

National strategies mapping

Country Overview

FINLAND

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1. Basic information	<p>Main strategic document:</p> <p>Policies for the work environment and well-being at work until 2020¹</p> <p>The main related national programmes in the OSH field are:</p> <ul style="list-style-type: none"> ▪ Policies for the working environment and wellbeing at work until 2020² ▪ Strategy for social and health policy: Socially Sustainable Finland 2020³, ▪ The Strategy for the development of working life up until 2020⁴ ▪ Strategy from the National Institute for Health and Welfare ⁵ ▪ National working Life Development Strategy 2020 <p>Former strategies: Occupational Safety and health strategy 1998 with follow-up reports. Developed and monitored mainly by the Ministry of Social Affairs and Health^{6,7}</p>

¹ Policies for the work environment and wellbeing at work until 2020, Ministry of Social Affairs and Health, 2011. Available at: <http://www.julkari.fi/handle/10024/112065>

² Policies for the work environment and wellbeing at work until 2020, Ministry of Social Affairs and Health, 2011. Available at: <http://www.julkari.fi/handle/10024/112065>

³ Ministry of Social Affairs and Health, Socially Sustainable Finland 2020, 2010. Available at: <http://urn.fi/URN:ISBN:978-952-00-3136-7>

⁴ National Working Life Development Strategy to 2020. Available at: https://www.tem.fi/files/35434/Tyoelaman_kehittamisstrategia2020_A4_eng.pdf

⁵ National Institute for Health and Welfare. Strategy (2015). Retrieved 16. March 2016, from: <https://www.thl.fi/en/web/thlfi-en/about-us/strategy>

⁶ National Occupational Safety and Health Strategy of 1998. Available at: <http://www.julkari.fi/bitstream/handle/10024/112232/Jul199810eng.pdf?sequence=2>

⁷ Bjurström, L.-M., Occupational Safety and Health Strategy – Fourth follow-up report, 2014. Available at: <http://www.julkari.fi/bitstream/handle/10024/112037/URN%3aNBN%3afi-fe201504223612.pdf?sequence=1>

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2. Background and the perceived problem	<p>Vision: Health, safety and well-being are important common values, which are put into practice in every workplace and for every employee.</p> <p>The activities of a workplace are guided by a common idea of good work and a good workplace.</p> <p>Good work: fair treatment of employees, adoption of common values, mutual trust, genuine cooperation and equality in the workplace.</p> <p>Good workplace: productive and profitable, healthy, safe and pleasant, meaningful, interesting, compatible with private life, good management and leadership</p> <p>Targets for 2020 compared to the situation at 2010:</p> <ul style="list-style-type: none"> ▪ 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.
3. Main characteristics and objectives of the OSH-strategy (activity plan)	<p>The strategy is not a single document, but consists of the strategy and several national programmes ⁸</p> <p>See section 4 below</p>
4. Details of the strategy and activity plan Axis description	<p>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:</p> <ol style="list-style-type: none"> 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 <p>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.</p>

⁸ Ministry of Social Affairs and Health, National occupational safety and health profile of Finland, (2006), p. 22. Available at: http://www.ttl.fi/en/international/OSH_in_Finland/osh_profile/Documents/National_Occupational_Safety_and_Health_Profile_of_Finland_en.pdf

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	The regional occupational safety and health administration is responsible for supervising that employers fulfil their statutory obligations. ⁹
Focus Area 1 Leadership, the corner stone of well-being at work	<i>“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. “</i>
Focus Area 2 Occupational health care, an efficient partner	<i>“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.”</i>
Focus Area3 Knowledge, will and competence through cooperation	<i>“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.”</i>
Focus Area 4 Effectiveness through communication	<i>“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.”</i>
Focus Area 5 Good legislation, the foundation for the minimum level of working conditions	<i>“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.”</i>
Focus Area 6. Competent occupational safety and health administration	<i>“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</i>

⁹ Policies for the work environment and wellbeing at work until 2020, Ministry of Social Affairs and Health, 2011. Available at: <http://www.julkari.fi/handle/10024/112065>

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ensures enforcement of legislation	<i>actions monitored. Feedback from workplaces will be monitored by means of client questionnaires.”</i>
Additional info from other programmes	<p>Other programs related to Health and Safety at Work</p> <p>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.</p> <p>Several actions were or will be set up to reach this goal.</p> <ul style="list-style-type: none"> ▪ Forum for well-being at work - Acting together (2011-2015)¹⁰ ▪ Well-being at work network in Finland (2011-) ▪ The Mielekäs programme - Making the social and health sector more attractive (2011-2015)¹¹ ▪ Programme for persons with partial work capacity 2012-2015¹² ▪ Government's key project "Career opportunities for people with partial work capacity" 2016-2018
5. Actors and stakeholders	<p>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.</p> <p>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.</p> <p>Finnish Institute of Occupational Health</p> <p>Finnish Work Environment Fund</p> <p>Federation of Accident Insurance Institutions</p> <p>Centre for Occupational Safety</p> <p>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.¹³</p>
6. Resources and timeframe	<ul style="list-style-type: none"> ▪ No specific time span; policies set up until 2020 ▪ Complemented with the central government budget. <p>Enforcement is mainly carried out by means of workplace inspections.</p> <p>Other measures include issuing of licences and submitting of statements to other authorities.¹⁴</p>

¹⁰ FIOH.Forum for well-being at work - Acting together (2013). Retrieved 5.04.2016, from:

<http://www.ttl.fi/partner/thf/eng/sivut/default.aspx>

¹¹ FIOH.Making the social and health sector more attractive (2014). Retrieved 5.04.2016, from:

<http://www.ttl.fi/partner/mielekas/english/sivut/default.aspx>

¹² Ministry of Social Affairs and Health. Programme for persons with partial work capacity Retrieved 5.04.2016, from:

http://stm.fi/osatyokykyiset?p_p_id=56_INSTANCE_3GJ2TdoJVRDn&p_p_lifecycle=0&p_p_state=normal&p_p_mode=view&p_p_col_id=column-2&p_p_col_count=1&56_INSTANCE_3GJ2TdoJVRDn_languageld=en_US

¹³ Minister of social affairs and health, National occupational safety and health profile of Finland, (2006). Available at:

http://www.ttl.fi/en/international/OSH_in_Finland/osh_profile/Documents/National_Occupational_Safety_and_Health_Profile_of_Finland_en.pdf

¹⁴ Occupational safety and health administration, Annual Report of the Occupational Safety and Health Administration in Finland – 2014. Tampere 2015. Available at: http://www.e-julkaisu.fi/tyosuojeluhallinto/annual_report/2014/

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	<p>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.¹⁵</p> <p>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.¹⁶</p> <p>Budget:</p> <p>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 knowledge¹⁷. 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.</p> <p>Moreover, as you can see from the page on R&D-expenditure http://www.research.fi/en/key-statistics/research/rd-expenditure-sector 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. However, some information is provided in table 1.</p>

Table 1: Budget information for some OSH organisations and the ministries

Year	Ministry of Social Affairs and Health (state budget)	Regional OSH divisions(state budget)	Government subsidy for FIOH (state budget; FIOH has own revenues too)	The Finnish Work Environment Fund, Fund for OSH Projects(Funded by employers' insurance fees)*	The Centre for Occupational Safety (Fund from The Finnish Work Environment Fund)
2010	4 413 000	24 543 000		6 488 000	2 750 000
2011	4 595 000	24 237 000	37 628 000	4 383 000	3 100 000
2012	4 548 000	26 157 000	37 369 000	6 707 000	3 100 000

¹⁵ Occupational safety and health administration, Annual Report of the Occupational Safety and Health Administration in Finland – 2014, OSH Administration in numbers, Appendix 1, Tampere 2015 Available at: http://www.e-julkaisu.fi/tyosuojeluhallinto/annual_report/2014/

¹⁶ Occupational safety and health administration, Annual Report of the Occupational Safety and Health Administration in Finland – 2014. Tampere 2015, p. 22-23. Available at: http://www.e-julkaisu.fi/tyosuojeluhallinto/annual_report/2014/

¹⁷ The Centre for Occupational Safety TTK (no date available). Retrieved 2.05.2016, from: http://www.ttk.fi/en/the_centre_for_occupational_safety

Year	Ministry of Social Affairs and Health (state budget)	Regional OSH divisions(state budget)	Government subsidy for FIOH (state budget; FIOH has own revenues too)	The Finnish Work Environment Fund, Fund for OSH Projects(Funded by employers' insurance fees)*	The Centre for Occupational Safety (Fund from The Finnish Work Environment Fund)
2013	4 485 000	27 987 000	37 964 000	6 584 000	2 800 000
2014	4 421 000	28 548 000	36 543 000	7 905 000	2 800 000
2015	4 131 000	28 169 000	33 287 000	8 597 000	3 100 000
2016	4 286 000		25 280 000		

*In accordance with § 35 of the Employment Accidents Insurance Act, two per cent (1.7 % as of 2005) of the insurance premium of employers who have a legal obligation to insure is given to the Finnish Work Environment Fund as income.

7. Evaluation/lessons learned	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: <ul style="list-style-type: none"> ▪ 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.
8. Relationship to EU Strategic Framework	<p>Due to the broad and general approach of the Finnish Strategy there are relations to practically every aspect of the EU-OSH Strategic Framework.</p> <p>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.</p> <p>There is a particularly strong relation to accidents, occupational diseases, ergonomic and psychosocial issues (mentioned on p6 of the EU-strategy)</p>