

Nordic Labour Inspection Conference 2024

Work Related Crime

Regional State Administrative
Agency – Division of Occupational
Safety and Health



Regional State
Administrative Agency
Occupational Safety and Health





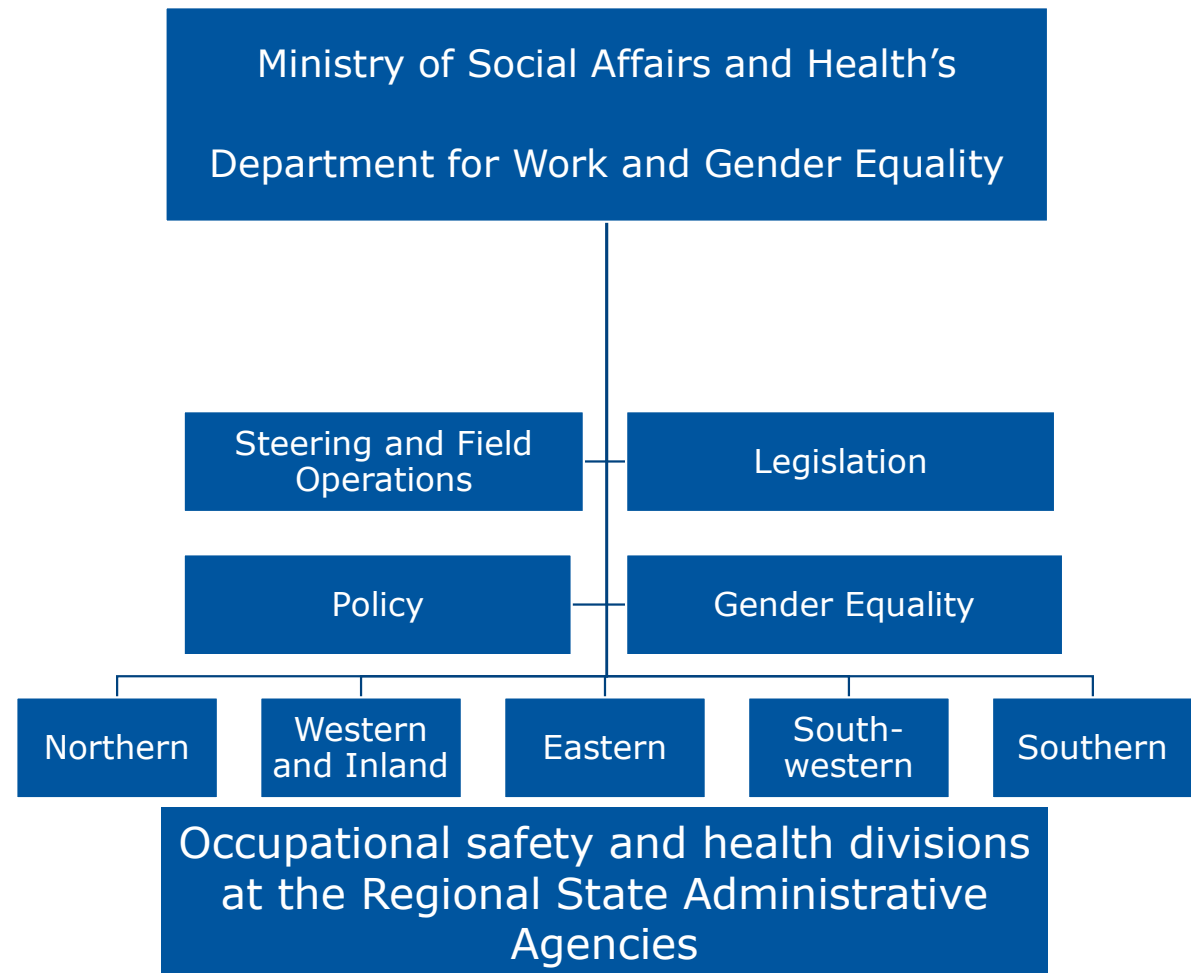
1. How are we organized to combat work related crime?



Kuva: Anu Pynnönen
Photo: Anu Pynnönen

Organization of the Finnish occupational safety and health administration

- The Department for Work and Gender Equality at the Ministry of Social Affairs and Health steers the occupational safety and health divisions at the Regional State Administrative Agencies
- The occupational safety and health divisions manage the regional enforcement and steering of occupational safety and health.

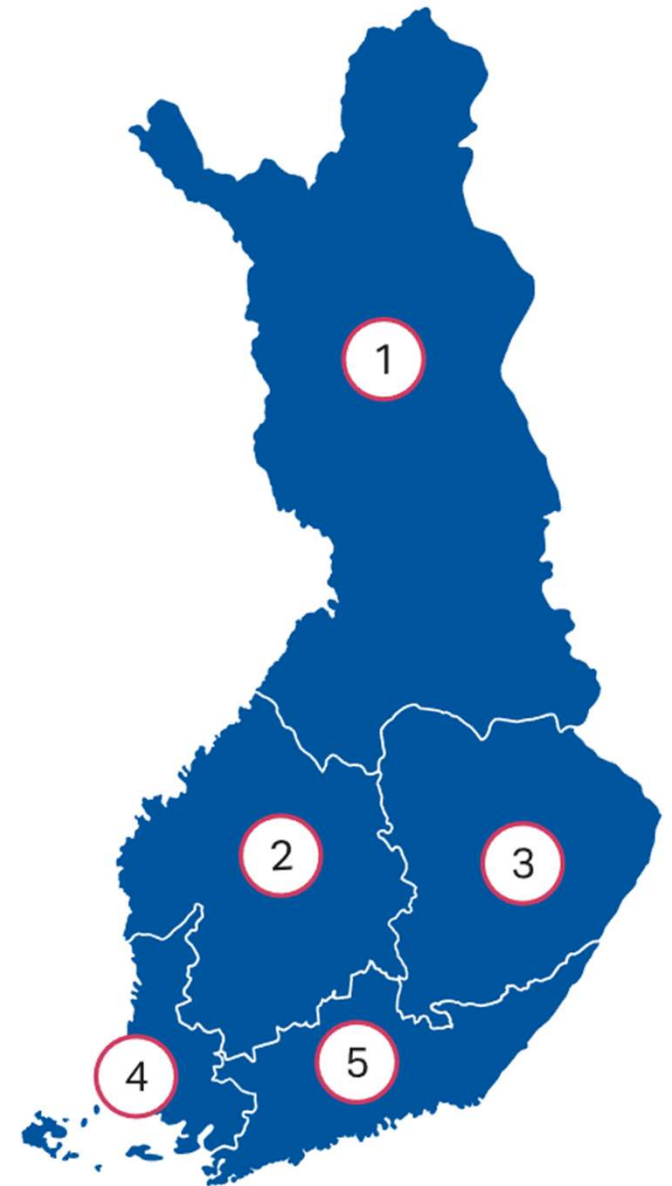


Five OSH Divisions of the Regional State Administrative Agencies

The Occupational Safety and Health Divisions of the Regional State Administrative Agencies act as the competent authorities in their regions and manage the regional enforcement and steering of occupational safety and health.

OSH Divisions of Regional State Administrative Agencies

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





Reform of regional state administration

- Will bring the **central government's permit, guidance and supervision functions** together in a new national agency.
 - The reform aims to improve and harmonise permitting and supervision practices across regions and to streamline processes and services.
 - Regional state administration will begin operating under the new organisation in the beginning of 2026.
- Department of Occupational Safety and Health
- 5 > 1 OSH authority





How to combat work related crimes?

- A four-year **framework plan**
- The **annual operational performance targets**:
 - Inspection and advisory activities
 - Training, webinars
 - Communication/information sharing
- **Supervision:**
 - Joint inspections
 - Local meetings with other authorities: police, border guard, tax administration, centre for pensions, employment services, immigration service, customs
- **Work related crimes:**
 - Statutory obligation to report work related crimes
 - Police and prosecution cooperation
 - Training, meetings

Multi-authority cooperation

- **A multi-authority cooperation project** aimed to develop supervisory cooperation between authorities and clarify and improve the exchange of information between different authorities.
- Each authority has its powers and operating fields defined by legislation, but effective operations require extensive cooperation.
- **Eight regional cooperation platforms:** the OSH authority, police departments, the Finnish Tax Administration and the Finnish Border Guard, and some also include the TE Office, the Finnish Immigration Service, the Finnish Customs and the Alcohol Administration of the Regional State Administrative Agencies
- The cooperation forums engage **in practical work:** structures to support risk-based selection of inspected targets, long-term regional joint supervision and carrying out joint supervision.
- To intensify **the exchange of information between authorities**, OSH inspectors were encouraged to exchange information on their own initiative. Similarly, efforts were made to make more extensive use of other authorities' information when planning and implementing OSH inspections.

Cooperation with stakeholders

- The tripartite cooperation in the field of OSH enforcement is carried out with the employer and employee organizations
 - in regional OSH committees and
 - in the national advisory committee

The Action Plan for Tackling the Grey Economy and Economic Crime

- Police University College: Creating models for the police to support the systematic management of multi-agency activities - project
 - A multi-authority cooperation model for monitoring the exploitation of foreign labour
 - Work Help Finland mobile application
 - The action plan of a long-term strategy for work-related exploitation



What works? Best tips?

- Notifications of crime are "correctly" targeted
 - From notifications to the criminal justice process
 - Very low recurrence among same employers, although difficult to assess effectiveness
- Cooperation
 - Regional cooperation platforms
 - Joint inspections have improved: knowing what other authorities do (competences) and can do.
 - Stakeholder cooperation: Police and prosecution cooperation
 - trust, efficiency





What hinders us? What do we need?

- Lack of means to find weak control targets
- Information exchange: legal barriers, high threshold
- Overall effectiveness: whether criminal procedure is best or administrative sanctions
- Resources: handling crimes of labour exploitation



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2. How do we select what we want to combat?



Kuva: Anu Pynnönen
Photo: Anu Pynnönen

The annual operational performance target plan:

- “Less accidents at work” & management methods of OSH improve at workplaces
 - Supervision of different factors at the workplaces
- “Working life is fair also for vulnerable groups in the labour market.”
 - At the beginning of their careers, aging workers, partially employed, temporary agency workers, foreign workers
- “Raising awareness of the rules of the working life” among different target groups through other forms of influencing activities to reduce conflicts in working life, the grey economy and improve the position of vulnerable groups of workers in the labour market.
- Based on own control data and information from other authorities and others, inspections are targeted based on risk to achieve more effective controls.
- Improving the use of data in supervision.
- “Customer segmentation”: identifying the needs of different customer groups and the most effective ways to influence them.

Other forms of influencing activities

- Webinars, podcasts, website
 - Distributed to those who already have the information?
 - How to find those who need information?
 - No one single point of contact for all immigrants
- <https://kotoutuminen.fi/en/frontpage>
 - Website is intended for anyone who, in the course of their work, is involved with immigrants or is engaged in immigrant integration and refugee reception.

What works? Best tips?

- Use of data in supervision in certain areas
- Supervision of use of the foreign workers
 - Risk-based targeting
 - One of the "Most vulnerable groups"
 - Work-related exploitation
- Multi-authority cooperation
 - Information exchange
 - Joint inspections



What hinders us? What do we need?



- Detection of work-related abuse crimes lags: more and more requests for statements come directly from the police without any inspection observations
- Inspections during office hours
- Cultural differences: the challenge of reaching the authority
- Economic indicators do not identify shortcomings in working life
- Challenging to get beneath the surface of accidents: background to accidents
 - Random incidents
 - Temporary agency workers hard to find, a few foreign workers
- Are all accidents at work reported?
 - How many go unreported is not known. Same as does it concern specific workplaces or sectors.

