

## Finland

# Selection of employees for (collective) dismissals

<b>Phase</b>	The Employment Contracts Act (55/2001), Law on amending the Employment Contracts Act (32/2022)
<b>Native name</b>	Työsopimuslaki (55/2001), Laki työsopimuslain muuttamisesta (32/2022)
<b>Type</b>	Selection of employees for (collective) dismissals
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## Article

Ch. 7, Sec. 9-10 (55/2001) Ch 7, Sec 9 (32/2022)

## Description

In case of (collective) dismissals, employee representatives are protected in that they cannot be dismissed before all posts in their job category are eliminated and no other suitable work is available for this person.

The employer may terminate an employee on pregnancy, special pregnancy, parental or care leave only if the employer's operations cease completely. Any dismissal of an employee who is pregnant or on family leave shall be deemed to have taken place on the basis of the employee's pregnancy or family leave, unless the employer can prove that there was some other reason.

## Commentary

Some collective agreements may regulate further the order in dismissals, for example:

- In selecting candidates for collective dismissals, employers should take into account length of service and family circumstances.

- Preference in retention should be given to skilled personnel and those partly disabled due to work accidents.

## Additional metadata

<b>Cost covered by</b>	None
<b>Involved actors other than national government</b>	National government
<b>Involvement (others)</b>	None
<b>Thresholds</b>	Affected employees: No, applicable in all circumstances Company size: No, applicable in all circumstances Additional information: No, applicable in all circumstances

## Sources

- Watson Wyatt (2006) Employment Terms & Conditions Report Europe Volume I, Brussels, Belgium~~~ [Employment Contracts Act \(55/2001\)](#)~~~ [Työsopimuslaki \(55/2001\)](#)~~~ [Laki työsopimuslain muuttamisesta \(32/2022\)](#)~~~

## Citation

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