

# Supervision of the use of foreign labour in 2022

Report

# Summary

In 2022, the occupational safety and health (OSH) authorities carried out more than 2,350 inspections supervising the use of foreign labour. More than half of the inspections were carried out to supervise that employers complied with the statutory minimum terms of employment of their foreign employees. The inspectors also checked that foreign employees have the right to work in Finland.

The inspections revealed a large number of deficiencies in the compliance with the minimum terms. Deficiencies in the compliance with the wage provisions of universally binding collective agreements were identified in nearly half of the inspections in which this matter was examined. In most cases, the basic pay or increments were too low, or no increments had been paid. The construction and restaurant sectors were the most problematic areas and deficiencies were identified in nearly 60% of the inspections. These supervision results did not show any significant changes compared to previous years.

A large number of deficiencies in working hour records were also identified. It was often difficult to verify the correctness of pay as the inspectors could not determine the actual hours worked.

The inspectors identified a growing number of cases in which an employment relationship had been disguised as entrepreneurship or what is called light entrepreneurship. Occasionally, the employment relationship had been changed into a commission agreement with terms similar to those of an employment contract without the employee understanding the difference. The phenomenon is particularly common in the construction sector but also in the service sector.

15% of the inspections concerning the right to

work involved at least one foreign employee who did not have the right to work in Finland. In the construction sector, around 20% of the inspections found at least one foreign employee that did not have the right to work in Finland.

The act on the legal status of foreigners picking natural products, or the so-called Berry Act, was now enforced for the second year. Non-compliance with the Berry Act were observed in practically all inspections carried out at pickers' bases, and the number of imposed obligations was considerable.

Cooperation between the authorities will enhance the effectiveness of the supervision in many ways. Approximately 460 joint inspections were carried out by authorities. In addition, data from other authorities was used on hundreds of inspection. Inspections were also carried out on the basis of tips from employee organisations and citizens.

Additional appropriations were allocated for 15 new posts in the supervision of the use of foreign labour for 2021. In 2022, the resource for new inspectors was fully in use. The additional resources helped inspectors react more effectively to the tips they received for supervising the use of foreign labour and take part in inspections carried out jointly with other authorities.

In addition to supervision, the OSH authority strives to prevent labour exploitation by means of communications and close stakeholder cooperation. In particular, our aim has been to ensure that foreign workers know their rights in working life. The OSH authority has been actively involved in building cooperation between different parties to prevent labour exploitation.

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# 1. Overview of the supervision of the use of foreign labour in 2022

OSH authorities carried out 2,356 inspections at companies employing foreign labour in Finland to supervise the use of foreign labour. The aim of supervision is to guarantee an equal and fair labour market for all and an even playing field for companies.

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The Divisions of Occupational Safety and Health of the Regional State Administrative Agencies act as regional OSH authorities and supervise compliance with occupational safety and health regulations in their area. The information in this report was compiled in February 2023, when slightly less than 90 of the inspections started in 2022 were still underway. For this reason, the final inspection total is in fact slightly higher than in this report.

In 2022, the COVID-19 pandemic no longer complicated inspection activities as much as in the previous year, but in the early part of the year, inspections still had to be carried out more than normal as document-based supervision. Document-based supervision means that inspections are carried out on the basis of documents without visiting the workplace.

Depending on the type of inspection, the following are some of the matters checked during inspections carried out to supervise the use of foreign labour in Finland:

- have employers ensured that their foreign employees have the right to work in Finland
- have employers complied with the provisions on minimum terms of employment laid down in Finland's mandatory labour legislation, such as provisions on working hours and pay.

Additional appropriations were allocated for 15 new posts in the supervision of the use of foreign labour for 2021. After their induction, the additional resources provided by new inspectors were fully utilised in 2022. The additional resources made it was possible to react better and faster to tips received by supervision of foreign labour inspectors and to participate in official joint inspections with other authorities. The total number of inspections targeted at the supervision of foreign labour has increased significantly compared to 2020.

There are several types of inspections in the supervision of foreign labour. In 2022, inspections were carried out as unannounced limited inspections and as more in-depth company inspections. The purpose of limited inspections is to supervise the employees' right to work and to collect comparative information on minimum terms of employment from the employees for use in company inspections. The purpose of the in-depth company inspections is to supervise the employees' right to work and compliance with the minimum terms of employment. Inspections were carried out both on-site at workplaces and on the basis of documents.

The supervision of foreign labour is coordinated by a national project group. In 2021, the project group agreed for the first time that all the OSH Divisions would have a shared objective that the minimum terms of employment would be inspected in at least 50% of all inspections of foreign labour. This was made into an official target for 2022 and incorporated in the targets set out in the joint performance agreement of the OSH Divisions. This objective was achieved, and slightly more than 50% of inspections concerning the supervision of foreign labour in 2022 included supervision of the minimum terms of employment, such as working hours and pay.

## 1.1 Targeting the supervision

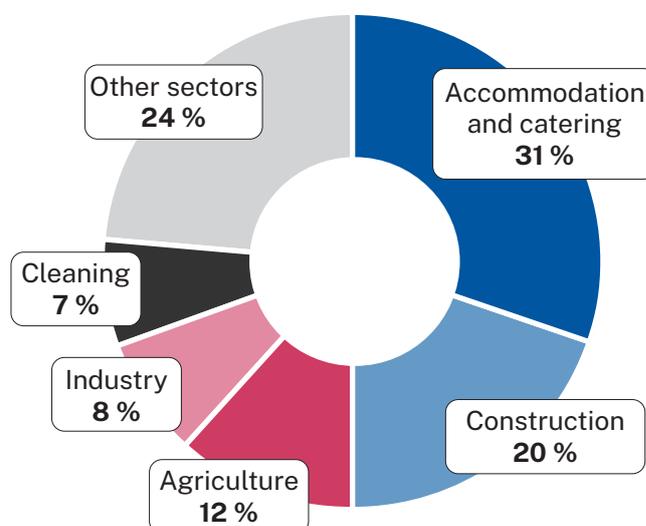
Supervision of the use of foreign labour is mainly carried out at sites where deficiencies are likely to be encountered, especially in the compliance with the minimum terms and conditions of employment and the right to work. This should be taken into account when the results of supervision are examined. The inspection findings are unlikely to give an accurate picture of the situation of foreign employees in Finland and instead, deficiencies are highlighted in the supervision.

Tips play a key role in the targeting of supervision, and most of them are received from the authorities involved in the processing of permits for foreign employees. A large number of tips are also received from ordinary citizens and organisations representing employees. Sites for inspections are also selected in cooperation with other authorities in connection with multi-authority inspections.

In 2022, most of the inspections to supervise the use of foreign labour were carried out in the accommodation and catering sector (30%) and the construction sector (20%). Inspections were also carried out in agriculture (12%), industry (8%) and the cleaning sector (7%) (Figure 1).

The largest number of inspections was carried out in companies which had their domicile in Finland. In addition, supervision was carried out at foreign companies that post workers to Finland and at the contractors of these companies. The total number of inspections 2,356 also includes these inspections.

### Breakdown of inspections by sector



**Figure 1.** Sectoral breakdown of inspections carried out to supervise the use of foreign labour in 2022. A total of 2,356 inspections were carried out. The category Other (24%) includes inspections in other sectors, such as service sector companies, such as shops, car washes and repair shops, beauty care facilities and massage companies, and the transport sector.

Supervision of the posting of workers is not covered in detail in this report. Supervision related to the posting of workers is described in the report [Enforcement of the posting of workers and notifications of posting in 2022](#).

Supervision observation for 2021 are presented in the report [Supervision of the use of foreign labour in 2021](#).

## 2. Observations made during the supervision of the use of foreign labour

### 2.1 Minimum terms of employment

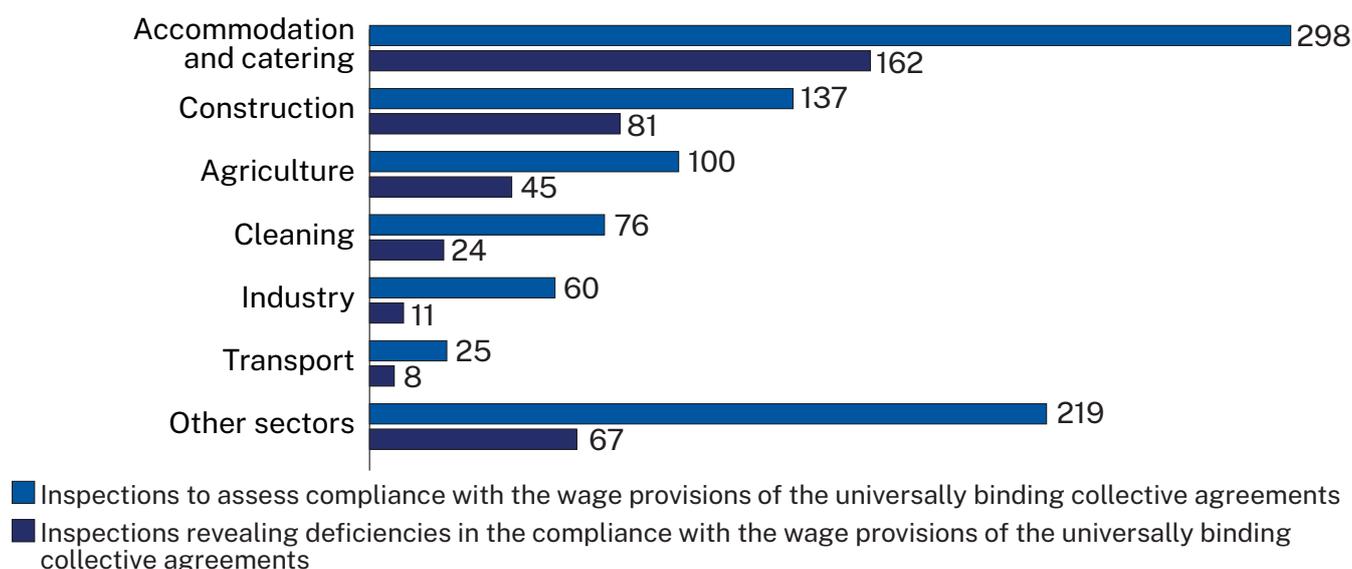
Inspections revealed a large number of deficiencies in compliance with the minimum terms of employment of foreign employees. In particular, there were deficiencies in compliance with the generally applicable collective agreement in terms of pay. Deficiencies were identified in almost half of inspections in which this issue was assessed. Compared to 2021, the number of deficiencies in the minimum terms of employment has remained at the same level.

In 2022, the largest number of deficiencies were detected in the construction sector, where 60% of the inspections revealed deficiencies. In the accommodation and catering sector, deficiencies were detected in 54% of inspections carried out to supervise the matter. The largest number of non-compliances with the minimum terms of employment were also observed in the construction sector and in the accommodation and restaurant sector in 2021.

The most serious deficiencies in the compliance with the wage provisions of the universally binding collective agreements involved the level of basic pay and supplements. However, there were differences between sectors: for example, in the construction sector, the basic pay received by foreign employees exceeded the minimum set out in the universally binding collective agreements more often than in the restaurant or cleaning sector. At the same time, however, the inspections revealed a large number of deficiencies in the payment of supplements in all sectors referred to above. Employer federations were notified of the deficiencies concerning the payment of wages set out in the collective agreements in their member companies.

In 2022, it was only possible to issue written advice to the employer on even serious pay deficiencies-improvement notices could not be issued for this purpose. The related legislative amendment will enter into force on 1 June 2023.

#### Compliance with the wage provisions of the universally binding collective agreements



**Figure 2.** Supervision of compliance with universally binding collective agreements in the supervision of the use of foreign labour and the number of deficiencies identified in 2022. The figures are for February 2023, when some of the inspections for 2022 were still under way. The actual figures are thus slightly higher.

In connection with pay-related matters, compliance with the prohibition of discrimination laid down in the Non-Discrimination Act was also supervised during 2022. In the supervision of the use of foreign labour, the prohibition of discrimination primarily means that wage-related discrimination on grounds of origin or nationality is prohibited. 140 obligations were imposed on non-compliance with the prohibition of discrimination, i.e. about 10% of the inspections in which compliance with the prohibition of discrimination was assessed. The number of obligations imposed due to non-compliance with the prohibition of discrimination, has remained at the same level as in 2021.

## 2.2 Foreign employees' right to work

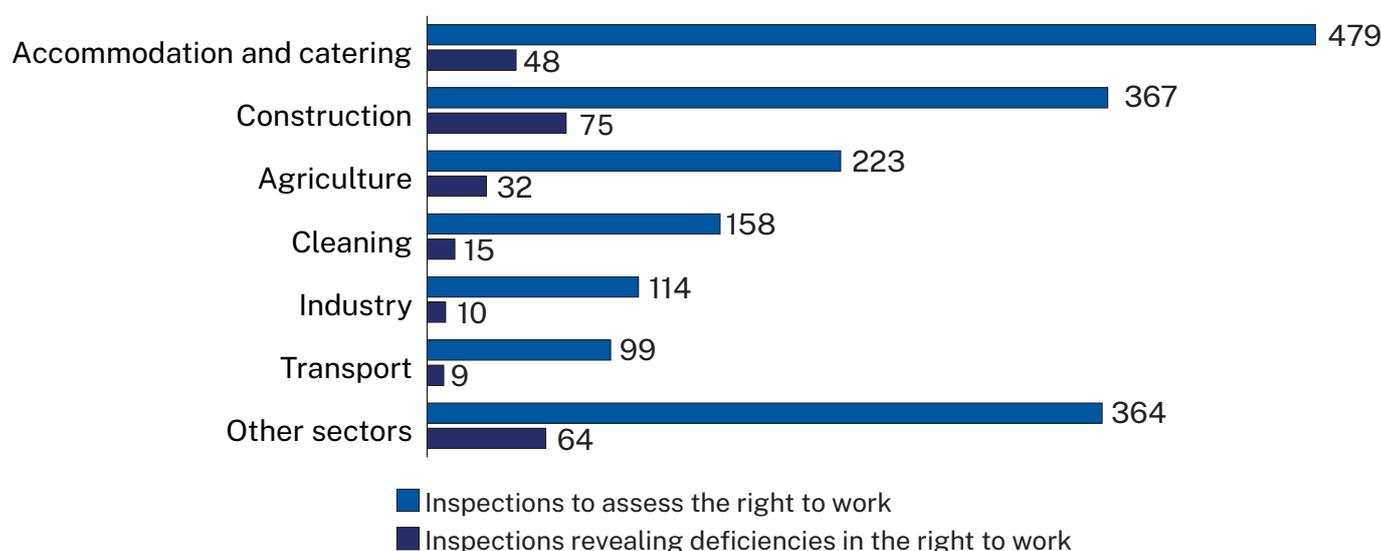
More than 2,000 inspections in the supervision of foreign labour supervised the right to work of foreign employees. Approximately 15% of these inspections revealed at least one foreign employee who did not have the right to work in Finland. The number of persons without the right to work decreased from 2021, when employees without the right to work were met at approximately one in five inspections. The change is partly due to persons who have fled the war in Ukraine and come to Finland have now been granted a

temporary protection permit, which includes an unlimited right to work. Before a temporary protection permit was granted to Ukrainians, a large number of Ukrainians posted from Estonia and did not have the right to work in Finland were identified during inspections especially in the construction sector.

In the construction sector, one in five inspections in which the right to work was assessed detected foreigners without the right to work. Approximately one out of ten inspections in the accommodation and catering sector and the cleaning sector revealed employees without the right to work. The most common deficiency in the right to work was working in the wrong sector. Only a few persons residing and working in the country completely illegally were encountered during inspections.

The OSH authority receives a great deal of information on unauthorised work from other authorities, such as the TE Offices' work permit services, the Finnish Border Guard and the Finnish Immigration Service. Based on this information, it has been possible for several years to target supervision at workplaces where one or more persons are known to have worked without the right to work. Thus, the fact that up to 15 per cent of the inspections have revealed unauthorised labour force is more indicative the successful targeting of supervision than of Finnish working life.

### Inspections in which foreigners with no right to work were identified



**Figure 3.** Supervision of the right to work in 2022. The figures are for February 2023, when some of the inspections for 2022 were still under way. The actual figures are thus slightly higher.

## 2.3 Employee or entrepreneur?

Inspections of foreign labour are discovering more and more cases where it seems that a foreigner has an employment relationship with the employer even though this is not the case in the view of the business paying for the work. Written advice was issued during 57 inspections on the grounds that inspectors believed the characteristics of employment were met.

Traditionally, such situations have arisen, particularly during unannounced inspections of restaurants. In these cases there are often different people met the workplace who, according to the employer, are not in an employment relationship and have only come to help.

In addition to these, supervision in 2022 uncovered an increasing number of cases where there was a suspicion that employment was disguised as entrepreneurship. In many of them, the employment relationship had been disguised as light entrepreneurship. From the perspective of labour legislation, a person doing work in exchange for payment is always either an entrepreneur or an employee, and the position of a so-called light entrepreneur does not differ from that of other kinds of entrepreneur.

So-called light entrepreneurs were encountered on 71 inspections, mostly in the construction sector. In total, 422 such reported entrepreneurs were encountered in different sectors. The employment relationship had often been changed into a commission agreement without the employee understanding the difference, or into a commission agreement with terms that seemed like terms of employment. The phenomenon is particularly common in the construction sector but also in cleaning, car repair shops and car wash shops.

In 2022, supervision by the OSH enforcement found an increasing number of cases where there was a suspicion of disguising an employment relationship as entrepreneurship. The phenomenon was particularly common in the construction sector but also in cleaning, car repair shops and car wash shops.

The OSH authority only supervises work carried out in an employment relationship, so in these cases the OSH authority must first make its own assessment of whether or not there is an employment relationship. In supervision, this is assessed through employment characteristics set out in the Employment Contracts Act. It is often difficult to assess this during an inspection carried out at the initiative of the authorities because such inspections are largely based on the documents presented by the company.

The OSH authority cannot issue a legally binding decision on the matter. Instead, the inspector's view of the nature of the legal relationship is recorded in the inspection report. If the inspector finds that the work in question has been carried out in an employment relationship, the employer may be issued an improvement notice, on such things as working hours records and the provision of payslips. It is possible to proceed from an improvement notice to an obligatory administrative decision, in which case the employer is obliged to comply with the improvement notice with the threat of a conditional fine. The employer has the right to appeal the decision to the Administrative Court.

## 2.4 Other matters included in the supervision

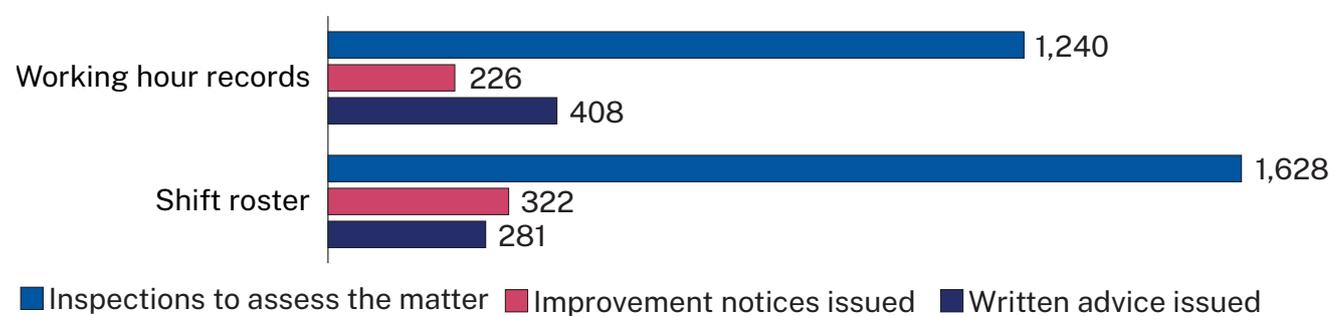
Matters concerning working hours are also highlighted during inspections to supervise compliance with the minimum terms of employment. There are often deficiencies in working hour records and this is also reflected in the obligations imposed on employers.

408 pieces of written advice and 206 improvement notices were issued for working time records. The corresponding figures were 223

and 213 for shift rosters. Because of deficiencies in the records of working hours, it is difficult to verify the correctness of the wage payments as the actual hours worked cannot be determined.

A large number of pieces of written advice (523) were also issued to employers that had failed to inform an employee of the key terms and conditions of work in the manner required under the Employment Contracts Act (55/2001). In most cases, the report had been submitted, but the information in it was incomplete.

### Supervision of working hour records and shift rosters



**Figure 4.** *Inspections of working hour records and shift rosters carried out to supervise the use of foreign labour in 2022, as well as obligations issued on the matter. The improvement notice is a stronger instrument of supervision than written advice and it always gives a deadline to correct the matter.*

### 3. Supervision of the natural products sector

The Act on the Legal Status of Foreigners Picking Natural Products, the so-called Berry Act, has been in force since June 2021, i.e. two seasons of picking natural products. The Act applies to foreigners who pick natural products in such a way that they have accommodation and catering provided by operator in the natural product picking sector, in practice often a berry sector company.

The new act imposes obligations on operators in the natural products sector and gives the pickers rights that are supervised by the OSH authorities. The supervision of the picking of natural products is the specialisation task of the OSH Division of the Regional State Administrative Agency for Northern Finland and all OSH Divisions are represented in the project group coordinating the supervision.

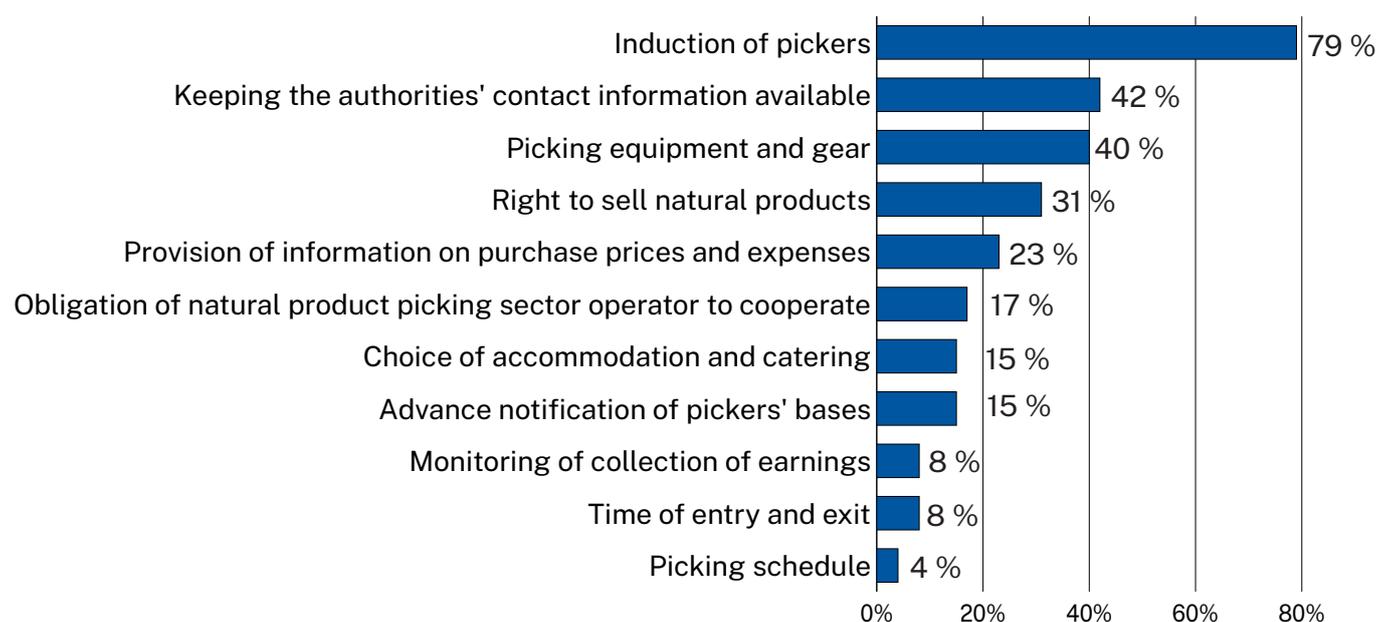
Based on the observations made in 2021, supervision was developed with various means to make it more effective. During the 2022 picking season, supervision began earlier, the use of an interpreter was increased and the wording of interviews and

information materials into different languages was improved. In addition, cooperation between the authorities during inspections was increased.

In 2022, a total of 48 inspections were carried out at 35 different bases. Inspections were carried out in all OSH Divisions. The number of bases reported to the OSH authority was 82. Supervision reached a comprehensive sample of bases. About 4,000 of pickers, meaning the majority, came from Thailand.

In practice, non-compliance with the Berry Act were observed in all base inspections, and the number of obligations imposed was considerable. During a few inspection visits, it was found that the pickers had already left and therefore supervision could not be carried out. The greatest number of deficiencies were observed in the induction of pickers, keeping the authorities' contact information visible, keeping picking equipment and gear available, and the picker's right to sell natural products to a party of their choice (Figure 5).

The share of inspected sites at which obligations were imposed



**Figure 5.** The share of inspections related to the supervision of the picking of natural products during which obligations related to this were issued in 2022.

In some cases, the supervision also focused on the terms and conditions of employment of berry-base workers. Berry bases usually employ so-called support staff, such as cooks, car mechanics, camp leaders, bookkeepers and location scouts. Unlike pickers, support staff work in an ordinary employment relationship. At worst, the deficiencies observed during supervision of the employment relationships of support staff were very serious. These serious deficiencies were observed in pay, working time records and violation of the prohibition of discrimination.

Pickers' bases are usually located in remote areas and away from other bases. Pickers usually work in the forest when it is light outside from early morning to late evening, which is why the inspections were mainly carried out during the evenings. The bases are large in terms of the number of pickers at each. On average, there are about 100 pickers at the base. The language skills of Thai pickers are often poor and they have very little information on their own rights. For these reasons, inspections at pickers' bases require more time than usual.

Under the Berry Act, a fine may be imposed for repeated violations of the Act. The OSH authority's notifications to the police concerning the violation of the obligations laid down in the Berry Act in 2022 will be completed in 2023.

In practice, non-compliances with the Berry Act were observed in all base inspections, and a substantial number of obligations were imposed during inspections.

In some cases, the supervision also focused on the terms and conditions of employment of berry-base workers. At worst, the deficiencies observed during supervision of the employment relationships of support staff were very serious.

The TE Office makes decisions on the reliability of operators in the berry sector in accordance with the Berry Act. The decision is a prerequisite for operations and the operator must apply for a decision before picking begins. The OSH authorities submit the inspection reports to the TE Office so that they can be taken into account when making reliability decisions.

## 4. Notifications of pre-trial investigations to the police

Under the Enforcement Act (Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces 44/2006, section 50), the OSH authority is obliged to notify the police if they suspect that an employer has committed an employment offence punishable under a law supervised by the OSH authority or the Criminal Code. However, this notification need not be submitted if the act can be considered minor in view of the circumstances and public interest does not require the notification to be made.

Provisions on employment offences are laid down in Chapter 47 of the Criminal Code. Employment offences include discrimination at work and extortionate discrimination at work.

The reporting obligation also applies to human trafficking and aggravated human trafficking under the Criminal Code, when the act is related to work-related exploitation (Chapter 25, section 3, section 3a of the Criminal Code).

In addition, on the basis of the Aliens Act (3001/2004), the OSH authority had an absolute obligation to report to the police in 2022 if there were probable grounds for suspecting the use of unauthorised foreign labour laid down in Chapter 47, section 6a of the Criminal Code, a violation of the Aliens Act under section 185 of the Act or an employer's violation of Aliens Act under section 186 of the Act.

In 2022, the OSH authority submitted 190 pre-trial investigation reports related to unauthorised employment to the police. One notification could include several employees employed by

the same employer. If unauthorised work was observed during a joint inspection with the police, a separate notification by the OSH authority was not necessary, and the police handled the cases directly on the basis of the information obtained during the inspection.

There were 23 reports of discrimination at work and extortionate discrimination at work. The OSH authority did not file any notifications of human trafficking or aggravated human trafficking. This is because the serious cases brought to the attention of the OSH authority were handled together with the police, and the police initiated a pre-trial investigation directly without a separate pre-trial investigation notification from the OSH authority.

Not all underpayment of wages could be reported to the police as work discrimination or extortionate work discrimination. Work discrimination as an offence requires that the grounds for discrimination and the causal link between the discriminatory act and the grounds for discrimination can be established in the case. In practice, it must be possible to demonstrate that, for example, the employer has paid the employee too low a wage due to their nationality or origin. In cases where some employees of a certain nationality are paid a salary in accordance with the collective agreement, and some employees of the same nationality are not, it is difficult to prove the discriminatory nature of the employer's activities on the basis of their nationality. In addition, work discrimination offences always require an employment relationship, which is why they are poorly suited to situations where the employment relationship is disguised as entrepreneurship.

## 5. Cooperation between the authorities

Many of the inspections to supervise the use of foreign labour are carried out as multi-authority cooperation. In 2022, more than 460 official joint inspections were carried out in the supervision of the use of foreign labour. The number increased from the previous year when more than 300 inspections were carried out. On-site inspections without restrictions were yet again possible as the COVID-19 pandemic had eased.

Most of the joint inspections were carried out in cooperation with the police but many other authorities were also involved. Joint inspections were also carried out with authorities such as the Border Guard, the Finnish Tax Administration, Finnish Customs, the Finnish Centre for Pensions, alcohol licence inspectors of Regional State Administrative Agencies, fire inspectors and municipal health inspectors. Cooperation with the police involved both cooperation with local police departments and the national human trafficking group.

In 2022, supervision was carried out with the police as part of EMPACT, the European Multi-disciplinary Platform Against Criminal Threats. The supervision action week targeting the cleaning sector was implemented in four Divisions of Occupational Safety and Health, and a total of 78 site inspections were carried out. As a result of the action week, eight persons were suspected of human trafficking. All Divisions of Occupational Safety and Health participated in the Agricultural supervision action week in September 2022, and a total of 84 inspections were carried out. Unauthorised work was observed during ten inspections, and suspected cases of discrimination during three inspections. In addition, two inspectors participated in the action week as observers in Mechelen, Belgium. The aim was to develop the competence of inspectors in the supervision of labour exploitation by monitoring the inspection activities of another Member State.

In 2022, more than 460 official joint inspections were carried out in the supervision of the use of foreign labour.

Inspections carried out to supervise the use of foreign labour make extensive use of the information obtained from the other authorities on the basis of the right of the OSH authorities to access information. The right to access information was used during hundreds of inspections in 2022. Due to the right of access to information, the OSH authority receives information from the Tax Administration's Incomes Register and construction notifications, the obligation compliance reports of the Grey Economy Information Unit and the Register of Aliens.

Cooperation between the authorities was developed in the OSH Administration in 2022, especially in the scope of the national multi-authority cooperation project. Inspectors from Northern Finland, Ostrobothnia, Pirkanmaa, Eastern Finland, Southwest Finland and Uusimaa participated in regional cooperation forums. In addition, preparations were made for establishing a cooperation forum for Southeastern Finland. The supervision model drawn up at the Police University College of Finland is utilised by the cooperation forums. The model is used to harmonise operating methods nationally, while taking regional needs into account. The cooperation forums planned risk-based supervision between various authorities.

The multi-authority cooperation project also developed the exchange of information. A self-initiated information provision guideline was completed for OSH inspectors, and national training was organised for the use of the guideline in June 2022.

All Divisions of Occupational Safety and Health regularly maintain contact with the TE Office's work permit services. The divisions also maintain regular contact with the Finnish Immigration Service and the two look for joint interpretations.

All inspection reports on the supervision of foreign labour are submitted to the Finnish Immigration Service and the TE Office's work permit services, so that they can be used in connection with permit processing.

During 2022, the authorities had several projects and steering groups related to the supervision of foreign labour, which included supervision experts from the Divisions of Occupational Safety and Health.

We also engaged in active cooperation between authorities from other EU countries. A representative of supervision of foreign labour from the Divisions of Occupational Safety and Health is a member of the ELA (European Labour Author-

ity) inspection working group. The working group will exchange information on good enforcement practices and develop joint inspection activities between Member States. In 2022, the working group's meetings dealt with topical issues, such as the supervision of light entrepreneurship and the platform economy and the vulnerability of those fleeing Ukraine to exploitation.

A representative of the supervision of foreign labour is also involved in the national cooperation network related to the EU Platform Tackling Undeclared Work. The network includes several different authorities in the fields of labour legislation, health and safety, social security and taxation. Undeclared work manifests as a violation of workers' rights, unfair competition between companies and tax revenue lost by the state. The network promotes cooperation between authorities to tackle undeclared work.

## 6. Communications and stakeholder cooperation

In addition to supervision, the OSH authorities also work to combat the problems arising from the use of foreign labour by means of communications and close cooperation with stakeholders. It is important that foreign workers know their rights in working life. Labour exploitation can be better identified and tackled with supervision if the foreign employees themselves bring up the problems that they have encountered. For this reason, communications were targeted especially at foreign employees.

Cooperation with parties that are in direct contact with foreign-language workers and job-seekers plays a key role in communicating with employees. Through these people we can provide information on the rights of the employee and services provided by the OSH authorities.

In 2022, a particular focus was on ensuring that foreign-language speakers were aware of and had access to the guide *As a foreign employee in Finland*. The guide has been published in 15 different languages. The guide was disseminated through organisations, authorities and other stakeholders as well as social media groups. The guide reached a wide range of foreign-language target group. For example, since November, the Finnish Immigration Service has sent the guide to e-service clients as an attachment to their work-based residence permit decision.

The *Working in Finland* brochure published by the Ministry of Economic Affairs and Employment is also an important channel for communicating information to foreign-language employees. A brochure published in 24 languages is distributed to by Finnish missions abroad to recipients of an employee's residence permit and seasonal work permit. The OSH authority participated in updating the content of the brochure. In addition, we participated in producing content for the Work in Finland guide published on Suomi.fi and two mobile applications (*Work Help Finland* and *Hermes* for seasonal workers).

In 2022, a particular focus was on ensuring that foreign-language speakers were aware of and had access to the guide *As a foreign employee in Finland*.

The guide in 15 languages:  
[www.tyosuojelu.fi/work-in-finland](http://www.tyosuojelu.fi/work-in-finland)

After Russia attacked Ukraine, one of the key objectives was to ensure that those who had fled the war to Finland were aware of employees' rights before they entered the labour market. The Ukrainian and Russian-language guides were delivered to reception centres as well as to refugee information points at the port and airport. Different parties were advised on what to tell Ukrainians about employees' rights.

At the initiative of the OSH authority, the Ukrainians and Working Life network was established, which brings together organisations, authorities, volunteers and recruitment experts. Some members are of Ukrainian origin. The aim of the network is to promote the smooth and safe placement of Ukrainians in Finnish working life. It has been used, for example, to enhance communications directly to Ukrainian networks and social media groups. The network is coordinated by the ELY Centre for Uusimaa. The members of the network have found the activities are exceptionally good, for example, in facilitating smooth cooperation between the authorities and citizens.

At recruitment events, OSH inspectors met hundreds of Ukrainians and were also informed of cases of exploitation. As a result of cooperation related to Ukrainians, information on the services and guide provided by the OSH authority has reached various authorities and organisations, which also helps other language groups in Finland.

During the year, experts in the supervision of foreign labour took part in several events, providing information on the employee's rights, labour exploitation and employment relationship matters of seasonal workers. The OSH authority organised one webinar itself, the Tax Number Info for the shipyard sector, in cooperation with other authorities.

The results of the supervision of foreign labour and related questions, such as those on human trafficking, have attracted interest in the media. This is evident in such things as the number of media hits: in 2022, we published five press releases on the supervision of foreign labour, based, and nearly one hundred news articles were produced on these. Inspectors carrying out supervision of foreign labour have received a large amount of interview requests, and the results of the information requests made to the OSH authority have helped the media to produce a number of articles that have received extensive attention in recent years and have raised topics for societal debate.

In the past, the focus in the stakeholder cooperation in the supervision of the use of foreign labour was on cooperation with other authorities but in recent years, there has also been more cooperation with third-sector actors.

The Divisions of Occupational Safety and Health engage in effective cooperation with Victim Support Finland, which handles client cases related to labour exploitation. Victim Support Finland also coordinates networks to combat human trafficking intended for the authorities and organisations, and inspectors from different parts of Finland have taken part in their work.

The OSH authorities are involved in the Reilu työ (Fair Labour) network jointly run by the authorities and organisations, in which themes concerning the use of foreign labour and labour exploitation are regularly discussed. The network has produced joint media releases for *Kunnon työn päivä* (Day of fair labour) and arranged public discussion events for politicians on labour exploitation.

Regular stakeholder meetings have also been held with labour market organisations. Cooperation has been particularly active with the Confederation of Finnish Construction Industries RT and the Finnish Construction Trade Union.

Tyosuojelu.fi

Website of the Occupational Safety  
and Health Administration in Finland