



OSH BAROMETER

Finland

Country Report

Finland Country Report Index

This document contains the OSH Barometer Country Report Summary of Finland

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Introduction General information

The **development and provision of the OSH BAROMETER — Status of Occupational Safety and Health in Europe** is a long-term activity of the European Commission's Directorate-General for Employment, Social Affairs and Inclusion (**DG Employment, Social Affairs and Inclusion**) and the European Agency for Safety and Health at Work (**EU-OSHA**). It aims to provide up-to-date online information for all interested parties and stakeholders about the status of OSH in the European Union.

The overall objective of this activity is to design and develop a reliable and stable information system on OSH in Europe, based on data from the relevant national and European data providers. From 2016 to 2018, two contractors of DG Employment, Social Affairs and Inclusion (Kooperationsstelle Hamburg IFE and Eurogip) developed the structure of the system, collected data for a selected number of indicators and assessed their reliability.

EU-OSHA will contribute to the establishment and maintenance of the **OSH BAROMETER** by designing and running the data visualisation tool, ensuring data quality in cooperation with key data providers and stakeholders, and feeding in the quantitative and qualitative data in close collaboration with EU institutions and Member State Contact Points. As part of its activity '**EU OSH INFO System**', EU-OSHA will publish an analytical report, based on the collected data, every 3 years.

The **OSH BAROMETER** uses the following data sources:

- Eurostat: data on economy, sectors, population, and employment
- Eurostat: Labour Force Survey (LFS), particularly the ad hoc module from 2013: 'Accidents at work and other work-related health problems'
- Eurostat: European Union Survey on Income and Living Conditions (EU-SILC)
- Eurofound: European Working Conditions Survey (EWCS)
- EU-OSHA: European Survey of Enterprises' New and Emerging Risks (ESENER) 2014
- European Commission, DG Employment, Social Affairs and Inclusion: several reports and studies
- Senior Labour Inspectors Committee (SLIC): non-confidential country evaluations
- National contact points in Member States: national data and descriptions
- EU-OSHA focal points/EU-OSHA: descriptions of the national OSH Systems in OSHwiki
- comprehensive reports from national or European sources

This methodology contains a compilation of all references and data sources that were used to provide texts, diagrams and tables, and in some cases additional explanations.

In most cases we provide the following data:

- the indicator and diagram/table/description title
- a short description of the data evaluation and visualisation approach
- exact source with name and link
- the period of reference (year/period) and the last update
- the coverage of Member States and other countries
- filter options or selection criteria of the source
- the measuring unit
- any calculation that EU-OSHA performed based on the original data
- visualisation basics
- other useful explanations and additional comments

Generic information OSH authorities

This indicator is an overview of OSH authorities and relevant OSH institutions in the different Member States and at EU level.

For further information refer to Methodology



OSH authority

Ministry of Social Affairs and Health

See more in its website and in OSHwiki

In Finland, the Ministry of Social Affairs and Health is responsible for the preparation of occupational safety and health (OSH) legislation, the enforcement and development of OSH policies, statutory insurance, gender equality and the development of occupational health care. The ministry works closely with other ministries on any matters that may be related to OSH.

The Department of Health is responsible for the development of occupational health service legislation, and it also formulates the national strategies for the occupational health services. The Department for Occupational Safety and Health is responsible for the development of national OSH policies, the coordination of research on OSH issues, and the efficient application of research information

Ministry of Employment and the Economy

See more in its website and in OSHwiki

One of the main tasks of the Ministry of Employment and the Economy is to smooth out any difficulties in the operation of the labour market and work organisation. It prepares essential labour legislation together with the labour market organisations.

Department for Occupational Safety and Health

See more in its website and in OSHwiki

The Department for Occupational Safety and Health within the Ministry of Social Affairs and Health is the highest government body for OSH administration, and it supervises independent labour inspectorates. Finland is divided into six independent OSH inspectorates (regional state administrative agencies). The responsibilities and rights of the OSH authorities are described in the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (44/2006). The Act on Occupational Safety and Health Administration (16/1993) defines the tasks to be undertaken by the OSH authorities.

Regional state administrative agencies (Aluehallintovirasto; Regionförvaltningsverket)

See more in its website and in OSHwiki

The inspectorates provide instructions and advice on applying the regulations on OSH matters, working conditions, employment and equality, and ensure that there is adherence to these regulations and guidelines in the workplace.

The OSH authorities need to monitor compliance with more than 100 items of legislation. The most important legislative acts are the Occupational Safety and Health Act and the decrees based upon it, the Occupational Health Care Act, the Employment Contracts Act, the Working Hours Act, the Annual Holidays Act and the Young Workers' Protection Act. The OSH authorities also investigate serious occupational accidents and serious cases of occupational diseases .

Finnish Safety and Chemicals Agency (TUKES) (Turvallisuus- ja kemikaalivirasto)

See more in its website and in OSHwiki

TUKES is a national licensing and supervisory authority established to endorse the safety and reliability of products, services and industrial activities in Finland.

Radiation and Nuclear Safety Authority (STUK — Säteilyturvakeskus; Strålsäkerhetscentralen)

See more in its website and in OSHwiki

STUK supervises radiation and nuclear safety in Finland. The purpose of STUK is to protect people, society, the environment and future generations from the detrimental effects of radiation.

Finnish Competition and Consumer Authority (FCCA) (Kuluttajavirasto; Konsumentverket)

See more in its website and in OSHwiki

The FCCA is tasked with ensuring good market performance. The Competition Division removes barriers to competition, ensuring that consumers are offered competitive alternatives. The Consumer Division also ensures that consumers have access to sufficient, accurate and truthful information in making choices, that the practices that companies use in marketing and their customer relations are appropriate, and that the contract terms applied by companies are reasonable.

The National Supervisory Authority for Welfare and Health (Valvira) (Sosiaali- ja terveystalouden lupa- ja valvontavirasto; Tillstånds- och tillsynsverket för social- och hälsovård)

See more in its website and in OSHwiki

Valvira is a national agency, operating under the Ministry of Social Affairs and Health, charged with the supervision of social care, health care, alcohol and environmental health. Valvira provides licensing for social care and healthcare providers and offers guidance to the regional state administrative agencies to achieve harmonised licensing, guidance and supervisory practices throughout Finland.

The Finnish Transport Safety Agency (Trafi) (Liikenteen turvallisuusvirasto; Trafiksäkerhetsverket)

See more in its website and in OSHwiki

Trafi monitors the safety of the transport system, promotes environmentally friendly transport solutions and is responsible for transport system regulatory duties.

Compensation and insurance body

The Workers' Compensation Centre' (Tapaturmavakuutuskeskus – TVK) ; Olycksfallsförsäkringscentralen)

See more in its website and in OSHwiki

In Finland, occupational accident insurance is offered by 12 private accident insurance companies under the supervision of the Ministry of Social Affairs and Health. The accident insurance system is financed through premiums paid by employers. The Workers' Compensation Centre (TVK — Tapaturmavakuutuskeskus) coordinates statutory accident insurance. TVK is a liaison organisation for insurance companies. It combines statistics on occupational accidents and diseases together with their causes and consequences, and helps to prevent these in the future. An OSH committee, with representatives from the labour market organisations and the insurance sector, directs TVK's OSH activities and coordinates the insurance sector. In addition, TVK investigates fatal occupational injuries. These are examined by an investigation board, which has representatives from the central labour market organisations, insurance companies and the Centre for Occupational Safety (Työturvallisuuskeskus; Arbetarskyddscentralen)

The Social Insurance Institution of Finland (Kela) (Kansaneläkelaitos; Folkpensionsanstalten)

See more in its website and in OSHwiki

According to the Health Insurance Act (1224/2004), employers are entitled to reimbursements from Kela, to compensate for 60% of reasonable expenses for preventive services if the workplace has a procedure for management, follow-up and early support. The reimbursements that are provided for organising voluntary curative services is 50% of reasonable expenses. Kela pays sickness allowance as compensation for loss of earnings caused by an illness after a 10-day waiting period.

Prevention institute

n/a

See more in OSHwiki

In Finland, prevention and preventive actions are included in all activities for maintaining and improving safety and health at work. Therefore, there are no specific organisations that handle only preventive activities; all OSH stakeholders carry out preventive activities.

Standardisation body

The Finnish Standards Association (SFS — Suomen Standardoimisliitto SFS ry)

See more in its website and in OSHwiki

SFS is the central body for standardisation in Finland. Its membership includes the central government and professional, commercial and industrial organisations. It approves national SFS standards and coordinates national standardisation. Standardisation is carried out at international, regional, national and company levels. SFS also manages the Nordic and European environmental labelling systems for products and services.

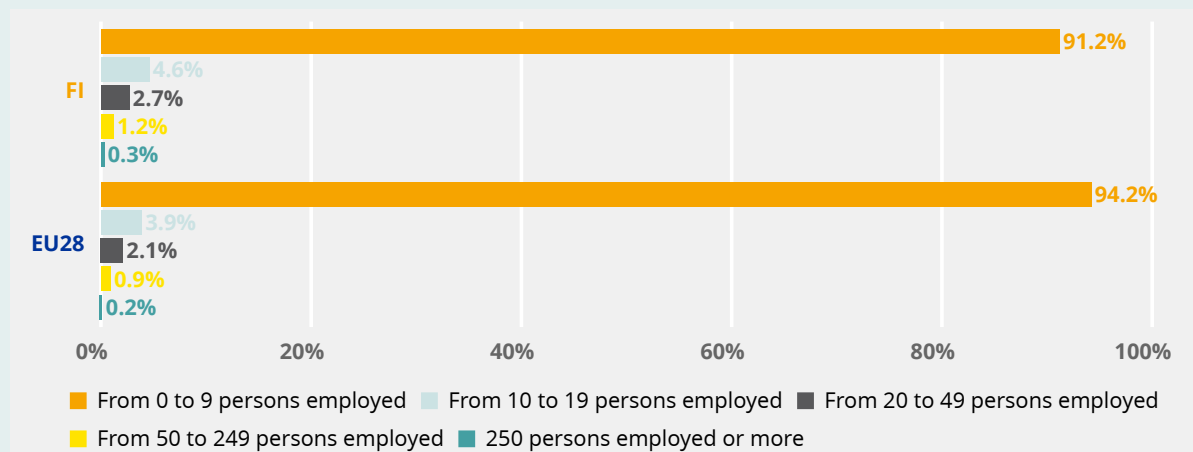
SFS promotes the use of standards in Finland by disseminating information on international, foreign and Finnish standards and drafts. It is the Finnish source for all international standards and drafts of the International Organisation for Standardisation (ISO), for European standards and drafts of the European Committee for Standardisation (CEN), and for publications of ISO member bodies. SFS also distributes other foreign standards and technical regulations.

Generic information Economic and sector profile

The indicator 'Economic and sector profile' displays relevant data on the economy and sectoral structure of the EU and its Member States, e.g. percentages of company size, employment per sector and information on gross domestic product. Note: Not all data is available for every country.

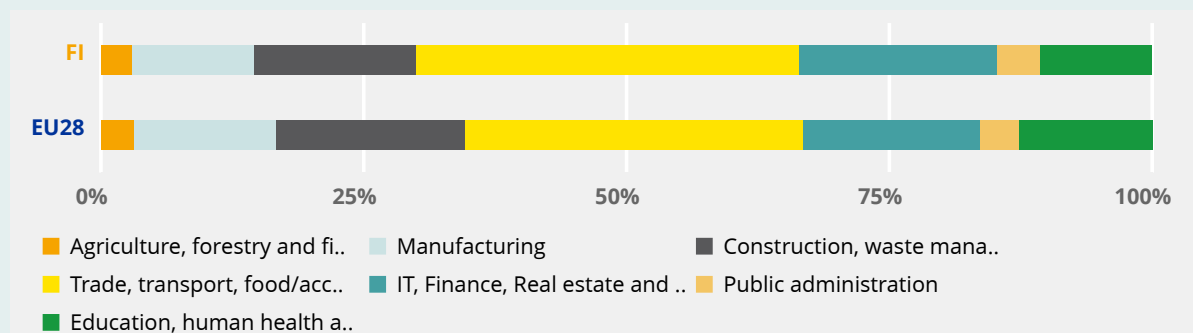
Source: EUROSTAT. For further information refer to Methodology

Company size



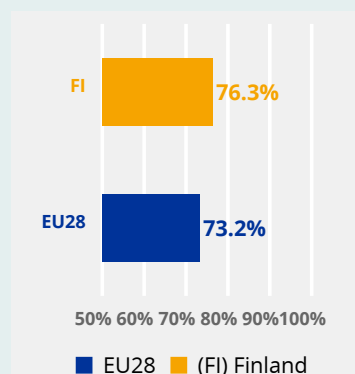
Sector	Country	Value (%)	Country	Value (%)
From 0 to 9 persons employed	FI	91.2	EU28	94.2
From 10 to 19 persons employed	FI	4.6	EU28	3.9
From 20 to 49 persons employed	FI	2.7	EU28	2.1
From 50 to 249 persons employed	FI	1.2	EU28	0.9
250 persons employed or more	FI	0.3	EU28	0.2

Employment per sector



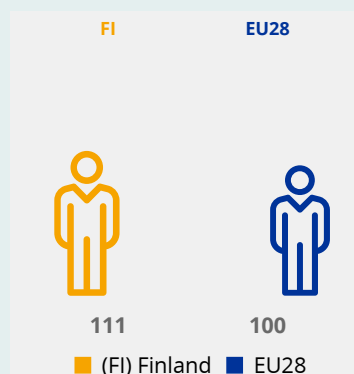
Sector	Country	Value (%)	Country	Value (%)
Agriculture, forestry and fishing	FI	3	EU28	3.2
Manufacturing	FI	11.6	EU28	13.5
Construction, waste management, water and electricity supply	FI	15.4	EU28	18
Trade, transport, food/accommodation and recreation activities	FI	36.4	EU28	32.1
IT, Finance, Real estate and other technical scientific or personal service activities	FI	18.8	EU28	16.9
Public administration	FI	4.1	EU28	3.7
Education, human health and social work activities	FI	10.6	EU28	12.7

Employment rate



Country	Value (%)
EU28	73.2
(FI) Finland	76.3

GDP per capita in relation to EU28 average



Country	Value (%)
(FI) Finland	110.9
EU28	100

Income per capita



Country	Year	Income
(FI) Finland	2010	17211
(FI) Finland	2018	20052
EU28	2010	14841
EU28	2018	17079

Generic information Workforce profile

This indicator includes a few key data on ageing workers and the workforce: median age, employment rate of different age groups, total and sex.

Source: EUROSTAT. For further information refer to Methodology

	Median age of population:	Employment rate (55 - 64):	Employment rate (female):	Employment rate (male):	Employment rate (total):	Unemployment rate:
EU28	43.3 years	58.7 %	67.4 %	79 %	73.2 %	6.8 %
FI	42.9 years	65.4 %	74.5 %	78.2 %	76.3 %	7.4 %

Steering of OSH National strategies

National strategies are well known as a policy instrument to enhance the effectiveness of an OSH system through the collaborative and smart use of resources. They include approaches such as priority setting, prior action defining and action plans. You will find here a short harmonised description of current national strategies based on the full mapping report of EU-OSHA on national strategies (December 2017) plus later updates as received from Member States.

For further information refer to Methodology



Structure of each National strategy

Basic information

Main strategic document: **Policies for the working environment and wellbeing at work until 2020**

The main related national programmes in the OSH field are:

- Policies for the working environment and wellbeing at work until 2020
- Strategy for social and health policy: Socially Sustainable Finland 2020
- The Strategy for the development of working life up until 2020
- Strategy from the National Institute for Health and Welfare
- National working Life Development Strategy 2020

Former strategies: **Occupational Safety and health strategy 1998** with **follow-up reports** Developed and monitored mainly by the Ministry of Social Affairs and Health.

Background

Vision: Health, safety and well-being are important common values, which are put into practice in every workplace and for every employee.

The activities of a workplace are guided by a common idea of good work and a good workplace.

Good work: fair treatment of employees, adoption of common values, mutual trust, genuine cooperation and equality in the workplace.

Good workplace: productive and profitable, healthy, safe and pleasant, meaningful, interesting, compatible with private life, good management and leadership.

Targets for 2020 compared to the situation at 2010:

- The number of occupational diseases decreases by 10%
- The frequency of workplace accidents is reduced by 25%
- Perceived physical strain is reduced by 20%
- Perceived psychic strain is reduced by 20%
- Extending employees' lifelong time at work by three years until the year 2020.

Characteristics and objectives

The strategy is not a single document, but consists of the strategy and several national programmes

Details and activity

The strategy defines the objectives, focal areas and principles of developing the activity in the next few years.

Six focal areas or actions of occupational safety and health have been formed:

1. Maintenance and promotion of work ability and functional capacity
2. Prevention of occupational accidents and diseases
3. Prevention of musculoskeletal disorders
4. Mental well-being at work
5. Coping at work
6. Job control

Creating good work environments and well-being presupposes that people in the workplaces have adequate and proper knowledge, will and competence needed for reaching the goals. Improving well-being at work ultimately depends on the actions taken in the workplace. The first step in fulfilling the vision and reaching the objectives is that the workplaces meet the minimum requirements of legislation and get the basic conditions in order. The regional occupational safety and health administration is responsible for supervising that employers fulfil their statutory obligations.

Focus Area 1: Leadership, the corner stone of well-being at work

“The quality of leadership in enterprises and other organisations will be improved together with interest groups and by influencing training and instruction. The conditions mentioned in the vision of these policies – health, safety and well-being – generally belong to a good leadership. Leadership will be developed with the object of creating a better safety climate. Improved leadership can be achieved mainly by cooperation and communication”.

Focus Area 2: Occupational health care, an efficient partner

“The preventive role of occupational health care will be strengthened. The impact of occupational health care will be appraised on the basis of occupational health care reports and by monitoring sickness absence rates, occupational accidents and occupational diseases. To promote and support employees’ work ability, models of early support will be put into practice at workplaces. Cooperation between the line management and experts for promoting health and work ability will be improved. Cooperation includes mutual awareness and common forms of action (e.g. workplace surveys, risk assessment expertise and early support to employees and management) as part of improving health and safety. Successful cooperation with occupational health care requires a smooth flow of information and awareness of the state of affairs”.

Focus Area 3: Knowledge, will and competence through cooperation

“A form of network cooperation for the work environment and well-being at work will be created for the different parties and actors, who all recognize their roles and tasks in the network. This occupational safety and health network operates in a result-oriented and efficient way for the work environment and well-being at work. It will be ascertained that the cooperation is functional both on the national and regional level and in workplaces as well”.

Focus Area 4: Effectiveness through communication

“Together with interest groups it will be investigated what kind of communication best corresponds to the needs and brings good results in different contexts. Communication will be intensified by using various means and channels”.

Focus Area 5: Good legislation, the foundation for the minimum level of working conditions

“Occupational safety and health legislation will be prepared in close cooperation with labour market parties so as to make legislation up-to-date and meet the needs of working life. The up-to-dateness of decrees will be evaluated at least every fifth year and that of acts at least every tenth year from the date of entry into force. In the EU politics, Finland will support the efforts for simplifying directives and transferring the focus to the member states when this is possible without reducing the basic regulation, such as that on risk assessment and cooperation at workplaces”.

Focus Area 6: Competent occupational safety and health administration ensures enforcement of legislation “By developing enforcement practices and personnel’s competence, the occupational safety and health administration ensures that enforcement is effective, competent and has a uniform quality. Evaluation of the impact of enforcement will be developed and the effects of the different actions monitored. Feedback from workplaces will be monitored by means of client questionnaires”.

Additional info from other programmes

Other programs related to Health and Safety at Work

The Ministry of Social Affairs and Health has set a goal to extend employees’ lifelong time at work by three years until the year 2020. Several actions were or will be set up to reach this goal.

- Forum for well-being at work - Acting together (2011-2015)
- Well-being at work network in Finland (2011-)
- The Mielekäs programme - Making the social and health sector more attractive (2011-2015)
- Programme for persons with partial work capacity 2012-2015
- Government's key project "Career opportunities for people with partial work capacity" (2016-2018)

Actors and stakeholders

The Ministry of Social Affairs and Health and the Occupational Safety and Health Inspectorates work out the performance targets and agree on them, the emphasis being on the effects of the safety and health supervision.

The Inspectorates target their supervision at such practices in the workplaces which support and promote safety and health at work and, on the other hand, at essential issues dealing with the supervision of compliance with statutory requirements, such as the supervision of employment relations.

Finnish Institute of Occupational Health

Finnish Work Environment Fund

Federation of Accident Insurance Institutions

Centre for Occupational Safety

All the key policies related to work life, the labour market, social security, and occupational health and safety are negotiated collectively between the three partners (Government, Employers and Trade Unions) and agreements are usually made on a consensus basis.

Resources and timeframe

- No specific time span; policies set up until 2020
- Complemented with the central government budget.

Enforcement is mainly carried out by means of workplace inspections.

Other measures include issuing of licences and submitting of statements to other authorities.

In 2014 the OSH Divisions had 449 and the OSH Department had 60 person-years available. The total operating expenditure for the OSH department was 44 million Euro for the OSH divisions: 285 million Euro. Occupational safety and health activities are based on cooperation. OSH actors contribute to the achievement of OSH objectives through their own operations. The OSH administration works in close cooperation with labour market organisations and other important stakeholders in such tasks as the setting of enforcement priorities, preparing of legislation and communications. Cooperation takes place at national and regional level in working groups and projects.

Budget:

Public and private organisations and NGOs have their own budget plan for the implementation of the OSH strategy. Additionally the Centre for Occupational Safety TTK provides training, information, materials and development services based on the latest knowledge. TTK get finance for example from The Finnish Work Environment Fund. The total amount of finance from The Finnish Work Environment Fund has been in 17 650 000 euros (2.75 million. euros/2010, 3.1 million euros/2011, 3.1 million euros/2012, 2.8 million euros/2013, 2.8 million euros/2014, 3.1 million euros/2015) during 2010-2015.

Moreover, as you can see from the page on R&D-expenditure billions were invested in R&D in Finland during the new OSH strategy time 2010-2020. Some of these R&D activities are on the area of OSH. A precise assignment on activities related to OSH is not possible.

Evaluation

The Department of Occupational Safety and Health has chosen a number of indicator and statistics that are followed in the department and also regularly presented and discussed in the three partite Finnish national advisory board on safety and health at work.

Ex ante indicators for the years 2012 to 2020

Targets for 2020 compared to the situation at 2010:

- The number of occupational diseases decreases by 10%
- The frequency of workplace accidents is reduced by 25%
- Perceived physical strain is reduced by 20%
- Perceived psychic strain is reduced by 20%
- Extending employees' lifelong time at work by three years until the year 2020.

Relation to EU Strategic Framework

Due to the broad and general approach of the Finnish Strategy there are relations to practically every aspect of the EU-OSH Strategic Framework.

The Finnish strategy is entirely focused on SMEs (Challenge 1), as over 90 % of the enterprises are SMEs. The implementation of the strategy is focusing on improved reach-out, tools suitable for SMEs and increasing OSH awareness. The mandatory system of the workplace health system as well as the target on perceived strain are addressing Challenge 2. Challenge 3 is continued to be addressed in programmes related to the ageing workforce and specifically through the target to extend work careers by three years. There is a particularly strong relation to accidents, occupational diseases, ergonomic and psychosocial issues (mentioned on p6 of the EU-strategy).

Response of national strategies to EU challenges

Implementation record

Focus Areas:

- Good legislation, the foundation for the minimum level of working conditions.
- Competent occupational safety and health administration ensures enforcement of legislation.

Prevention of work-related diseases

Focus Area:

- Occupational health care, an efficient partner.

Tackling demographic change

- Many related programmes

Steering of OSH Social dialogue

This indicator consists of text-based descriptions of the social dialogue plus quantitative data, e.g. responses to ESENER 2019 questions. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology



Finland

40 %

Joint consultative,
employment forum
or similar

66 %

Health and safety
representative

33 %

Trade union
representation

41 %

Health and safety
committee



EU27_2020

24 %

Joint consultative,
employment forum
or similar

57 %

Health and safety
representative

19 %

Trade union
representation

23 %

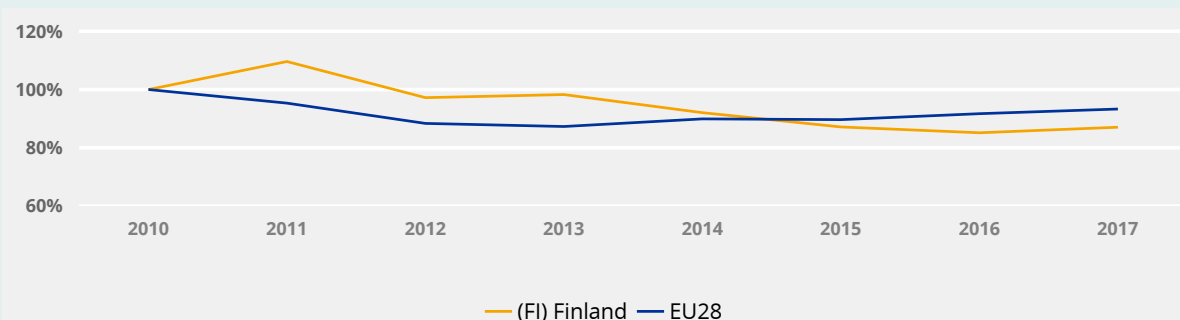
Health and safety
committee

OSH outcomes and working conditions **Work accidents**

This indicator consists of two data sets: trends in non-fatal work accidents from 2010, and fatal work accidents (Eurostat data).

For further information refer to Methodology

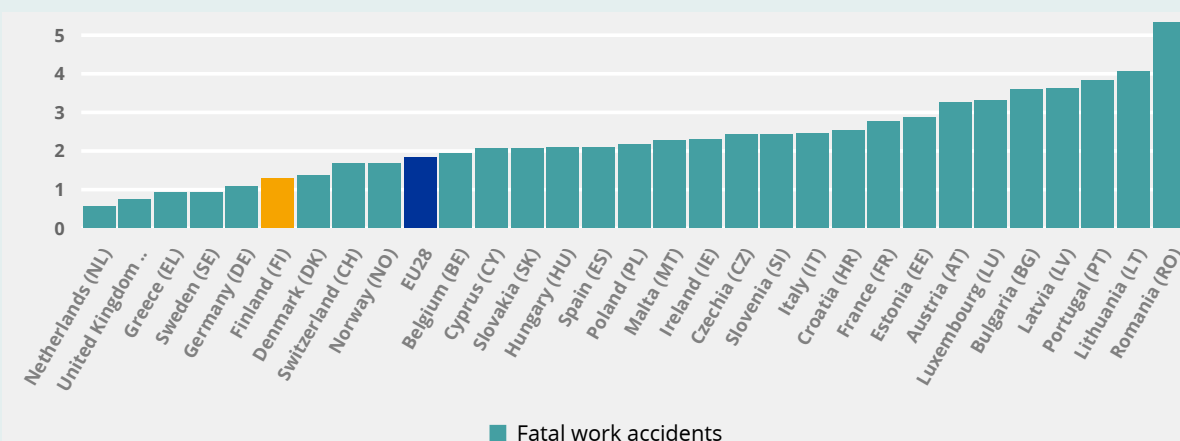
Non-fatal work accidents



The diagram shows the development of non-fatal work accidents between 2010 until the latest available year. The year 2010 has been set as baseline (2010 = 100). The country lines and the EU line (dark blue) show the trend as percentage of the value of this base year.

Country	Year	Value (%)	Country	Year	Value (%)
(FI) Finland	2010	100	EU28	2010	100
(FI) Finland	2011	109.6	EU28	2011	95.3
(FI) Finland	2012	97.2	EU28	2012	88.4
(FI) Finland	2013	98.3	EU28	2013	87.3
(FI) Finland	2014	92.1	EU28	2014	89.9
(FI) Finland	2015	87.2	EU28	2015	89.7
(FI) Finland	2016	85.2	EU28	2016	91.7
(FI) Finland	2017	87.1	EU28	2017	93.3

Fatal work accidents



This diagram shows the number of fatal accidents for every Member State per 100,000 employees. The EU average was 1,85 accidents per 100,000 employees in the period 2010-2017. The source of the data is the incidence rate as published by Eurostat.

Country	Value (accidents)
Finland (FI)	1.3
EU28	1.9

OSH outcomes and working conditions

Health perception of the workers

This indicator contains six data sets based on responses in the European Working Conditions Survey (EWCS) 2015 from Eurofound and the Labour Force Survey 2013 from Eurostat. Every 8 years this survey has an ad hoc module on OSH-related questions. All data are from the latest OSH ad hoc module. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology



EU28

86 %

Satisfaction with
working conditions

8 %

Health problem in
the last 12 months

42 %

Sick but at work

25 %

Health affected by
work

8 %

More than 15 days of
absence

73 %

Likelihood of staying
in current job until 60
years old



Finland

92 %

Satisfaction with
working conditions

27 %

Health problem in
the last 12 months

51 %

Sick but at work

25 %

Health affected by
work

11 %

More than 15 days of
absence

73 %

Likelihood of staying
in current job until 60
years old

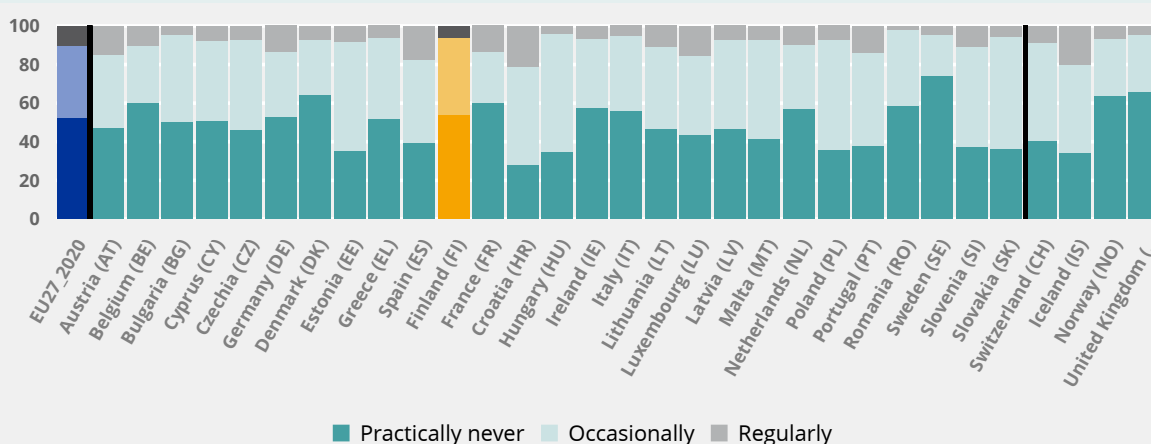
OSH outcomes and working conditions

OSH culture and health awareness

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

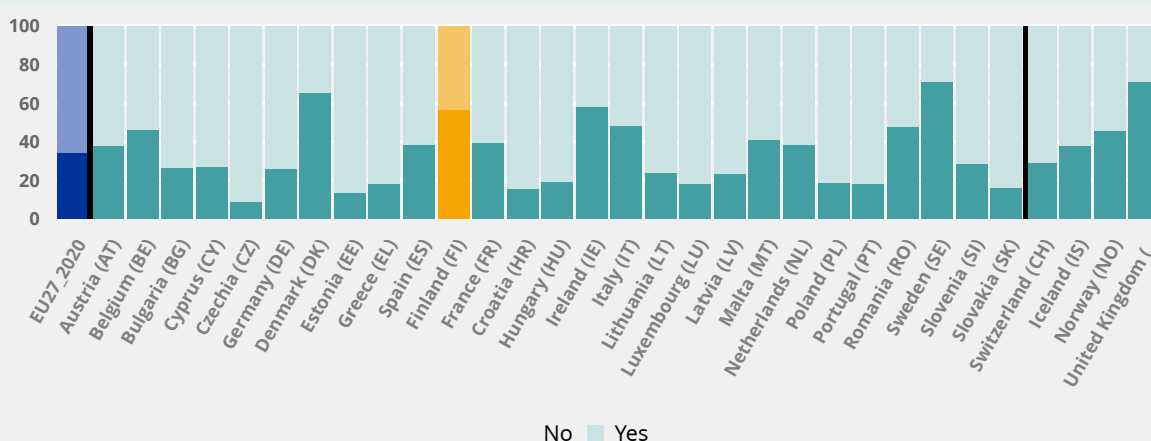
Health and safety discussed



The diagram presents the responses in the ESENER 2019 Survey to the question: “How often is health and safety discussed between employee representatives and the management? Do such discussions take place regularly, only when particular health and safety issues arise or not at all?”

Country	Practically never (%)	Occasionally (%)	Regularly (%)
EU27_2020	10	37.5	52.4
Finland (FI)	5.9	40.4	53.7

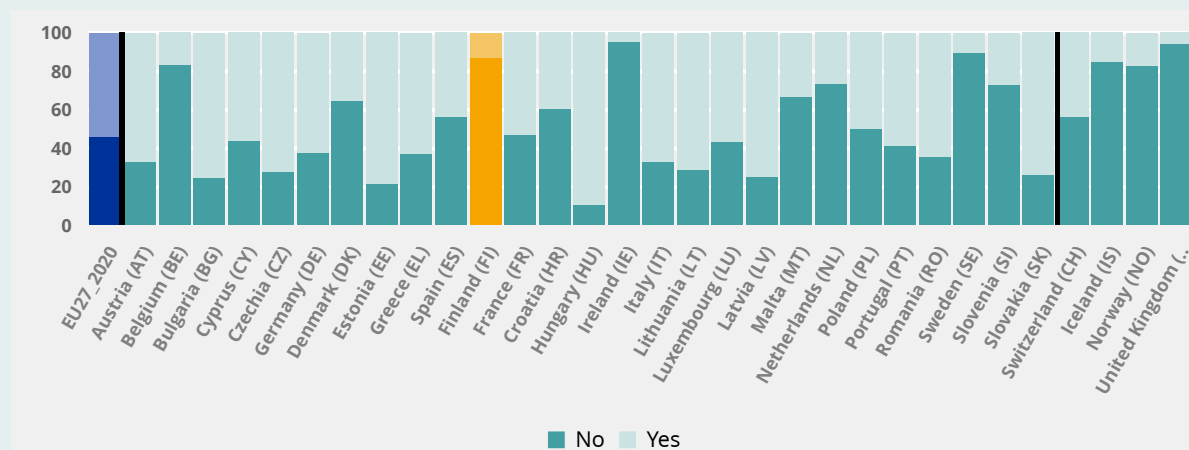
Action plan to prevent stress



The diagram presents the responses in the ESENER 2019 Survey to the question: “Does your establishment have an action plan to prevent work-related stress?”

Country	Yes (%)	No (%)
EU27_2020	34.6	65.4
Finland (FI)	56.6	43.4

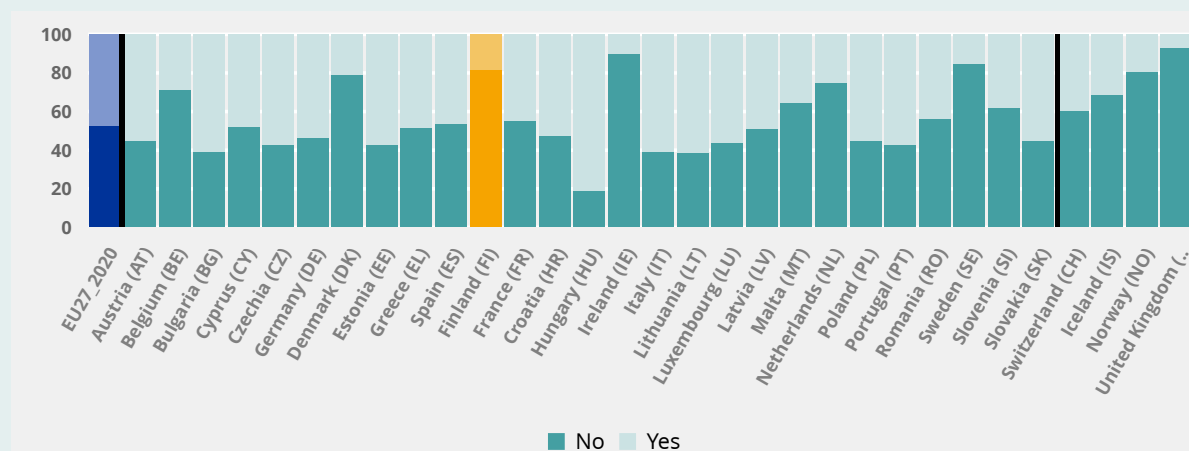
Procedure against bullying



The diagram presents the responses in the ESENER 2019 Survey to the question: “Does your establishment have an action plan to prevent work-related stress?”

Country	Yes (%)	No (%)
EU27_2020	46.3	53.7
Finland (FI)	87.1	12.9

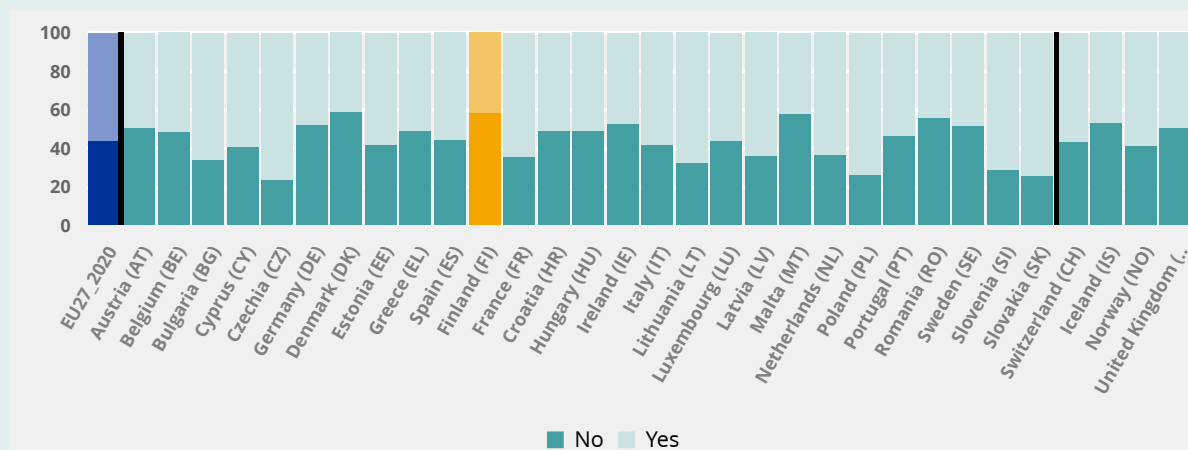
Procedures to deal with threats



The diagram presents the responses in the ESENER 2019 Survey to the question: “Is there a procedure in place to deal with possible cases of bullying or harassment?”

Country	Yes (%)	No (%)
EU27_2020	52.6	47.4
Finland (FI)	81.5	18.5

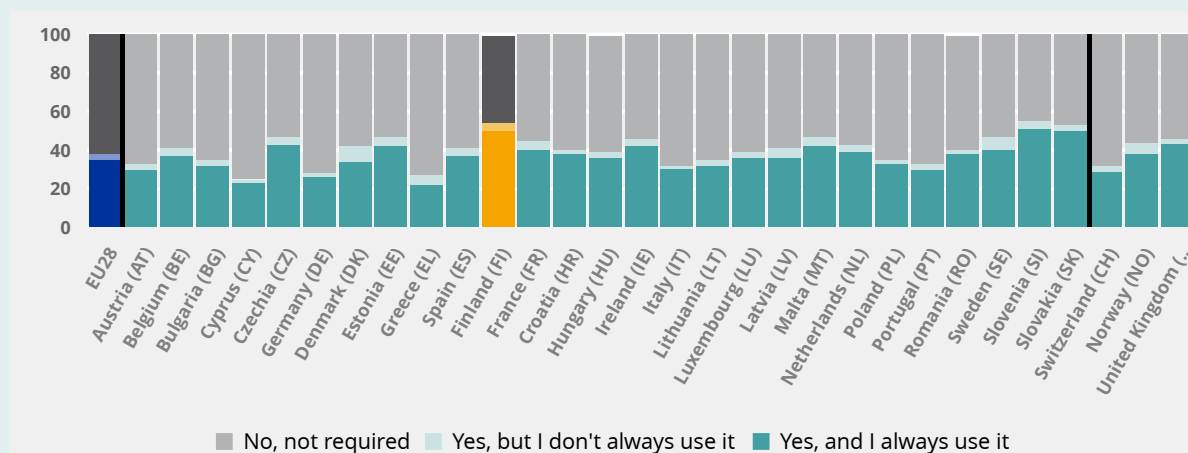
Measures to reduce work pressure



The diagram presents the responses in the ESENER 2019 Survey to the question: "Is there a procedure to deal with possible cases of threats, abuse or assaults by clients, patients pupils or members in public?"

Country	Yes (%)	No (%)
EU27_2020	44.1	55.9
Finland (FI)	58.3	41.7

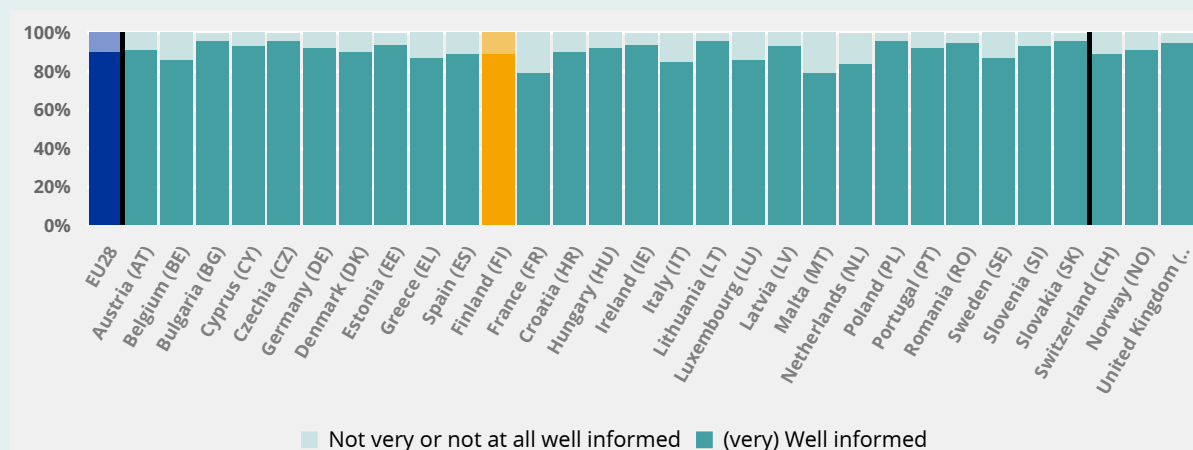
Use of personal protective equipment



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "In the last 3 years, has your establishment used any of the following measures to prevent psychosocial risks?" The diagram shows the response to the following answer option: "Reorganisation of work in order to reduce job demands and work pressure"

Country	No, not required (%)	Yes, but not required (%)	Yes and always (%)
EU28	62	3	35
Finland (FI)	45	4	50

Information about risks



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question : "Does your job ever require that you wear personal protective equipment and do you use it?"

Country	Yes (%)	No (%)
EU28	90	10
Finland (FI)	89	11

OSH outcomes and working conditions

Working conditions

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

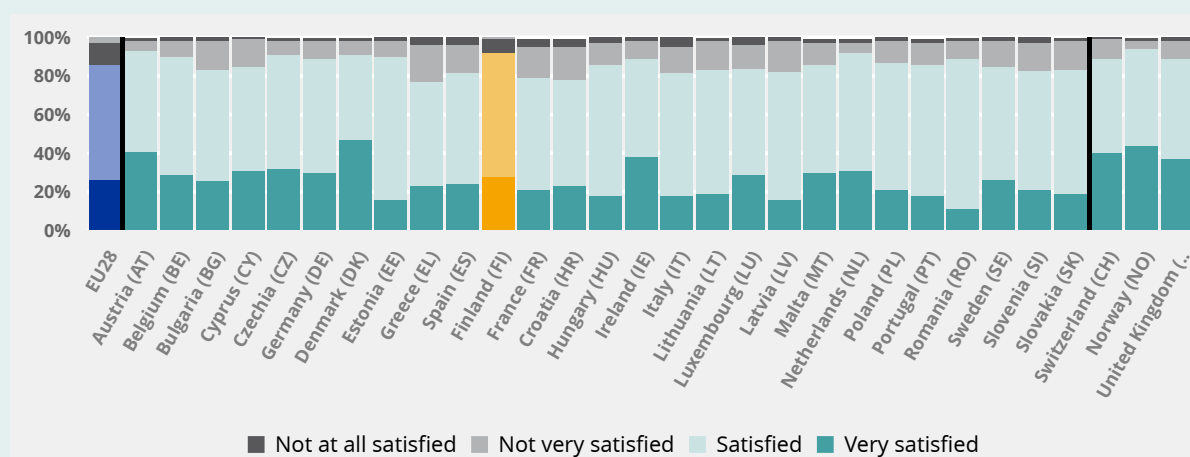
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

Overall opinion

This topic displays data on the workers' overall general assessment of risks and their overall satisfaction with working conditions. Note: Percentages might not total 100% because of rounding.

Source: European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

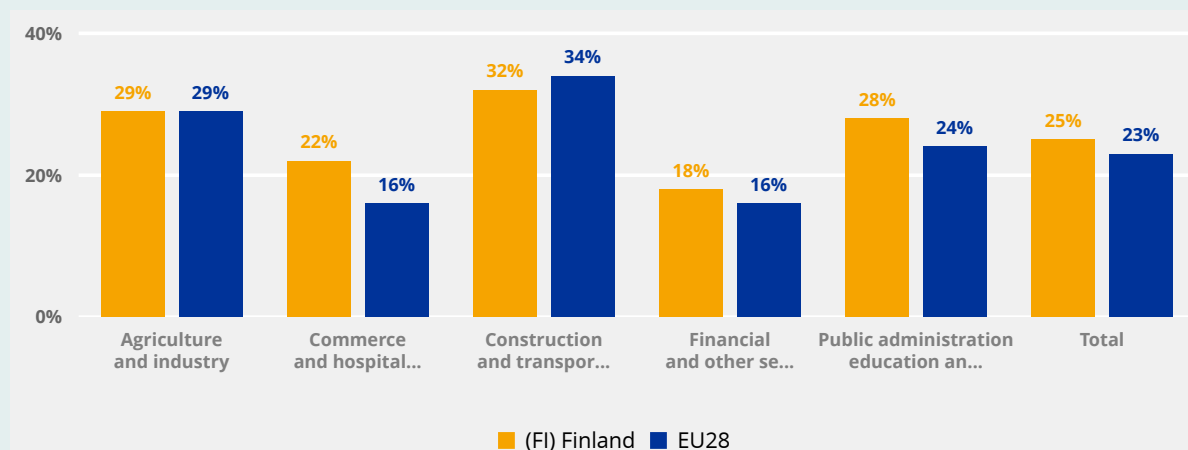
How satisfied are you with working conditions in your main paid job?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How satisfied are you with working conditions in your main paid job?"

Country	Not at all satisfied (%)	Not very satisfied (%)	Satisfied (%)	Very satisfied (%)
EU28	3	11	60	26
Finland (FI)	0	8	64	28

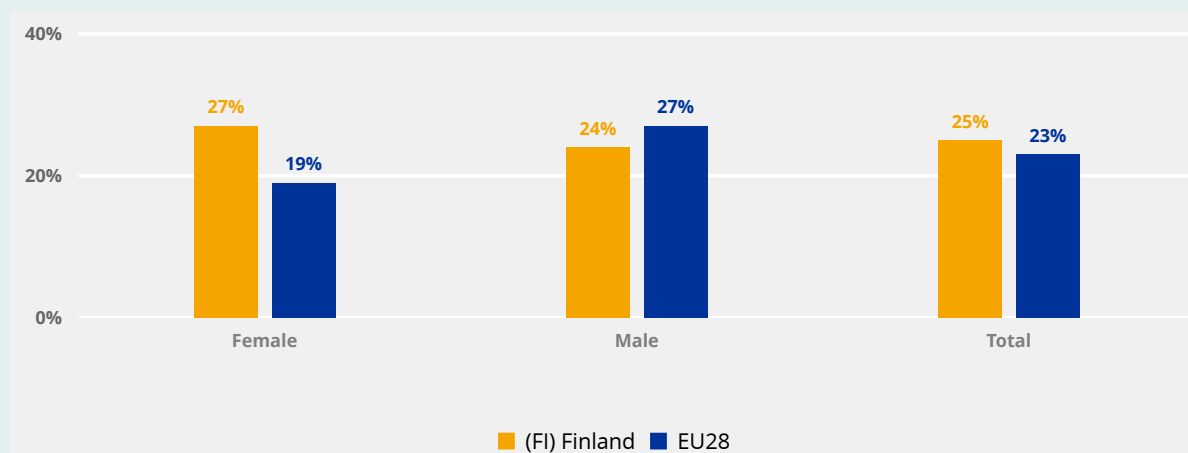
Do you think your health or safety is at risk because of your work?



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and sector - to the question : "Do you think your health or safety is at risk because of your work?"

Sector	Country	Value (%)	Country	Value (%)
Agriculture and industry	(FI) Finland	29	EU28	29
Commerce and hospitality	(FI) Finland	22	EU28	16
Construction and transport	(FI) Finland	32	EU28	34
Financial and other services	(FI) Finland	18	EU28	16
Public administration education and health	(FI) Finland	28	EU28	24
Total	(FI) Finland	25	EU28	23

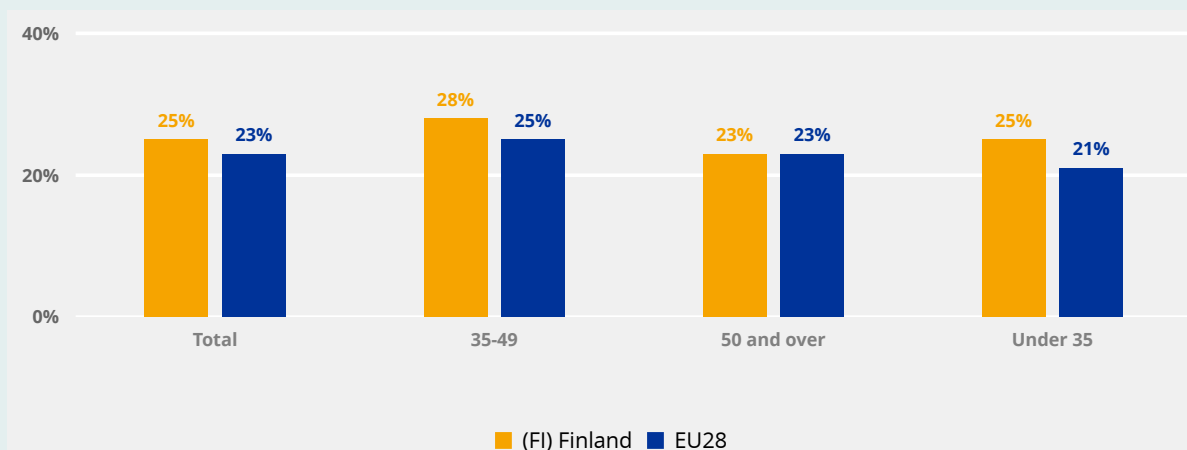
Do you think your health or safety is at risk because of your work?



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and gender- to the question: "Do you think your health or safety is at risk because of your work?"

Gender	Country	Value (%)	Country	Value (%)
Female	(FI) Finland	27	EU28	19
Male	(FI) Finland	24	EU28	27
Total	(FI) Finland	25	EU28	23

Do you think your health or safety is at risk because of your work?



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and age - to the question : "Do you think your health or safety is at risk because of your work?"

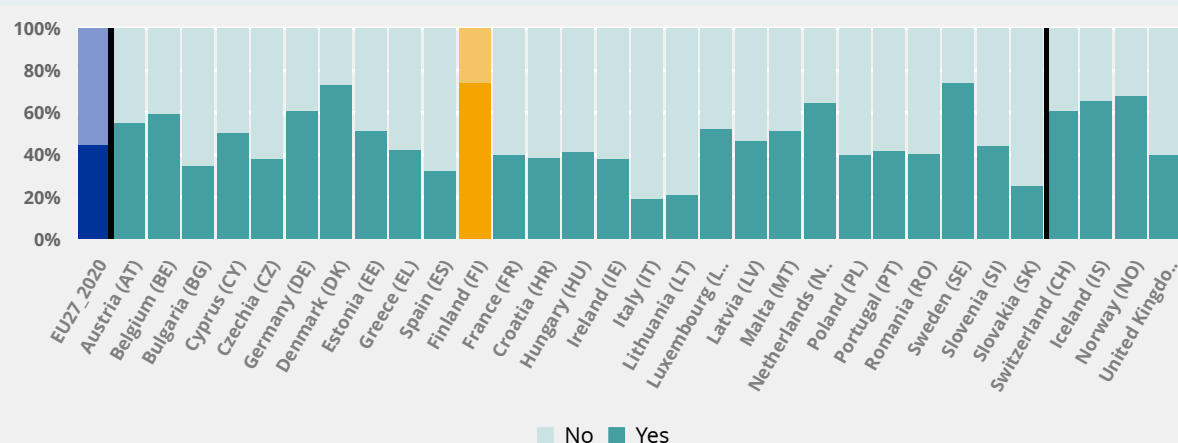
Age	Country	Value (%)	Country	Value (%)
Total	(FI) Finland	25	EU28	23
35-49	(FI) Finland	28	EU28	25
50 and over	(FI) Finland	23	EU28	23
Under 35	(FI) Finland	25	EU28	21

Mental risk

This topic displays data from surveys on certain important aspects of mental risks such as time pressure, poor communication or cooperation, employees' lack of influence, job insecurity, difficult customers or clients, long or irregular working hours and discrimination. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

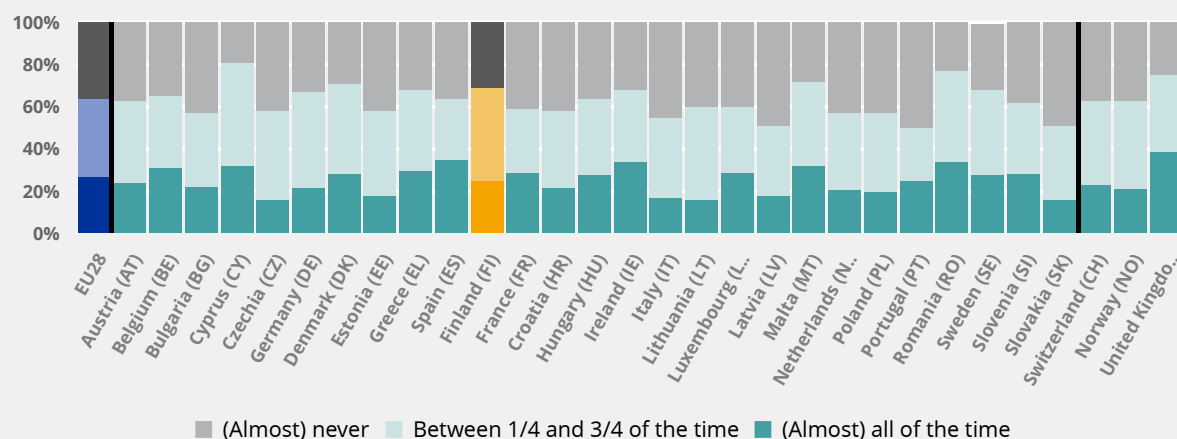
Please tell me for each of the following risks whether or not it is present in the establishment? Time pressure



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Time pressure".

Country	Yes (%)	No (%)
EU27_2020	45.1	54.9
Finland (FI)	74.4	25.6

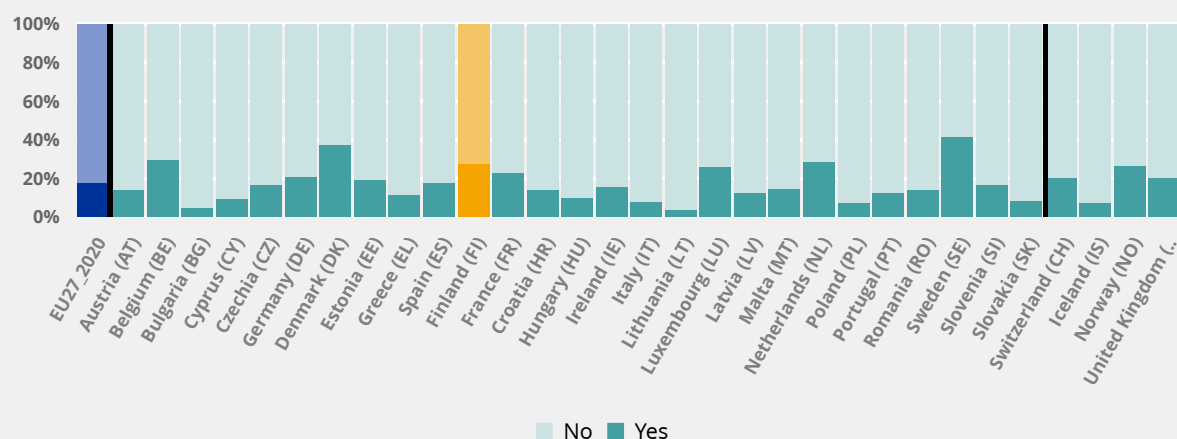
Does your job involve working to tight deadlines?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your job involve working to tight deadlines?"

Country	Never (%)	¼ and ¾ of the time (%)	All the time (%)
EU28	36	37	27
Finland (FI)	31	44	25

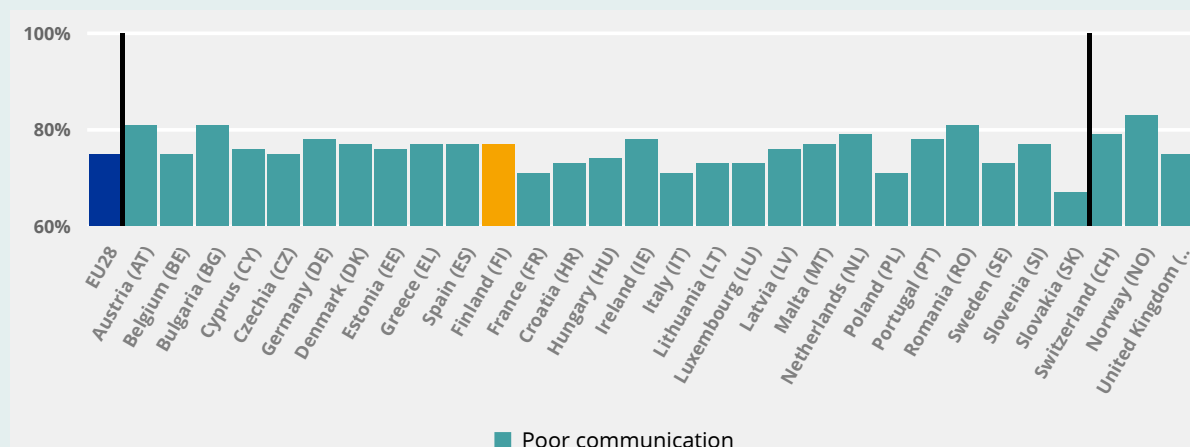
Please tell me for each of the following risks whether or not it is present in the establishment? Poor communication



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Poor communication or cooperation."

Country	Yes (%)	No (%)
EU27_2020	17.9	82.1
Finland (FI)	27.7	72.3

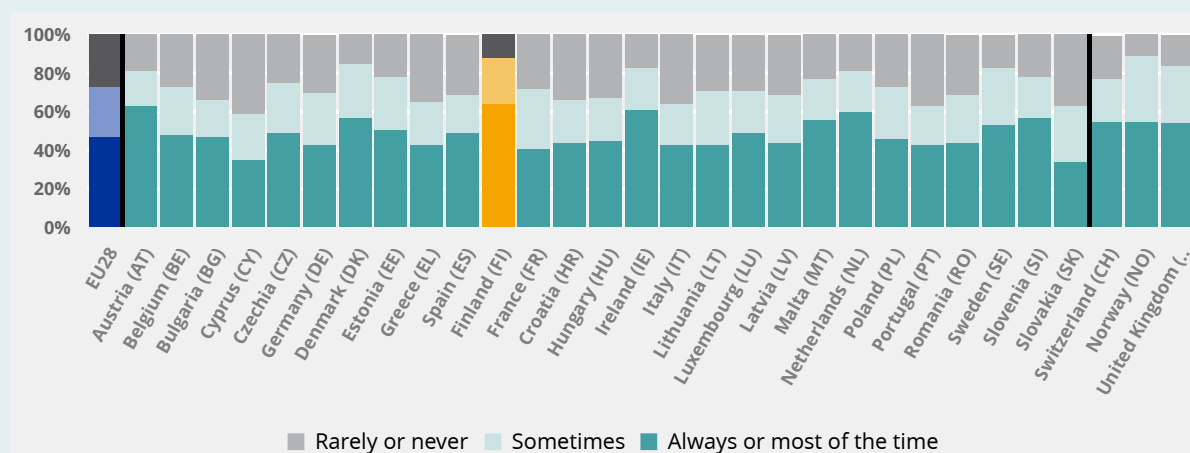
Level of fairness, cooperation and trust



The diagram presents a composite indicator “Level of fairness, cooperation and trust” based on responses to a number of questions in the European Working Conditions Survey 2015 (EWCS).

Country	Value (%)
EU28	75
Finland (FI)	77

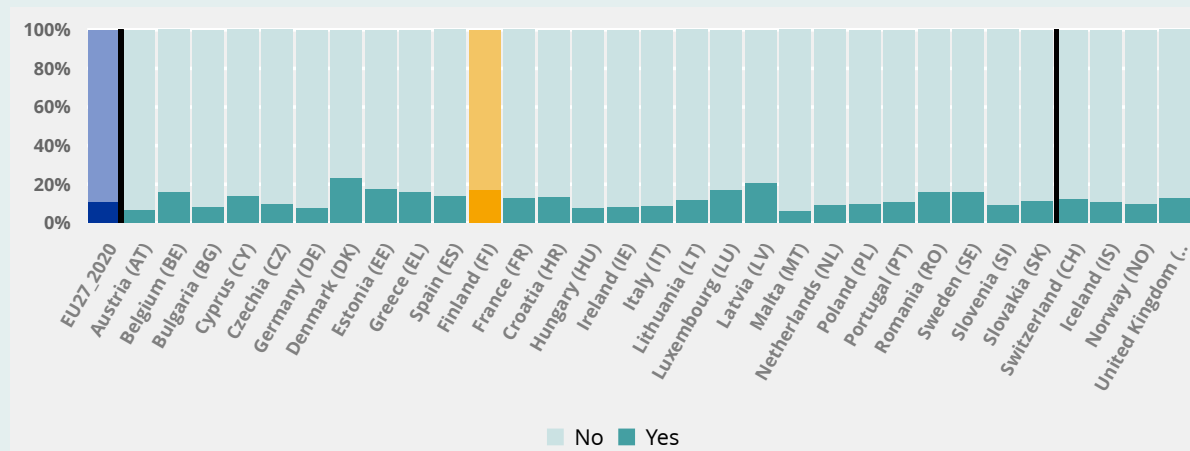
Can you influence decisions that are important for your work?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Can you influence decisions that are important for your work?”

Country	Rarely or never (%)	Sometimes (%)	Always or most of the time (%)
EU28	27	26	47
Finland (FI)	12	24	64

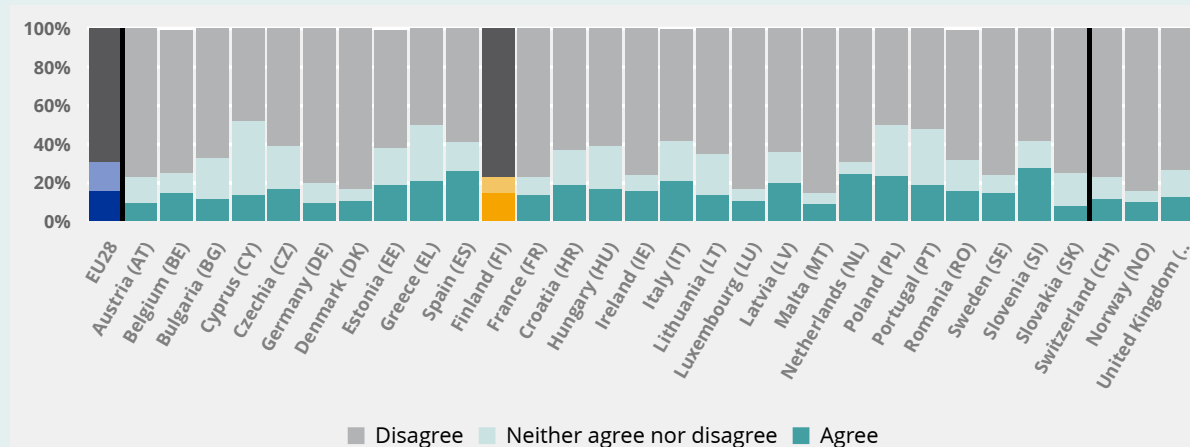
Please tell me for each of the following risks whether or not it is present in the establishment? Fear of job loss



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Fear of job loss."

Country	Yes (%)	No (%)
EU27_2020	11.1	88.9
Finland (FI)	17.3	82.7

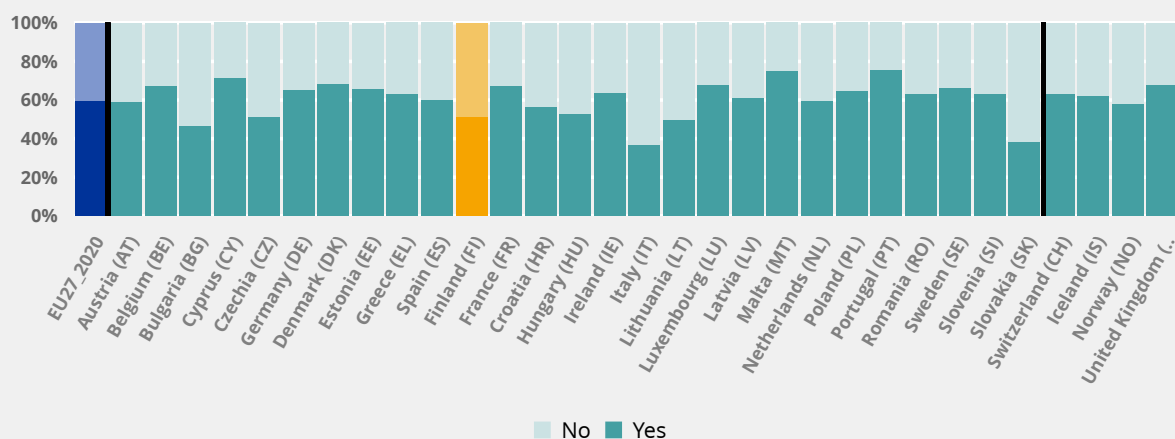
I might lose my job in the next 6 months



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "I might lose my job in the next 6 months"

Country	Disagree (%)	Neither agree or disagree (%)	Agree (%)
EU28	69	15	16
Finland (FI)	77	8	15

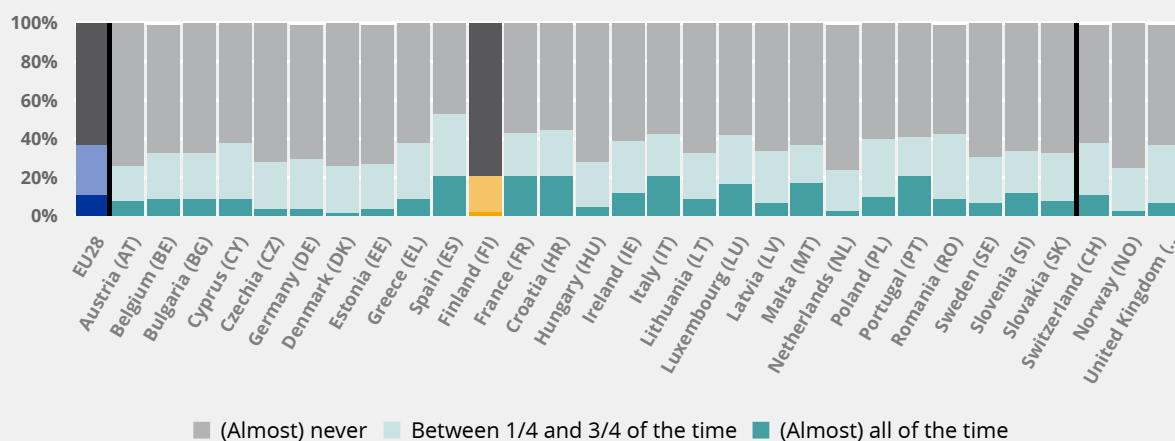
Please tell me for each of the following risks whether or not it is present in the establishment? Difficult clients



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Having to deal with difficult customers, patients, pupils etc".

Country	Yes (%)	No (%)
EU27_2020	59.7	40.3
Finland (FI)	51.5	48.5

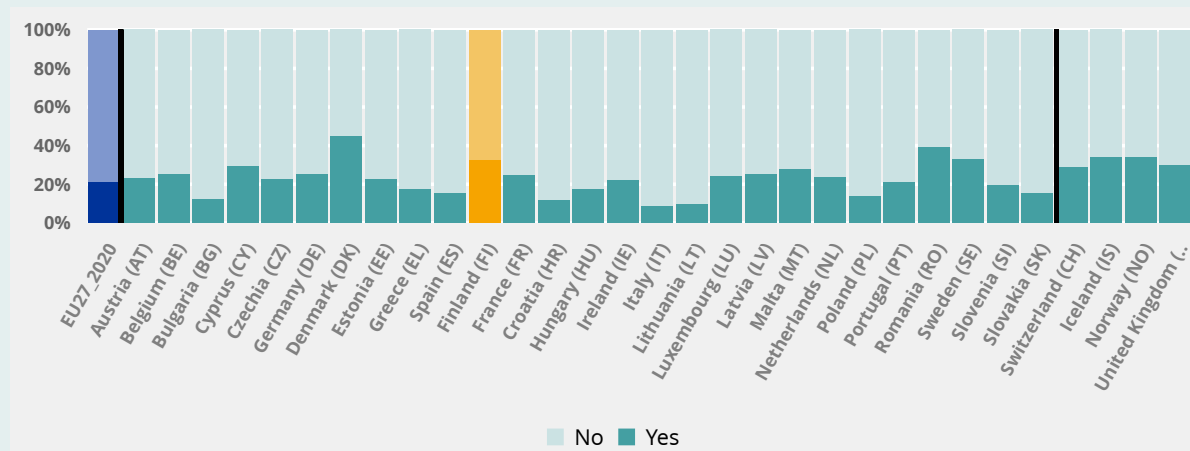
Does your work involve handling angry clients?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your work involve handling angry clients?"

Country	Never (%)	1/4 and 3/4 of the time (%)	All the time (%)
EU28	63	26	11
Finland (FI)	79	19	2

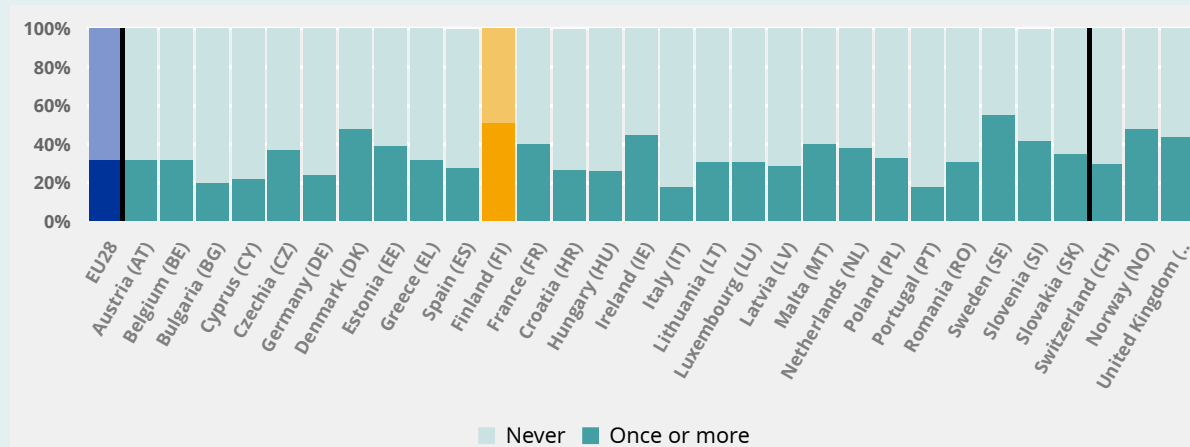
Please tell me for each of the following risks whether or not it is present in the establishment? Working hours



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Long or irregular working hours."

Country	Yes (%)	No (%)
EU27_2020	21.5	78.5
Finland (FI)	32.8	67.2

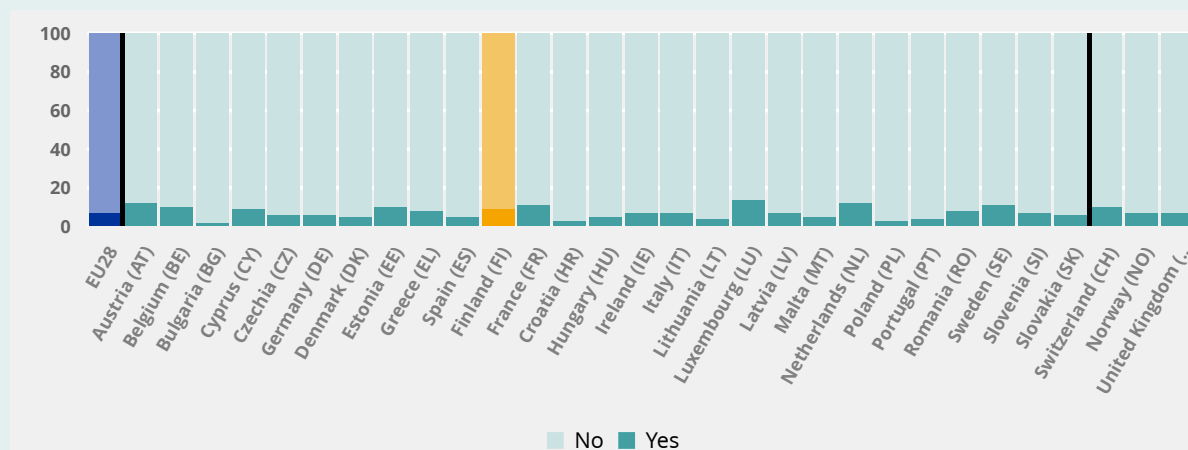
How many times a month do you work more than 10 hours a day?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How many times a month do you work more than 10 hours a day?"

Country	Yes (%)	No (%)
EU28	32	68
Finland (FI)	51	49

Have you been subjected to discrimination at work in the last 12 months?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Have you been subjected to discrimination at work in the last 12 months?”

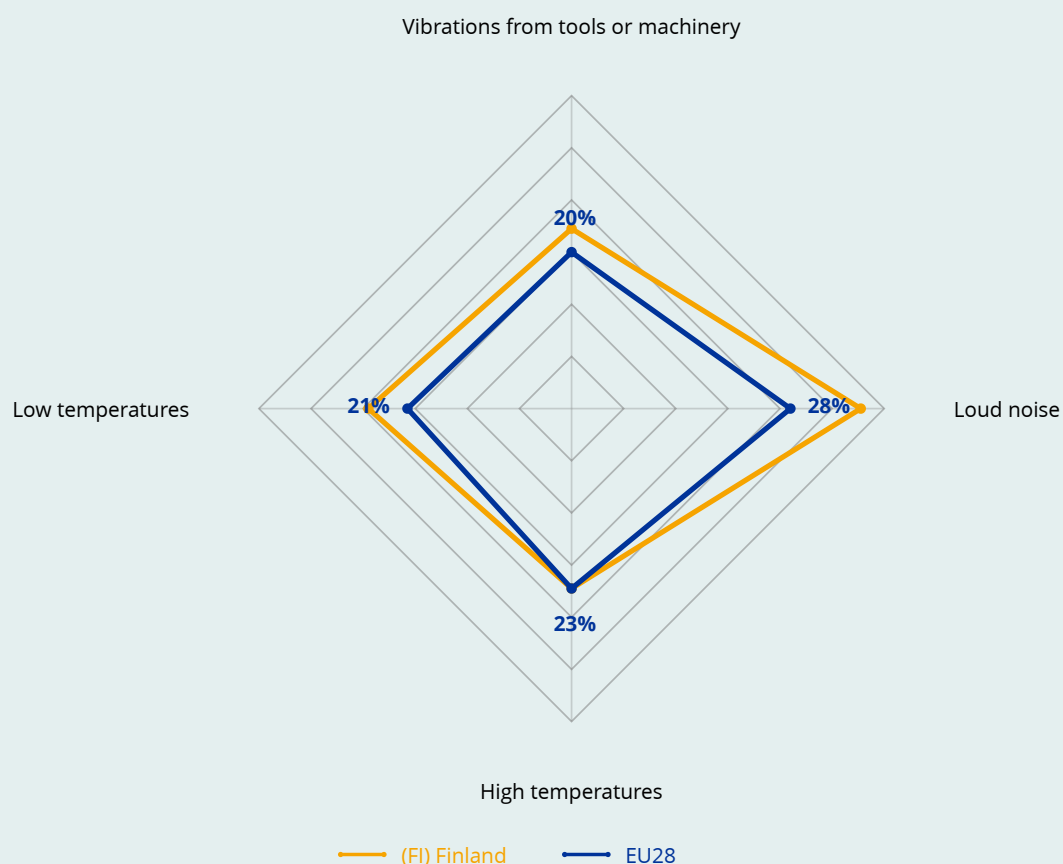
Country	Yes (%)	No (%)
EU28	7	93
Finland (FI)	9	91

Physical risk

This topic displays data on exposure to chemical and biological substances, exposure to noise, vibrations and high or low temperatures, and working tasks involving carrying, lifting or work in tiring or painful positions.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

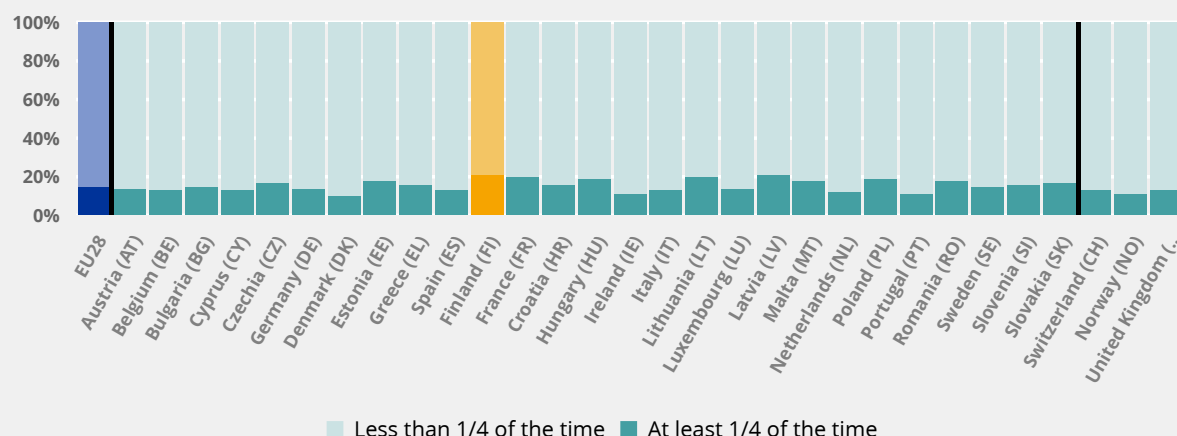
Vibrations, loud noise and temperature



Indicator	Country	Value (%)
Vibrations from tools or machinery	(FI) Finland	23
Loud noise	(FI) Finland	37
High temperatures	(FI) Finland	23
Low temperatures	(FI) Finland	26
Vibrations from tools or machinery	EU28	20
Loud noise	EU28	28
High temperatures	EU28	23
Low temperatures	EU28	21

Exposure to dangerous substances

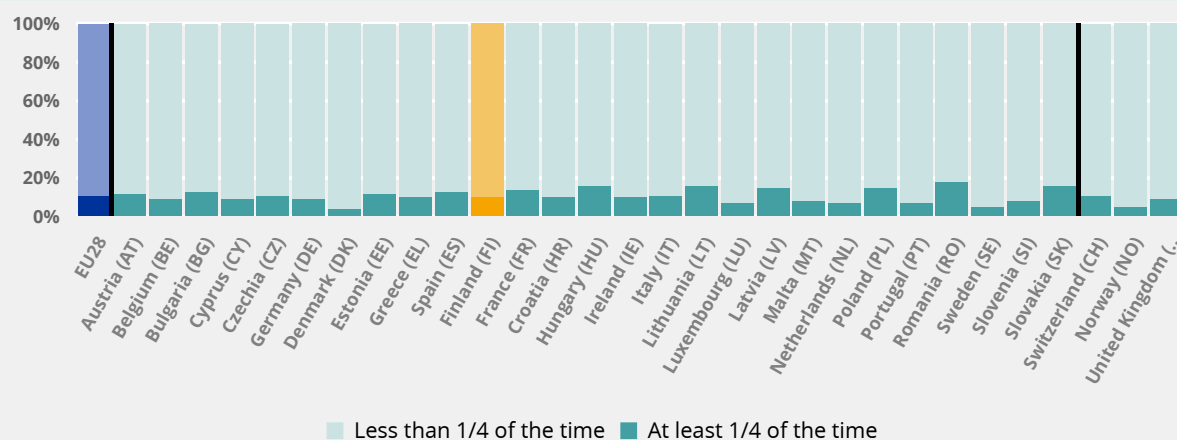
Are you exposed to breathing in smoke, fumes, powder or dust?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in smoke, fumes, powder or dust?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	85	15
Finland (FI)	79	21

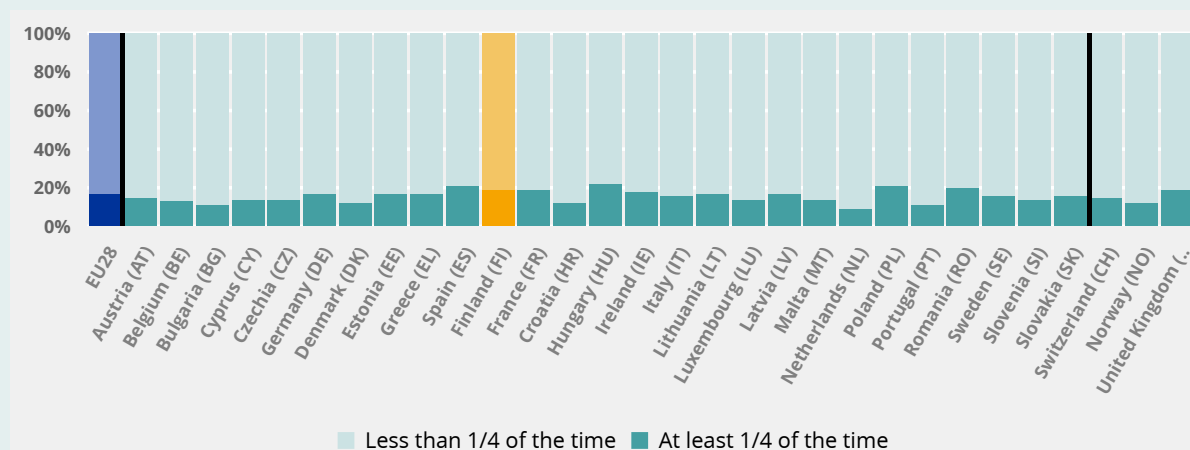
Are you exposed to breathing in vapours?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in vapours?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	89	11
Finland (FI)	90	10

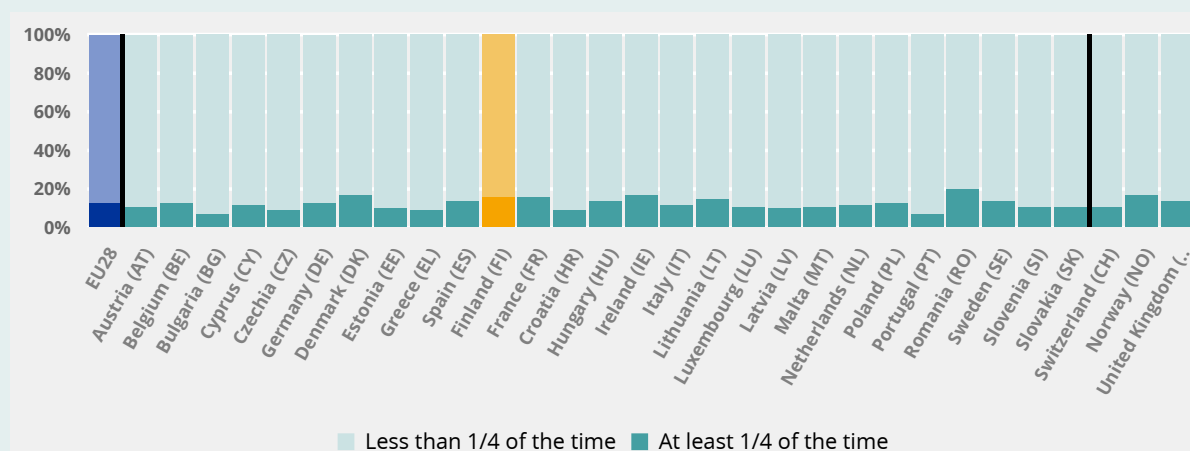
Are you exposed to chemical products or substances?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to chemical products or substances?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	83	17
Finland (FI)	81	19

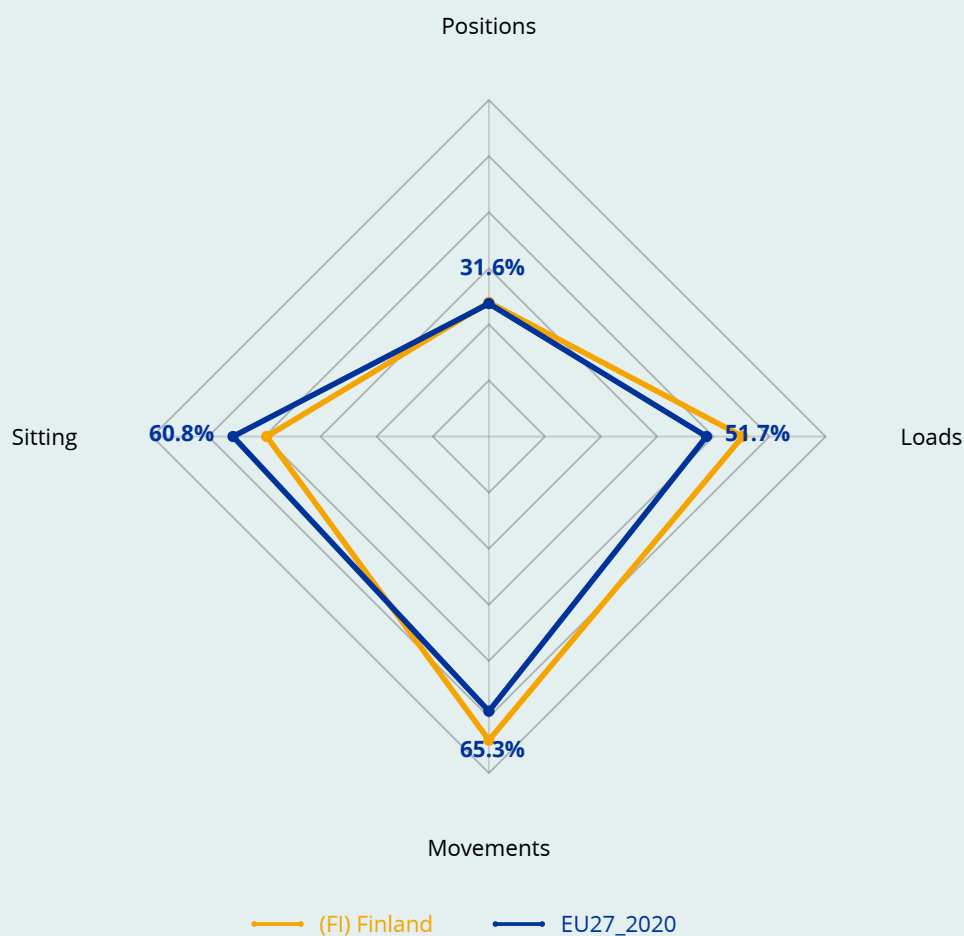
Are you exposed to materials which can be infectious?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to materials which can be infectious?"

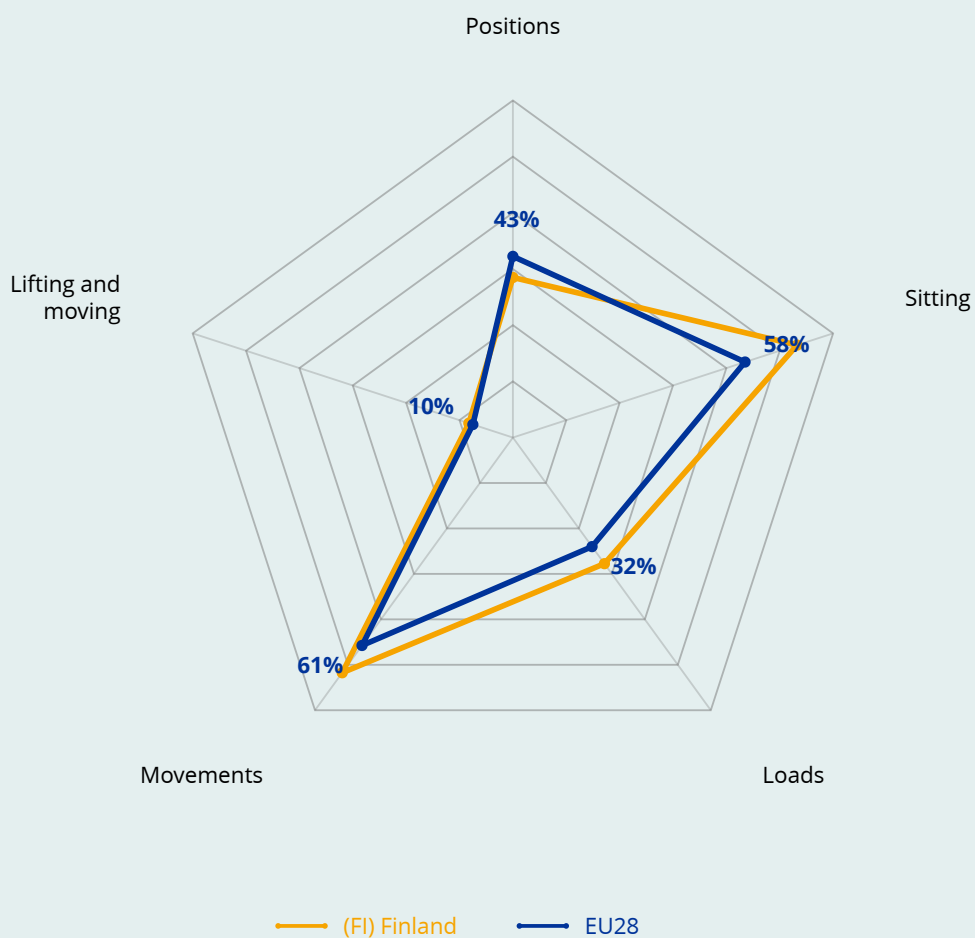
Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	87	13
Finland (FI)	84	16

Ergonomic risks - ESENER



Indicator	Country	Value (%)
Positions	(FI) Finland	31.9
Loads	(FI) Finland	60.3
Movements	(FI) Finland	72.2
Sitting	(FI) Finland	52.8
Positions	EU27_2020	31.6
Loads	EU27_2020	51.7
Movements	EU27_2020	65.3
Sitting	EU27_2020	60.8

EWCS



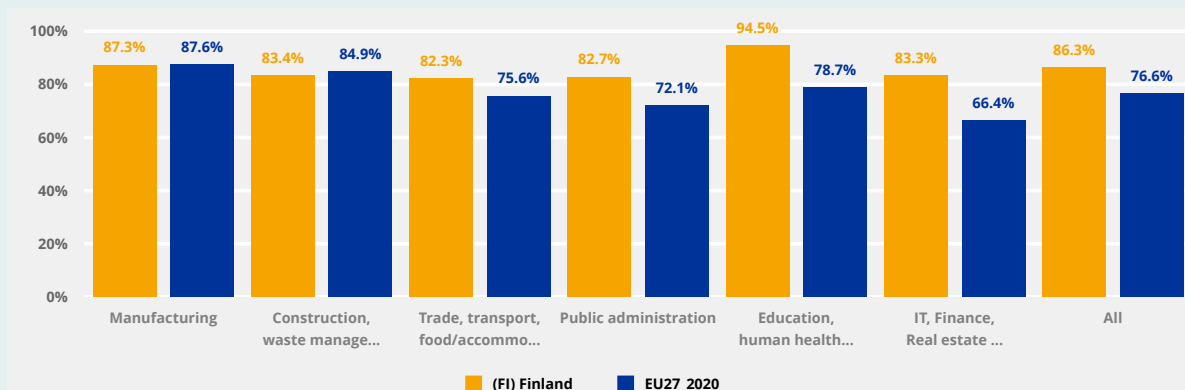
Indicator	Country	Value (%)
Positions	(FI) Finland	38
Sitting	(FI) Finland	71
Loads	(FI) Finland	37
Movements	(FI) Finland	69
Lifting and moving	(FI) Finland	11
Positions	EU28	43
Sitting	EU28	58
Loads	EU28	32
Movements	EU28	61
Lifting and moving	EU28	10

OSH outcomes and working conditions **Prevention in companies**

This indicator visualises data on how OSH is implemented on company/enterprise level, mainly focusing on risk assessment, related questions and OSH training for workers.

Source: ESENER 2019 Survey. For further information refer to Methodology

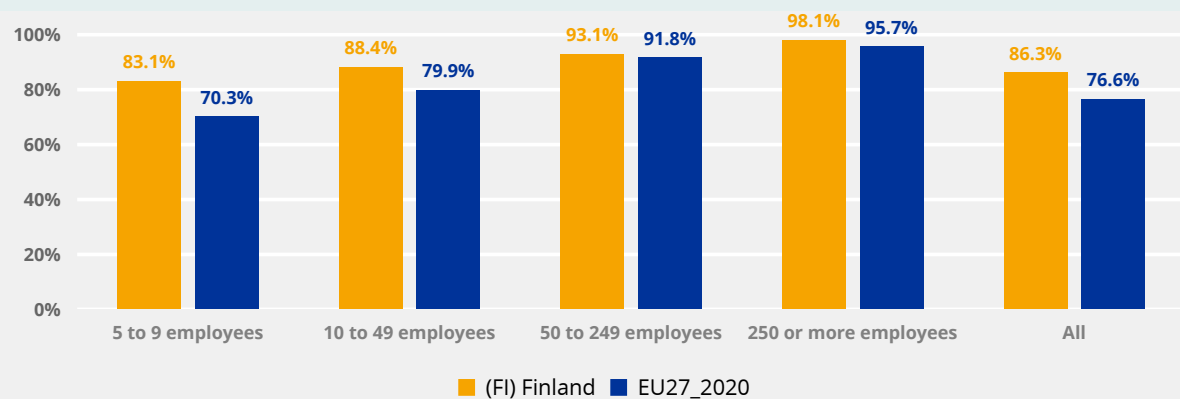
Does your establishment regularly carry out workplace risk assessments?



The diagram displays 'yes' the responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Does your establishment regularly carry out workplace risk assessments?"

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(FI) Finland	87.3	EU27_2020	87.6
Construction, waste management, water and electricity supply	(FI) Finland	83.4	EU27_2020	84.9
Trade, transport, food/accommodation and recreation activities	(FI) Finland	82.3	EU27_2020	75.6
Public administration	(FI) Finland	82.7	EU27_2020	72.1
Education, human health and social work activities	(FI) Finland	94.5	EU27_2020	78.7
IT, Finance, Real estate and other technical scientific or personal service activities	(FI) Finland	83.3	EU27_2020	66.4
All	(FI) Finland	86.3	EU27_2020	76.6

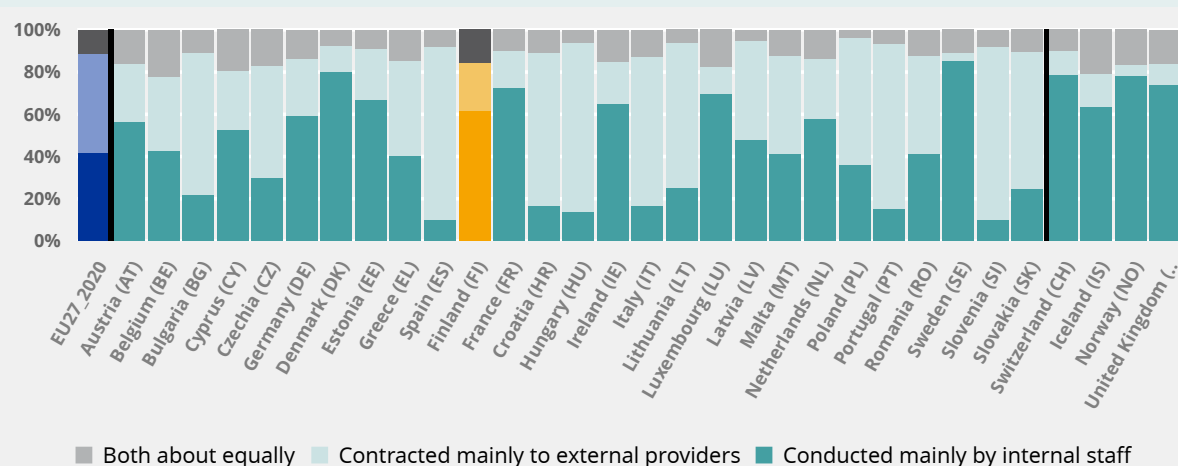
Does your establishment regularly carry out workplace risk assessments?



The diagram presents the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : "Does your establishment regularly carry out workplace risk assessments?"

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(FI) Finland	83.1	EU27_2020	70.3
10 to 49 employees	(FI) Finland	88.4	EU27_2020	79.9
50 to 249 employees	(FI) Finland	93.1	EU27_2020	91.8
250 or more employees	(FI) Finland	98.1	EU27_2020	95.7
All	(FI) Finland	86.3	EU27_2020	76.6

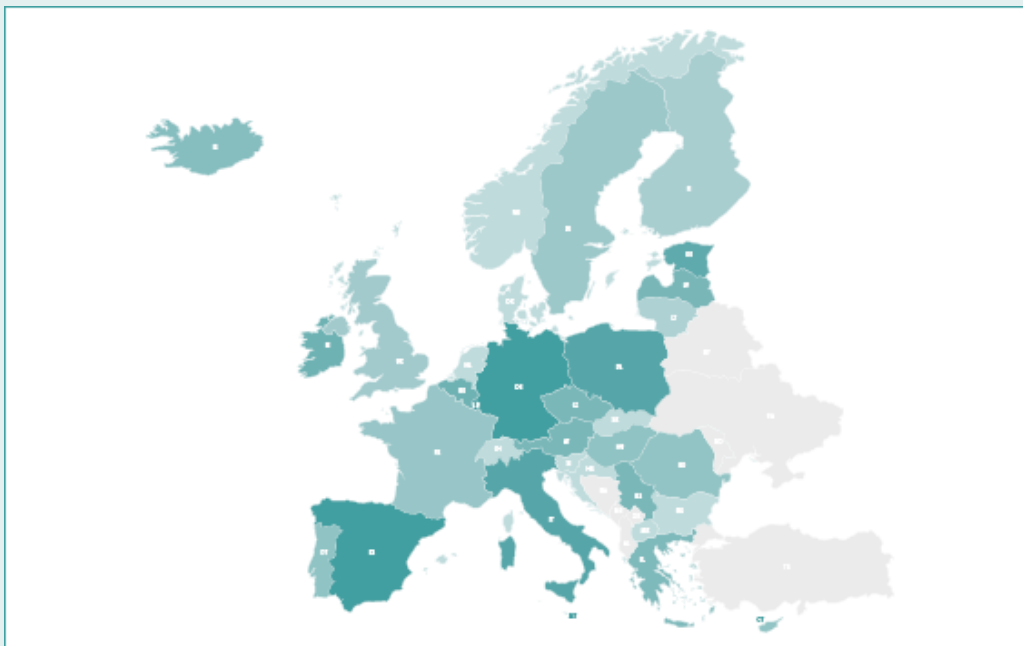
Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?



The diagram displays the responses in the ESENER 2019 Survey to the question: "Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?"

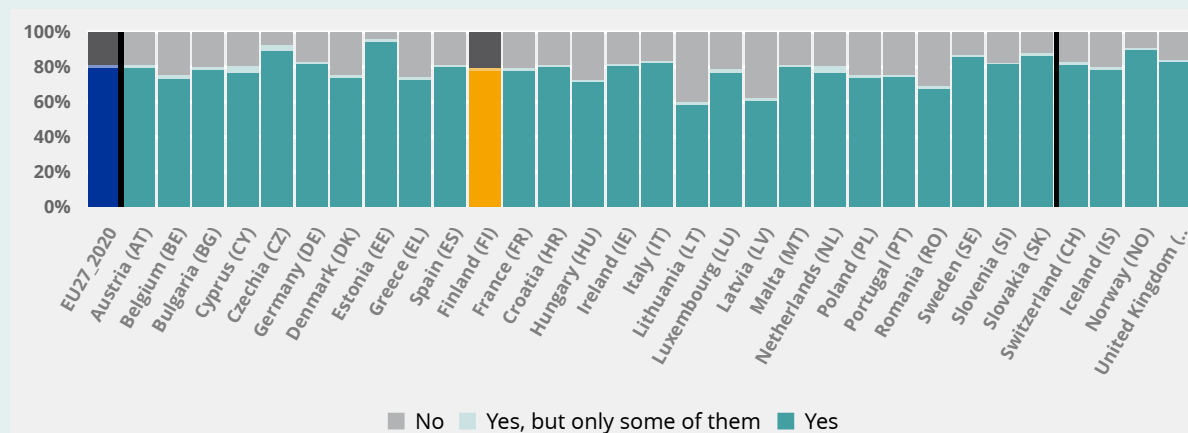
Country	Both about equal (%)	External (%)	Internal (%)
EU27_2020	11.2	47.1	41.7
Finland (FI)	15.7	22.7	61.6

Evaluated aspects in risk assessments



Responses to Evaluated aspects can be found in ESENER 2019 Survey in the section OSH Management – Aspects evaluated in the workplace risk assessment. For further information please, check the ESENER methodology.

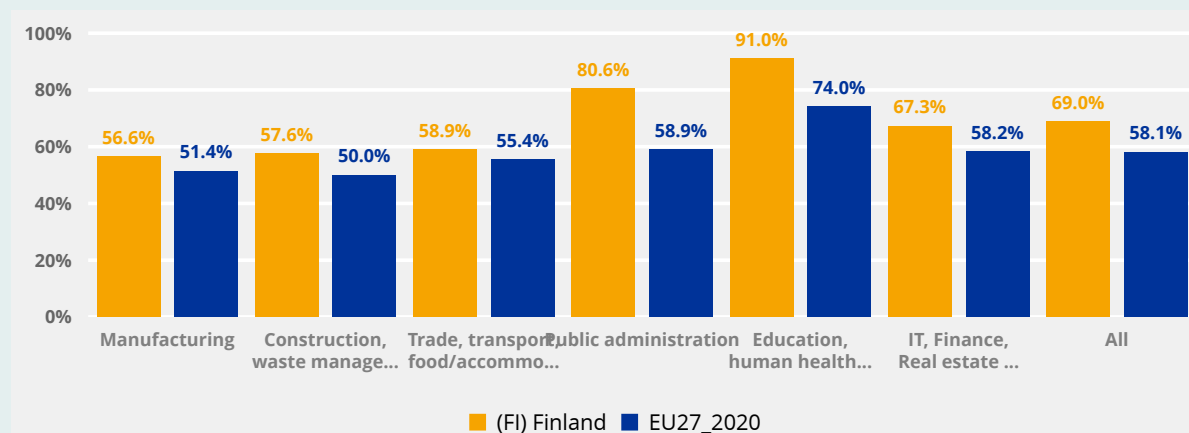
Are the health and safety representatives provided with any training during work time?



The diagram displays the responses in the ESENER 2019 Survey to the question: “Are the health and safety representatives provided with any training during work time?”. additional information about this indicator can be obtained in ESENER 2019 Survey in the section OSH Management – Lack of information or adequate tools to deal with the risk effectively

Country	No (%)	Yes, but only some of them (%)	Yes (%)
EU27_2020	18.7	1	80.3
Finland (FI)	20.3	1.3	78.3

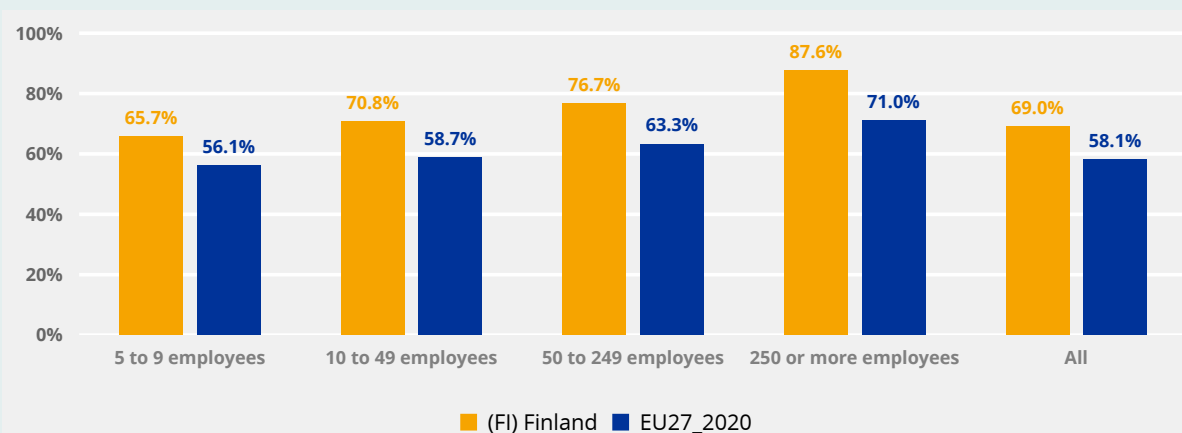
Did the employees have a role in the design and set-up of measures to address psychosocial risks?



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Did the employees have a role in the design and set-up of measures to address psychosocial risks?"

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(FI) Finland	56.6	EU27_2020	51.4
Construction, waste management, water and electricity supply	(FI) Finland	57.6	EU27_2020	50
Trade, transport, food/accommodation and recreation activities	(FI) Finland	58.9	EU27_2020	55.4
Public administration	(FI) Finland	80.6	EU27_2020	58.9
Education, human health and social work activities	(FI) Finland	91	EU27_2020	74
IT, Finance, Real estate and other technical scientific or personal service activities	(FI) Finland	67.3	EU27_2020	58.2
All	(FI) Finland	69	EU27_2020	58.1

Did the employees have a role in the design and set-up of measures to address psychosocial risks?



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : "Did the employees have a role in the design and set-up of measures to address psychosocial risks?"

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(FI) Finland	65.7	EU27_2020	56.1
10 to 49 employees	(FI) Finland	70.8	EU27_2020	58.7
50 to 249 employees	(FI) Finland	76.7	EU27_2020	63.3
250 or more employees	(FI) Finland	87.6	EU27_2020	71
All	(FI) Finland	69	EU27_2020	58.1

OSH outcomes and working conditions

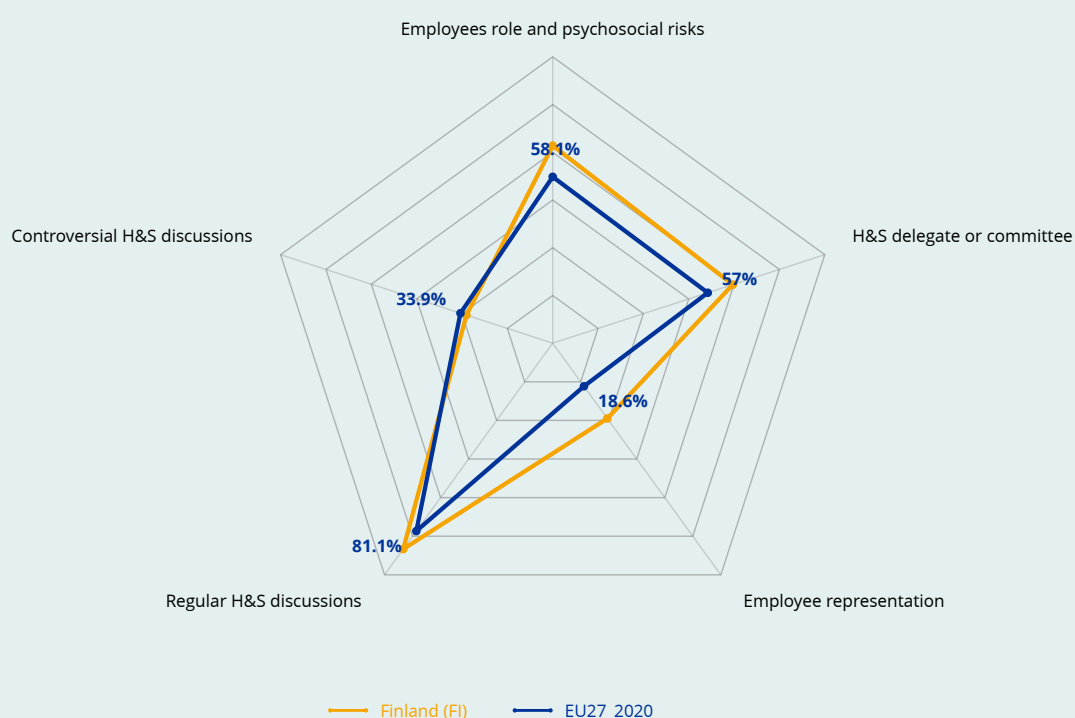
Worker involvement

This section displays mainly quantitative data that show how workers are represented at company level and how they are involved in the prevention policy of the companies.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

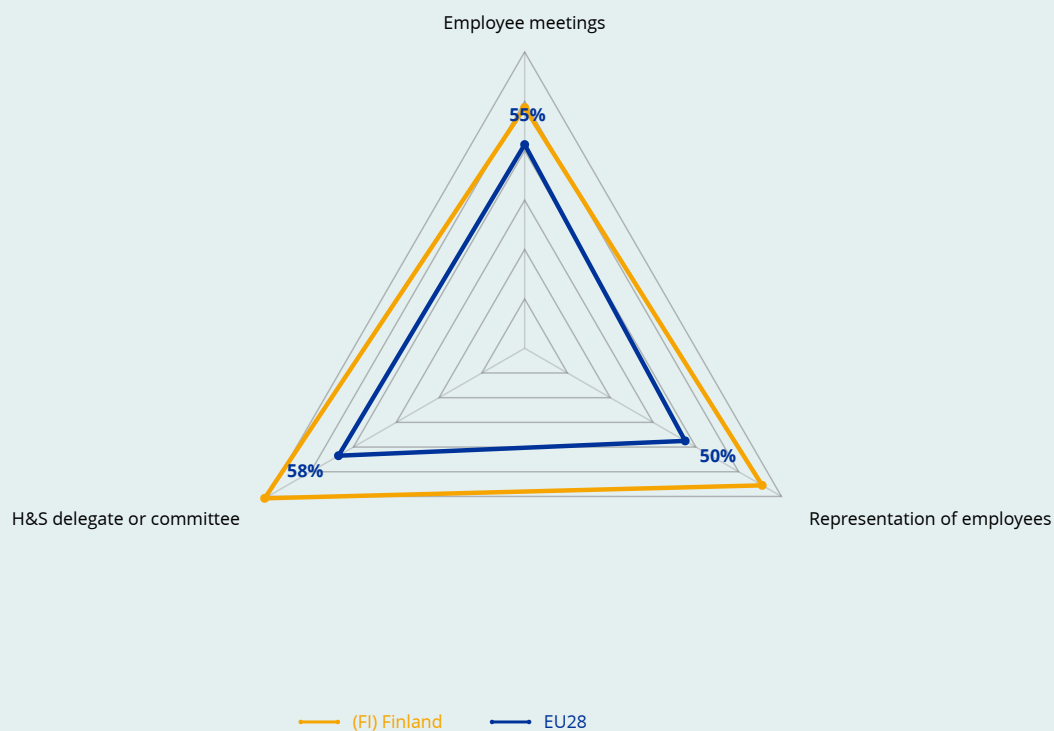
Worker involvement

ESENER



Sector	Country	Value (%)
Employees role and psychosocial risks	Finland (FI)	69
H&S delegate or committee	Finland (FI)	66.2
Employee representation	Finland (FI)	32.5
Regular H&S discussions	Finland (FI)	88.9
Controversial H&S discussions	Finland (FI)	31.7
Employees role and psychosocial risks	EU27_2020	58.1
H&S delegate or committee	EU27_2020	57
Employee representation	EU27_2020	18.6
Regular H&S discussions	EU27_2020	81.1
Controversial H&S discussions	EU27_2020	33.9

EWCS



Sector	Country	Value (%)
Employee meetings	(FI) Finland	65
Representation of employees	(FI) Finland	74
H&S delegate or committee	(FI) Finland	81
Employee meetings	EU28	55
Representation of employees	EU28	50
H&S delegate or committee	EU28	58

OSH infrastructure Enforcement capacity

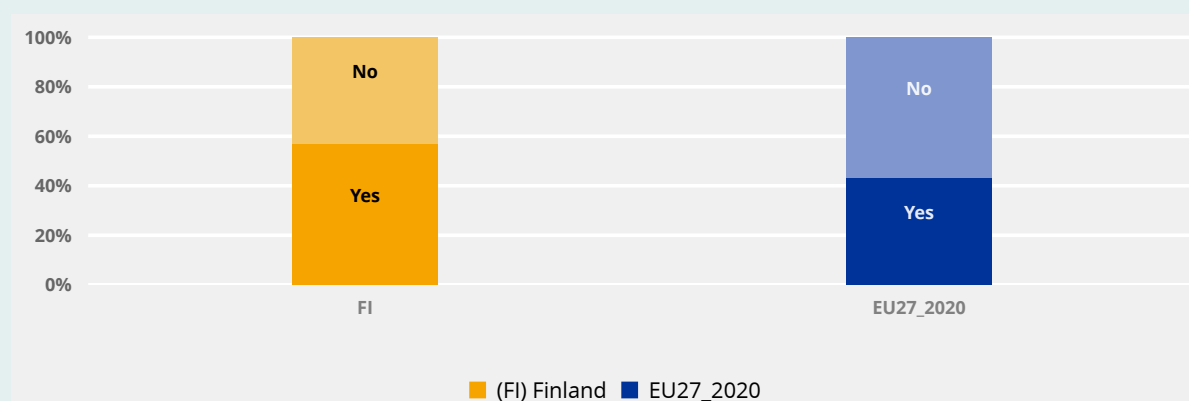
This indicator mainly contains the non-confidential parts of Senior Labour Inspectors Committee reports about enforcement in Member States

Sources: ESENER 2019 Survey and Senior Labour Inspectors' Committee.

For further information refer to Methodology

% of establishments inspected

Have you been visited by the labour inspectorate in the last 3 years?



Country	Yes (%)	No (%)
(FI) Finland	56.8	43.2
EU27_2020	43.2	56.8

Authority

Ministry of Social Affairs and Health, Occupational Safety and Health Department

Regional OSH administration

Ministry of Social Affairs and Health

See more in OSH Authorities in the Labour Inspection section or in the website

Scope of the Labor Inspection

The Ministry of Social Affairs and Health is responsible for, among other things, developing income security and social and health services, improving the population's living and working conditions by preventive social policies, and monitoring the implementation of legislation. The Ministry also coordinates social policies with other ministries. The administration and guidance concerning occupational safety and health is the duty of the OSH Department. The Department is in charge of the following:

- preparing national policies and strategies for OSH
- preparing OSH legislation and instructions for applying the legislation
- developing the working environment and the functioning of working organisations
- directing the OSH Divisions and the allocation of resources
- improving the means and conditions for OSH inspection
- conducting market surveillance on the machinery and personal protective equipment used at work
- co-ordinating research and the distribution of knowledge on OSH

The OSH Department is divided into three units: Legislation Unit, Field Operations Unit and Policy Unit. There are some 65 employees in the Department.

The OSH Divisions serve as authorities for the practical enforcement of occupational safety and health. The Divisions enforce that regulations concerning working conditions and employment are being followed in workplaces and give employers and employees instructions and advice on how to apply the regulations.

The OSH Act applies to work carried out under the terms of an employment contract and to work carried out in an employment relationship in the public sector or in comparable service relation subject to public law. With few exceptions, the responsibility for enforcing the Act lies with the OSH Administration. The legislation places no specific obligations on self-employed persons, except at construction sites and shared workplaces.

The resources for the Ministry of Social Affairs and Health and the OSH Divisions are decided upon each year by the Parliament. The resources for the OSH Department are yearly allocated by the Ministry. The allocation of resources for the OSH Divisions is decided upon in the yearly negotiations between the OSH Department and each Division. The resources are also discussed in the tripartite Advisory Committee on Occupational Safety and Health.

Inspector powers

The OSH Divisions have the right to carry out health and safety inspections at workplaces and in other places where supervision is necessary, and they have the right, when necessary, to use experts for performing investigations at the inspection site.

A special cause shall exist in order to carry out an inspection at place of a residence for the purpose of supervising that the relevant regulations are followed when a person works in his or her home.

Inspectors have the right to carry out an inspection without informing the employer or the employer's representative, or the employees or their representative, in advance about the coming inspection. After coming to the workplace, the inspector must, however, report to the persons mentioned above unless there is a special reason to carry out an inspection or investigation without informing them about it. If an inspection or investigation has been carried out without informing the appropriate persons about it in advance, then the persons mentioned must, however, be informed about it before the inspector or investigator leaves the workplace.

According to Enforcement Act inspectors have the right, to such an extent as is necessary for enforcement purposes, to: have access to any place where work is performed or, for a good cause, is expected to be performed, to any other premises where employers are, according to an act to be enforced by occupational safety and health authorities, obliged to provide for employees' use, and to any place where products to be placed on the market or supplied for use are manufactured, stored or displayed;

- receive from employers any inspection documents which they, according to provisions to be enforced by occupational safety and health authorities, shall draw up or keep, and to receive any other analyses of matters which employers, according to provisions to be enforced by occupational safety and health authorities, shall keep or have in their possession in some other manner than in writing;
- discuss with a person working in a place referred to in paragraph 1, or with any other person otherwise occupied there, in private or in the presence of witnesses, and receive from this person information necessary for performing their duties and the documents required of the person by provisions to be enforced by OSH Authorities;
- receive from employers a description of any other analyses, besides those referred to in paragraph 2, made by the employer that are related to the work, the work environment and the work community and which affect the employees' safety and health, as well as a description of any other essential plans that affect the structures of the workplace, the work and production methods and the employees' safety and health;
- receive from employers for inspection an agreement on the provision of occupational health care concluded between the employer and an occupational health care service provider or the employer's

description of occupational health care services it has provided, as well as an occupational health care action plan, workplace analysis and any other description of occupational health care activities necessary for enforcement purposes;

- take samples, after informing the employer of the matter, of raw materials or other materials used at the workplace, or of products manufactured or used at the workplace, for separate analysis or investigation; the current price must be paid for a sample, unless its value is insignificant;
- carry out hygiene measurements at the workplace and, by permission of the employer or for a cause justified by enforcement purposes, take photographs there;
- receive from employers other information necessary for enforcement purposes and copies of the documents mentioned in this section.

In addition, some of the legislation supervised by the OSH Divisions, for example the Working Hours Act and Road Traffic Act, include separate statutes on documents that must be provided for an inspector.

Strategy/Plan

The Ministry of Social Affairs and Health directs the implementation of its OSH strategy through performance negotiations carried out annually with the OSH Divisions. The activities are based on a four-year frame agreement on the performance objectives and a supplementary annual performance agreement.

The frame agreement defines the same focal areas of activity for all OSH Divisions.. The agreement also defines a goal for each year, and the activities carried out during the agreement period aim at achieving that goal.

The OSH Divisions organise inspections in line with their own practices. Nationally uniform functions, however, have recently increased in number with the launch of national inspection projects where general inspection practices and targets for inspections are determined for each separate project. In addition, inspections are coordinated by coordination groups. The following coordination groups have been appointed.

- the coordination group for inspecting driving times and rest periods
- the coordination group for psychosocial strain
- the coordination group for the construction industry
- the coordination group for inspecting foreign labour
- the personal protective equipment market surveillance network
- the machinery market surveillance network.

The key aim of the inspections is to ensure that the workplaces being monitored have viable occupational safety and health administrative systems for risk assessment, for example. The viability of systems is ensured by observing the working environment.

OSH infrastructure OSH statistics, surveys and research

Here you will find a comprehensive overview of availability of OSH statistics and surveys on working conditions and research capacities in the different Member States and the EU.

For further information refer to Methodology



OSH statistics

Statistics of work accidents

Data holder:

Workers' Compensation Centre

Functionalities:

- Monitoring of work accidents

Statistics of occupational diseases

Data holder:

Finnish Institute of Occupational Health

Functionalities:

- Monitoring of occupational diseases - annually

Register of work-related diseases

Data holder:

Finnish Institute of Occupational Health

Functionalities:

- Monitoring of work- related illness

Surveys

Work Life Survey (Työolot)

- **Time span:** latest one published in 2013, earlier published in 1977, 1984, 1990, 1997, 2003 and 2008
- **Contact person:** The Statistics Finland - Switchboard

Working Life Barometer

- **Time span:** published every year
- **Contact person:** Ministry of Economic Affairs and Employment - P.O. Box 32, FI-00023, GOVERNMENT

Research Institutes

The Finnish Institute of Occupational Health (FIOH)

[Link to the institute](#)

Short abstract

The FIOH is a public expert organisation in the field of OSH, and it is supervised by the Ministry of Social Affairs and Health. The ministry coordinates the preparation of the agreement on the institute's performance targets. The institute is a research and advisory organisation that carries out a wide variety of hazard and risk assessment activities, and develops general risk assessment methods and practices. Its research focuses on transforming occupational health services, supporting work ability and careers in small and medium-sized enterprises, and growth and digitalisation. The activities of the institute include running an occupational medicine clinic, giving consultations on healthy workspaces, running work environment laboratories, offering occupational hygiene consultations and advising on solutions for safety (protective devices).

[See more in OSHWiki](#)

The Technical Research Centre of Finland (VTT)

[Link to the institute](#)

Short abstract

VTT is an independent expert organisation providing comprehensive technology and research services for both domestic and international clients, private companies and the public sector. Research and development for OSH are often carried out as part of investigations into other technological developments intended to achieve greater competitiveness, productivity and quality. VTT carries out activities in areas such as hazard identification and risk assessment. VTT operates under the Ministry of the Employment and the Economy.

[See more in OSHWiki](#)