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Factsheet for case FI-2020-14/267

Extension of the employee re-employment obligation to nine months

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Country	Finland, applies nationwide
Time period	Temporary, 01 April 2020 - 30 June 2020
Type	Legislation or other statutory regulation
Category	Employment protection and retention – Changes to dismissal law or employment protection legislation
Case created	03 April 2020 (updated 27 April 2020)

Background Information

In accordance with chapter 6 of the Employment Contract Act (2001/55) and chapter 7 of the Seafarers' Employment Contracts Act (756/2011), employees shall offer re-employment to former employers that have been dismissed due to financial and production-related reason in case the employer needs to hire to positions similar to those the dismissed employee had. This applies to all permanent contracts that have been terminated due to financial and production-related reasons within the past 4 or 6 months, depending on length of the contract. This obligation seeks to protect employees from unemployment.

This obligation has been temporarily extended to nine months in order to protect employees affected by the COVID-19 outbreak.

Content of measure

This measure applies to all cases of dismissals made due to financial and production-related reasons that have taken place during a time when the temporary provisions were in force. This applies to all employments, regardless of their duration.

Not applicable to the following employers: the State, municipalities, KELA, Åland Government, Evangelical

Lutheran Church or Orthodox Church. These employers follow four or six months re-employment obligation.

This measure does not directly involve financial support but it seeks to protect employees who have been dismissed due to the effects of the COVID-19 pandemic from long-term unemployment and facilitate their return to the labour market when the situation normalises.

Use of measure

No information to date.

Actors, target groups and funding

Actors	Target groups	Funding
National government Social partners jointly	Employees All companies	No special funding required

Social partners

Role of social partners	Consulted
Form of involvement	Other

In March 2020, the social partners jointly proposed a set of actions for the Finnish Government. These proposed measures seek to amend labour law and facilitate adaptation of businesses to the new circumstances. Extending the employee re-employment obligation to nine months was part of the proposed measures.

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 26 March 2020: Hallituksen esitys eduskunnalle laeiksi työsopimuslain, merityösopimuslain ja yhteistoiminnasta yrityksissä annetun lain 51 §:n väliaikaisesta muuttamisesta ([tem.fi](#))
- 31 March 2020: Onko työnantajan takaisinottovelvollisuuteen tullut muutoksia? ([tem.fi](#))