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Factsheet for case FI-2020-12/816

Temporary extension of notice period in case of employee resignation in critical functions of society

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Country	Finland, applies nationwide
Time period	Temporary, 17 March 2020 - 13 May 2020
Type	Legislation or other statutory regulation
Category	Employment protection and retention – Changes to dismissal law or employment protection legislation
Case created	05 May 2020 (updated 06 May 2020)

Background information

The Emergency Powers Act (Valmiuslaki) (1552/2011) lays down provisions on the power of authorities in emergency conditions.

The Finnish Government, in cooperation with the President of the Republic, has declared a state of emergency due to the COVID-19 outbreak.

As a result of this, parts of the Emergency Powers Act were activated. The Government issued a decree to allow employers to respond to possible labour shortage caused COVID-19 in critical functions of society. Extension of the notice period to four months in case of employee resignation is part of this decree.

Content of measure

Temporary extension of notice period to four months in case of employee resignation is a measure that may be applied to the following sectors:

- 1) health care
- 2) social services

- 3) rescue services
- 4) emergency response centres

This measure is not connected to any specific set of professions but it applies to all personnel working in these sectors in Finland.

This right to extend the notice period that employees are required to comply with is limited to cases where a shortage of labour due to the virus outbreak is imminent.

No financial support is provided but this measure seeks to prevent labour shortages in sectors that are critical for functions of the society.

Use of measure

No information to date.

Actors, target groups and funding

Actors	Target groups	Funding
National government	Employees	No special funding required

Social partners

Role of social partners	No involvement
Form of involvement	No involvement

Social partners were not involved.

Sectors and occupations

This case is sector-specific.

Economic area	Sector (NACE level 2)
O - Public Administration And Defence; Compulsory Social Security	O84 Public administration and defence; compulsory social security
Q - Human Health And Social Work Activities	Q86 Human health activities
	Q87 Residential care activities

	Q88 Social work activities without accommodation
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This case is not occupation-specific.

Sources

- 17 March 2020: Employers permitted to temporarily derogate from working hours and annual holidays arrangements in critical functions of society (valtioneuvosto.fi)