

# Annual Report of the Occupational Safety and Health Administration in Finland 2021

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## Annual Report of the Occupational Safety and Health Administration in Finland 2021

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**Cover photo:** Risto Eronen took this photo at the shooting of the video 'Dust control methods' in Tampere in September 2021.

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# Management's review

Like the year preceding it, the year 2021 was a period of exceptional events. The coronavirus epidemic continued for the whole year, except for a few periods with lower incidence. The epidemic continued to have an impact on the activities of the Occupational Safety and Health Administration but we were now better prepared and the impacts were less severe than in 2020.

Despite the coronavirus epidemic, the Occupational Safety and Health Divisions achieved their key performance targets in 2021 and I would like to use this opportunity to thank the whole personnel for making this possible. The epidemic highlighted the ability to react to changing situations and we helped workplaces to prepare for and combat the epidemic. We developed and used new methods to carry out workplace supervision, and supervised the plans and measures launched by employers to prepare for the epidemic.

**The year 2021** was the second year of operations of the four-year term 2020–2023. During the year, we successfully developed our activities and operating practices in accordance with our framework plan. In 2021, we were able to implement almost fully the phenomenon-based supervision scheme planned on a national basis. We also continued to utilise the operational planning and monitoring system. I believe that with these actions and by further developing them, we will be able to harmonise our supervisory practices and make them better respond to the needs of working life.

We also developed and used other means of exerting influence. All our actions must be assessed against the background of impact, and in fact, this approach will be one of our future development priorities. It is also worth mentioning that last year, we took measures to strengthen supervision of foreign labour to meet the changing challenges of working life.



Ministry of Social Affairs and Health

## Raimo Antila

*Director-General  
Ministry of Social Affairs and Health,  
Department for Work and Gender Equality*

**In 2021**, the EU published its strategic framework on health and safety at work for the period 2021–2027. The framework sets out the key objectives and actions to improve employees' health and safety and to prepare for the changes impacting working life. The strategic framework will not lead to any fundamental changes in our activities; it will rather strengthen the strategy that we have chosen. The emphasis in the framework is on psychosocial and ergonomic risks, which are also the most significant causes of disability in Finland.

The year 2022 will probably also be characterised by exceptional events. The coronavirus epidemic is still impacting our activities. The Russian invasion of Ukraine and the immigration triggered by it is also having an impact on working life and workplaces. I am convinced that with the operating models that we have developed we are able to anticipate needs of working life and respond to them amid the changes now under way.

# OSH supervision organisation and steering

The Ministry of Social Affairs and Health is responsible for the steering of the Regional State Administrative Agencies' Occupational Safety and Health Divisions. The activities are based on a four-year framework plan, which creates a national framework for the content of supervision and the development of the activities.

The Occupational Safety and Health Divisions act as the competent occupational safety and health authorities in their regions.

Continuous national cooperation is carried out in the planning and development of the operations. National planning and development ensure the coherence of operations and the most efficient use of available resources.

The year 2021 was the second year of operations of the four-year term 2020–2023. During the current four-year period, the vision for occupational safety and health supervision is to strengthen safe, healthy and fair work through a broad range of different means, while reacting to changes in the operating environment and boldly developing the activities. The slogan 'Tervettä työtä' (Healthy work) describes the vision.

The strategic goals serve as a basis for the objectives for the four-year period as well as for the annual operational performance targets. During the current four-year term, the focus is on renewal and development of operations. Continuous assessment of the operating environment and effective use of information are key to planning and developing operations.

The four-year framework plan describes the vision of OSH supervision and sets out the strategic objectives for the activities.

## THE OSH DIVISIONS OF THE REGIONAL STATE ADMINISTRATIVE AGENCIES:

- 1 | Northern Finland
- 2 | Western and Inland Finland
- 3 | Eastern Finland
- 4 | Southwestern Finland
- 5 | Southern Finland



## OSH committees and the advisory committee

The tripartite cooperation in the field of occupational safety and health supervision is carried out with the employer and employee organisations in regional occupational safety and health committees and in the national advisory committee.

Each Occupational Safety and Health Division has an advisory occupational safety and health committee comprising representatives of labour market organisations and experts of the sector. The purpose of the committees is to support and develop occupational safety and health supervision and act as a link between the Occupational Safety and Health Divisions, regional occupational safety and health actors and labour market organisations. The occupational safety and health committees discuss significant occupational safety and health development, planning and monitoring projects in their areas, general occupational safety and health policies and performance targets as well as the allocation of resources.

The national advisory committee process the same matters as the regional occupational safety and health committees but from a national viewpoint. Its tasks also include the processing of drafting work for significant legislation issues relating to occupational safety and health.

# Duties of OSH authorities in 2021

The occupational safety and health authorities supervise compliance with occupational safety and health regulations. Occupational safety and health inspections are the most important method of supervision. Occupational safety and health supervision is carried out on the basis of the plans prepared by the occupational safety and health authorities or at the initiative of the customers.

We also issue advice and guidelines concerning occupational safety and health and concerning the terms and conditions of employment relationships. In addition we process applications for permits and notifications of work for which legislation imposes restrictions or notification obligations. Our duties include investigating the causes of serious occupational accidents, occupational

We use a phenomenon-based approach to deal with the changing needs of working life.

diseases and work-related illnesses and to take measures to prevent them. We also carry out inspections to ensure that the machines, tools, personal protective equipment and other technical equipment used in work meet the requirements set for them.

In addition we support the effectiveness of supervision by other means, such as multi-channel communications and virtual events.

## The year of the OSH Administration in a nutshell



## Phenomenon-based supervision in exceptional circumstances

In 2021, the occupational safety and health supervision was primarily carried out in a phenomenon-based manner and most of the projects were carried out on a nationwide basis. Priority in the phenomenon-based supervision was on working conditions, fragmented working life and psychosocial workload.

The inspections were prioritised on a risk basis, using information collected from a variety of different sources and observations made during previous inspections.

The coronavirus epidemic continued and had a major impact on the contents of supervision and the manner in which the inspections were carried out. Despite careful advanced planning, the waves of the epidemic could not be anticipated and there were significant regional changes in the occurrence of the disease, which forced us to reduce supervision at workplaces. Some of the workplace inspections had to be replaced with virtually assisted remote inspections and document inspections as well as hybrid inspections combining workplace inspections and remote inspections.

Despite the coronavirus epidemic, supervision was effective and different phenomena could be properly prioritised. However, the prolonged epidemic has had a major impact on inspections in which the meetings and interviews with employees are relevant to the outcome of the inspection. It has also made cooperation with other authorities in joint inspections more difficult.

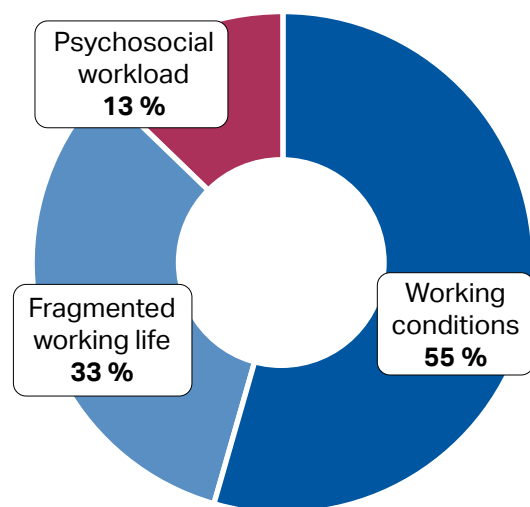
Remote and hybrid inspections were mostly viewed positively at workplaces.

The methods learned during the coronavirus epidemic will also be used in the future.



Anu Pynnönen

### Breakdown of supervision by phenomenon



Phenomenon-based supervision was carried out as planned: According to the plan, more than 50% of the supervision would be directed at working conditions, about 30% at fragmented working life and about 15% at psychosocial workload.

## Phenomenon: Working conditions

In 2021, the focus in the supervision of working conditions was on risk-based prevention of occupational accidents, management of chemical and biological agents and physical workload.

Other means of exerting influence (such as webinars) were used to support the supervision of working conditions.

Even though workplace inspections are an important part of the supervision of working conditions, alternative inspection methods were also planned.

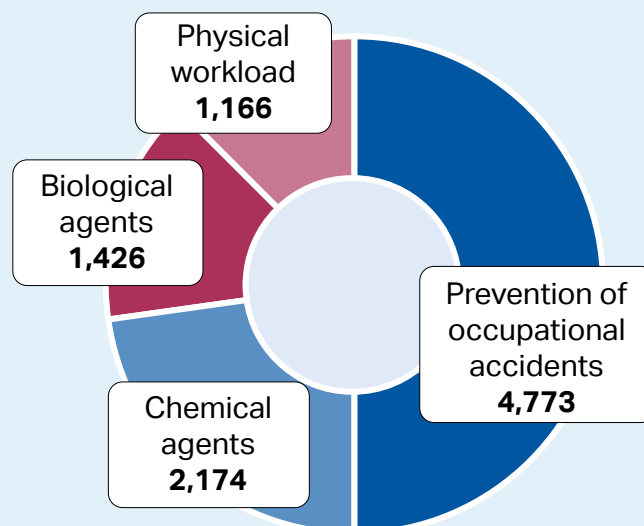
In most cases, the inspections of documents and occupational safety and health management systems can be carried out online. However, actual observation of working conditions cannot be carried out effectively by virtual means. Replacement of workplace inspections with remote inspections led to a reduction in the number of issues raised at workplaces and observations made by inspectors compared with the period before the coronavirus epidemic. In fact, as a rule, working conditions should be supervised by means of on-site visits.

### Inspections of the working conditions phenomenon

General accident management practices and accident hazards specific to individual workplaces were reviewed on inspections carried out to prevent occupational accidents. Particular attention was paid to the accident risks arising from the use of machinery and other tools and the risk of falls.

Chemical exposure and cancer hazards were combated by supervising procedures related to chemical agents at workplaces. Cancer hazards were given a higher priority at workplaces where risks arising from inhalation exposure to crystalline silica and wood dust occur. The inspections led to better management of risks arising from chemical agents and improvements in the planning and implementation of dust control while more employees started using personal protective equipment.

In the supervision of biological agents, quick and agile action was taken to give priority to workplaces where the activities were significantly impacted by the coronavirus epidemic. As a result of the supervision, many workplaces started investigating such matters as biological hazards. There were also impacts on the operations of the occupational health care services. For example, biological agents were considered and their



impacts on health assessed in workplace surveys for the first time.

Monitoring of indoor climate quality was carried out on the basis of customer initiatives at workplaces with indoor climate problems. The remote work recommendation prompted by the coronavirus epidemic caused a slight reduction in customer initiatives arising from indoor climate problems.

The focus in the supervision of physical workload was on workplaces with the highest levels of harmful musculoskeletal strain and diseases caused by them. The inspections produced more information on the risks of physical workload and their management.

## New measures were introduced to make the supervision of the construction sector more effective

A total of about 5,500 inspections were carried out in the construction sector. Most of the inspections were carried out in the traditional manner as site inspections.

There is a significant risk of accidents in construction work. In fact, much of the supervision of new construction and renovation was related to the prevention of occupational accidents. For example, in the supervision of roofing work and the construction of detached houses, the focus was on the prevention of falls and other accident hazards. In the supervision of civil engineering construction, the focus was on such issues as the safety of excavations.

Chemical agents are also major source of risks at construction sites. The focus in the supervision of quartz and asbestos work was on builders, companies and project supervisors.

New measures were introduced to make the supervision of the construction sector more effective. The occupational safety guide for builders of detached houses published in June

### IMPORTANT OSH DEVELOPMENT PRIORITIES AT CONSTRUCTION SITES:

- protection against falls and its systematic implementation
- safety of access routes
- safety of scaffolding
- use of personal protective equipment
- safe use of machinery and equipment
- dust control
- order and cleanliness
- staff facilities
- employee training and supervision of working methods
- commissioning and maintenance inspections

provides information on the responsibilities and hazards at detached-house construction sites. In the #Pölyntorjuntatalkoot (Dust prevention) communications campaign, carried out in September, emails, a social media video and blogs were used to remind construction sector companies of the prevention of carcinogenic dust. A webinar on psychosocial workload in supervisory tasks in the construction sector was held in December.



Screenshot of the Dust control methods video

Quartz rock dust, which is typically found at construction sites, is a major cause of work-related cancer. The video *Pölyntorjunnan keinot* (Dust control methods) was published as part of the #Pölyntorjuntatalkoot communication campaign.



## Phenomenon: Fragmented working life

In the supervision of fragmented working life, the focus is on new forms of work, and the protection of the rights of persons in weak labour market position. The aim is to ensure adherence to the rules of working life at the start of working careers and in temporary agency work. The aim is to achieve the objectives by influencing different actors in society in a variety of different ways.

The supervision includes the supervision of foreign labour, supervision of contractor's obligations and liability and the supervision of driving times and rest periods. Based on legislation and the powers available to the occupational safety and health authorities, effective action can be taken to supervise the use of foreign employees and compliance with the Act on the Contract-

tor's Obligations and Liability. However, the field covered by the supervision is constantly changing and for this reason, operating methods must be continuously developed by ensuring more effective cooperation between the authorities, by improving exchange of information and by increasing supervision outside office hours.

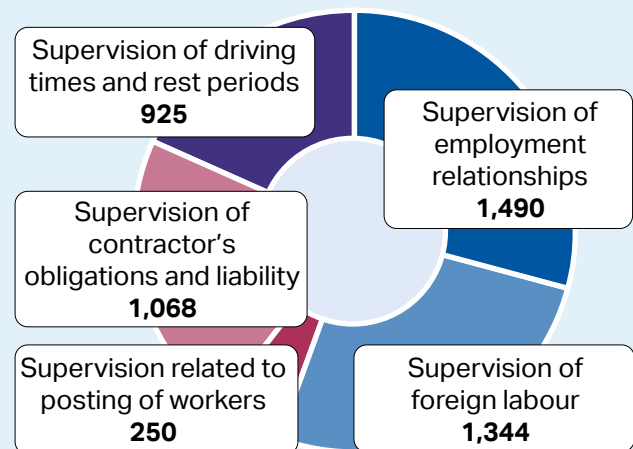
The Act on the Legal Status of Foreigners picking Natural Products (487/2021) entered into force in June 2021, which gave the occupational safety and health authorities the right to supervise some aspects of the work of persons with no employment contracts. The act applies to foreigners who pick natural products and for whom the accommodation and meals are provided by the natural product picking operators.

### Inspections of the phenomenon of fragmented working life

In the supervision of employment relationships, the focus was on compliance with the rules of fair working life. Supervision focused on areas where deficiencies in the management of matters concerning employment relationships and working hours were expected. Legal problems concerning self-employed persons were highlighted in the supervision and stakeholder cooperation.

In the supervision of foreign labour, the focus was on compliance with the minimum employment terms and conditions of foreign employees, and the information and tips received from the other authorities were actively used. The purpose of the supervision was to prevent the use of employees with no right to work, underpayment, human trafficking and undeclared work.

Supervision concerning the posting of workers is targeted at foreign employers that send employees to work in Finland and at companies acting as contractors of posting undertakings. Most of the inspections were carried out in the construction sector and industries where most of the posted workers are employed. The majority of



deficiencies revealed in the inspections related to workers' pay.

In the supervision of contractor's obligations and liability, grey economy phenomena related to subcontracting and the use of temporary agency work were uncovered. These include deliberate concealing of the actual employer, hidden chaining, circumvention of the business prohibition, failure to comply with public obligations, and underpriced contracts.

Thousands of serious violations were uncovered in the supervision of driving times and rest periods. There was close and effective cooperation with stakeholders.

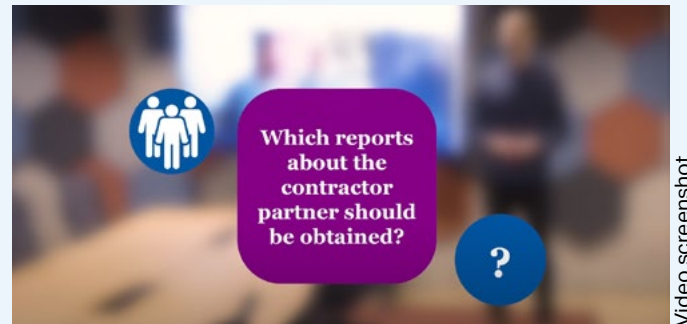
## Official data was utilised in the supervision of the contractor's obligations and liability

A total of 1,160 inspections of contractor's obligations and liability were carried out. The purpose of the inspections was to ensure compliance with the obligation to check concerning the use of temporary agency workers or subcontracting and they involved about 3,800 contractual partners. Most of the inspections were carried out in the construction, industry, logistics, cleaning and real estate sectors.

In the supervision of contractor's obligations and liability carried out in 2021, the emphasis was on cooperation between the authorities and the use of the information obtained in this manner because on-site inspections could not be carried out in the same scale as before the coronavirus epidemic. Information obtained from the other authorities was extensively used in the selection of sites to be inspected and in specific cases of supervision. The information provided by the other authorities has allowed us to focus on subcontracting agreements and contracts with temporary agency workers in which the company performing the work has not fully met its statutory obligations.

About one in five of the inspected contractors was in compliance with its statutory obligation to check. The obligations laid down in the Act on the Contractor's Obligations and Liability when Work is Contracted Out are better known in the construction sector than in other sectors. Even so there were still deficiencies in compliance with the minimum requirements laid down in the act, particularly in long subcontracting chains.

When noticing violations of the law, the occupational safety and health authorities will issue written advice and may impose a negligence fee on the contractor. Written advice was issued more than 1,700 times during inspections. Foreign contractors received the highest number of written advice per inspection. An abundance



Video screenshot



Video screenshot

**Information on the Act on the Contractor's Obligations and Liability and the required reports was provided at workplaces by means of videos and other methods. The Contractor Liability Team also arranged online events, which reached a large number of companies.**

of written advice was also issued during company inspections in the construction sector and inspections of industrial companies. The imposing of a negligence fee was most often considered for foreign contractors and during company inspections in the construction sector. The most common reason was neglecting the obligation to check. Signs of underpayment and underpricing also led to the consideration of a negligence fee. It was also noted during the inspections that there have been further increases in the number of foreign private traders in subcontracting chains. The means of supervision are not always sufficient to ascertain whether it is real trader or a so-called missing trader. A missing trader can circumvent employer obligations, and the persons working do not even always know themselves that they are entrepreneurs. The worst of these cases may involve work-related human trafficking and they may also have other characteristics of less serious discrimination.

## The purpose of the supervision of foreign labour is to combat labour exploitation

The task of the occupational safety and health authorities is to ensure that foreign employees possess the required right to work and that the employees are paid at least the minimum wage and the required increments. Foreign employees with no right to work are in a vulnerable position and may be exploited by their employers.

To combat labour exploitation, a large number of additional OSH inspectors were recruited to supervise the use of foreign employees.

In 2021, about 1,600 inspections were carried out in companies using foreign employees. The main purpose of the inspections was to determine whether the employers had checked their foreign employees' right to work in Finland and whether the minimum employment terms and conditions of the foreign employees are complied with. Most of the inspections were carried out in the accommodation, catering and construction sectors. Inspections were also carried out in agriculture, the cleaning sector and in industrial companies.

At least one person with no right to work in Finland was found in one in five of the inspections. In the construction sector, the situation is even worse: persons with no right to work were found in one in three of the inspections.

There were numerous deficiencies in the compliance with the minimum terms and conditions of employment, especially with regard to pay. Most of the deficiencies were found in the construction, restaurant and agricultural sectors. Compliance with the prohibition of discrimination was also supervised in connection with pay matters.

About 250 of the inspections were carried out in companies that post workers to Finland or act as contractors of posting undertakings in Finland. Most of the inspections focused on the construction and industrial sectors where there is the greatest number of posted workers. The majority of deficiencies revealed in the inspections related to workers' pay.



**To support supervision, we published the guide 'As a foreign employee in Finland' in 14 languages in 2021. The guide provides foreign employees with information about their rights, such as working hours, wages and holidays.**

A posting undertaking has to notify the occupational safety and health authorities when posting workers to Finland. In 2021, the occupational safety and health authorities received more than 10,000 notifications from 57 countries. Estonia, Germany and Poland were the three largest countries of origin.

If the posting undertaking fails to comply with its statutory obligations, the occupational safety and health authorities may impose a negligence fee on the company. In 2021, there was a substantial increase in negligence fees compared to the previous year. The highest number of negligence fees was imposed on companies failing to comply with their reporting obligation.

There were also deficiencies in the operations of the contractor companies. More than half of the inspected contractor companies received written advice.

The Act on the Legal Status of Foreigners picking Natural Products entered into force in June 2021. For the first time, the occupational safety and health authorities received the right to supervise some aspects of the work of persons with no employment contracts picking wild berries on the basis of everyman's right. The supervisory activities were launched in late summer and early autumn in the berry pickers' bases in different parts of Finland. Operating models will be developed on the basis of observations made during the inspections.

## Supervision of driving times and rest periods revealed thousands of serious violations of rest period legislation

Occupational Safety and Health Divisions of the Regional State Administrative Agencies supervised the transport sector on a nationwide basis as part of joint supervision by EU Member States. In Finland, the supervision of transport companies is the responsibility of the Regional State Administrative Agencies while the roadside supervision is carried out by the police, Finnish Customs and the Finnish Border Guard. The results of the supervision are reported to the EU.

In 2021, occupational safety and health inspectors inspected a total of 872 road passenger and freight transport companies. The number of driver working days inspected totalled more than 460,000.

Inspectors found violations of driving times and rest periods in 76% of the transport companies

inspected. Most of the violations concerned drivers' rest periods.

Serious misuse of tachographs was uncovered in almost half of all inspected companies. There were also deficiencies in the processing of data on driving times, rest periods and tachographs.

Based on these violations, the inspectors provided the transport companies with official guidance. The occupational safety and health authorities also notified the police and the Finnish Transport and Communications Agency Traficom of the most significant violations of social legislation applying to road transport.

The inspections revealed that there is still a lot of work to be done in the improvement of safety of the transport sector. There were deficiencies in such areas as compliance with the provisions on rest periods.



## Phenomenon: Psychosocial workload

Changes in working life have increased psychosocial workload at many workplaces. The prolonged coronavirus epidemic has also led to an increase in psychosocial workload.

The focus in the supervision of psychosocial workload is on work arrangements and the management of workload factors caused by the work content and the social functioning of the work community at work and workplaces.

Supervision and other exerting of influence are used to help employers to identify, reduce, manage and prevent harmful psychosocial workload.

In 2021, the OSH authorities received a large number of customer contacts concerning

psychosocial workload. The contacts reinforced the view that there has been an increase in strain in certain sectors, such as health and social services and that there should be further supervision of these sectors.

Work-related health problems and challenges related to coping at work are increasingly connected with psychosocial workload factors. It is therefore important to identify and manage them.

### Inspections of the psychosocial workload phenomenon

In the limited supervision of psychosocial workload, the focus was on the identification of psychosocial workload factors and on assessing the dangers arising from them.

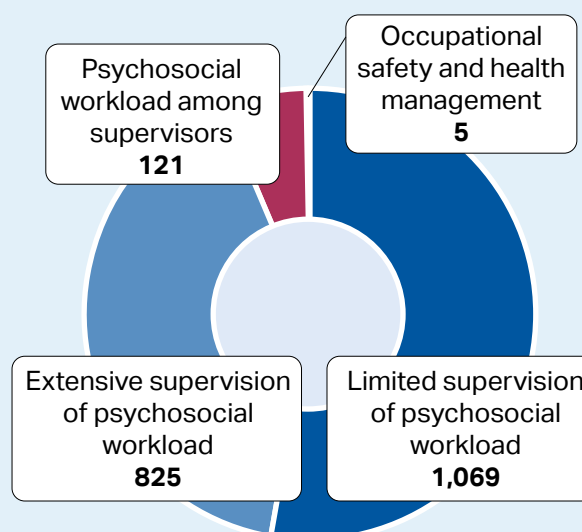
In comprehensive inspections, attention was also paid to the reduction of psychosocial workload factors.

The inspections made employers more aware of cooperation in occupational safety and health matters, employers' responsibilities and the role of the occupational health care in the management of workload. Inspections at workplaces where occupational safety and health inspections had not yet been carried out proved particularly effective. At some of these workplaces, the assessment of work-related hazards was completely lacking or there were substantial deficiencies in this area. There were also inadequacies in the organisation of statutory occupational health care and occupational safety and health cooperation; however, the problems could be corrected with the help of the inspections.

Comprehensive inspections were also carried out to identify and manage psychosocial work-

load among supervisors in a variety of different sectors. Good management of workload factors in supervisory work is reflected in the wellbeing of the entire work community. A large number of deficiencies were found in the identification and management of workload factors in supervisory work. The supervision prompted workplaces to pay more attention to the special characteristics of supervisory work and the related workload factors.

Pilot inspections were carried out during the rest of the year to supervise occupational safety and health management practices.



## New channels and methods supported the achievement of the objectives set out for the supervision

New methods and channels were introduced to support the supervision of psychosocial workload so that a wider target group could be reached.

Extensive discussions were conducted with stakeholders and partners during the year. Inspectors also gave lectures and speeches on the topic.

Psychosocial workload was discussed on such forums as the newsletters of the Occupational Safety and Health Administration. A webinar on psychosocial workload in supervisory tasks in the construction sector was held in December 2021. A video and a podcast series about psychosocial workload factors were prepared at the end of the year and they were published in early 2022.

Experiences gained from the use of new methods to support supervision and feedback from the supervisory field have been positive, and they have helped to achieve the objectives of effective supervision.

## More extensive use of the survey of psychosocial workload factors

The survey of psychosocial workload factors was incorporated into the occupational safety and health authorities' inspection data system in March 2021.

The survey is now more extensively used than in the past. During 2021, the use of the survey in supervision almost tripled compared to 2020.

Positive feedback on the survey has been received from inspectors, workplaces and stakeholders. The survey has helped employers to take concrete measures to manage psychosocial workload.



Psykososiaalinen kuormitus työssä

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Information on psychosocial workload was provided in the social media in autumn.

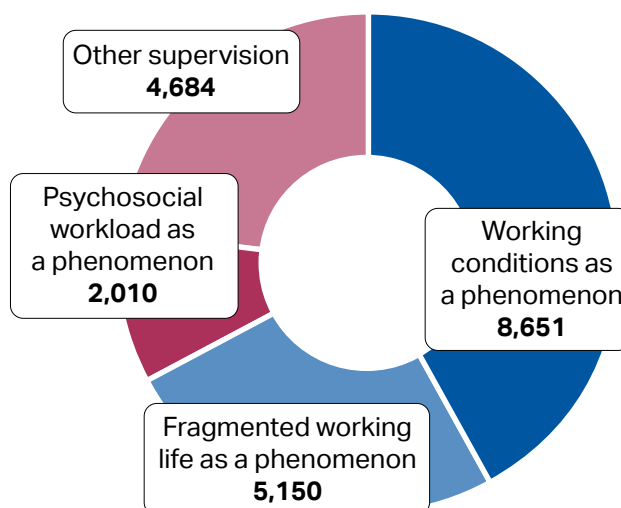


Anu Pynnönen

## Other supervision

Occupational safety and health inspections carried out on the basis of customer contacts are outside the scope of phenomenon-based supervision. Prompted by customer contacts, the occupational safety and health authorities carried out investigations of occupational accidents and diseases, well-being at work inspections and other customer-initiated inspections.

Following supervision was also carried out outside the scope of phenomenon-based supervision: supervision of compliance with the Non-Discrimination Act, market surveillance of machinery and personal protective equipment, supervision of personal protective equipment subject to customs duties, supervision of shipping, and supervision prompted by the special characteristics of the regional supervisory field in individual Occupational Safety and Health Divisions.



## There is need for supervising compliance with non-discrimination and equality legislation

The occupational safety and health authorities supervise the prohibition of occupational discrimination in accordance with the provisions of the Non-Discrimination Act as well as the employer's obligation to promote equality. The supervision includes measures taken on the basis of customer communications and workplace inspections carried out at the authorities' initiative.

In 2021, the OSH authorities received nearly 570 customer contacts concerning occupational discrimination. Generally, callers wanted advice or wanted an expert opinion on whether or not their experiences constituted discrimination.

Parties experiencing discrimination received guidance and advice from the OSH authorities on how to handle the matter with their employers, other guidance on their matter and instructions on submitting a supervision request.

The OSH authorities received 210 supervision requests for investigating suspected discrimination.

A total of 134 inspections related to such suspected cases of discrimination were carried out at workplaces. The highest number of inspections were carried out to investigate suspected discrimination arising from a person's health, other reasons concerning the person, or a person's origin, nationality or language.

A procedural decision was made in cases where it was determined that the matter presented in the supervision request did not involve discrimination as referred to in the Non-Discrimination Act. There were a total of 75 of such cases.

A total of about 640 inspections to enforce the prohibition of occupational discrimination related to foreign employees were carried out. In the supervision of foreign labour, the inspector assesses whether the employer has discriminated against the employees with regard

to wage payments and other minimum terms and conditions of employment on the basis of origin, nationality or language.

A total of 73 inspections revealed discrimination with regard to pay or other minimum terms and conditions of employment based on a person's origin, language or nationality. This does not mean that there has been no discrimination in other cases, as it is often impossible to make genuine pay comparisons due to such issues as inadequate working time records. In fact, obligations arising from inadequate working time records and shift rosters or absence of them were often imposed during inspections.

At their own initiative, the occupational safety and health authorities supervise job advertisements and take action whenever noticing discrimination.

In 2021, the OSH authorities carried out 11 inspections concerning discriminatory job advertisements. For example, job advertisements that required a refrigerator installer to be fluent in Finnish and a hostess/caretaker to be a member of the church were considered discriminatory.

The OSH authorities supervise compliance with the obligation to promote equality in working life. A total of 78 inspections were carried out to supervise compliance with the employer's obligation to promote equality at the workplace and violations were uncovered in more than half of them.

In connection with the supervision of compliance with non-discrimination legislation, the OSH authorities also supervise compliance with other aspects of labour legislation and intervene if other deficiencies in labour legislation are noticed. Inspections carried out on the basis of suspected discrimination revealed a number of other deficiencies in the activities of employers, due to which obligations were imposed on employers.

In 2021, a total of 63 obligations were imposed for other deficiencies concerning compliance with labour legislation in connection with discrimination cases.



## Nearly 2,400 contacts prompted by harassment and work-related strain

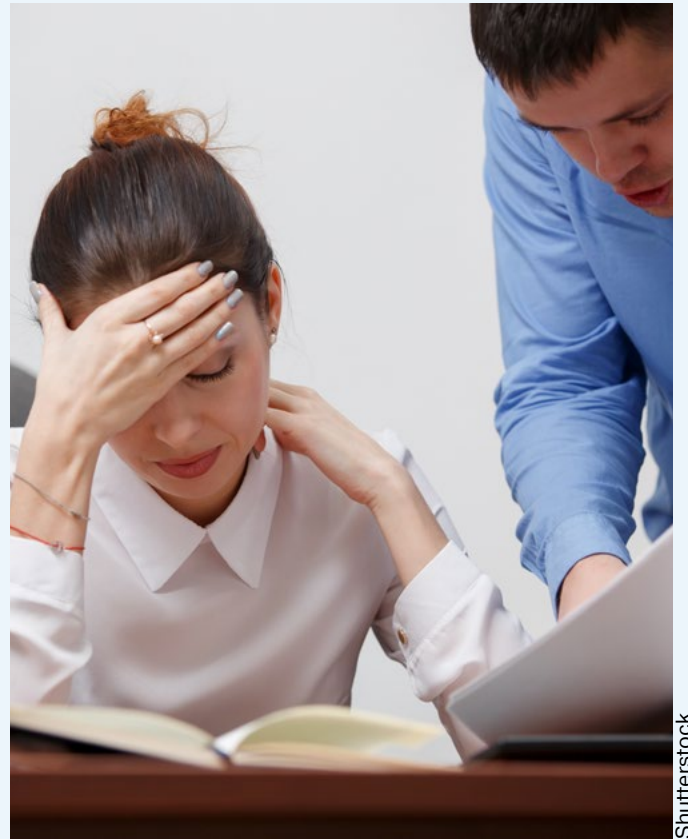
In 2021, the occupational safety and health authorities received nearly 2,400 contacts prompted by harassment and work-related strain. One third of the contacts came from the health and social services sector, and in most cases, the person contacting the authorities asked for advice on how to handle the matter at the workplace.

In about 210 cases of suspected harassment, the employee made a written request for supervision, on the basis of which the inspector assesses whether supervisory measures could be taken in the matter. OSH authorities were asked to investigate a total of about 40 suspected cases of work-related strain. Many of the cases involved both harassment and work-related strain.

The authorities carried out a total of 87 inspections on the basis of harassment-related complaints. In particular, the inspectors checked whether the employer had taken measures to stop the harassment after being informed of harassment that the employee considered a health hazard. Nearly half of the inspections revealed that the employer had not complied with its obligations laid down in the Occupational Safety and Health Act.

Many of the inspections related to harassment also revealed other deficiencies. Written advice on the tasks of supervisors in handling harassment matters was usually issued in connection with the processing of harassment cases.

The number of contacts prompted by harassment and work-related strain has remained more or less unchanged in recent years. However, the proportion of contacts arising from work-related strain has increased.



Shutterstock

Employees were also advised how to report a harassment matter or how to avoid harassment.

A total of 32 inspections were carried out on the basis of supervision requests concerning strain-related complaints. The focus in the inspections was on employer's compliance with its obligation laid down in the Occupational Safety and Health Act to investigate workload factors and to avoid and reduce the risk to employees' health after being informed of work-related strain. About 80% of the inspections revealed that the employer had not complied with its statutory obligations.

In connection with workplace inspections, the OSH authorities also supervise, at the initiative of other authorities, whether the employer complies with its obligations concerning harassment and the management of work-related psychosocial workload. In such cases, the issues concerning individual employees are not discussed and the focus is on the work community as a whole.

## Market surveillance ensures the safety of equipment used in the work

The occupational safety and health authorities are responsible for inspecting machinery, tools and personal protective equipment intended for professional use. The inspections are usually directed at the activities of the manufacturer, importer or seller and the aim is to ensure the safety of the equipment.

The Occupational Safety and Health Divisions carry out comprehensive checks to ensure that the products are in compliance with the regulations. If necessary, the matter is transferred to the Ministry of Social Affairs and Health's Department for Work and Gender Equality, which can order technical devices to be withdrawn from the market or restrict their release to the market.

In 2021, the Occupational Safety and Health Divisions carried out about 340 market surveillance inspections concerning machinery and personal protective equipment.

Focus in the market surveillance of personal

protective equipment was on equipment intended for outdoor work. In 2020, the authorities started inspections of personal protective equipment providing protection against coronavirus, and these inspections continued in 2021.

The focus in the supervision of work machines was on construction machinery and ski lifts. Table, cross-cut and mitre saws were inspected during 2021 and the inspections revealed that many of the devices had inadequate labelling. Loaders and excavators were also inspected.

Occupational Safety and Health Divisions transferred about 50 cases to the Ministry of Social Affairs and Health. One case may involve several products. In addition to the cases transferred from the Occupational Safety and Health Divisions, the ministry also receives market surveillance cases for consideration from other parties. During the year, the ministry concluded a total of 82 cases, in 62 of which the release of technical equipment or personal protective equipment to the market or for use was prohibited. Most of the decisions (57) concerned personal protective equipment providing protection against coronavirus.



## Exercise of powers

The OSH authorities supervise compliance with OSH regulations. The most important pieces of legislation governing OSH are as follows: the Occupational Safety and Health Act (738/2002), the Employment Contracts Act (55/2001), the Working Hours Act (605/1996), the Occupational Health Care Act (1383/2001), and the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (44/2006). The OSH authorities oversee compliance with more than 100 regulations.

The means of supervision vary from providing incentives and advice to the use of coercive measures. The OSH inspector can issue written advice on all matters that are supervised by the OSH authorities. However, the improvement notice and any binding decision following it can only be issued in certain matters laid down by law. During the year in review, the OSH inspectors issued written advice at about 34,000 inspected workplaces, and about 5,000 improvement notices.

The OSH authorities may oblige the employer and other parties concerned to remove the non-compliant condition. In such cases, a binding decision is issued to the workplace and a deadline is set for implementing it. A total of about 160 such decisions were issued during the year under review. The OSH authorities may also issue a decision prohibiting the use of machinery, work equipment or other technical equipment, working methods or the continuation of work that would cause a health hazard. This decision is called the prohibition notice. A total of 43 such notices were issued during the year in review.

A total of 55 negligence fee decisions were issued as part of the supervision of compliance with the Act on Contractor's Obligations and Liability. A total of 35 negligence fee decisions on posted workers were issued.

In 2021, the OSH authorities submitted a total of 403 requests for investigation to the police. A total of 764 statements were issued to the police and the prosecution authorities. A total of 658 of the statements concerned OSH offences or violations.

## Permits and notifications

Restrictions on how certain types of work may be performed or assigned are laid down in the law. Certain jobs and types of work require an authorisation or exemption issued by the OSH authorities. The number of applications for licences and qualifications increased compared to previous years. End of the transition period of the Chargers Act (423/2016) was the most important factor contributing to the increase in the applications for licences. A notification must be submitted on certain types of work before the start of the work. The online form can be used to submit advance notification of construction work, advance notification of asbestos removal work, notification of the posting of workers and advance notification of the base for persons picking natural products.

### LICENCES AND PERMITS PROCESSED BY THE OSH AUTHORITIES

Charger's certificate	1,064
Exemption related to young workers	268
Exemption related to the Working Hours Act	110
Exemption from the crane operator's qualification	93
Work permit for asbestos removal	69
Qualification of divers carrying out construction work	1

### NOTIFICATIONS SUBMITTED TO THE OSH AUTHORITIES

Advance notification of asbestos removal work	11,590
Notification of the posting of workers	10,003
Advance notification of construction work	6,213
Notification on using young persons for dangerous work	2,599
Occupational disease report	1,857
Notice of serious occupational accident	1,350
Advance notification of a base for pickers of natural products	58
Emergency work notification	27
Notification of the introduction of hazardous biological agents	16

# Means of OSH supervision developing

The aim of developing the activities of the Occupational Safety and Health Divisions is to make efficient use of resources and tools to achieve maximum impact. Occupational safety and health supervision will be developed comprehensively in accordance with the principles of continuous improvement.

In its development projects, the Occupational Safety and Health Administration applies new technology in services for workplaces. In December, the occupational safety and health authorities introduced an interactive e-service for trial use. You can access the e-service via the Tyosuojelu.fi online service.

Using the service, the employer can submit

a report on the improvement notice and written advice issued by the occupational safety and health inspector. The written report can be supplemented with appendices, such as documents, photographs and videos.

Based on the report, the inspector will assess to what extent the obligations have been met. The employer can follow the processing of the matter and, when requested, provide further information.

The employer can also carry out a working environment safety assessment in the service in cooperation with the employees.

The employee can submit a request for supervision in an employment certificate matter via the e-service and follow its processing.

The screenshot shows the user interface of the 'Occupational health and safety e-service'. At the top, there is a navigation menu with 'Home', 'Own cases', 'Knowledge base', and language options 'FI', 'EN', 'SV'. A search bar is located below the navigation. The main content area is divided into several sections:

- Report action you have taken**: A section for reporting actions.
- Assess the safety of your work environment**: A section for assessing safety.
- More info**: A section providing additional information, including the website of the Occupational Safety and Health Administration in Finland and the E-service pilot.
- Own cases**: A section showing a list of cases. One case is visible: 'Työterveyshuollon työpaikkaselvitys' dated 19.10.2021, with a status of 'Waiting for further clarification'.
- Knowledge base**: A section containing a list of 'Decisions and notices concerning products', 'Personal protective equipment', and 'Safety standards', all dated 09.10.2021.

You can use Suomi.fi e-Identification to identify yourself in the interactive occupational safety and health e-service. Acting on behalf of the employer requires a mandate.

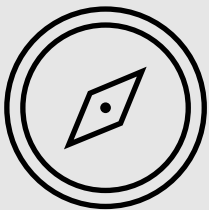
## Customer segmentation helps to choose the right approach

In 2021, the Occupational Safety and Health Administration defined for the first time different approaches for different customer groups. During the year, the entire organisation, starting from the top management, participated in the work carried out under the direction of an external expert.

The resulting customer segmentation guides the use of supervision and communication methods. The basic idea behind the customer segmentation is that workplaces are divided into four different groups based on their occupational safety and health cultures, and these cultures require different approaches from the occupational safety and health authorities.

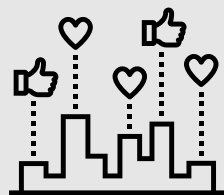


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### Forerunner

**At forerunner workplaces,** compliance with at least the statutory minimum occupational safety and health requirements is part of the process in which the workplace presents itself as a responsible employer.



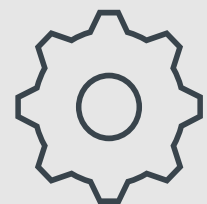
### Basic competence

**At basic competence workplaces,** active efforts are made to comply with occupational safety and health legislation. The occupational safety and health authorities can support these workplaces, for example, by developing e-services and by other means of exerting influence, such as communications. In such cases, workplace inspections play a less important role.



### Development-minded

**At development-minded workplaces,** the achievement of the statutory minimum occupational safety and health level is considered necessary, but the achievement of the targets is hampered by a lack of resources and competence.



### Dodger

**Dodger workplaces** differ from development-minded workplaces in that they do not have any incentives to achieve the statutory minimum level of occupational safety and health. At these workplaces, firm hands-on guidance is needed during workplace inspections.

# OSH authorities provide advice and guidance

Advice and guidance are an important part of the work carried out by occupational safety and health authorities. The objective is to support and promote voluntary occupational safety and health efforts at workplaces.

The most important channels for providing advice and guidance are the Tyosuojelu.fi website and the national telephone service.

## Online service

In 2021, about 1.41 million people used the Tyosuojelu.fi online service provided by the OSH Administration.

As in previous years, the pages dealing with employment relationship matters, such as annual leave and study leave, were the most visited pages of the website. The pages attracting a large number of visitors also included the pages on the role of the OSH representative and inappropriate treatment and the coronavirus page, which was regularly updated with frequently asked questions about the epidemic.

The Tyosuojelu.fi user survey carried out in autumn included a questionnaire, interviews,

### TYOSUOJELU.FI TOP 5 IN 2021

1. Front page	157,678
2. Annual holiday	94,519
3. Study leave	86,083
4. Termination of the employment relationship	77,043
5. Notice periods	70,564

website views

examination of online analytics and an expert assessment of development needs. According to the results, the users were mostly satisfied with the online service of the OSH Administration. The majority of the visitors felt that they had quickly found the information that they were looking for.

Dynamics of the front page, visibility of forms and services and relevant search results were some of the development priorities highlighted in the study. The results provided clear guidelines for the development of the online service, in which the overhaul of the front page in 2022 was identified as one of the key tasks.

## Communications support self-direction of workplaces

The OSH authorities communicate on the interpretations of the legislation that they supervise, observations made during inspections, observed development trends and on their own activities. The purpose of our communications is to support workplace self-direction in occupational safety and health matters and in this way to promote occupational safety and health at workplaces.

The OSH Administration's online service Tyosuojelu.fi is the cornerstone of our communications. The OSH authorities also communicate in a diverse and multi-channel manner, using appro-

priate communication channels for each purpose and for each target group. We also cooperate with other occupational safety and health actors.

The purpose of the OSH authorities' social media channels is to provide up-to-date occupational safety and health information to those interested in it. Communication campaigns and marketing can support supervision by highlighting topical supervision themes. Social media can also reach customers that are not yet familiar with occupational safety and health issues but who benefit from the information.

## Telephone service

Occupational safety and health inspectors provide the callers with advice and guidance via the telephone service. Supervision requests concerning occupational safety are also accepted via the telephone service as needed. The telephone service has four service lines divided by topic:

- employment matters
- general work environment issues
- construction sector work environment issues
- issues related to wellbeing at work focusing on inappropriate treatment, harassment, discrimination and psychosocial workload.

The telephone service received more than 22,000 calls during 2021, and 87.2% of the calls were answered.

More than 60% of the calls dealt with questions on employment relationship matters. The most

### PHONE CALLS TO THE TELEPHONE SERVICE IN 2021

Employment relationship	13,166
Working environment	4,024
Construction sector	2,146
Wellbeing at work	3,059
<b>Total</b>	<b>22,395</b>

common questions concerned the termination of the employment contract, working hours and wage arrears.

Coronavirus, asbestos, occupational safety and health cooperation, occupational health care and risk assessment were common topics in questions about the working environment.

Harassment and inappropriate treatment were highlighted in the questions about wellbeing at work.

## Thousands of satisfied participants at webinars

The OSH Administration arranged ten webinars in 2021. More than 4,000 participants followed the events live. By the end of the year, the recordings had attracted more than 2,600 views.

A wide range of different OSH themes were discussed at the webinars. The topics included the new Working Hours Act, temporary agency work, employment relationship matters for employers of summer workers, contractor's obligations and liability, safety of cableways and psychosocial workload in supervisory tasks in the construction sector. Two of the events were held in English: one intended for foreign employees and the other for companies posting workers to Finland. The Fair working life (Reilua työelämää) webinar was arranged in cooperation with the Finnish Tax Administration and the Finnish Centre for Pensions.

> [Information on past and future webinars and their material can be found at www.tyosuojelu.fi/live \(in Finnish\).](http://www.tyosuojelu.fi/live)

Extremely knowledgeable speakers. Excellent technical implementation.

Quick and detailed answers to questions in the chat.

Clear and concise description of core issues.

The contents of the act were described using concrete examples, which are helpful when considering practical solutions.

One of the best webinars that I have ever attended. And I have attended quite a few.

The OSH Administration's webinars received extremely positive feedback from the participants. The average grade given by the participants is 4.32 (on a scale of 1 to 5). In verbal feedback, we repeatedly receive thanks for clarity, expertise and a chat where OSH experts answer questions sent by the public.

# Legislation

Supervision of compliance with the legislation on working life is primarily the responsibility of the OSH Divisions of the Regional State Administrative Agencies.

The labour legislation is drafted on a tripartite basis in cooperation with the organisations representing employers and employees. Drafting and development of the legislation on working conditions is primarily the responsibility of the Ministry of Social Affairs and Health (for a list of legislation completed in 2021, see the bottom of the page). The Ministry of Economic Affairs and Employ-

ment is primarily responsible for the employment relationship legislation.

National and EU-based occupational safety and health legislation is drafted in the Advisory Committee on Preparation of Occupational Safety Regulations (TTN). The committee operates under the auspices of the Ministry of Social Affairs and Health.

Finland also participates in the drafting of EU legislation and strategies on occupational safety and health in the committee working under the auspices of the European Commission.

- **Ministry of Social Affairs and Health Decree 189/2021:** The decree amended the annex to the Ministry of Social Affairs and Health Decree on the classification of biological agents (748/2020) and it entered into force on 15 March 2021.
- **Government Decree 427/2021:** The decree contains provisions on the features, assessment and selection of personal protective equipment used at work and on the safe use of the protective equipment at work. The decree repealed the Government Decision on the selection and use of personal protective equipment at work (1407/1993). The decree entered into force on 1 August 2021.
- **Government Decree 798/2021:** The decree on work that is particularly harmful and dangerous to young workers (475/2006) was amended by removing the obligation to submit to the occupational safety and health authorities a report on the organisation of supervision of young workers and the necessary familiarisation. In addition, with the extension of compulsory education, the section on the notification sent to the guardian of a young worker concerning the performing of dangerous work was amended. The terminology on qualifications contained in the decree was also updated. The decree entered into force on 1 October 2021.
- **Amendments to the Occupational Safety and Health Act 755/2021:** The employer's obligation to analyse and assess the hazards at work was specified with regard to work-related travel outside working hours. The rights and obligations concerning night work were also made more specific. The act entered into force on 1 October 2021.
- **Ministry of Social Affairs and Health Decree 811/2021:** The decree amended the annexes to the Decree of the Ministry of Social Affairs and Health on Ships' Medical Stores (589/2015). The amendments concern the pharmaceuticals and care products required on ships, lifeboats and liferafts as well as the contents of the first aid kit kept in the ship's medical store. The decree entered into force on 15 November 2021.
- **Act amending the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (920/2021) and the Act amending the Act on the Conformity of Certain Technical Devices to Relevant Requirements (921/2021):** The new EU regulation on market surveillance and product compliance (Market Surveillance Regulation) entered into force in 2019 and most of its provisions started to apply in summer 2021. The regulation also led to changes to the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces, and the Act on the Conformity of Certain Technical Devices to Relevant Requirements. The revised acts entered into force on 15 November 2021.



# Resources

In 2021, the Occupational Safety and Health Divisions employed 432 persons. Because of the coronavirus epidemic, most of the work was still carried out on a remote basis. Most of the personnel in the Occupational Safety and Health Divisions felt that remote work improved their own wellbeing at work and made the work environment more equal. Overall job satisfaction was higher than in 2020.

The resources were shared flexibly between divisions in such tasks as inspections on board ships and telephone service duties and in connection with extensive statements and information requests.

An exceptionally large number of new inspectors were recruited during the year, mostly for the supervision of foreign labour, for which new posts could be established with additional appropriations.

Recruitment to bilingual posts proved difficult and remote familiarisation of the new staff members also posed challenges.

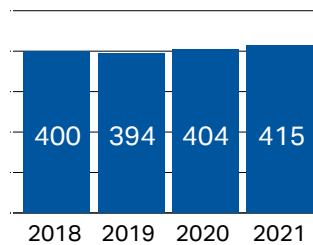
Personnel competence was developed in a systematic manner by means of nationwide training. The preparation of competence profiles and levels of competence continued, and a competence survey pilot was carried out at the end of 2021.

The OSH Divisions also participated in the joint HR partnership project of the Regional State Administrative Agencies.

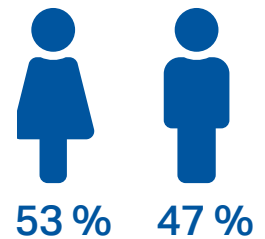


Anu Pynnönen

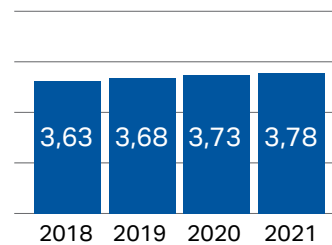
## Person-years



## Gender distribution

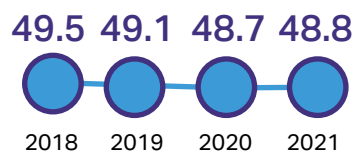


## Job satisfaction



On a scale of 1–5:  
1 = very dissatisfied  
5 = very satisfied

## Average age



# Cooperation between the authorities and internationality

OSH authorities engage in active cooperation with other authorities. Each authority has its powers and operating fields defined by legislation, but effective operations require extensive cooperation.

Multi-authority cooperation includes the exchange of information, analysis activities, joint communication and joint supervision activities. The activities are directed, for example, at sites selected in joint analyses or to the sources of the most significant harm. A rapid response to shared challenges requires effective cooperation networks and operating methods.

Cooperation between the authorities involves such areas as the supervision of seasonal work, the prevention of undeclared work and human trafficking, and the supervision of chemical legislation. Partners include municipal construction authorities, the police and the Finnish Immigration Service.

The year 2021 saw the launching of a national

project aimed at developing multi-authority cooperation as part of the Government's programme to combat the grey economy and economic crime. The aim of the project is to improve cooperation between the OSH authorities and the other authorities in the combating of undeclared work and the grey economy. The project, which will continue until the end of 2023, will describe, analyse and model good practices for multi-authority cooperation in the field of supervision, develop common risk-based principles for selecting areas for supervision and improve exchange of information between the authorities and the use of information as a basis for the supervision.

In 2021, work was carried out to examine the current state of cooperation and exchange of information between the authorities in the OSH Administration and to list the authorities participating in the project. The inspectors were also provided with nationwide training to familiarise them with undeclared work as a phenomenon.



Janne Varonen

An occupational safety and health inspector participating in the inspection of taxi operators in Helsinki in November 2021. The action was carried out in cooperation with the Helsinki Police Department, Finnish Transport and Communications Agency Traficom and the Finnish Tax Administration.

Networks, network tools and work platforms are also helping to make close cooperation between EU Member States a daily routine.

In addition to supervisory tasks, we also engage in international cooperation in development tasks, campaigns and legislative drafting, especially with EU Member States. There is also close cooperation between the Nordic and Baltic countries.

At European level, there is cooperation with such parties as the European Labour Authority

(ELA) and the European Union's law enforcement agency Europol. Particular attention has been paid to the construction, transport and agricultural sectors as well as the platform economy. Multi-authority cooperation also helps to prevent labour exploitation and human trafficking.

In 2021, these actors coordinated a seasonal work campaign, which reached millions of employees.

The European Labour Authority (ELA) coordinates and analyses issues such as the mobility of workers, and joint and simultaneous inspections at EU level and acts as a mediator in disputes between EU countries. The national network for combating undeclared work cooperates closely with the European platform tackling undeclared work (UDW), which operates under the auspices of ELA.

Cooperation in the combating of undeclared work was carried out with the Nordic and Baltic countries in connection with practical supervision work.



Video screenshot, a small picture of the OSH Administration's social media update.

#Rights4AllSeasons seasonal work campaign promoted fair and safe working conditions. The Occupational Safety and Health Administration distributed campaign material on social media.



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The EU's Senior Labour Inspectors Committee (SLIC) develops occupational safety and health supervision, prepares common guidelines and policies, and organises evaluations of occupational safety and health administrations and exchanges of inspectors.

The coronavirus epidemic stopped evaluations and exchanges of inspectors. The evaluations of national occupational safety and health administrations were relaunched in 2021 in a pilot project in which some of the evaluations are carried out on a remote basis, while others take place on site in the country to be evaluated. Finland participated in the evaluations of the Danish, Hungarian and Slovenian occupational safety and health administrations. SLIC and the working groups under its auspices have operated on a remote basis since the outbreak of the coronavirus epidemic.

In 2021, the committee's working groups were overhauled to reflect the new EU Strategic Framework on Health and Safety at Work for the period 2021–2027. The representation of Finland and, at the same time, the Occupational Safety and Health Divisions in the SLIC working groups was increased.

In the SLIC-KSS network, European occupational safety and health authorities can ask each other questions on such issues as legislation and supervision. There was active interaction between the parties during 2021. A total of 39 questions were asked during the year and three of them were put by Finland.

Chemicals control at EU level is coordinated by the European Chemicals Agency (ECHA). The use of substances subject to authorisation under the REACH regulation was supervised during 2021. In Finland, the focus was on chromates, which are carcinogenic substances.

There was close cooperation at Nordic level during 2021. Finland served as President of the Nordic Council of Ministers and in this capacity it chaired the Nordic working environment division, which operates under the auspices of the Council of Ministers for Working Life Affairs. The division allocated research funding for Nordic working environment projects.

At their meetings, the ministers for working life affairs discussed issues such as mental wellbeing at work and the platform economy.

# OSH supervision in figures

	2018	2019	2020	2021
<b>Inspections and inspected sites</b>				
Total number of inspections (incl. remote inspections)	26,239	23,977	14,596	20,268
Total number of inspected sites	21,409	19,472	12,472	16,588
Inspections/inspector-person-years*	66	77	51	70
<b>Document inspections (inspections carried out on the basis of documents)</b>				
Number of document inspections	2,822	3,225	5,420	7,511
<b>Workplace inspections (inspection carried out by visiting the workplace)</b>				
Number of workplace inspections	23,417	20,752	9,176	12,544
Time used for one inspection at the workplace, average number of hours	1,4	1,4	1,3	1,2
<b>Written advice and improvement notices</b>				
Written advice	57,095	51,419	26,293	34,163
Improvement notices	7,400	7,225	4,110	4,912
<b>Coercive measures</b>				
Prohibition notices confirmed by the OSH authorities	83	63	57	43
Binding decisions	295	178	160	163
Periodic penalty payments to be paid (qty)	37	37	31	33
Periodic penalty payments to be paid (EUR)	372,000	185,000	263,500	314,500
Negligence fees for contractor's obligations and liability (decisions made during the year)**	105	75	84	55
Negligence fees for contractor's obligations and liability, total (EUR, paid during the year)**	522,900	301,700	449,500	327,000
Negligence fees related to posted workers (decisions made during the year)	-	14	18	35
Negligence fees related to posted workers, total (EUR, paid during the year)	-	65,000	99,500	173,500
<b>Investigation requests and statements</b>				
Investigation requests to the police	333	288	371	403
Statements to the police/prosecutors	473	488	547	764
<b>Service demand</b>				
Customer contacts/total service demand***	35,200	30,400	32,508	36,499
Inspections carried out based on a request	2,062	2,094	1,829	2,018
<b>Investigation of occupational accidents and occupational diseases</b>				
Occupational accidents investigated	1,048	1,183	841	1,151
Occupational diseases investigated	52	35	15	52
<b>Employees (person-years)</b>				
Occupational Safety and Health Divisions	400	394	404	414
<b>Operating expenditures (EUR 1,000)</b>				
Occupational Safety and Health Divisions	24,461	24,628	26,130	27,167

\* Figures for 2018 contain the total number of person-years for the entire staff.

\*\* Payments related to some decisions made during the year will become due only in the following year.

\*\*\* The total number includes emails received by the OSH Divisions and calls answered by the telephone service. Contacts are also sent directly to the inspectors, and these are not included in the total number for service demand.

## Supervision of shipping

In 2021, occupational safety and health supervision in shipping was carried out both in ports and aboard vessels. Under the leadership of the Finnish Transport and Communications Agency Traficom, inspections on the temporary storage of dangerous goods in port areas were carried out in cooperation by several authorities. In addition, the transport documents for dangerous goods, the marking of cargo units and the securing of cargo with straps were inspected. The inspections were part of a broader joint supervision of the transport of dangerous goods by the Baltic Sea states. A total of 30 inspections were carried out in the multi-authority cooperation project.

A total of 17 inspections targeting stowage companies in ports were carried out. Concerning these inspections, a total of 10 pieces of written advice and 1 improvement notice were issued during 11 inspections. A total of 22 inspections were carried out at port authorities, concerning which a total of 37 pieces of written advice and 8 improvement notices were issued during 18 inspections.

### More than half of vessel inspections were related to the Maritime Labour Convention

A total of 318 vessel inspections were carried out. A total of 112 inspections were carried out aboard vessels of less than 200 gross tonnage (GT), 13 inspections were carried out aboard vessels of 200–500 GT and 193 inspections were carried out aboard vessels of more than 500 GT. A total of 108 of the vessel inspections were related to the international Maritime Labour Convention (MLC) and mainly targeted commercial vessels in foreign traffic. A total of 73 ships were inspected. Some of the MLC inspections were carried out on the basis of documents. A total of 198 pieces of written advice and 17 improvement notices were issued during the inspections. In addition to the MLC inspections, a total of 74 inspections were carried out regarding, for instance, various work boats, pilot boats, fishing vessels and small passenger ships in domestic traffic. Concerning these inspections, a total of 111 pieces of written advice and 4 improvement notices were issued during 41 inspections.

When examining the inspections according to their industrial classifications, a total of 197 inspections were carried out regarding water transport, of which 92 were document checks. The number of document checks has been exceptionally high during the COVID-19 pandemic. A total of 34 of the document checks were related to the management of biological hazards. A total of 572 obligations were issued regarding the water transport industrial classifications, of which 515 were pieces of written advice and 57 were improvement notices. In addition to the preliminary agenda for the inspections, obligations were also imposed on the management of chemicals and the protection of equipment. In reality, a higher number of obligations were imposed on vessels, but all of the vessels are not visible in the industrial classifications under water transport.

A total of 131 inspections were carried out regarding water transport activities and ports, of which 7 were document checks. During these inspections, a total of 199 obligations were imposed, of which 181 were pieces of written advice and 18 were improvement notices.

Regional State Administrative Agencies were informed of and investigated seven serious occupational accidents in shipping. Of these, 4 happened aboard vessels and 3 happened in port environments.

### Supervision also for industries related to shipping

Some inspections that are related to shipping but not recorded in the industrial classifications for shipping were also carried out. Such inspections included inspections of sea or inland fishing and inspections of the building, maintenance and repair of ships and boats, of which 128 were carried out. Of these, 85 were document checks.

A total of 32 inspections related to the use of foreign labour and 9 inspections of contractor's liability were carried out at shipyards. In addition, 10 serious occupational accidents at shipyards were investigated. In total, the shipyards were issued 217 pieces of written advice, 30 improvement notices and 15 referrals to the OSH authority.

## Supervision of primary production

In 2021, occupational safety and health supervision of primary production was carried out in the sectors of agriculture, forestry and fishing. Approximately 100 different inspectors carried out inspections. Occupational safety and health inspectors inspecting primary production sectors also monitor other sectors.

A total of 580 inspections related to primary production were carried out at 479 inspection sites. A total of 933 pieces of written advice and 114 improvement notices were issued on the basis of these inspections. Of the 379 occupational safety and health inspections targeted at agriculture, more than half (208) were inspections of foreigners.

Serious occupational accidents were reported and investigated significantly more than in 2020. The

most significant change was in forestry, regarding which 1 serious occupational accident was investigated in 2020, and 9 serious occupational accidents were investigated in 2021. In 2021, 13 accidents were investigated regarding agriculture and 1 regarding fishing.

The accidents were of different types. Several serious accidents were caused by falls from leaning ladders and machinery access routes, situations related to the cleaning and maintenance of machinery and chemicals.

A total of 13 occupational disease reports or suspicions were recorded regarding agriculture and 3 regarding forestry. The cases were mainly rashes and respiratory tract diseases and symptoms due to chemical and dust exposure.

### Supervision of primary production by sector

	Plant production and livestock farming, game husbandry and related services	Forestry and timber harvesting	Fishing and aquaculture
Total inspections	379	195	3
Inspections of foreigners	208	16	0
Inspections of the contractor's liability	1	8	0
Inspected sites	317	159	3
Written advice	654	270	9
Improvement notices	79	34	1

**Tyosuojelu.fi**

Website of the Occupational Safety  
and Health Administration in Finland