

Pictorial Identification Card in Finland

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Legal regulation: Section 52a on Occupational Safety and Health Act

Identification of persons working on a shared construction site

The client directing or supervising a shared construction site shall ensure that each person working on the site wears **visible pictorial identification** while moving on the site. The identification shall indicate whether the person is a worker in an employment relationship or a self-employed person. The identification must bear the name of the employer.

Exceptions

Identification shall not, however, be required for

- (1) persons temporarily carrying goods to the site;
- (2) persons working on a site where a building or a part thereof is built or renovated for the use of a natural person acting as client.

Mandatory since 1 February 2006

- Section entered into force on 1 February 2006
- Pictorial identification is mandatory
- Shared construction site = a construction site where employees of different employers work
- Construction = building, repair building, special contract work, such as plumbing work and earth and water construction
- The promoter (= the client) has the responsibility for the use of pictorial identification.

Penal provisions of section 63: Violation of occupational safety and health

If a person referred to in section 52a, intentionally or through carelessness, fails to fulfil the obligation, laid down in that section, to ensure, by concluding agreements or otherwise by available means, that persons working on a shared construction site wear identification, shall be sentenced for violation of occupational safety and health to a fine.

- Used very rarely

Form requirements

- Picture of the employee
- Name of the employee
- Name of the employer
- No other requirements; it can be of plastic, cardboard, electronic as long as the information is in such a form that it is hard to alter
- Pictorial identification must be held visible at all times

A sample of pictorial identification card



Desired improvements

- To facilitate supervision of companies and their employees in the construction industry
- To battle against the grey market and economic crimes
- To improve occupational safety and health
- To ensure the minimum terms of employment
- To promote healthy competition in the construction industry
- To enhance operational conditions of companies complying with the law

Supervising authority

- **Labour protection authority**
-> instruction, conditional imposition of a fine,
report to the police
- **The Finnish Construction Trade Union**
-> instruction, report to labour protection
authority, report to the police

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