

Labour/employment law data for Finland

1.	Is it a legal requirement that employees must receive an employment contract ?	No, but the employer is obliged to provide the terms of employment in written form.
2.	What factors constitute a fair dismissal i.e.legally justifiable reasons to terminate employment without the need to pay compensation?	Personal factors such as serious breaches of obligations; and economic factors such as a significant or permanent decrease in work potential due to economic, production or re-organisational reasons.
3.	What is good practice with regard to dismissal procedures to minimise the risk of claims for unfair dismissal?	Negotiation and discussion. Dismissal for personal reasons requires the use of various warnings.
4.	If an employee is dismissed unfairly what is the financial range of compensation that can be made to employees?	Up to 24 months salary.
5.	Do employees have the right to be members of a trade union?	Yes, there is a constitutional right
6.	Is there any legal requirement for an employer to contribute to a pension for employees?	Yes
7.	What are standard maternity rights?	105 days with leave from work and compensation of salary from public funds.
8.	What are parental leave rights (including paternity leave)?	The father has a right to 18 days leave when the child is born. There are other parental rights to stay at home with children under 3 years of age.
9.	When are employees eligible for redundancy payments?	After notice, which varies from 14 days to 6 months depending on the length of service.
10.	What are the statutory redundancy payment limits?	There are no regulations.

11.	Can existing employees be dismissed if you buy a business with employees?	No. The reasons for any dismissal must be based on the requirements as stated in (2) above.
12.	Any other general legislation?	Anti-discrimination legislation (all forms); safety at work; collective trade union agreements; working time regulations; data protection and annual leave regulations.