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# EMCC

European Monitoring Centre on Change

## Finland: Time off for job search

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Finland

Phase:

Management

Type:

Time off for job search

Last modified: 12 June, 2017

Native name:	Työsopimuslaki (55/2001)
English name:	The Employment Contracts Act (55/2001)

### Article

Ch. 7, Sec. 12

### Description

Unless otherwise agreed by the employer and the employee, the employee is entitled during the period of notice to take fully paid leave in order to draw up an employment plan with the public employment services, to participate in training, or to look for work or attend job interviews. The length of the leave depends on the length of the period of notice:

- a maximum of five working days, if the period of notice is less than one month;
- a maximum of ten working days, if the period of notice is longer than one month but less than four months; and
- a maximum of 20 working days, if the period of notice is longer than four months.

The employee must notify the employer as early as possible of any plans of and reasons for taking time off. The leave must not cause substantial inconvenience to the employer, and, upon request, the employee is obliged to present an account for each leave.

### Comments

The right to leave for job search does not apply in cases where the employer goes bankrupt. This can cause significant trouble for employees in cases of unexpected bankruptcies.

#### Cost covered by

Employer

#### Involved actors other than national government

National government only

#### Thresholds

No, applicable in all circumstances

#### Sources

- DG Employment, Social Affairs and Equal Opportunities/Héra (2011). Selected companies' legal obligations regarding restructuring
- Ius Laboris (2009) Collective Redundancies Guide, Brussels
- [Employment Contracts Act \(55/2001\)](#)
- [Työsopimuslaki \(55/2001\)](#)

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