

29 September 2020

The Ministry of Economic Affairs and Employment  
Finland**Temporary changes to unemployment security legislation during COVID-19 pandemic**

The table lists the key changes to unemployment security legislation in Finland that are related to the COVID-19 pandemic. A portion of the changes are connected to the temporary changes to the employment legislation and therefore they, too, have been included. Changes in the financing of unemployment benefits are not taken into account in the table.

Ministry	Contents of the proposal	The most important legislation	The key contents of temporary changes	Period of validity
Ministry of Economic Affairs and Employment	HE 26/2020 vp, HE 92/2020 vp	Employment Contracts Act (55/2001), Seafarers' Employment Contracts Act (756/2011), Act on Co-operation within Undertakings (334/2007)	<ul style="list-style-type: none"> <li>- the period of notice before lay-off is temporarily reduced from 14 days to five days</li> <li>- the duration of codetermination negotiations regarding lay-offs is shortened from the current six weeks or 14 days to five days</li> <li>- employers have the right to lay off an employee in a fixed-term employment relationship under the same conditions as an employee with an employment contract of unspecified duration</li> <li>- employers may terminate the employment contract during the trial period for financial or production-related reasons</li> </ul>	1 April – 31 December 2020
Ministry of Economic Affairs and Employment	HE 27/2020 vp, HE 93/2020 vp	Unemployment Security Act	<ul style="list-style-type: none"> <li>- those laid off will be temporarily entitled to unemployment benefit even if they are engaged in business activities or studies</li> </ul>	1 April – 31 December 2020
Ministry of Economic Affairs and Employment	HE 35/2020 vp, HE 93/2020 vp	Unemployment Security Act	<ul style="list-style-type: none"> <li>- an entrepreneur in full-time employment may receive labour market subsidy if his or her full-time employment has ended due to the COVID-19 pandemic. Normally for this to happen, it is required that all entrepreneurial activities have been terminated</li> </ul>	8 April – 31 December 2020
Ministry of Social Affairs and Health	HE 38/2020 vp, HE 94/2020 vp	Unemployment Security Act	<ul style="list-style-type: none"> <li>- the waiting period of five weekdays normally required for receiving unemployment benefit is not applied</li> <li>- the required period of employment to receive a basic daily allowance or an earnings-related daily allowance has been shortened from 26 weeks to 13 weeks</li> <li>- unemployment allowances paid on the grounds of layoffs will not be taken into account in calculating the maximum period of payment that applies to the unemployment allowance.</li> </ul> <p>As of 1 July 2020, the amendments will be applied also to other unemployed persons</p>	15 April – 31 December 2020

Ministry of Economic Affairs and Employment	HE 58/2020 vp, HE 93/2020 vp	Unemployment Security Act, Act on Public Employment and Business Service	<ul style="list-style-type: none"> <li>- the employment authority does not necessarily arrange an interview for a jobseeker. A jobseeker is normally interviewed within two weeks from the beginning of job search and, after that, every three months</li> <li>- failure to follow the employment plan does not mean that jobseekers would lose their entitlement to unemployment benefits</li> <li>- jobseekers are entitled to interrupt participation in an employment-promoting service for a justified reason due to the COVID-19 pandemic without losing their unemployment benefit</li> <li>- a 25-year-old may be entitled to unemployment benefit without full-time studies being an obstacle if the total duration of studies does not exceed six months. It is possible to deviate from the maximum duration of studies due to the COVID-19 pandemic</li> <li>- the duration of support to jobseekers who claim unemployment benefit for independent study may be extended, if the studies have been delayed due to the coronavirus pandemic. Normally the maximum period of support is 24 months *</li> </ul>	<p>1 May – 31 December 2020</p> <p>1 July to 31 December 2020*</p>
Ministry of Social Affairs and Health	HE 61/2020 vp	Unemployment Security Act	<ul style="list-style-type: none"> <li>- processing unemployment benefit applications has been simplified by changing the preconditions for receiving support</li> <li>- unemployment benefit can be paid temporarily based on an application, as an advance payment for a maximum period of six months.</li> </ul>	11 May - 31 October 2020
Ministry of Social Affairs and Health	HE 78/2020 vp	Unemployment Security Act	<p>The exempt amount of unemployment benefit has been raised from EUR 300 to EUR 500 per month. The exempt amount means the portion of income that does not impact the amount of unemployment benefit paid</p> <p>The commuting and relocation allowance will be available to persons who work full-time and whose daily commute takes at least two hours (instead of the three hours currently required)</p>	12 June – 31 October 2020