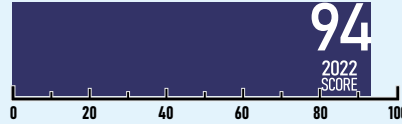




Finland



96 2020 SCORE

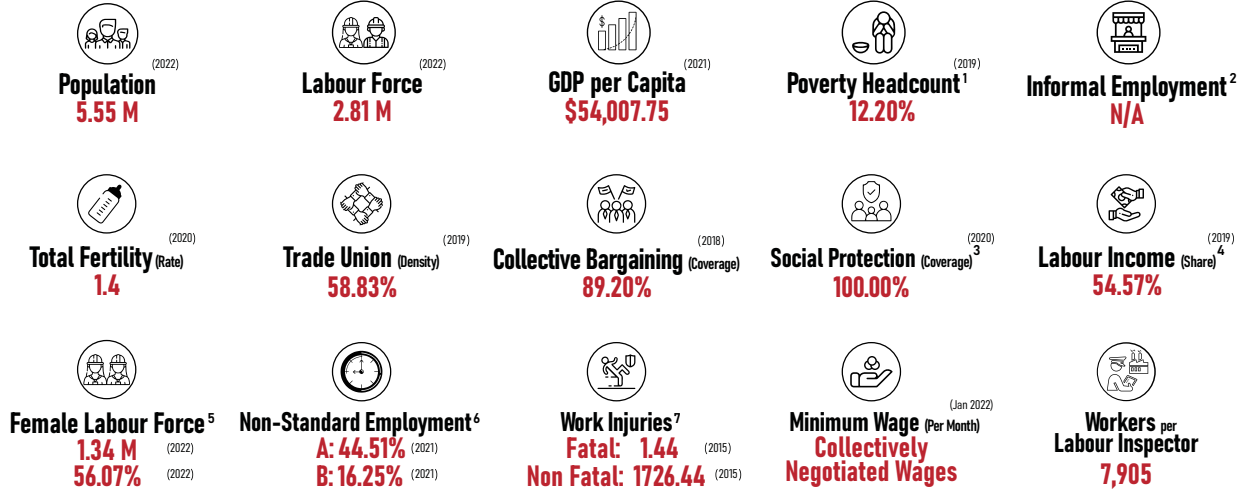
Western Europe

High Income

Decent Work

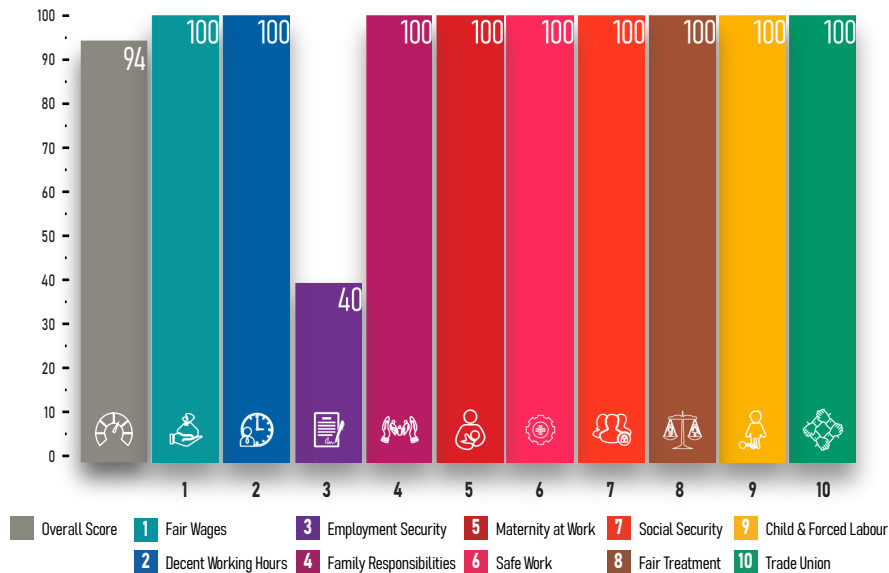


Contextual Indicators



Sources: World Bank
International Labour Organization
WageIndicator Minimum Wages and Living Wages Database
M = Million

Legislative Performance Indicators



Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Finland's overall score is 94 out of 100. The overall score for Finland is higher than the regional average observed across Western Europe (89). Within the Western European region, the highest score is observed for Belgium (96).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

² Share of informal employment in total employment (%), as measured under SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

⁵ The female labour force is shown in absolute number along with the female labour force participation rate

⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

⁷ Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

LABOUR RIGHTS INDEX 2022

	Question ⁹	Answer	Legal Basis	Trend ¹²
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	Collective Agreement 2020-22 (Commerce Sector/Finnish Commerce Federation)	●
	Does the law require regular payment of wages?	Yes	§13 & 16, Chapter 2 of the Employment Contracts Act, 2001	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§20 of the Working Hours Act, 872/2019	●
	Does the law require additional compensation for working on a weekly rest day?	Yes	§20 of the Working Hours Act, 872/2019	●
	Does the law require additional compensation for night work?	Yes	§8 of Working Hours Act, 872/2019	●
2. Decent Working Hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§5-9 & 16-21 & 23 of Working Hours Act, 872/2019	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§18 of the Working Hours Act, 872/2019	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§24 - 27 of the Working Hours Act, 872/2019; §8 of the Young Workers Act, 1993	●
	Does the law require paid public holidays?	Yes	§4 of Annual Holidays Act, 2005	●
	Does the law require at least three working weeks of paid annual leave?	Yes	§4-6; 9-10, 15 & 20 of Annual Holidays Act, 2005	●
3. Employment Security	Does the law require written employment contracts or at least written employment particulars?	Yes	§3 of Chapter 01; §4 of Chapter 2 from Employment Contracts Act, 2001	●
	Does the law restrict the hiring of fixed-term contract workers?	No	§3 of Chapter 01; §01 of Chapter 06 from Employment Contracts Act, 2001	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	No	§4 of Chapter 01 from Employment Contracts Act, 2001	●
	Does the law require a 30-day notice before contract termination?	Yes	§1-4 of Chapter 06; Chapter 07, and §1-2 of Chapter 08 from Employment Contracts Act, 2001	●
	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	No	§62 of the Employment Contract, 2001; §45-51 of the Co-Operation Act 2007	●
4. Family Responsibilities	Does the law require parental leave for parents?	Yes	§10 of Chapter 9 of the Health Insurance Act, 2004	●
	Does the law require at least one week of paid paternity leave for fathers?	Yes	§1 of Chapter 4 of the Employment Contract Act, 2001; §97-10 of Health Insurance Act 2004	●
	Does the law require flexible work arrangements for workers with family responsibilities?	Yes	§6 of the Act on Equality between Men and Women 1986; §12-15 of the Working Hours Act 2019	●
	Does the law require paid nursing breaks?	Yes	§48 of Occupational Safety and Health Act 2002	●
5. Maternity at Work	Does the law prohibit inquiring about pregnancy during recruitment?	Yes	§2 of the Employment Contracts Act 2001	●
	Does the law require paid maternity leave of at least 14 weeks?	Yes	Chapter 09, §3 of the Health Insurance Act 2004	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	Chapter 09 and 11 of Health Insurance Act 2004; Maternity Grant Act (Äitiysavustuskaki) of 28 May 1993	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	Chapter 09 and 11 of Health Insurance Act 2004; Maternity Grant Act (Äitiysavustuskaki) of 28 May 1993	●
	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§9 Chapter 7 of the Employment Contracts Act, 2001	●
6. Safe Work	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§15 & 19 of the Occupational Safety and Health Act 2002	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§14 of the Occupational Safety and Health Act 2002	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	Chapter 2 §3 and Chapter 4 §1-2 of Employment Contracts Act, 2001; §4-5 of Chapter 09 from Health Insurance Act 2004	●
	Does the law provide for employment injury benefit?	Yes	§14-28 of Workers' Compensation Act 1948; ISSA Country Profile for Finland	●
	Does the law provide for an old age pension?	Yes	§10 of National Pensions Act (568/2007); Guarantee Pensions Act 703/2010; Employees Pensions Act 395/2006	●
7. Social Security	Does the law provide for a dependants/survivors' pension?	Yes	National Pensions Act (568/2007); Guarantee Pensions Act 703/2010; Employees Pensions Act 395/2006	●
	Does the law provide for unemployment benefit?	Yes	Unemployment Security Act of 30 December 2002; Unemployment Funds Act of 24 August 1984	●
	Does the law require paid sick leave for the first 6 months of sickness?	Yes	Chapter 2 §10-11 of Employment Contracts Act, 2001; Sickness Insurance Act, 2004	●
	Does the law provide for invalidity benefit?	Yes	Chapter 3 of National Pensions Act (568/2007); Guarantee Pensions Act 703/2010; Employees Pensions Act 395/2006	●
	Does the law require equal remuneration for work of equal value?	Yes	§6, 8, 10 and 11 of the Act on Equality between Men and Women 1986	●
8. Fair Treatment	Does the law prohibit sexual harassment in employment?	Yes	§7-8 of the Act on Equality between Men and Women, 1986; §5 Chap 20 §3 Chap 47 of Penal Code, 1889	●
	Does the law prohibit discrimination in employment matters? ¹⁰	Yes	§2 Chapter 2 of Employment Contracts Act, 2001; Non-Discrimination Act (21/2004)	●
	Does the law allow women to do the same jobs as men?	Yes	No restrictive legal provisions could be located	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	Self-Employed Persons' Pensions Act 1272/2006	●
	Does the law prohibit employment of children?	Yes	§2 of Young Workers Act 1993	●
9. Child and Forced Labour	Does the law set employment entry age equal to or higher than the compulsory schooling age?	Yes	§2 of Young Workers Act 1993; §2 of the Act on Compulsory Education (1214/2020); §25-26 of the Basic Education Act (628/1998)	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	Decree on the Protection of Young Workers 1986; Government Decrees 475/2006 & 188/2012	●
	Does the law prohibit forced labour?	Yes	§18 of the Constitution, 1999; Chapter 25 §3 of the Finnish Penal Code 1889	●
10. Trade Union	Does the law allow workers to form and join unions of their own choice?	Yes	§13 of Finnish Constitution 1999; §1(Chap. 13), Employment Contracts Act, 2001	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	Collective Agreement Act 1946	●
	Does the law provide for the right to strike?	Yes	Collective Agreements Act 1946; Act on Mediation in Labour Disputes 1962	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	Yes	§2(2) of Chap. 7 of the Employment Contracts Act (55/2001)	●

Covid 19 and Labour Market in Finland*

Total Covid Cases	1.17 Million
Total Covid Deaths	5,012
Partial Vaccinated	82.0%
Fully Vaccinated	79.0%

Wage Subsidies	✘
Social Security Contributions (deferrals/waivers)	✔
Paid Sick Leave	✔
Add. Unemployment Benefits	✔

Protection from Dismissals	✘
Telework/flexible work	✔
Improved Health Access	✔
Training (activation measures)	✘

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Finland on SDG 8.8.2 is 0 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change