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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<br>– Changes to dismissal law or employment protection legislation |
| Case created | 03 April 2020 (updated 06 April 2020)  |

### Background Information

In accordance with chapter 6 of the Employment Contract Act (2001/55) and chapter 7 of the 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. Not applicable to the following employers: the State, municipalities, KELA, Åland Government, Evangelical Lutheran Church or Orthodox Church.

## Use of measure

No information to date.

## Actors, target groups and funding

| Actors   | Target groups              | Funding                     |
|--|----------------------------|-----------------------------|
| National government<br>Social partners jointly | employees<br>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](https://tem.fi))