

# Problem at work? Where can I get help?

Are you experiencing unfair treatment, harassment, discrimination or other problems at work?

You don't have to deal with everything alone!

## TRADE UNION

Help with questions about pay, employment contracts, working hours, termination of employment and collective agreements. Contact your own trade union if you are a member.

## EMPLOYEE REPRESENTATIVE AND OCCUPATIONAL SAFETY AND HEALTH REPRESENTATIVE

The workplace employee representative can help with employment conditions and collective agreements. The occupational safety and health representative can help with safety, workload and problems in the working environment.

## JAKOBSTAD LEGAL AID OFFICE

Legal advice in employment-related disputes. Legal aid may be provided fully or partly at the state's expense, depending on the person's financial situation.

## VICTIM SUPPORT FINLAND (RIKU)

Support for people who have experienced crime, threats, harassment or suspected exploitation at work. You can receive confidential advice and support when contacting the authorities.

## OCCUPATIONAL HEALTH SERVICES

Support if work affects your health, for example due to stress, mental strain, conflicts or the risk of burnout. The services available depend on the agreement between the employer and the occupational health provider.

## OCCUPATIONAL SAFETY AND HEALTH AUTHORITY

Help with problems relating to pay, working hours, employment conditions, harassment, discrimination and employers' obligations.

## THE POLICE

Contact the police if you suspect a crime, such as violence, unlawful threats or serious harassment. You can report a crime to the police.

## SAK'S EMPLOYMENT ADVICE SERVICE

Free advice, including for people who are not members of a trade union. Help with pay, annual leave, working hours and employment contracts, among other things. Advice is available in Swedish, Finnish and English.

|   | Problem                                                                      | Who can help?                                                                                                |
|---|------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|
| ➡ | There is a mistake in your pay, or you have not received all extra payments. | A trade union, SAK, or the Occupational Safety and Health Authority.                                         |
| ➡ | You are being harassed or treated badly at work.                             | Your supervisor, HR, an occupational safety representative, or the Occupational Safety and Health Authority. |
| ➡ | You are being discriminated against at work.                                 | The Occupational Safety and Health Authority or the Non-Discrimination Ombudsman.                            |
| ➡ | Someone is threatening you, or you suspect a crime.                          | The police or Victim Support Finland (RIKU).                                                                 |
| ➡ | Work causes too much stress, or the workload is too heavy.                   | Occupational health services or an occupational safety representative.                                       |
| ➡ | You have been dismissed, or you have a dispute with your employer.           | A trade union, SAK, or a Legal Aid Office.                                                                   |
| ➡ | You are being threatened, forced, or seriously exploited.                    | RIKU's specialised services or the Assistance System for Victims of Human Trafficking.                       |

You can contact the Integration Services if you need guidance with these issues.



044 7851 586



integration@jakobstad.fi