



# Seppo Havia

Partner

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## Practice areas

Employment, Benefits & Pensions

Seppo Havia focuses on complex precedent-setting employment law matters and employment law-related dispute resolution.

He has extensive experience and insight into Finnish and international employment and pensions law and employee benefits-related matters, including reorganisations, M&A, outsourcing arrangements and dispute resolution. He has been representing multiple Finnish and international corporate clients in complex employment-related matters and employment litigations.

Seppo Havia has been the lead partner, among others, in representing the largest Finnish listed forest and technology industry companies in precedent-setting and high-profile court cases regarding criminal and damage claims against labour unions based on illegal strikes.

## CAREER

2004–present	Dittmar & Indrenius Attorneys Ltd.
1999–2004	Association of Support Service Industries (Employer Organisation) Lawyer and Head of Department
1992–1999	Other law firms Partner
1992	Trained on the Bench

## EDUCATION

1991	University of Helsinki LL.M.
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## RANKINGS & RECOGNITIONS

Ranked as Leading Partner, Employment, Legal 500, 2026

Ranked in Band 1, Employment, Chambers Europe, 2026

“Collaboration with Seppo Havia is very easy. He shares ideas on how to mitigate the case in the best way.”

“He is a really good lawyer. He is creative with his solutions and always has a can-do attitude.”

– Chambers Europe 2026, Employment

– Chambers Europe 2026, Employment

Ranked in Band 1, Employment, Chambers Europe, 2025

“Seppo Havia has extensive knowledge of employment law and is a leading expert.”

– The Legal 500 EMEA 2023, Employment

“Seppo is truly a professional to rely on.”

– Chambers Europe 2023, Employment

“Very good, respected, and clients love him.”

– Chambers Europe 2020, Employment

“He works very systematically and diligently and has the ability to find good solutions to extremely difficult situations.”

– Chambers Europe 2020, Employment

“Extremely co-operative and helpful and always does what he promises.”

– Chambers Europe 2019, Employment

“Always does good research and is considerate of both sides of the cases.”

– Chambers Europe 2019, Employment

“Exceptional.”

– The Legal 500 2018, Employment

“Seppo Havia is a go-to name with “vast experience and knowledge of labour law and an analytic mind.”

– Who’s Who Legal, WWL: Labour & Employment 2018

Ranked as Leading Partner, Employment, Legal 500, 2025

“Seppo Havia holds extensive experience advising international and domestic clients on employee benefits and pension-related matters.”

– Who’s Who Legal, WWL: Labour & Employment 2022

“Seppo Havia is a leading figure in the Finnish market, thanks to his deep understanding of employment and pensions law and his experience handling issues arising from restructurings and M&A transactions.”

– Who’s Who Legal, WWL: Pensions & Benefits 2022

“Very skilled and knowledgeable.”

– Chambers Europe 2021, Employment

“Marvellous litigator keen on finding new approaches.”

– The Legal 500 EMEA 2021, Employment

“He knows a lot about pension planning and legislation, and he is highly valued for case-building on difficult matters.”

– Chambers Europe 2018, Employment

“One of Finland’s top labour lawyers.”

– Who’s Who Legal, WWL: Labour & Employment 2018

“Seppo Havia is an authority on pensions matters and is recognised for his ability to handle complex matters in the field.”

– Who’s Who Legal, WWL: Pensions & Benefits 2018

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## MEMBERSHIPS & POSITIONS OF TRUST

- Finnish Bar Association
- International Bar Association
- European Employment Lawyers Association
- Industrial Lawyers Association

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## PUBLICATIONS

Author and co-author of several articles on labour law in domestic and international publications.

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## SELECTED SPEAKING ENGAGEMENTS

A trusted speaker at various academic and professional events in Finland.

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## LANGUAGES

English  
Finnish  
Swedish