation]

Section 46 a of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Reporting of occupational diseases or other work-related illness]

Section 236 a of the [Workers Compensation Act \(459/2015\)](#), as amended. [Workplace accident investigation by the Workers' Compensation Center]

Section 99 of the [Act on Safety in Handling Dangerous Chemicals and Explosives \(390/2005\)](#), as amended. [Chemical and explosive accident investigation]

Article 11(e) of Convention No. 155: Functions to be progressively carried out by competent authorities: annual publication of information

Implementing measures

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

The OSH Administration publishes annual reports on its website <https://www.tyosuojelu.fi/tietoa-meista/julkaisut/vuosikertomukset>. A summary of occupational safety and health supervision figures is provided at the end of the annual report.

Further details of occupational safety and health inspections and the matters inspected in 2017–2024 are available from the Information service of the Finnish Institute of Occupational Health:

<https://www.tyoelamatieto.fi/en/dashboards/occupational-safety-and-health-inspections>. These materials currently cover inspections conducted between 2017 and 2024, comprising nearly 180,000 workplace inspections. In addition to enabling comparison of the number of occupational safety and health inspections per sector and subject matter, the indicators provide information on the lawfulness of the inspected matters.

The Work-Life Knowledge Service <https://www.tyoelamatieto.fi/en/>, which is produced by the Finnish Institute of Occupational Health, gathers together work life data from different sources and provides open access to it. The data pages present work life information in a visualized and interactive format. The service is constantly updated. The data include:

- Occupational safety and health enforcement data
- Recognized occupational diseases in the working-age population
- Work environment exposure measurements
- Short sickness absences in different sectors
- Occupational exposure to carcinogenic substances
- Workplace accidents
- Work load factors.

See also the [Articles of the Protocol of 2002 to the Occupational Safety and Health Convention, 1981](#).

Article 11(f) of Convention No. 155: Functions to be progressively carried out by competent authorities: Systems to examine chemical, physical and biological agents

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](#). [Safety of chemical agents and hazardous substances used at work]

Section 39 of the [OSH Act](#). [Safety of physical agents]

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

Section 56 of the [OSH Act](#). [Responsibilities of the product manufacturer and suppliers]

National laws and regulations concerning systems to examine chemical, physical and biological agents also include:

- [Chemicals Act \(599/2013\)](#), as amended
- [Government Decree on Chemical Agents at Work \(715/2001\)](#), as amended.
- [Government Decree on carcinogenic, mutagenic and reprotoxic agents at work \(113/2024\)](#)
- [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 against Hazards caused by Exposure to Optical Radiation \(146/2010\)](#)
- [Government Decree on Protection of Workers from the Dangers of Biological Agents \(933/2017\)](#), as amended
- [Ministry of Social Affairs and Health Decree on Concentrations known to be Harmful \(55/2025\)](#)

Article 9(1) of Convention No. 155 and **Article 4(2)(c)** of Convention No. 187: Mechanisms for ensuring compliance with national laws and regulations: Inspection

Implementing measures

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

Chapter 1-4 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Procedure when the OSH authority supervises compliance with occupational safety and health provisions, powers and responsibilities of the OSH authority and the inspector, use of authority]

Section 65 of the [OSH Act](#). [Enforcement of OSH Act by OSH authorities]

Regulations concerning enforcement of OSH legislation also include:

Section 24 of the [Occupational Healthcare Act \(1383/2001\)](#) [Supervision of employers duty to organise occupational healthcare services]

Section 12 of the [Act on the Conformity of Certain Technical Equipment \(1016/2004\)](#), as amended. [Enforcement by OSH authorities]

Section 17 of the [Young Workers Act \(998/1993\)](#), as amended [Enforcement by OSH authorities]

Chapter 2 of the [Chemicals Act \(599/2013\)](#), as amended. [Supervisory authorities and their task]

Chapter 14 of the [Act on Safety in Handling Dangerous Chemicals and Explosives \(390/2005\)](#), as amended. [Control]

Chapter 16 of the [Mining Act \(621/2011\)](#), as amended. [Supervision, coercion and sanctions]

Article 9(2) of Convention No. 155: Mechanisms for ensuring compliance with national laws and regulations: Adequate penalties

Implementing measures

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

Section 1, Chapter 47 of the [Penal Code \(39/1889\)](#), as amended. [Sanction for OSH offense]

Section 4, Chapter 47 of the [Penal Code \(39/1889\)](#), as amended. [Sanction for violation of employee representative rights]

Section 1, Chapter 44 of the [Penal Code \(39/1889\)](#), as amended. [Sanction for health offense]

Section 63 of the [OSH Act](#), as amended. [Sanction for OSH violations]

Section 23 of the [Occupational Health Care Act \(1383/2001\)](#), as amended. [Penalties for violation of obligations on occupational health care]

Section 51 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Penalty provisions, including for OSH violations]

Sections 59-60, Chapter 9 of the [Chemicals Act \(599/2013\)](#), as amended. [Penal provisions]

Sections 123-125, Chapter 5 of the [Act on Safety in Handling Dangerous Chemicals and Explosives \(390/2005\)](#), as amended. [Coercive measures and sanctions]

Chapter 16 of the [Mining Act \(621/2011\)](#), as amended. [Supervision, coercion and sanctions]

Article 10 of Convention No. 155: Mechanisms for ensuring compliance with national laws and regulations: Provision of guidance to employers and workers

Implementing measures

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

Advice and guidance are an important part of the work carried out by OSH authorities. The objective is to support and promote voluntary OSH efforts at workplaces. The two most important channels for providing advice and guidance are the Tyosuojelu.fi website (OSH Administration website) and the national telephone service. In addition, the OSH authority use various communication channels (social media, newsletters, webinars, podcasts, direct messages) to reach different target groups as comprehensively as possible. Content is produced for multiple channels: the same core message is adjusted to the needs of different target groups and posted to different channels and, if necessary, in different languages. [Source: [Annual Report of the Occupational Safety and Health Administration in Finland 2023](#), pp. 21-22]

The Finnish Institute of Occupational Health studies the relationship between work and health. It provides services and information based on latest research of work life to workplaces, decision-makers, occupational health care units and other organizations that develop well-being at work. [Source: [Webpage](#) of the Finnish Institute of Occupational Health]

The Centre for Occupational Safety provides information, training and tools for developing and maintaining safe and healthy working conditions. [Source: [Webpage](#) of The Centre for Occupational Safety]

Article 4(3)(a) of Convention No. 187: National tripartite advisory body

Implementing measures

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

The tripartite Advisory Committee on Occupational Safety regularly discusses matters related to OSH policies.

Section 4 of the [Act on the Occupational Safety and Health Administration \(16/1993\)](#), as amended. [Function of Occupational Safety and Health Advisory Board]

[Government Decree on the Advisory Board for Occupational Safety and Health \(565/2009\)](#). [The tasks of the Advisory Committee on Occupational Safety and Health]

Article 4(3)(b) of Convention No. 187: Information and advisory services

Implementing measures

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

See above, under [Article 10 of Convention No. 155](#).

Article 4(3)(d) of Convention No. 187: Occupational health services

Implementing measures

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

Occupational health care is an expert in the relationship between work and health who, together with workplaces, takes care of maintaining the work ability and functional capacity of the personnel and occupational safety.

Occupational health care activities are guided by the relevant legislation, and its scope of application is bound by the Occupational Safety and Health Act. In practice, this means that an employer who is obliged to comply with the Occupational Safety and Health Act is obliged to organise occupational health services for its employees. A company must arrange preventive occupational health care for its employees even when the company only has one employee.

Occupational Health Care Act (1383/2001) lays down provisions on the duty of employers to organise occupational healthcare and on the content and delivery of the occupational healthcare provided. The purpose of the Act is to promote the following through cooperation between employers, employees and occupational healthcare:

- 1) the prevention of work-related illnesses and accidents;
- 2) the health and safety of the work and the working environment;
- 3) the health, ability to work and functional capacity of employees at the different stages of their working careers; and
- 4) the functioning of the workplace community

[Occupational Health Care Act (1383/2001)]

Article 4(3)(e) of Convention No. 187: Research

Implementing measures

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

The Finnish Institute of Occupational Health, National Institute for Health and Welfare, and other organisations in the field of research, development and education produce new knowledge and increase competence in working life.
[Source: ([National OSH Policy 2019-30, updated 2024](#), p. 10)]

Article 4(3)(g) of Convention No. 187: Collaboration with insurance and social security schemes

Implementing measures

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

In Finland, the statutory accident insurance coverage is provided by insurance companies, State Treasury and Farmers' Social Insurance Institution (Mela), who support their customers' (i.e. the insured companies) OSH Activities by offering them consultation services, training and guide material.

The Finnish Workers' Compensation Centre (TVK) supports the OSH work of insurance institutions and the work of other stakeholder groups of the TVK, by producing statistics and research information on occupational accidents and illnesses, as well as fatal workplace accidents reported to insurance institutions. TVK also organises research on the fatal workplace accidents together with the insurance institutions and labour market organisations, and regularly publishes research reports to be utilised by stakeholder groups in activities and trainings promoting OSH.

Article 4(3)(h) of Convention No. 187: Micro-enterprises, SMEs and the informal economy

Implementing measures

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

In Finland, the general legislative framework applies to micro-enterprises and SMEs. Information on occupational health care and OSH aimed at small-sized enterprises is available on the [website of Finnish Institute for Occupational Safety and Health](#) and on the [website of the Occupational Safety and Health Administration](#).

Approximately 98% of Finnish companies are SMEs. Therefore, most OSH enforcement and development measures are targeted at such companies. Combatting shadow economy has been a focus area in enforcement for several years.

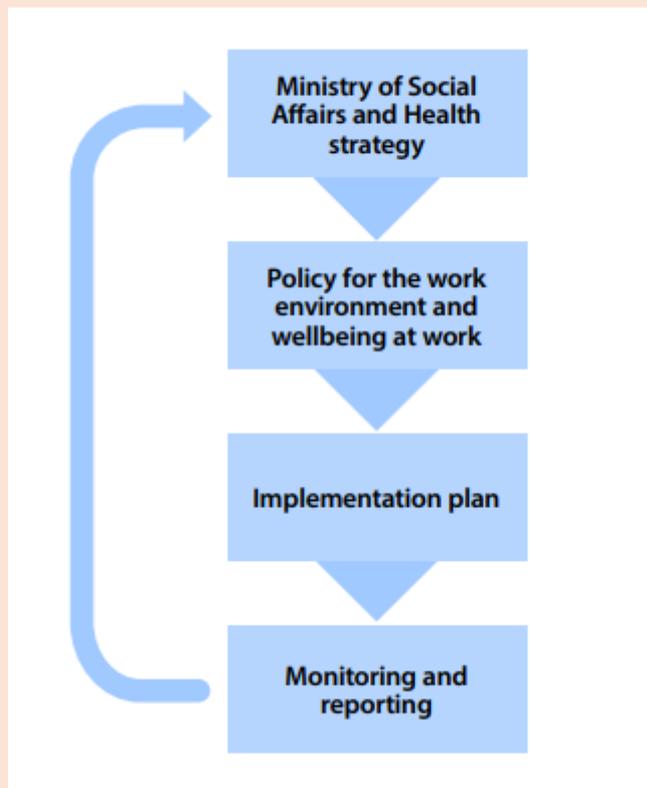
V. Action taken at the National Level – National OSH Programme

Article 5(1) and (3) of Convention No. 187: Formulation, implementation, monitoring, evaluation and periodic review; Publicizing and launch of the national programme

Implementing measures

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

The relationship between the policy of the environment and wellbeing at work, and the ministry's strategy and implementation plans:



[Source: [National OSH Policy 2019-30, updated 2024](#)]

The policy for the work environment and wellbeing at work until 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 Ministry of Social Affairs and Health prepared the policy for the work environment and wellbeing at work together with the central labour market organisations and other key actors in working life.

A separate implementation plan is drawn up for the policy for the work environment and wellbeing at work to give concrete form to the measures implemented to achieve the policy objective of “fostering healthy and safe work at all workplaces regardless of the form of employment”. The implementation plan is drawn up for four years at a time and its implementation is monitored and reported on regularly.

The tripartite Advisory Committee on Occupational Safety regularly discusses matters related to OSH policies.

Government's reply to [Direct Request \(CEACR\) - adopted 2022, published 111th ILC session \(2023\)](#) on Article 5(1) of C187 (Formulation, implementation, monitoring, evaluation and periodical review of a national OSH programme):

The Committee requests the Government to continue to provide information on the evaluation and review of the Implementation Plan 2022–23, in consultation with social partners, as well as on how this evaluation contributes to the formulation of subsequent implementation plans.

The Policy for the work environment and wellbeing at work until 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, place of work or the sector or size of the workplace. The policy has three focus areas: 1) We rise to the future work challenges concerning occupational safety and health, 2) Our goal is to ensure safe and healthy working conditions 3) We promote functional capacity, work ability and employability. The Policy was updated in 2024 to meet changes occurring in working life.

The Ministry of Social Affairs and Health has developed this Policy in collaboration with other ministries, social partners, The Finnish Institute of Occupational Health, The Centre for Occupational Safety, Workers' Compensation Center, The Finnish Work Environment Fund and other key stakeholders. The implementation plan for the policy for the work environment and wellbeing at work until 2030 includes concrete actions by which the Ministry of Social Affairs and Health and its cooperation partners will jointly contribute to achieve the goals of the focus areas.

Both the policy and its implementation plan have been drawn up in partnership with employee and employer organizations, and with specialist institutions in the field. The implementation 2024-2027 plan draws on analyses concerning the previous implementation plan.

[Article 5\(2\) of Convention No. 187: Requirements of national OSH programme](#)

Implementing measures

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

The policy for the work environment and wellbeing at work until 2030, updated in 2024, 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.

At every workplace, the employer, staff and occupational health care will collaborate in taking measures that promote workability and return to work. Particular attention must be paid to supporting persons with partial workability in remaining at work and finding employment.

The policy has three focus areas:

- Future challenges concerning occupational safety and health, and wellbeing at work
- Safe and healthy working conditions
- Promoting functional capacity, workability, and employability

Source: [Policy for the work environment and wellbeing at work until 2030, Updated 2024](#)]

VI. Action taken at the National Level – Duties of those who design, manufacture, import, provide or transfer machinery, equipment or substances

Article 12(a) of Convention No. 155: Machinery, equipment or substance without dangers

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]

Sections 4-7, 9, 10 of the [Act on the Conformity of Certain Technical Equipment \(1016/2004\)](#), as amended. [Duties of manufacturer, supplier and others]

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]

[Regulation \(EC\) No. 1907/2006 of the European Parliament and of the Council of 18 December 2006](#) concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), establishing a European Chemicals Agency, amending Directive 1999/45/EC and repealing Council Regulation (EEC) No 793/93 and Commission Regulation (EC) No 1488/94 as well as Council Directive 76/769/EEC and Commission Directives 91/155/EEC, 93/67/EEC, 93/105/EC and 2000/21/EC (EU Reach Regulation).

Regulation (EU) 2016/425 on personal protective equipment.

Article 12(b) of Convention No. 155: Information and instructions concerning correct installation and use

Implementing measures

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

Sections 4-7, 9-11 of the [Act on the Conformity of Certain Technical Equipment \(1016/2004\)](#), as amended. [Duties of manufacturer, supplier and others]

Section 8 of [Government Decree on Machinery Safety \(400/2008\)](#), as amended. [Relevant technical documentation, assembly instructions, declaration of incorporation]

Section 11 and Annex I of [Government Decree on Machinery Safety \(400/2008\)](#), as amended. [Language of information, warnings and instructions]

Section 20 of the [Chemicals Act \(599/2013\)](#), as amended. [Language requirement for information on a chemical]

Section 21 of the [Chemicals Act \(599/2013\)](#), as amended. [Marketing of chemicals]

See also:

- [EU Reach Regulation](#)

- [Regulation \(EC\) No 1272/2008 of the European Parliament and of the Council of 16 December 2008](#) on classification, labelling and packaging of substances and mixtures, amending and repealing Directives 67/548/EEC and 1999/45/EC, and amending Regulation (EC) No 1907/2006 (EU CLP Regulation).
- Regulation (EU) 2016/425 on personal protective equipment

Article 12(c) of Convention No. 155: *Undertaking studies and research or otherwise keeping abreast of the scientific and technical knowledge necessary*

Implementing measures

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

- [EU Reach Regulation](#)
- [EU CLP Regulation](#)
- Regulation (EU) 2016/425 on personal protective equipment

VII. Action at the Level of the Undertaking – Arrangements for cooperation at the level of undertaking

Article 20 of Convention No. 155 and **Article 4(2)(d)** of Convention No. 187: Co-operation between management, 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 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]

Chapter 5 a of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Cooperation on occupational safety and health in shared workplaces and in preventing mutual hazards]

Section 8 of the [Occupational Health Care Act \(1383/2001\)](#), as amended. [Cooperation between employer, employees or their representatives on implementation of occupational health care]

Section 1 of [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. [Cooperation between employer, employees, their representatives, and the occupational health care service]

Government's reply to [Direct Request \(CEACR\) - adopted 2022, published 111th ILC session \(2023\)](#) on Article 20 of C155 and Article 4(2)(d) of C187 (Cooperation at the level of the undertaking):

The Committee requests the Government to provide information on the election of OSH representatives, in practice, in undertakings with less than ten employees, as well as on any other arrangements to promote cooperation between management, workers and their representatives as an essential element of workplace-related prevention measures in those workplaces.

The election of an occupational safety and health representative is regulated in the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#). Election of an OSH representative is not an obligation at workplaces with less than ten employees, but the employees at these workplaces have a right to choose an OSH representative. According to section 29 of the Act the employees in workplaces with less than ten employees can from among themselves choose an OSH representative and two vice representatives to represent them in the cooperation on occupational safety and health at workplaces.

When there is no OSH representative in the workplace, the OSH issues included in the OSH cooperation are dealt with in accordance with the provisions of Chapter 3 of the [Occupational Safety and Health Act \(738/2002\)](#). The Act contains a general provision on cooperation between employers and employees. The provision is primarily intended to regulate cooperation in smaller workplaces, where the detailed provisions in the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#) are not applied. According to section 17 employers and employees shall cooperate in maintaining and improving safety in workplaces. Employers shall in good time give the employees necessary information on any factors that affect safety and health in the workplace and other circumstances

that have an effect on the working conditions as well as on any assessments and other analyses and plans concerning them. Employers shall also ensure that these matters are duly and in good time discussed between the employer and the employees or their representatives. Employees have the right to submit proposals on safety and health in the workplace to the employers and get a response to them. The ways in which the obligations and rights laid down in section 17 are implemented at the workplace are determined on the basis of practical needs.

VIII. Action at the Level of the Undertaking – Employers' OSH Responsibilities

Article 16(1) of Convention No. 155: Safe workplaces, machinery, equipment and processes

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]

Sections 24-31 of the [OSH Act](#). [Obligations of employers on ergonomics, physical, mental and social strain and certain other occupational hazards]

Section 32-36 of the [OSH Act](#). [Provisions on the structures of the workplace and the working environment]

Article 16(2) of Convention No. 155: Protection from health risks relating to chemical, physical and biological substances and agents

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

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

Section 39 of the [OSH Act](#). [Safety of physical agents]

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

Article 16(3) of Convention No. 155: Provision of protective clothing and equipment

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]

Sections 13 of the [Government Decree on carcinogenic, mutagenic and reprotoxic agents at work \(113/2024\)](#) [Employer obligations on hygiene and personal protection]

Sections 10 and 12 of the [Government Decree on Protection of Workers from the Dangers of Biological Agents \(933/2017\)](#), as amended. [Employer obligations on personal protection, vaccinations and prophylaxis]

Section 14 of the [Government Decree on the Safety of Asbestos Work \(798/2015\)](#), as amended. [Employer obligations on the use of equipment]

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

Section 13 of the [Government Decree on the Protection of Workers from the Dangers of Noise \(85/2006\)](#). [Employer obligations where limits are exceeded, including personal hearing protectors]

Section 13 of the [Government Decree on the Protection of Workers from the Dangers of Vibration \(48/2005\)](#). [Employer obligations regarding the anti-vibration programme]

Section 12 of the [Government Decree on the safety of tree harvesting \(749/2001\)](#). [Personal protective equipment]

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

Article 17 of Convention No. 155: *Collaboration of two or more undertakings engaging in activities simultaneously at one workplace*

Implementing measures

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

Sections 49-54, Chapter 6 of the [OSH Act](#). [Provisions for organisation of work at shared workplaces]

Sections 43a-43h, Chapter 5a of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Cooperation on OSH in shared workplaces and in preventing mutual hazards]

Article 18 of Convention No. 155: *Measures to deal with emergencies and accidents*

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 8 of the [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#). [First-aid facilities]

Section 16 of the [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#). [Workplace fire safety and emergency rescue]

Section 17 of the [Government Decree on Occupational Safety and Health Requirements \(577/2003\)](#). [Protection and rescue instructions for workers]

Sections 7 and 8 of the [Government Decree on the Control of Major Accident Hazards Liable to Affect Workers \(922/1999\)](#) [Instructions and exercises]

IX. Action at the Level of the Undertaking – OSH Rights and Duties of Workers

Article 13 and **Article 19(f)** of Convention No. 155: Protection regarding removal from work

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](#). [Elimination of faults and defects and obligation to report them]

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

Section 36 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [OSH representative's right to interrupt dangerous work and obligation to report]

Section 2, Chapter 2 of the [Employment Contracts Act \(55/2001\)](#), as amended. [Equal treatment and prohibition of discrimination]

Section 8 and 16 of the Non-discrimination Act (1325/2014). [Prohibition of discrimination and victimisation]

Section 3, Chapter 47 of the Penal Code (39/1889), as amended. [Work discrimination]

The [Occupational Safety and Health Act \(738/2002\)](#) includes provisions to protect employees from adverse consequences when refraining from work. Section 23 of the Act empowers an employee to refrain from any work that causes a serious hazard to the life or health of the said employee or of other employees. The employer or employer's representative must be informed as soon as possible when an employee has refrained from working. The right to refrain from working remains in effect until the employer has eliminated the hazard, or otherwise ensured that the work can be done safely. An employee who refrains from work in accordance with this section is not liable to compensate for any losses caused by this action. Section 36 of the Enforcement Act similarly provides on the right of an occupational safety and health representative to interrupt dangerous work.

The [Occupational Safety and Health Act \(738/2002\)](#) also provides for reporting of faults and deficiencies to

the employer. Under section 19 of the Act, employees must immediately inform the employer and the occupational safety and health representative of any deficiencies that they have observed, for example in working conditions or working methods, that may harm or endanger the safety and health of workers. An employer must in turn inform the employee who submitted the report and the occupational safety and health representative on the measures that have been or will be taken in the matter.

An employee who reports shortcomings in working conditions or exercises the right to refrain from working is protected under the prohibition of discrimination under the Non-Discrimination Act (1325/2014). A victim of discrimination is entitled to compensation from an employer who has unlawfully discriminated against the said victim.

Government's reply to [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#) on Articles 4, 8, 13 and 19(f) of C155 (Prevention of injury to health occurring in the course of work. Protection of workers removed from situations presenting an imminent and serious danger)

The Committee thus requests the Government to provide further information on occurrences where workers have exercised their right to remove themselves from work situations which they had reasonable justification to believe presented an imminent and serious danger to their life or health. The Committee requests the Government to continue to provide information on the impact of measures taken to prevent injury to health, including due to violence and harassment at work.

- **Further information on occurrences where workers have exercised their right to remove themselves from work situations which they had reasonable justification to believe presented an imminent and serious danger to their life or health:**

According to the OSH Act (section 23), workers have the legal right to remove themselves from work situations that present an imminent and serious danger. However, detailed statistics or information are not available on occurrences where workers have exercised their right. Based on the monitoring data of the occupational safety and health authority, the protection of workers refraining from work does not appear to be problematic in terms of compliance. The government is not aware of any judicial or administrative decisions regarding an employee's right to refrain from work.

The provision on workers' right to refrain from performing work which causes a serious risk (section 23) has been reviewed most recently in the context of assessing the conditions for ratifying the ILO Convention on Violence and Harassment. Article 10(g) of the Convention requires ensuring that workers have the right to remove themselves from a work situation which they have reasonable justification to believe presents an imminent and serious danger to life, health or safety due to violence and harassment. A tripartite review of the conditions for ratifying the Convention found that no legislative amendments were required for adopting the Convention.

- **Information on the impact of measures taken to prevent injury to health, including due to violence and harassment at work.**

A legislative amendment to the OHS Act regarding psychosocial risks entered into force in June 2023. The aim of the amendment was to safeguard employees' rights to safe and healthy working conditions and to prevent injury to health. This amendment to the provision on 'analysis and assessment of hazards at work' (section 10) included a clarification that both physical and psychosocial workload factors must be taken into account as part of the risk assessment at work. In the section psychosocial workload factors are referred to as factors relating to the content of the work, factors related to the way in which work is organised and

factors related to the social functioning of the work community. Specifying psychosocial workload factors in the OSH Act is estimated to increase awareness of psychosocial workload factors at work and to have a positive impact on the employer's measures to improve the psychosocial work environment.

Finland has ratified the ILO the Violence and Harassment Convention 190. The Convention will enter into force on 07 June 2025.

Prevention of violence, harassment and inappropriate treatment in the workplace is a key objective in the policy implementation plan for 2024-2027. Measures aimed at achieving the objective of preventing violence, harassment, and inappropriate treatment in the workplace include the adoption and entry into force of ILO Convention 190, as well as the implementation of the Government action plan for gender equality. The implementation plan also includes actions to ensure up-to-date information is maintained, new methods are developed, and information is disseminated to prevent violence, harassment, and other inappropriate treatment. The implementation of the actions described in the policy and its implementation plan is monitored at an annual level by theme and the effectiveness is monitored with agreed indicators at the end of the implementation plan period. [Source: [Policy implementation plan 2024–2027](#)]

Compliance with the obligations of the Occupational Safety and Health Act (particularly sections 8, 10, 27, 28, 29) has been monitored by the OSH authority. Below is indicated how many times the psychosocial working environment, and particularly violence and harassment were inspected during 2022-2023 and how many shortcomings were found in statutory compliance regarding the matters inspected. Written advice was issued to correct minor and individual deficiencies when the employer failed to meet the minimum standards set in the Act. An improvement notice was issued when work posed a hazard to life or health.

Psychosocial work environment		2022	2023	2024
	Times inspected	3972	5442	3287
	Written advice	1595	2282	863
	Improvement notice	174	221	79
Threat of violence				
	Times inspected	1297	1425	286
	Written advice	509	705	63
	Improvement notice	45	63	-
Harassment and inappropriate treatment				
	Times inspected	184	197	180
	Written advice	115	97	91
	Improvement notice	7	11	4

[Source: <https://www.tyoelamatiето.fi/en/home/data/occupational-safety-and-health-enforcement-data/>]

In 2024, the OSH authority conducted approximately 2,200 inspections related to the psychosocial workload of work. The supervision focused particularly on identifying and managing violence and the threat of violence. Supervision and other influencing activities were especially targeted at sectors and job tasks where there is an evident threat of violence and where it cannot be completely eliminated. The inspections assessed whether employers have effective practices in place for managing and preventing violence and its threats. [Source: [Työsuojeluhallinnon vuosikertomus 2024](#)]

The OSH authority has also taken action on the basis of notifications and requests. In 2024 the OSH authorities carried out a total of 79 inspections on the basis of harassment-related complaints. About 30 %

of the inspections revealed that the employer had not complied with its obligations laid down in the Occupational Safety and Health Act. [Source: [Työsuojeluhallinnon vuosikertomus 2024](#)]. In 2023 the OSH authorities carried out a total of 76 inspections on the basis of harassment-related enforcement requests. About 40% of the inspections revealed that an employer had not complied with the obligations under the Occupational Safety and Health Act. [Source: [Häirinnän ja työssä kuormittumisen asiakasaloitteinen valvonta vuonna 2023](#)] In 2022 the authorities carried out a total of 59 inspections on the basis of harassment-related complaints. Nearly half of the inspections revealed that the employer had not complied with its obligations laid down in the Occupational Safety and Health Act. [Source: [Häirinnän ja työssä kuormittumisen asiakasaloitteinen valvonta vuonna 2022](#)].

In addition to inspections, the OSH authorities have taken measures to support workplaces by providing advice and guidance on preventing injury to health, including injuries due to violence and harassment at work. The objective of guidance provided by the OSH authority is to ensure that workplaces have access to sufficient information about their legal obligations, as well as about how to improve their working conditions. During the reporting period, the following measures have been taken to ensure the availability of up-to-date information and to disseminate information about violence and harassment:

- The OSH authority's webpages about [violence](#) and [harassment](#) have been updated. The webpages include instructions for employees and employers on how to prevent injury to health due to violence at work and harassment. A workplace bulletin [Reduce work stress – prevent violence at work](#) was issued 2022.
- In December 2022, a webinar titled "[Employer's Responsibility in Managing Workplace Violence](#)" was held, drawing considerable attention with a total reach of 744 participants through both live attendance and recorded views. The questions raised by the audience were later addressed in an episode of the Occupational Safety and Health Administration's podcast. A subsequent episode of the podcast "[Managing Workplace Violence in the Workplace](#)", released in December 2024, focused on how workplaces can identify, assess, and manage the threat of violence.
- A [webinar on preventing harassment](#) was organized in November 2023. After the webinar, the issues raised by the webinar's audience were discussed in an episode of the OSH Administration's podcast.
- The OSH Authority has published several media releases and web news articles relating to violence and harassment, for example: [The threat of violence must be prevented in the workplace](#) (media release 22 May 2023), [Employer fined for sexual harassment of employee](#) (media release 9 December 2022), [Patient strangled nurse – superiors sentenced for occupational safety offense](#) (release 2 December 2022), [Threat of violence identified in parking control – clarification needed in employee guidance and orientation](#) (press release 19 Mars 2025) and [Serious occupational accidents caused by violence must be reported to the occupational safety and health authorities](#) (News 31 May 2024).

The Finnish Institute of Occupational Health has in 2024 published a free online guide to facilitate the application of the Occupational Safety and Health Act in workplaces. The guide includes up-to-date information to prevent violence, harassment and other inappropriate treatment. The guide offers a practical approach to the interpretation of the provisions. The guide also provides practical application advice on each topic. In addition, the guide includes links to further resources including tools, methods and guidelines. The instructions help workplaces implement measures to develop occupational safety and health. [Source: <https://www.ttl.fi/teemat/tyoturvaluisuus/tyoturvaluuslain-soveltamisopas>]

The Programme of Prime Minister Petteri Orpo's Government, "A strong and committed Finland" includes several measures to improve the prevention of violence in working life:

- The Government will improve the legal protection of care and rescue personnel in work-related situations involving violence to correspond with the legal protection of public officials. The Criminal

Code will be amended so that the punishment for violence or threatening to use violence against emergency medical care personnel corresponds to the punishment for violent resistance to a public official (the criminalisation of blue light sabotage). [Source: <https://oikeusministerio.fi/hanke?tunnus=OM049:00/2024>]

- The Government will launch a national project to improve occupational safety in rescue services. The project seeks ways to prepare for and prevent threat and violence situations that arise in the rescue sector. The national occupational safety project in the rescue sector will be implemented from 1 March 2025 to 31 December 2026. [Source: <https://valtioneuvosto.fi/en/projects-and-legislation/project?tunnus=SM007:00/2025>]
- The Government Programme includes two entries on corporate restraining orders. The first states that a restraining order will be introduced to improve business and occupational safety. In the second entry, the aim is to make it possible for companies to apply for a restraining order against a person who causes a repeated threat or disturbance. As a result of the entries in the Government Programme, the Ministry of Justice has started a law drafting project to examine the options for implementing the restraining order. A preliminary study on the restraining order has been completed and the legislative drafting of the restraining order is underway [Source: <https://oikeusministerio.fi/hanke?tunnus=OM159:00/2023>]

Article 19(a) of Convention No. 155: *Co-operation of workers in the fulfilment of employers' obligations*

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 [OSH Act](#). [Employees' general OSH obligations]

Section 19 of the OSH Act. [Elimination of faults and defects and obligation to report them]

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

Section 21 of the [OSH Act](#). [Use of work equipment and dangerous substances]

Section 22 of the [OSH Act](#). [Use of safety devices and guards]

Section 2, Chapter 3 of the [Employment Contracts Act \(55/2001\)](#), as amended. [OSH obligations of employees]

Article 19(b) of Convention No. 155: *Co-operation of workers representatives with the employer*

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]

Chapter 5 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#) [Cooperation on occupational safety and health at workplaces]

Chapter 5 a of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#) [Cooperation on occupational safety and health in shared workplaces and in preventing mutual hazards]

Article 19(c) of Convention No. 155: Provision of information to representatives on measures taken and consultation with representative organisations about such measures

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]

Section 26 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [OSH issues handled through workplace cooperation]

Section 29 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Election of OSH representatives in workplaces with at least 10 regular employees]

Section 31 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Duties of the OSH representative]

Section 32 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [OSH representative's right to gain information]

Section 38 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [OSH committees at workplaces with at least 20 regular employees]

Section 43 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Secrecy obligation]

Article 19(d) of Convention No. 155: Provision of training to 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 14 of the OSH Act. [Instruction and guidance to be provided for employees]

Section 44 of the OSH Act. [Risk of accidents]

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

Section 33 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [OSH representative's and vice representative's right to receive training]

Article 19(e) of Convention No. 155: Enquiries by workers and their representatives, and their consultation on all aspects of OSH

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]

Section 26 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [OSH issues handled through workplace cooperation]

Section 29 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Election of OSH representatives in workplaces with at least 10 regular employees]

Section 31 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Duties of the OSH representative]

Section 32 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [OSH representative's right to gain information]

Article 21 of Convention No. 155: No expenditure for OSH measures

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 [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [OSH representative's and vice representative's right to receive training at no cost]

Section 35 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Compensation for the loss of income to the OSH representative]

Section 38 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [OSH committee members' time allocation and compensation]

Section 41 of the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces \(44/2006\)](#), as amended. [Working premises of the OSH representative and OSH committee at no cost]

Section 4 of the [Occupational Health Care Act \(1383/2001\)](#), as amended. [Employer obligation to arrange for occupational health care at their own expense]

Section 1 of the [Government Decree on Medical Examinations in Work that Presents a Special Risk of Illness \(1485/2001\)](#), as amended. [Employer obligation to arrange at their own expense, for health examinations of an employee or other person in work involving a special risk]

Section 8 of the OSH Act. [Employers' duty to take care of the safety and health of their employees by taking the necessary measures.]

Application of Conventions Nos 155 and 187 in practice

Government's reply to [Direct Request \(CEACR\) - adopted 2022, published 111st ILC session \(2023\)](#) on Application in Practice of C155 and C187 (Measures to prevent occupational accidents and diseases):

The Committee thus requests the Government to continue to indicate the measures taken or envisaged to decrease the number of occupational accidents and diseases, particularly in the above-mentioned workplaces with increasing or persistently higher rates of occupational injuries, and for those workers engaged in the "employment service" sector, including temporary agency work.

Measures taken to prevent occupational accidents and diseases:

Legislation and regulations issued during the reporting period:

- [Amendment of the Act on the List and Register of Workers Exposed to Carcinogenic Substances and Methods \(452/2020\)](#), entered into force 1.4.2024
- A new [Government decree on carcinogenic, mutagenic and reprotoxic agents at work \(113/2024\)](#) entered into force 5.4.2024
- A new [Government decree on the protection of pregnant workers, workers who have recently given birth or are breastfeeding against agents and other factors that may pose a risk at work \(143/2024\)](#) entered into force on 5 April 2024. The new decree lists the factors that that pose a risk to for pregnant workers and that the employer must consider in their risk assessments. In the new decree, the list of factors was supplemented and specified and includes, in particular, physical factors such as noise and vibration. The decree includes provisions regarding individualized measures that the employer must take in order to eliminate the risks. It also defines the order of implementing the measures.
- A new [Ministry of Social Affairs and Health Decree on Concentrations known to be Harmful \(55/2025\)](#) entered into force 1.3.2025.

Legislation and regulations in preparation [Source: [Työsuojelun säädösvalmistelun seuranta 1/2025](#)]:

- Updating regulations concerning the safety of construction work
- Amending the Act on Certain Requirements Concerning Asbestos Removal Work (684/2015) and the Government Decree on the Safety of Asbestos Work (798/2015): the aim of the proposals concerning asbestos work is to protect workers' health from the dangers arising from exposure to asbestos at work.
- Updating the Decree on Chemical Agents at Work (715/2001): improving the protection of workers and contributing to efforts to reduce occupational diseases caused by diisocyanates.

Ensuring compliance with the OSH legislation is an important measure to prevent occupational accidents and diseases. Preventing occupational accidents and diseases has been a focus area of OSH enforcement during the reporting period. The [framework plan for occupational safety and health divisions 2024–2027](#) establishes the strategic goals of the occupational safety and health divisions of regional state administrative agencies. The strategic objectives guide the planning, implementation and follow-up of operations. The activities of the occupational safety and health authority focuses on three phenomena of working life: working conditions, fair working life and psychosocial workload. In order to reduce accidents and health hazards caused by occupational diseases and negative work-related health impacts, activities are targeted at different customer segments and target groups using a risk-based approach. In order to achieve permanent changes, safety management is promoted at workplaces.

In 2024, working conditions – the safety and health of the working environment – were supervised with some 8,100 inspections. Supervision was focused on risk-based prevention of occupational accidents and the management of chemical, biological and physical risk factors and physical workload. Due to the prevalence of noise and vibration related occupational disease the OSH authority carried out targeted supervision in 2024 aimed at managing noise and vibrations risks in the workplace. The targeted supervision aims to support workplaces in identifying and managing these risks effectively. By focusing on these hazards, the OSH authority seeks to reduce the incidence of related occupational diseases and improve workplace safety. In the supervision carried out by the OSH authorities in 2024, deficiencies in noise risk assessment was detected in 62% of workplaces. Deficiencies in the assessment of vibration risks was found in 63 per cent of workplaces. [Source: [Työsuojeluhallinnon vuosikertomus 2024](#)]

In 2023, working conditions – the safety and health of the working environment – were supervised with some 9,300 inspections. Supervision was focused on risk-based prevention of occupational accidents and the management of chemical and biological agents and physical workload. In 2023, the OSH authority paid particular attention to chemical agents that expose people to work-related diseases. More than 1,000 inspections were carried out for supervising the risk of cancer. The inspections had a significant impact on communicating information related to the management of cancer risk at workplaces. In addition, imposed obligations led to improvements such as better management of hazards arising from chemical agents. Other influencing, such as communications and stakeholder work, was utilised as part of occupational safety and health enforcement. Workplace safety was supported with measures such as multi-channel communications, webinars, fairs and other events. [Source: [Annual Report of the Occupational Safety and Health Administration in Finland 2023](#)]

In 2022, the focus in the supervision of working conditions was on risk-based prevention of occupational accidents, and the management of chemical and biological agents and physical workload. Working conditions were supervised by 9845 inspections. Other means of exerting influence, such as communication campaigns, were used to support the supervision of working conditions. Particular attention was paid to accident hazards in the supervision of the construction sector. Nearly 6,200 inspections were carried out in the construction sector. [Source: [Annual Report of the Occupational Safety and Health Administration in Finland 2022](#)]

The OSH authorities carry out investigations of notified occupational accidents and diseases. If the notification concerns an occupational accident, the occupational accident that has resulted in death or serious injury will be investigated as a matter of urgency under the [Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces](#) (44/2006). When the notification concerns an occupational disease, it is assessed whether the case should be investigated by means of enforcement measures. Below, the number of occupational accidents and diseases investigated in 2022-2024 are indicated.

	2022	2023	2024
Investigation of occupational accidents and occupational diseases			
Occupational accidents investigated	1087	943	845
Occupational diseases investigated	36	34	40

Measures taken by the OSH authority include ensuring the availability of up-to-date information and disseminating information about preventing occupational accidents and diseases. The cornerstone of the OSH authority's communication is the online service Tyosuojelu.fi, which consolidates a large part of all the OSH authority's communications in one place. The annual number of visitors to Tyosuojelu.fi is approximately 1.3 million. In 2024 a new webpage on [Carcinogenic, mutagenic and reprotoxic agents](#) was published.

In addition to the online service, the OSH authority use various communication methods to reach different customer groups as comprehensively as possible. One of the most popular communication channels is webinars, which are recorded and published on YouTube. They often include a podcast episode that continues the discussion on the themes of the webinar. During the reporting period the OSH authority organized webinars and other events about e.g. requirements for asbestos work and interpretations by the authorities, legislative amendments to chemical agents with regard to reproductive health, risk assessment of chemical agents at the workplace, assessment of the hazards of biological agents in the workplace, and how to prevent quartz dust at a construction site. [Source: <https://tyosuojelu.fi/tietoa-meista/tapahtumat>]. Several media releases and online news were issued about factors causing occupational accidents and diseases and on employer obligations [Source: <https://tyosuojelu.fi/tietoa-meista/ajankohtaista/tiedotteet-ja-uutiset>].

The Finnish Institute of Occupational Health has in 2024 published a free online guide to facilitate the application of the Occupational Safety and Health Act in workplaces. The guide, which has been developed by experts from the Finnish Institute of Occupational Health and the Ministry of Social Affairs and Health, offers a practical approach to the interpretation of the provisions. The guide also provides practical application advice on each topic. In addition, the guide includes links to further resources. The instructions help workplaces implement measures to develop occupational safety and health. [Source: <https://www.ttl.fi/teemat/tyoturvallisuus/tyoturvallisuuslain-soveltamisopas>]

Measures taken particularly in the private health and social services sector:

The Workers' Compensation Center (TVK) has published an analysis report on accidents at work in the sector of private health and social services. The analysis examines workplace accidents in private health and social services, and the frequency of workplace accidents in this sector. The statistical data helps to identify the problem and target actions to correct the situation. The analysis identifies falls, carrying and lifting, and violence as causes of workplace accidents in the health and social services sector. [Source: [Työpaikkatapaturmien taajuus nousi yksityisillä terveys- ja sosiaalipalvelutoimialoilla, Tapaturmavakuutuskeskuksen analyyseja 11.9.2024](#)]. In the health and social services sector, occupational diseases are primarily caused by chemical agents, but also by biological agents and physical agents [Source: [Tikku statistics app by the Workers' Compensation Center](#)]

OSH inspections have been targeted at the private health and social services sector. Below, the inspected matters by theme in this sector are indicated, and how many shortcomings were found in statutory compliance regarding the matters inspected. Written advice was issued to correct minor and individual deficiencies when the employer failed to meet the minimum standards set in the legislation. An improvement notice was issued when work posed a hazard to life or health.

Safety management (e.g. general obligations of the employer, identification and assessment of risks, employee training and instruction, providing occupational health care, prevention of occupational accidents)		2022	2023	2024
	Times inspected	9151	9932	10 084
	Written advice	1807	2202	1784
	Improvement notice	114	137	103
Physical work environment (e.g. physical workload, indoor climate, manual lifting and moving, ventilation, workstation ergonomics, sharp instruments, biological hazards, chemical hazards)				
	Times inspected	2826	2786	3015

	Written advice	650	743	845
	Improvement notice	49	25	41
Psychosocial work environment (e.g. psychosocial workload, threat of violence, working alone, harassment)				
	Times inspected	1335	1571	589
	Written advice	621	710	95
	Improvement notice	90	95	8

[Source: <https://www.tyoelamatiето.fi/en/home/data/occupational-safety-and-health-enforcement-data/>]

The OSH authority has taken several measures to ensure the availability of up-to-date information and to disseminate information about preventing occupational accidents and diseases in the sector. Workplace Bulletins have been issued about relevant topics e.g.: [Sharp instruments in healthcare \(1/2025\)](#), [Reduce the physical strain of work \(2/2024\)](#), [Biological hazards at the workplace \(5/2022\)](#), [Reduce work stress – prevent violence at work \(4/2022\)](#). Webinars have been organized on current issues e.g. chemical hazards, biological hazards, violence at work: <https://tyosuojelu.fi/tietoa-meista/tapahtumat>. Detailed instructions about preventing occupational accidents and diseases can be found in the OSH administration's online service.

Measures taken particularly in the “employment service” sector:

The Workers' Compensation Center (TVK) has published an analysis report on temporary agency work ([Työturvallisuus henkilöstövuokrauksessa, Tapaturmavakuutuskeskuksen julkaisuja 1/2025](#)). The aim was to investigate the reasons for the increased risk of workplace accidents among temporary workers and to provide recommendations for improving the occupational safety of temporary workers. Several factors were found to contribute to the higher risk of workplace accidents among temporary workers. The responsibility for the occupational safety of temporary workers is divided between the staffing agency and the client company, and the areas of responsibility are not clear. The investment in occupational safety training and job-specific orientation for temporary workers is not at the same level as for permanent employees. In temporary work, there is no certainty about the continuity of employment, which leads temporary workers to accept more risky tasks. To improve the occupational safety of temporary workers, attention must be paid to the continuous assessment of the occupational safety of temporary workers and the clarification of areas of responsibility between the staffing agency and the client company. Additionally, investment must be made in the occupational safety training and orientation received by temporary workers, and ways must be found to lower the reporting threshold, which enables addressing the safety issues of temporary workers in a timely manner and preventing workplace accidents.

The Ministry of Social Affairs and Health funded a project that developed a model to ensure occupational safety and well-being in temporary agency work. The project provided information on occupational safety, health, and well-being in small and medium-sized enterprises (SMEs) that utilize temporary agency work, as well as in companies that supply temporary agency workers—particularly from the perspective of the temporary agency workers themselves. [Source: [A model for ensuring occupational safety and well-being in temporary agency work](#), 2023]

OSH inspections have been targeted at the employment services sector. Below is indicated inspected matters by theme in the sector, and how many shortcomings were found in statutory compliance regarding the matters inspected. Written advice was issued to correct minor and individual deficiencies when the employer failed to meet the minimum standards set in the Act. An improvement notice was issued when work posed a hazard to life or health.

Safety management (e.g. general obligations of the employer, identification and assessment of risks, employee training and instruction, providing occupational health care, prevention of occupational accidents)		2022	2023	2024
	Times inspected	829	950	701
	Written advice	152	299	193
	Improvement notice	78	62	53
	Temporary prohibition	3	1	-
Physical work environment (eg. Personal protective equipment, personnel facilities, biological hazards, chemical hazards)				
	Times inspected	215	245	111
	Written advice	45	66	43
	Improvement notice	2	7	7
Psychosocial work environment (e.g. threat of violence, working alone, psychosocial workload, harassment)				
	Times inspected	8	104	38
	Written advice	2	34	14
	Improvement notice	-	4	2

[Source: <https://www.tyoelamatiето.fi/en/home/data/occupational-safety-and-health-enforcement-data/>]

The OSH authority has taken several measures to enhance awareness and compliance with occupational safety regulations, and to disseminate information about preventing occupational accidents and diseases in the sector. On May 7, 2025, a webinar titled "[Risks and responsibilities of the use of temporary agency work in industry](#)" was organized. The aim of this event was to assist companies that employ temporary agency workers in fulfilling their obligations and ensuring that these workers can work safely. In 2024 the OSH authority issued [online news](#) about the obligations of both the temporary agency employer and the user company. Detailed instructions and resources are available on Tyosuojelu.fi, including a webinar recording: [Temporary agency employer: Do you care correctly?](#), a workplace bulletin [Both the temporary agency and the user company are responsible for the occupational safety of temporary agency workers \(3/2022\)](#), and additional information and on the website: [Temporary agency work](#).