

REPORT

for the period 1 June 2012 to 31 May 2015, made by the **Government of Finland**, in accordance with article 22 of the Constitution of the International Labour Organisation, on the measures taken to give effect to the provisions of the

Labour Inspection (Agriculture) Convention, 1969, No. 129 ratification of which was registered on 3 September 1974.

Direct Request, 2012

Articles 6, 9, 19, 25, 26, 27

Article 9 of the Convention. Qualification and training of labour inspectors in agriculture.

Labour inspection supervision is implemented in five independent occupational safety and health areas of responsibility that each are independently responsible for the recruitment of their staff. The occupational safety and health areas of responsibility are, save few exceptions, responsible for all occupational safety and health enforcement on their area. This emphasises the need for staff to have multiple skills. The educational level of the staff recruited over the past years has been higher quality and many inspectors have several degrees. The shared support services of the occupational safety and health areas of responsibility organise needed additional training for the inspectors. In the agricultural sector, a national two-day training was organised together with the Institute of Occupational Health in 2013. The training was for inspectors who monitor primary production (agriculture) and titled 'Supervisory practices of primary production'.

The purpose of the training was to give information and advance the expertise on the central risk and hazard factors of the agricultural sector, as well as on the rules of the working life from the point of view of the monitoring, and to integrate the supervisory practices. The content of the training days included the occupational illnesses and accidents of the agricultural sector; the physical, biological and chemical exposure agents; phytosanitary work; personal protective equipment; machine safety; inspection of foreign labour as well as the minimum terms of an employment relationship and arrangement of occupational health care. 16 primary production inspectors from all five areas of responsibility participated in the two-day training.

Article 6(1)(a)–(b) of the Convention. Enforcement and preventive activities in the area of OSH.

For the purposes of storing monitoring information, the Occupational Health and Safety Administration has had two information systems in their use since 2011. Part of the inspection information has been stored in both of the systems. The contents of the stored information are different and not completely comparable between the systems. The inspection projects carried out in the responsibility areas differ from each other as to contents because of the regional differences (the employment impact of the primary production, the differences between lines of production). Additionally, the inspections of primary production are part of different projects that have each been separately reported. The results of the project reports have not been merged on a national level. A suitable written advice or improvement notice on the discovered faults and defects has been given to the workplaces, and there will be further monitoring on their implementation. On the basis of the project report, each area of responsibility will plan the need for further monitoring in the

following years. The project reports state that the assessment of the impact of the measures has proven problematic as comparable information is lacking. The occupational health and safety supervision supports the self-repairing and improving activities of workplaces. As to primary production, the impact of the inspection activities would require follow-up of the monitored workplace, which is not possible. The Department for Occupational Safety and Health has made an agreement with the occupational health and safety responsibility area of Eastern Finland to coordinate the supervisory projects of agriculture. However, this coordinating work has begun only in 2014.

The inspection activities of 2012 begun during the previous reporting period, so there will be no total number of inspections for the year 2012 presented. There were 1,092 inspections carried out in 2013 and 2014. During these inspections, 2,172 directives and 336 requests for action were issued. Thus there were 546 inspections per year. Annually around 12,500 inspections are targeted to micro companies. The percentage of primary production inspections from these is therefore 4,4%. The number of occupational accidents in primary production in 2013 was 3,538 and 3,4% of all the occupational accidents. Therefore, there are more inspections of primary production than what is its percentage of the occupational accidents.

The Occupational Safety and Health Administration does not organise trainings related to occupational safety and health. The inspections may include advisory activities. The inspectors participate in the events arranged by the stakeholder groups. The training that takes place alongside these events is part of the stakeholder cooperation that supports the supervision. As part of the stakeholder work, the aim is to notify the district organisations of the Central Union of Agricultural Producers and Forest Owners (MTK) in advance of agricultural supervisory projects, and also let them know about the results afterwards. The union of producers has given positive feedback on this method, and it has been noted that this communication has caused independent improvement of the companies' occupational safety and health issues. Most of the preventive work is done by the entrepreneur organisations of the field, by research institutes (Finnish Institute of Occupational Health, TTS Institute (Työtehoseura)) and by Farmers' Social Insurance Institution.

In 2011, two trainings were organised at the Finnish Institute of Occupational Health for the managers of substitute assistance on the topic 'Working conditions surveying at a farm'. The purpose of this training was to give the managers of substitute assistance better abilities to assess the substitute assistant's working conditions from the point of view of the Occupational Safety and Health Act (738/2002), and to develop the contents of the working conditions survey carried out by the substitute assistance. The topics of the training were Occupational Safety and Health Act and its obligations to employer, occupational illnesses and accidents, ergonomics, occupational hygiene exposure agents, electrical and fire safety, personal protective equipment, measuring conditions and encountering the customer. A total of 53 managers from the local units of substitute assistance participated in two-day trainings.

Between 2012-2014, the Finnish Institute of Occupational Health has organised several trainings for substitute assistants and their managers on topics such as agricultural work conditions, exposure agents and strain factors and controlling the risk caused by them, as well as the rights and obligations provided by the Occupational Safety and Health Act and concerning a substitute assistant. Hundreds of representatives from substitute assistance have participated in these trainings.

Articles 6(1)(b) and 19. Notification to the labour inspectorate in agriculture of occupational accidents and cases of occupational disease.

In Finland in 2012, there was one suspected occupational disease and diagnosed occupational disease per 262 wage earners in agriculture. In forestry, the corresponding figure was one case per 826 wage earners. Agricultural enterprises are mainly micro enterprises, and therefore this phenomenon is occasional from their point of view and there can be no requirement on the understanding of reporting mechanism. The reporting of an occupational disease (also suspected) begins when a health care professional suspects that a disease or long period of absences might be occupational. An entrepreneur or employee do not need to know the reporting mechanism, the statutory occupational health care services cover the entrepreneur and employee for this part.

The most common occupational diseases (suspicions) related to primary production are respiratory allergies, dermatopathies, noise traumata and stress injuries. The same aforementioned parties that promote occupational safety also promote employees' and entrepreneurs' knowledge on occupational diseases. The Occupational Safety and Health Administration's inspections targeted to machine safety, heavy lifting and repetitive tasks prevent noise traumata and stress injuries. The inspections related to physical and chemical factors in the work environment prevent respiratory allergies and dermatopathies, and disseminate information on them both to entrepreneurs and to employees.

Articles 25, 26 and 27. Reporting obligations regarding inspection activities.

In Finland, the responsibility to maintain statistics on accidents and occupational diseases belongs to the Federation of Accident Insurance Institutions and to the Finnish Institute of Occupational Health (the Register of Occupational Diseases). Both accidents and occupational diseases are found from these sources, according to industry and cause. The occupational safety and health areas of responsibility independently communicate about their supervision projects, their results and observations, and for example the Central Union of Agricultural Producers and Forest Owners thinks this is a good practice. The cases that have lead to criminal investigation are communicated after a court decision has been given. It is not possible to publish industry-specific examination of statistics in the annual report of the Occupational Safety and Health Administration.

I Legislation and regulations

During the reporting period, the following amendments related to occupational safety and health monitoring and also to agriculture have entered into force:

Amendments to the Act on Occupational Safety and Health Enforcement (44/2006):
 603/2013 Amendment to regulations concerning monitoring the safety of technical appliances
 1330/2014 Amendment to regulations concerning issuing advice and improvement notices
 210/2015 Amendment to regulations concerning issuing advice and improvement notices

II

Article 1-3

Nothing new to report

Article 4 of the Convention. National policy.

In 2014, a guidebook 'Working in Finland – Information for Immigrants' was completed as part of the 'Well-functioning Multicultural Workplace' project that was supported by the European Social Fund. The guidebook is translated to 13 languages and it has been printed in Finnish and English. Other language versions of the guidebook are available on the Internet at the following address:

http://www.ttl.fi/fi/muuttuva_tyoelama/toissa_suomessa/sivut/default.aspx. The web site and the guidebook offer information on the work life in Finland. The guide provides advice on how to find a job, the Finnish work culture, the induction process, the role of a supervisor and health and well-being at work. The guide also suggests other useful information sources. Information about the guide and the web site has been distributed for example in occupational health care staff trainings to the units of occupational health that perform occupational health care for the agricultural industry.

Article 5. Labour inspection.

In 2010, a guidebook called ' Worker induction and work guidance in horticultural and agricultural production' was completed. The guide is available online:

https://www.tsr.fi/c/document_library/get_file?folderId=13109&name=DLFE-4309.pdf. The guidebook is aimed to especially those employers in agricultural industry that employ foreign labour, to help them in employee's work induction. The guide is written with the support from the Finnish Work Environment Fund and in cooperation with the Agrifood Research Finland (MTT), TTS Institute, Institute of Occupational Health (TTL) and the Central Union of Agricultural Producers and Forest Owners (MTK). The printed guide has been distributed to the units of occupational health that perform occupational health care for the agricultural industry. Information about the induction of foreign workers has been distributed in trainings organised by the Central occupational health unit for agricultural entrepreneurs to the agricultural employers and occupational health care services.

Article 6

See Direct request

Article 7-8

Nothing new to report

Article 9

See Direct request

Article 10-18

Nothing new to report

Article 19

See Direct request

Article 20-24

Nothing new to report

Article 25-27

See Direct request

III

Nothing new to report

IV-V

The Federation of Accident Insurance Institutions (FAII) supports the activities of the Occupational Safety and Health Administration and the Institute of Occupational Health, especially by providing them with statistical data on the number and frequency of occupational injuries and diseases and suspected occupational diseases compensated for in accordance with the statutory accident

insurance scheme. According to the statistics and the analyses based on them, the authorities can also draw conclusions about the fulfilment of the requirements of the agreements mentioned earlier.

FAII has also implemented and maintains an online information system called Accident database, which enables authorities, researchers and other FAII stakeholders also to independently compile statistics on compensated occupational accidents and illnesses that are relevant to their work planning.

FAII states that the Occupational Safety and Health Administration performs labour inspection well and, considering the resources available, in a productive way. In addition, over the past years the resource use of the authority responsible for occupational safety and health enforcement has been remarkably enhanced by a systematic analysis work of the operating environment, which enables the targeting of the supervision and significantly enhances the effectiveness of the supervision.

VI

A copy of this report has been sent to the following labour market organisations

1. The Confederation of Finnish Industries (EK)
2. The Central Organization of Finnish Trade Unions (SAK)
3. The Finnish Confederation of Professionals (STTK)
4. The Confederation of Unions for Professional and Managerial Staff in Finland (AKAVA)
5. The Commission for Local Authority Employers (KT)
6. The State Employer's Office (VTML)
7. The Federation of Finnish enterprises