

Act on the public employment service

Issued on 30 December, 2002/1295

In accordance with the decision of Parliament, the following is enacted:

PART I COMMON PROVISIONS

Chapter 1 — General provisions

Section 1 — Purpose of the Act

In accordance with the Act, the public employment service promotes the functioning of the labour market.

Section 2 — Public employment service

- (1) The employment authority shall arrange or provide employment services, labour market training and other services for vocational development as public employment services and promote the employment of unemployed persons through employment subsidy. The public employment service also includes other support, allowances and benefits under this Act.
- (2) Provisions on securing a person's income through labour market support or daily unemployment allowances during job seeking are laid down in the Unemployment Security Act.

Section 3 — Aims of the public employment service

- (1) The public employment service shall maintain and promote the balance of labour supply and demand in the labour market, ensure the availability of labour, prevent unemployment and provide jobseekers with opportunities for work.
- (2) The purpose of the public employment service is to help jobseekers to find work and training that they want and is suitable for them and to help employers find the labour they need. Employment services offered to jobseeker clients must be based on each client's needs and free choice and must support their employment and staying in the open labour market.
- (3) In offering and developing public employment services, the employment authority must also consider the labour policy goals established each year by the Ministry of Labour.

Section 4 — Interaction between labour and economic policies

- (1) The State promotes a high and steady demand for labour through general measures related to economic and industrial policies and other measures affecting employment.
- (2) To ensure the supply of labour and to prevent unemployment, the State applies an active labour policy, measures related to economic and educational policies and other development and control measures to improve occupational and regional coordination of labour supply and demand.
- (3) To achieve full employment that secures people's income and is based on free choice of employment and performance of productive work, the State promotes a steady and regionally balanced development of the economy, employment and other aspects of society.
- (4) The employment authority is responsible for making proposals for coordinating the aims and measures of other State authorities in order to achieve the goals laid down in subsections 2 and 3.

Section 5 — *Consideration of employment aspects in investments*

The State, municipalities and joint municipal boards shall ensure that any investments funded by them or any use of labour required by such investments are timed to balance out fluctuations in the economic cycle. When loans, aid or interest subsidies are granted as appropriations under the State budget, aspects related to promotion of employment and balanced regional development must be considered.

Section 6 — *Implementation of the Act*

- (1) The highest authority in charge of managing, steering and developing the implementation of this Act is the Ministry of Labour. The Ministry of Labour issues an annual employment report on the achievement of the goals of the public employment service and its state and development, which is used as additional material for the Government's annual report to Parliament.
- (2) Public employment services are executed by employment offices and Employment and Economic Development Centres unless otherwise provided by legislation.
- (3) The employment authority maintains a data system on job vacancies, training opportunities and data on jobseeker clients which clients may use on their own initiative and which speeds up communication in the labour market and makes provision of employment office services more efficient. Provisions on the data system and the protection of personal data and privacy related to the use of the data system are laid down in the Act on the data system under customer service within the labour administration (1058/2002).

Section 7 — *Definitions*

- (1) In this Act,

- 1) a *client* means a private individual (*jobseeker client*) or employer (*employer client*) applying for or receiving the services of the employment authority or support, allowances or benefits under this Act or the Act on Integration of Immigrants and Reception of Asylum Seekers (493/1999);
- 2) an *employment relationship* means a contractual relationship between an employer and an employee as referred to in Chapter 1, section 1 of the Employment Contracts Act (55/2001) and section 1 of the Seamen's Act (423/1978) and to a contractual relationship between an employer and an apprentice (*apprenticeship training*) as referred to in the Act on Vocational Training (630/1998) and the Act on Vocational Adult Education (631/1998);
- 3) a *jobseeker* means a jobseeker client who has been registered in the data system under the labour administration's customer service and who has kept his/her job application in force;
- 4) a *young person* means an unemployed jobseeker aged under 25;
- 5) a *long-term unemployed person* means an unemployed jobseeker who has been an unemployed jobseeker for 12 months continuously or an unemployed jobseeker who has had several spells of unemployment for a total of at least 12 months as an unemployed jobseeker and who, on the basis of the total amount of such unemployment spells is comparable with a jobseeker who has been continuously unemployed for 12 months;
- 6) a *disabled person* means a jobseeker client who has considerably lower chances of finding suitable work, keeping his/her job or advancing in his/her job because of a duly confirmed injury, disease or disability;
- 7) *labour market training* means training acquired by the employment authority on the basis of labour market policy;
- 8) *employment appropriations* means appropriations under the Ministry of Labour main budget division which are meant for promoting employment and preventing unemployment;
- 9) an *employment subsidy* means a subsidy aimed at promoting the employment of an unemployed jobseeker, which can be granted out of employment appropriations to an employer for pay costs or to a jobseeker client for securing his/her income;
- 10) a *normal employment subsidy* means an employment subsidy of 19.85 euros per day;
- 11) a *combined subsidy* means a subsidy referred to in Chapter 7, section 6 of the Unemployment Security Act where a labour market subsidy is paid out to the employer either on its own or combined with an employment subsidy;

- 12) an *employment pathway* means combining employment through an employment subsidy or combined subsidy granted to an employer or employment appropriations granted for costs of employment at a State agency or institution with other services promoting employment;
- 13) a *commuting area* means an area referred to in Chapter 1, section 9 of the Unemployment Security Act.
- (2) When this Act is applied, any work performed in or matter related to a public-sector service relationship is comparable to an employment relationship or a matter related to an employment contract.

Section 8 — *Unemployed jobseeker*

- (1) In this Act, an unemployed jobseeker means a jobseeker who is at least 17 years old, able to work, available for the labour market and unemployed. A person is considered an unemployed jobseeker until no later than the end of that calendar month during which he/she turns 65.
- (2) A person is considered able to work if he/she does not receive a daily allowance under the Sickness Insurance Act (364/1963) or disability pension or rehabilitation allowance under the National Pension Act (347/1956) or a benefit paid for total disability under another Act and who has not been declared disabled under the Sickness Insurance Act or the National Pension Act. In addition, a recipient of the said benefit or a person who has been declared disabled as referred to above is considered able to work if, in the opinion of the employment office, his/her employment can be successfully supported through the public employment service. However, a recipient of pension paid under the legislation of another country because of a disability or under section 22, subsection 2 of the National Pension Act is considered able to work.
- (3) A person is considered available to the labour market if, as referred to in the Unemployment Security Act, he:
- 1) is not prevented from being in the labour market;
 - 2) does not himself/herself set any restrictions that would prevent him/her from accepting a job offered to him/her under terms generally applied on the labour market or participating in training that is appropriate for him/her;
 - 3) has not terminated his/her job or training because of any restrictions referred to in paragraph 2); or
 - 4) is not a full-time student.
- (4) ‘An unemployed person’ means a person who is not in an employment relationship or who is not in full-time employment in business or in a corresponding manner in his/her own work. A person in an employment

relationship is considered unemployed if he/she is fully laid off or if his/her regular weekly working hours are less than four.

Chapter 2 — Principles to be followed in the public employment service

Section 1 — Need for services and anticipation of changes

- (1) Public employment services are offered and developed according to clients' needs and situations.
- (2) The employment authorities are responsible for analysing and anticipating such changes in the occupational structure and the quantity and quality of the supply of and demand for labour as need to be taken into account when public employment services are implemented and developed. In particular, the employment authorities must anticipate the labour needs of and skills requirements set by employers and the individual needs of jobseeker clients for developing their labour market skills.

Section 2 — Order of implementation and use of employment appropriations

- (1) The public employment service shall promote employment primarily in the open labour market either directly or through training. Secondly, employment is supported through the use of employment appropriations.
- (2) When employment of a person is promoted or supported, the person's chances of finding work in his/her commuting area must be examined first.
- (3) Within the limits of the State budget, appropriations can be allocated or granted out of employment appropriations to State agencies or institutions, municipalities, joint municipal boards, the private sector, communities or foundations for investments, employment costs, compensation paid to secure a person's income, or other promotion of employment.

Section 3 — Equality

- (1) Equality and impartiality must be observed in the public employment service.
- (2) The public employment service is not affected by an industrial dispute. When services are provided to clients personally, however, the client must be informed of any industrial dispute.

Section 4 — Promotion of equality between men and women

- (1) Provision and development of and information on public employment service must strive for the active promotion of equality between men and women.
- (2) Information on the labour market and work and training options must promote the implementation of equality between men and women. Presentation of work and training options, job vacancies and jobseekers must be impartial and comply with the same principles, irrespective of a person's gender or a reason

indirectly based on a person's gender, so that men and women have equal opportunities for jobseeking, occupational development or training. When training is provided and acquired, steps must be taken to ensure that the training supports the promotion of equal opportunities.

Section 5 — *Gratuitousness*

- (1) Public employment services shall be free of charge unless otherwise provided hereafter or in another Act or in a Decree issued by the Ministry of Labour under the Act on Criteria for Charges Payable to the State (150/1992). Services provided by the employment office are free of charge to jobseeker clients. Employment exchange services are free of charge to employers.
- (2) Provisions on charges for using the data system referred to in Chapter 1, section 6(3) or further provisions on using special services for employers referred to in Chapter 4, section 6 are issued by Decree of the Ministry of Labour.

Section 6 — *Languages*

In offering public employment services and providing information on them, the needs of the Finnish and Swedish-speaking populations must be taken into account in accordance with the same grounds as provided separately. In addition, the needs of the Sami-speaking population must be taken into account when providing public employment services.

PART II EMPLOYMENT OFFICE SERVICES AND SERVICE PROCESS

Chapter 3 — Grounds for employment office services

Section 1 — *Provision and acquisition of employment office services*

- (1) The services of an employment office are provided as self-service and personal services.
- (2) If necessary, services under this Act can be supported by supplementary services. Urgent or regionally necessary projects can also be carried out as supplementary services.
- (3) Services and supplementary services can also be purchased, or provided or purchased together with other actors, if this is considered economic and appropriate.

Section 2 — *Assessment of service needs and provision of services*

- (1) Assessment of a client's need for specific services is used as the basis for offering him/her services that best secure the availability of skilled labour and promote a jobseeker client's placement in the open labour market. The need for specific services is assessed in interaction between the client and the employment office.

- (2) The services are provided in a manner which:
- 1) promotes the conditions for successful choices of careers, jobs or recruitment;
 - 2) improves the vocational competence of labour;
 - 3) facilitates the search for options available on the labour market and supports successful choices between the options available;
 - 4) promotes equal opportunities for disabled persons in the labour market by increasing their chances of finding work and staying at work;
 - 5) provides unemployed persons with opportunities to work;
 - 6) prevents displacement of unemployed persons from the labour market.
- (3) Irrespective of the operating area of the employment offices, clients can receive services from any employment office offering them unless otherwise provided by legislation.

Section 3 — *Stages of service process*

- (1) A client shall be offered opportunities to use the services independently through self-service and information services. If this manner of using the services is not appropriate for the client's service needs or does not result in employment or training or filling a vacancy, the employment office must, in conjunction with the client, plan and provide intensified services (*service process*).
- (2) If an unemployed jobseeker cannot be provided with work in accordance with subsection (1) or training as provided in this Act or elsewhere, he/she shall be provided with a work opportunity through employment appropriations.
- (2) Employment appropriations shall be used to support the employment of particularly long-term unemployed persons, young people and disabled persons and to prevent prolonged unemployment spells and even out regional differences in unemployment.

Section 4 — *Directing clients to services of other authorities*

- (1) If it is not possible to provide services needed by a jobseeker client through the services of the employment office, the employment office shall ensure that the client is informed of other rehabilitation options and, if necessary, direct the client to the services of the social, health care or education authorities or the Social Insurance Institution or another service provider in cooperation with providers of such services.
- (2) Provisions on employment offices' participation in preparing activation plans and their obligation to take measures for drawing up activation plans for

individual unemployed jobseekers are laid down in the Act on Rehabilitative Work (189/2001).

Section 5 — *Registration as a jobseeker*

- (1) An employment office registers a jobseeker client as a jobseeker in the data system of the labour administration's customer service if he/she so requests in person at the employment office. The employment office can also accept a request that has been made electronically or through some other means. For the provision of public employment services, a jobseeker client must give the necessary information and evidence related to his/her occupational skills, work experience, education and working capacity. A person is also considered to have registered as a jobseeker if he/she is included in a mass layoff notice given by his/her employer under Chapter 5, section 4(3) of the Employment Contracts Act. Provisions on procedures related to registration shall be issued by Government Decree, if necessary.
- (2) Registration as a jobseeker is not a requirement for receiving services or support, allowances or benefits under this Act, unless otherwise provided hereafter. By his/her own request, a jobseeker client can be registered as a client for one service only. In such a case, he/she is not considered to have registered as a jobseeker.
- (3) A client must be informed of any storage of client data concerning him/her in the data system.

Section 6 — *Duration of a job application*

- (1) A job application is considered to be in force from the date when it has been requested from the employment office in accordance with the provisions above.
- (2) A jobseeker must keep his/her job application in force in a manner required by the employment office. The job application will expire if the jobseeker:
 - 1) announces that he/she does not wish to keep his/her application in force any longer;
 - 2) does not renew his/her job application by the date set by the employment office and in a manner specified by the employment office;
 - 3) does not present the employment office with an account of his/her work history or other information on facts referred to in section 5(1) required for public employment services by the date set by the employment office;
 - 4) does not present the employment office with information or evidence referred to in Chapter 5, section 4(2) in accordance with the jobseeking plan; or

- 5) does not participate in measures related to assessment of his/her working capacity or work ability which are necessary for determining the services he/she needs.
- (3) A job application that has expired can re-enter into force as provided in sections 5(1) and 6(1). If the job application has expired because of a procedure referred to in subsection (2) (5), the jobseeker client is also required to participate in measures related to assessment of his/her working capacity and work ability when he/she requests registration.

Section 7 (30 April 2004/306) — *Registration of an alien as a jobseeker*

- (1) Citizens of foreign states who, under international treaties binding on Finland concerning the free movement of labour, have the right to enter Finland in order to find work and be gainfully employed without consideration of labour needs by the employment office may be registered as jobseekers as provided in this Act unless otherwise provided in such treaties.
- (2) Unless otherwise provided by international treaties binding on Finland, citizens of other foreign states and persons with no nationality may be registered as jobseekers as provided in this Act if they have the right to be gainfully employed under a valid continuous residence permit and the residence permit does not contain any restrictions with regard to the employer.

Section 8 — *Information for the jobseeker*

During his/her registration as a jobseeker or immediately thereafter, a jobseeker must be informed of the services of the employment office available to him/her and of his/her obligation under section 6(2) to keep his/her job application in force.

- (2) In addition to the provisions of subsection (1), an unemployed jobseeker must also be informed of any aspects related to job search, other services and measures promoting his/her employment, if necessary, general obligations of an unemployed jobseeker provided in section 9 hereafter, and sanctions for failure to comply with the obligation set in section 6(2) and the main labour policy requirements for receiving daily unemployment allowance or labour market support.

Section 9 — *General obligations of an unemployed jobseeker*

An unemployed jobseeker is under a general obligation to actively seek employment and training and, if necessary, seek and participate in services and measures that support his/her job search and promote his/her labour market skills and his/her employment.

Section 10 — *Reporting vacancies*

An employer must notify the employment authority of any significant changes in its use of labour, establishment of a new branch office and creation of any

vacancies (*notification obligation*). Further details concerning the implementation of the notification obligation are agreed on between the Ministry of Labour and organizations representing employers. Provisions on the implementation of the notification obligation shall be issued by Government Decree.

If it is evident, on the basis of an announcement for a vacant job, that the employer violates the statutory prohibition against discrimination or the statutory requirement for equal opportunities or is recruiting labour for illegal tasks or tasks for which it is forbidden to employ a person who has been sought and the employer fails to correct the announcement in spite of a request by the employment office, the employment office shall not accept the announcement. Provisions on other restrictions concerning services to employer clients are laid down in Chapter 4, section 7.

Chapter 4 — Employment services

Section 1 — *Employment exchange*

- (1) The purpose of employment exchange based on freedom of contract between employer and employee and on freedom of choice is to promote employment of labour as effectively and appropriately as possible by providing an employer with an employee who is the most suitable for the job and the best available and an employee with work that he/she is able to do best. Employment exchange supports the workforce to remain in the open labour market.
- (2) When employment services are provided and developed, the needs arising from the free cross-border mobility of labour must be taken into account. Information on permits required from aliens working in Finland and the requirements for the granting of such permits under the Aliens Act (301/2004) is provided as an employment service. Further provisions on employment exchange between Finland and other countries and international trainee exchange are issued by Government Decree. (30 April 2004/306)

Section 2 — *Prohibition against charges for employment exchange*

- (1) Jobseeker clients must not be charged fees for employment services that are directly aimed at finding employment and for which further provisions are issued by Government Decree.
- (2) Charging fees for employment exchange for seamen is prohibited.
- (3) Sanctions for violating the prohibition against charges are laid down in Chapter 47, section 6(1) of the Penal Code (39/1889).

Section 3 — *Employment exchange services for an employer client*

- (1) An employment office acts as an agent providing vacancies and other work opportunities as specified by employers unless otherwise provided hereafter.

- (2) Employment exchange services offered to employer clients are:
- 1) providing information on vacancies;
 - 2) providing information and advice on the availability and acquisition of labour;
 - 3) finding suitable jobseekers for the vacancies and presenting and nominating them on the basis of the information in the jobseeker register concerning their job search, education, occupation and work experience;
 - 4) providing an employer with an opportunity to seek employees independently from separate files maintained by the employment authority and containing job-search information given by jobseekers.

Section 4 — *Employment services for jobseeker clients*

- (1) Employment services for jobseeker clients are:
- 1) information on vacancies, opportunities offered by entrepreneurship and other work opportunities;
 - 2) search for vacancies carried out as self-service;
 - 3) advice related to jobseeking and jobseeking training.
- (2) In addition, employment services offered to jobseekers are:
- 1) registration of a jobseeker and storage and maintenance of information concerning the jobseeker;
 - 2) finding and presenting vacancies, making job offers and referring clients to work;
 - 3) introduction of a jobseeker to an employer.
- (3) Under Chapter 5, an unemployed jobseeker has the right to a jobseeking plan drawn up to support his/her job search, and the employment office must regularly book for him/her an appointment for a jobseeking interview for drawing up, checking or updating his/her jobseeking plan. Further provisions on the service process concerning a jobseeker client as referred to in Chapter 3, section 3(1) and jobseeking plans and jobseeking interviews are issued by Government Decree.

Section 5 — *Jobseeking interviews*

- (1) An unemployed jobseeker will be called to a jobseeking interview within one month of his/her registration as a jobseeker, unless such an interview is unnecessary with regard to his/her circumstances. The interview (*initial*

interview) consists of defining the goals of the job search, checking and supplementing jobseeking information, examining the work and training opportunities available, assessing the jobseeker's need for services and agreeing on renewal of the job application, further interviews and other measures.

- (2) Further jobseeking interviews include assessing the successfulness of the jobseeking and related plans, examining the service options available and agreeing on further measures. At the same time, the jobseeker's need for work ability assessments and medical examinations is assessed.

Section 6 — *Special services for employer clients subject to charges*

- (1) Specific employment offices designated by the Ministry of Labour can provide special services that meet employer clients' needs and supplement employment exchange or are related to acquisition or reduction of personnel or development of the workplace community (*personnel solutions*) as a service supplementing employment exchange, leasing labour for temporary workforce for employers (*labour leasing*).
- (2) An employment office providing personnel solutions can agree with another employment office (*partner office*) on the requirements and costs for the partner office that are necessary for marketing personnel solutions, obtaining clients and providing individual services. Personnel solutions and the related subcontracted services can also be supplemented on grounds provided in Chapter 3, section 1.
- (3) Employer services subject to charges must be profitable for the employment offices and their partner offices. When such services are provided, steps must be taken to ensure that the employment authority will not gain a dominant position in the market referred to in section 3(2) of the Act on competition restrictions (480/1992).
- (4) Provisions on employment contracts applied to the employment of leased labour are laid down in Chapter 2, section 9 of the Employment Contracts Act. Further provisions on personnel solutions and labour leasing are issued by Government Decree.

Section 7 — *Restrictions to services for employer clients*

- (1) Employment services are not offered to an employer if, on the basis of the employer's earlier actions, the vacancy announcement or another matter, there is reason to suspect that:
 - 1) the employer will materially neglect his/her obligations provided in Chapter 2 of the Employment Contracts Act or his/her obligation to pay his/her taxes or statutory payments;
 - 2) the tasks required from the employee are manifestly immoral or contrary to good practice or the work involves an obvious risk of violence or it involves harassment or other inappropriate treatment that is harmful or dangerous for the employee's health.

- (2) The restrictions provided by subsection (1) and Chapter 3, section 10(2) are also applied to special services to employers subject to charges, labour market training, granting labour market subsidy, and labour market measures for directing and assigning jobseeker clients as referred to in Chapter 8.
- (3) When denying a service under subsection (1) or (2) or Chapter 3, section 10(2), the employment office must issue a written decision.

Section 8 — *Private employment services and application of the Act*

- (1) In this Act, ‘private employment services’ means independent employment services, labour leasing and other services related to job-seeking provided by a private person or a legal person.
- (2) Private employment services must comply with the prohibitions against charges for employment exchange referred to in section 2 and with equal opportunities referred to in Chapter 2, section 3(1) and they cannot supply underage labour for work for which employing underage labour is prohibited under the Young Workers Act (998/1993).

Chapter 5 — Job-seeking plan

Section 1 — *Drawing up a jobseeking plan*

- (1) A job-seeking plan is drawn up by an employment office in cooperation with an unemployed jobseeker. The plan, unless clearly unnecessary, must be drawn up after five months of continuous unemployment at the latest. In such a case, the job-seeking plan must be detailed.
- (2) An updated, detailed jobseeking plan must be drawn up if an unemployed jobseeker:
 - 1) has received daily unemployment allowance for the maximum time allowed; or
 - 2) he has received labour market subsidy for at least 500 days on the basis of unemployment; and
 - 3) he/she is entitled to labour market subsidy.

Section 2 — *Content of a jobseeking plan*

- (1) A jobseeking plan contains an assessment of the unemployed jobseeker’s skills and service needs. The plan lays down agreed services and measures promoting his/her employment and, if necessary, other measures that improve his/her labour market skills and work ability.
- (2) A detailed jobseeking plan includes vacancies or training opportunities which the jobseeker can apply for, other measures advancing his/her employment, or

measures related to assessment of his/her working capacity or health. If so required by his/her need for services, a detailed jobseeking plan can also include the use of the services of the employment office.

- (3) The jobseeking plan is signed by the jobseeker and the employment office.

Section 3 — *Replacement of a jobseeking plan with an integration plan or activation plan*

- (1) In the case of an immigrant, an integration plan corresponds to a jobseeking plan. Provisions on an immigrant's right to an integration plan and integration measures and their equivalence with services and measures referred to in this Act are laid down in the Act on Integration of Immigrants and Reception of Asylum Seekers.
- (2) If an unemployed jobseeker is entitled to an activation plan under the Act on Rehabilitative Work, an activation plan can be drawn up instead of a jobseeking plan.

Section 4 — *Unemployed jobseeker's cooperation obligation*

- (1) An unemployed jobseeker is obliged to have jobseeking interviews and jobseeking or activation plans drawn up and to participate in the services and measures agreed on in the plans.
- (2) An unemployed jobseeker for whom a detailed jobseeking or activation plan has been drawn up and who has been continuously unemployed for at least five months is obliged to carry out the plan with regard to matters referred to in section 2(2) as agreed. In such a case, the jobseeker is also obliged to report, in a manner agreed on in the jobseeking plan, how he/she has carried out the plan. If the employment office requires other evidence related to carrying out the plan, the requirement must be entered in the jobseeking plan.
- (3) The provisions of Chapter 3, section 6(2) (4) of this Act or Chapter 2, section 20 of the Unemployment Security Act apply to failure to comply with the cooperation obligation.

Section 5 — *Duration of the cooperation obligation*

The cooperation obligation under section 4(2) related to a detailed jobseeking plan remains in force as long as a person remains an unemployed jobseeker. The cooperation obligation expires when the person meets the employment condition for unemployment allowance.

Section 6 — *Duties of employment offices*

- (1) An employment office shall actively offer work, training and services or measures included in the jobseeking plan and monitor the progress of the jobseeking plan and ensure its own progress in the service process.

- (2) An employment office must provide services promoting a jobseeker's employment as laid out in an updated detailed jobseeking plan and provide an unemployed jobseeker with other measures in accordance with the jobseeking plan, within the appropriations granted to the office.
- (3) A jobseeking plan is required for:
 - 1) assigning an unemployed jobseeker to work for which the employment costs are paid through employment subsidy or combined subsidy or employment appropriations or for the duration of which a part-time supplement referred to in Chapter 7, section 5 is granted;
 - 2) assigning an unemployed jobseeker for coaching for working life referred to in Chapter 8, section 1;
 - 3) granting employment subsidy to secure the jobseeker's income;
 - 4) providing an employment pathway.

Chapter 6 — Vocational development services

Section 1 — Labour market training

- (1) The aim of labour market training is to improve the adult population's vocational skills and opportunities to find work and keep their work and to improve the availability of skilled labour.
- (2) Labour market training is acquired from providers of labour market training services by the employment authorities through appropriations allocated in the State budget under the Ministry of Labour main budget division for acquiring training. Providers of training services can be organizations which have been granted a permit to provide basic or further vocational training, universities, polytechnics or other appropriate providers of training.
- (3) Labour market training is primarily training that improves vocational skills. General education can be acquired as training for an occupation or task if the lack of such education is a hindrance to employment or participation in vocational training. In addition to improving vocational skills, the training provided can include on-the-job learning and practical training. Further provisions on the criteria for acquiring training that leads to a university or polytechnic degree or high school education are issued by Government Decree.

Section 2 — General grounds for acquiring training

- (1) In order to plan and acquire training, the employment authorities follow the development of other vocational training. Within the framework of training opportunities and options, the aim is to acquire training for improving occupational skills which supports and promotes:
 - 1) permanent employment of unemployed persons;

- 2) staying at work;
 - 3) regional and occupational movement of labour that is appropriate from the point of view of labour policy;
 - 4) availability of labour in sectors suffering from shortage of labour.
- (2) General terms of procurement of training acquisitions will be adopted by the Ministry of Labour by Decree, if necessary.

Section 3 — *Joint acquisition of training*

If the purpose is to acquire training for current or new employees of a specific enterprise or other organization, the acquisition can, section 1(2) notwithstanding, be carried out by having the employer participate in the funding for the training together with the employment authority (*joint acquisition of training*).

Section 4 — *Relationship with other State funding*

- (1) When training is acquired from a provider who is granted State aid or compensation from the State under the Act on converting vocational training centres into adult education centres (761/1990), the amount comparable to the aid or compensation is taken into account as a reduction from the cost of acquisition of the training when the price of the training is determined.
- (2) The provisions of subsection (1) on determining the price of the training are correspondingly applied to training acquired from other providers of training services who receive separate State aid or grants.

Section 5 — *Contract for acquisition of training*

- (1) Acquisition of training is agreed on between the employment authority and the provider of training services in writing. In the case of joint acquisition of training, the employer concerned is also party to the contract.
- (2) The acquisition contract lays down the terms concerning the aims, content, duration and timing of the training, the students taking part in the training, the price of the training and other necessary aspects related to the implementation and arrangement of the training. The contract must also state the grounds for the students' legal status. In the case of joint acquisition of training, the employer's share of the funding must also be defined in the contract.
- (3) It can be agreed that the training is carried out or started either in the year in which the contract is made or the following calendar years within the limits of the State budget.
- (4) Provisions on the employment authorities' duties concerning the acquisition of training, procedures related to decisions on the acquisitions and acquisition

contracts and on procedures for acquisitions and requests for tenders preceding a contract are issued by Government Decree.

Section 6 — *General criteria for student selection*

- (1) Persons suitable for the training and the occupation which the training leads to can be selected as students. Selection of students for the training is also subject to provisions on general admission criteria for the training laid down hereafter or separately.
- (2) A person selected for the training must have completed his/her compulsory education. A person aged under 20 years can be selected for the training only if completion of basic education, supplementation of upper-secondary-level studies or other pre-vocational education is a requirement for admission into basic vocational education or employment or if other training in occupational skills cannot be provided in a manner that is appropriate for the student's employment.
- (3) The requirement concerning completion of compulsory education and the age requirement referred to in subsection (2) must be met by the time of the beginning of the training.

Section 7 — *Decisions on student selection*

- (1) The employment authorities decide on selecting students for training. Further provisions on the student selection procedure are laid down by Decree of the Ministry of Labour, if necessary.
- (2) Decisions on admission of students are made by the provider of training services if the training aims for qualifications obtained from a university or polytechnic.

Section 8 — *Students' rights and duties*

- (1) A student has the right to receive training in accordance with the training plan or syllabus and must attend the classes regularly, carry out his/her assignments diligently and behave appropriately.
- (2) Unless otherwise provided herein, provisions on a student's right to a safe learning environment, recognition of previous studies, forfeiture of a right to training, a student's obligation of professional secrecy, disciplinary measures, hearing a student and appeal for a decision by the provider of the training service as laid down in the legislation on training which aims for the respective qualifications or syllabus and is not provided as a commercial training activity or personnel training, or, if no such legislation exists, in the Act on Labour Market Training apply to labour market training.

Section 9 — *Interruption of training*

- (1) If a student has been absent from training under a training plan or syllabus and it is obvious that he/she cannot pass the planned courses or has otherwise materially neglected his/her studies, the training must be considered interrupted. A student must always be considered to have interrupted his/her studies if he/she has been absent without permission for five consecutive days of training.
- (2) The provider of training services issues a written decision on interrupting the training. If the provider of the training is not under public control as a provider of training services, the decision on interrupting the training is issued by the employment authority referred to in section 7(1). Before the decision is issued, the student must be given an opportunity to be heard. The student must be notified of the decision without delay. In addition, the provider of the training services must notify the employment authority who acquired the training of its decision without delay. (21 November 2003/944)

Section 10 — *On-the-job training and practical training during labour market training*

- (1) During periods of on-the-job training or practical training during the training, the student does not have an employment relationship with the provider of on-the-job training or practical training or the training services unless otherwise agreed between the student and the provider of the on-the-job training or practical training. If it has been agreed that the on-the-job training or practical training is carried out in an employment relationship, the provisions of subsections (2) and (3) do not apply.
- (2) The provider of the on-the-job training or practical training, the provider of the training services and the student make an agreement on on-the-job training or practical training. The provisions on agreements on labour market measures and the tasks of the employment office laid down in Chapter 8, section 4 apply to the agreement and the responsibilities of the provider of the training services.
- (3) The provider of the training services is obliged to take out group liability insurance for the students for the duration of the on-the-job training or practical training periods.

Section 11 — *Vocational guidance and career planning*

- (1) Vocational guidance and career planning help jobseeker clients to make decisions concerning their career choices and occupational development and support their placement in working life and their lifelong learning. The goal of the services is to help jobseeker clients to make plans that aim at occupational development. When the service is provided, the jobseeker client's potential and vocational goals and the opportunities provided by working life and training are taken into account. With the jobseeker client's consent, appropriate psychological assessment and rehabilitation methods are used in the vocational guidance and career planning services, if necessary.
- (2) A jobseeker client's aptitude and the range of training and work options available to him/her can be assessed through health and work ability

examinations, training try-outs, work and training try-outs, work try-outs referred to in Chapter 8, visits to educational institutions, and expert opinions and consultations.

Section 12 — *Educational and vocational information services*

Educational and vocational information services support a jobseeker's placement in working life and lifelong learning by giving information on all training opportunities related to general, vocational and higher-level education, occupational sectors, occupations and occupational tasks, the skills required for them and the labour market and by advising clients on matters related to training and working life.

Section 13 — *Vocational rehabilitation*

- (1) The purpose of vocational rehabilitation is to promote the career planning and vocational development of disabled jobseekers and help them find work and stay at work. Vocational rehabilitation of disabled jobseeker clients includes:
 - 1) vocational guidance and career planning services and related examinations of the jobseeker's health and aptitude, expert consultations, work and training try-outs, visits to vocational institutions and work try-outs at workplaces;
 - 2) advice and guidance in work placement and training;
 - 3) pre-vocational and vocational labour market training; and
 - 4) assessments of the client's working capacity, expert opinions and consultations, work and training try-outs, visits to vocational institutions, preparation for work and work try-outs referred to in Chapter 8 to support finding work and staying at work.
- (2) Employment of a disabled person and his/her staying at work can be subsidized through a subsidy for arranging working conditions which is granted to the employer.

Section 14 — *Insurance cover*

- (1) If a jobseeker client sustains an injury or contracts a disease during work or training provided to support vocational guidance for employment of a disabled person or keeping him/her at work and takes place at a vocational institution, during work or training try-out or coaching for working life or during a labour market measure referred to in Chapter 8 or during a visit to an educational institution, he/she is paid compensation out of State funds on the grounds mentioned in the provisions on occupational accidents in the Employment Accidents Act (608/1948). The compensation is paid in so far as the injured person is not entitled to other compensation of at least same amount under another Act.

- (2) Matters related to payment of compensation out of State funds under subsection (1) are handled by the State Treasury.
- (3) Group liability insurance for participants in measures referred to in subsection (1) is provided by the Ministry of Labour.

Section 15 — *Power to issue Decrees on support measures*

Further provisions on provision of vocational guidance and career planning, provision of support measures for disabled persons as referred to in section 11(2) and 13 (1), paragraphs (1) and (4) and provision of support measures for jobseekers with reduced employment capacity are issued by Government Decree. Provisions on benefits related to the support measures and a subsidy for arrangement of the working conditions referred to in section 13(2) are also issued by Government Decree.

Chapter 7 — Promotion of employment through employment appropriations

Section 1 — *Employment subsidy for employers*

- (1) To promote employment of an unemployed jobseeker and to improve jobseekers' placement in the labour market, an employer can be granted an employment subsidy for employment costs out of employment appropriations.
- (2) Through a combined subsidy, work is primarily arranged for persons entitled to labour market subsidy who have not been employed during their period of unemployment which would entitle them to a combined subsidy referred to in Chapter 7, section 6 of the Unemployment Security Act or whose employment at the open labour market has been insignificant and infrequent and who have not been employed through an employment subsidy granted to an employer during their period of unemployment before the use of a combined subsidy.
- (3) The purpose of work provided through an employment subsidy and a combined subsidy is to improve an unemployed jobseeker's position in the labour market by promoting his/her placement at work, improving his/her vocational skills and expertise, promoting the access or return of long-term unemployed persons to the open labour market, improving their employment opportunities and adjustment to structural changes in working life and preventing their displacement from the labour market.
- (4) An employment office can set specific requirements for granting a subsidy if these are necessary for the unemployed person and the purpose of the subsidy.

Section 2 — *Requirements for granting employment subsidies to employers*

- (1) Employment subsidies can be granted to municipalities, joint municipal boards or communities or other employers.
- (2) The subsidy is not granted if:

- 1) within nine months preceding the application, the employer has dismissed or laid off employees within the commuting area from the same tasks or reduced their working hours for production or economic reasons;
 - 2) employment through the subsidy would cause dismissal or layoff of other employees working for the employer or impair their work conditions or benefits;
 - 3) it is considered that the vacancy would be filled even without a subsidy;
 - 4) the employer receives other support from the State for employing the person during the same period;
 - 5) the subsidy would distort competition between others offering the same products or services.
- (3) Provisions on exemptions from requirements provided in subsection (2), paragraphs 3 and 4 are issued by Government Decree.

Section 3 — *Requirements for granting employment subsidies with regard to employment relationships*

- (1) An employment subsidy can be granted if the employer agrees to pay wages in accordance with the collective agreement applied to the employment relationship or, in the absence of an applicable collective agreement, wages that are normal and reasonable for the work.
- (2) An employment subsidy is not granted if the employment relationship for which the subsidy is meant has begun before a decision was issued on granting the subsidy.
- (3) An employer cannot place a person employed through an employment subsidy in a job under another provider of work. However, provisions on the right of a municipality, association or a fund or a social enterprise referred to in the Act on social enterprises (1351/2003) to place a person employed through the subsidy in tasks under another provider of work and further on the terms and conditions of such placement. (30 December 2003/1352)
- (4) An employment subsidy can be granted to an enterprise only on the basis of an employment contract which is in force until further notice. However, an employment subsidy can be granted to an enterprise on the basis of a fixed-term employment contract:
 - 1) as a combined subsidy;
 - 2) for apprenticeship training;
 - 3) to provide a work opportunity related to services for improving the employment opportunities for a person with reduced employment capacity;

- 4) for employing a long-term unemployed person as a substitute referred to in the Act on job-alternation leave experiment (1663/1995) or the Act on Job Alternation Leave (1305/2002);
 - 5) for forest improvement work.
- (5) Subsection (4) notwithstanding, an employment subsidy can be granted to a social enterprise referred to in the Act on social enterprises on the basis of a fixed-term employment contract for the employment of a disabled person, a long-term unemployed person or an unemployed person referred to in Chapter 7, section 6(1), paragraphs 1 and 2 of the Unemployment Security Act. (30 December 2003/1352)

Section 4 — *Appropriations allocated to a Government agency or institution*

In accordance with the provisions of section 1, subsections (1), (3) and (4), section 2, subsections (2) and (3), section 3(1)–(3) and section 11, subsections (1) and (3) on using an employment subsidy for employment costs, a Government agency or institution can be allocated appropriations for the costs of employment of an unemployed person. The costs of employing an unemployed person can be paid in full out of the appropriations for those days for which the employer is under obligation to pay wages for a maximum of five days a week. Other costs arising from the provision of work can be paid out of the appropriations to the extent decided by the Government with regard to regional distribution of the appropriations. (21 November 2003/944)

Section 5 — *Employment subsidy for securing a person's income*

- (1) To support independently acquired employment, an employment subsidy can be granted to secure a person's income:
 - 1) for the duration of starting up and stabilizing a business, as a start-up subsidy to an unemployed jobseeker becoming an entrepreneur;
 - 2) to an unemployed jobseeker participating in coaching for working life referred to in Chapter 8, section 1 hereafter who is not entitled to a labour market subsidy.
- (2) To increase opportunities for part-time work, an employee who voluntarily changes his/her work from full-time to part-time work can be granted an employment subsidy as compensation for the reduction of his/her income (*part-time pay supplement*), if, at the same time, his/her employer agrees to hire, for the corresponding time, an unemployed jobseeker assigned by the employment office. Provisions on voluntary job-alternation leave and on job-alternation compensation are laid down separately.
- (3) Further provisions on the criteria for granting an employment subsidy referred to in subsections (1) and (2) are issued by Government Decree. When granting support referred to in subsections (1) and (2), the employment office can set

conditions for the subsidy that are necessary for the person to be employed and for the purpose of the support. (3 December 2004/1050)

- (4) Subsection (3) amended by Act No. 1050/2004 enters into force on 1 January 2005. The earlier formulation was as follows:
- (5) Further provisions on the requirements for granting employment subsidy referred to in subsections (1) and (2) are issued by Government Decree.

Section 5a (3 December 2004/1050) — *Start-up subsidy experiment*

An employment subsidy can be granted to other jobseeker clients than unemployed jobseekers as a start-up subsidy referred to in section 5(1)(1). Further provisions on the criteria for granting the subsidy are laid down by Government Decree.

Section 6 — *Regional aspects and regional obligation*

- (1) A regional balance of employment is ensured through economic and employment measures carried out jointly by the State, municipalities and enterprises so that the unemployment rate in any labour market area does not materially exceed the average rate for the entire country. The term labour market area refers to an area which consists of one or several municipalities defined by Government Decree and where employees usually commute.
- (2) Municipalities have a duty to provide work opportunities for unemployed jobseekers for the purpose provided in subsection (1) (*regional obligation*), keeping, however, the annual number of such jobseekers at one per cent of the labour of the municipality per year. The State is responsible for providing, for the same purpose, work opportunities for those unemployed jobseekers for whom municipalities have not provided work.
- (3) Municipalities have the right to receive employment subsidies for employees assigned by the employment office under the regional obligation.

Section 7 — *Provision of rehabilitation, training or work opportunities*

- (1) An unemployed jobseeker born before 1950 is secured an opportunity for rehabilitation or training that improves his/her employability if his/her right to a daily unemployment allowance expires after a maximum period upon his/her turning 55 years old but before he/she turns 57.
- (2) An unemployed jobseeker born in 1950 or later is secured an opportunity for rehabilitation or training that improves his/her employment if his/her right to a daily unemployment allowance expires after a maximum period upon his/her turning 57 years old but before he/she turns 59.
- (3) If an unemployed person is provided training under subsection (1) or (2), he/she is entitled to student welfare benefits during the training on the same grounds as

if he/she had started labour market training before the expiry of the maximum length of time for a daily unemployment allowance.

- (4) If an unemployed person referred to in subsection (1) or (2) cannot be employed on the open labour market or provided with suitable training or rehabilitation, the municipality where he/she habitually resides must provide him/her with an opportunity to work assigned by the employment office for eight months (*employment obligation*). The municipality must provide the work opportunity so that the person can start work upon the expiry of the maximum time for which a daily unemployment allowance is paid. Municipalities have the right to receive employment subsidy for employing persons assigned by the employment office on the basis of the municipalities' employment obligation.
- (5) Any work provided under an employment obligation must be full-time work done within regular working hours observed in the occupational sector concerned. A person who receives a disability pension as a part-time pension is provided with part-time work that corresponds to his/her work ability and complies with the employment condition required for a daily unemployment allowance.
- (6) Further provisions on implementation of the employment obligation and any notifications related thereto are issued by Government Decree.

Section 8 — *Restrictions on and expiry of the employment obligation*

- (1) If a person fails to apply for a daily unemployment allowance or otherwise reach the maximum length of a period of unemployment for qualifying for the allowance before the age of 55 under section 7(1) or the age of 57 under subsection (2) of the same, section 7 does not apply.
- (2) Work performed during the period for qualifying for the employment condition provided in the Unemployment Security Act reduces the eight months' employment obligation accordingly.
- (3) The employment obligation expires if:
 - 1) the person entitled to a work opportunity refuses without an acceptable reason referred to in Chapter 2 of the Unemployment Security Act work assigned to him/her that corresponds to his/her work ability and is provided for him/her under an employment obligation;
 - 2) the work assigned for the job applicant is interrupted for reasons attributable to the himself/herself; or
 - 3) the job applicant cannot be provided with work after his/her job application has expired within three months from the entry into force of the employment obligation.

Section 9 — *Amount of employment subsidy*

- (1) The minimum amount of an employment subsidy granted per day and person is the normal amount of an employment subsidy and the maximum amount is the normal amount of an employment subsidy increased by 80 per cent. Municipalities are entitled to a normal employment subsidy increased by 80 per cent for costs of employment of a person employed under the employment obligation.
- (2) The normal amount of an employment subsidy can be granted as part of a combined subsidy. An employment subsidy is not granted for the combined subsidy experiment referred to in Chapter 7, section 11 of the Unemployment Security Act.
- (3) The pay of the employed person before the withholding of statutory insurance premiums and taxes and the employer's statutory social security contributions, employment pension insurance, accident insurance, unemployment insurance and any group life assurance are considered as pay costs. An employment subsidy or combined subsidy granted to an employer can at their highest be the amount of the cost of employment of the employed person. Provisions on the maximum amount of a combined subsidy for employers are laid down in the Unemployment Security Act or issued under it. If a combined subsidy exceeds the maximum amount, the reduction is made from the employment subsidy.
- (4) A part-time pay supplement is half the difference between the pay of the full-time and part-time work of an employee transferred to part-time work. Provisions on determining the difference in pay and the maximum amount of part-time pay supplement are issued by Government Decree.

Section 10 — *Working hours giving entitlement to subsidy and compensation days*

- (1) A normal or increased employment subsidy can be granted in full for an employment relationship where the working hours are at least 85 per cent of the regular working hours followed in the occupational sector over a period corresponding to a pay period.
- (2) If an employment subsidy is granted as part of a combined subsidy, derogations can be made from subsection (1).
- (3) Subsection (1) notwithstanding, a municipality may, on the basis its employment obligation, be granted an employment subsidy to the amount in accordance with section 9(1) for full-time work and, on the basis of the regional obligation, for work where the working hours are at least 75 per cent of the regular working hours observed in the sector over a period corresponding to a pay period.
- (4) An employment subsidy is paid for those days for which the employer is under obligation to pay wages for a maximum of five days a week. However, an employment subsidy is not paid for the costs of employing a person for days for which the employee has the right to receive a daily allowance under section 28 of the Sickness Insurance Act or a special maternity allowance, maternity allowance, paternity allowance or parental allowance.

- (5) An employment subsidy for securing a person's income is paid for a maximum of five days a week. Further provisions on the number of days entitling a person to it are issued by Government Decree.

Section 11 — *Duration of subsidy*

- (1) An employment subsidy can be granted to a person for a maximum of 10 months at a time. However, an employment subsidy can be granted for the entire duration of apprenticeship training.
- (2) For a municipality, an employment subsidy based on a regional obligation can be granted for a maximum of six months at a time per person.
- (3) Subsection (1) notwithstanding, an employment subsidy per person can be granted to a social enterprise referred to in the Act on social enterprises for:
- 1) 36 months, if the person is disabled;
 - 2) 24 months, if the person is long-term unemployed or unemployed as referred to in Chapter 7, section 6(1), paragraphs 1) and 2) of the Unemployment Security Act.

(30 December 2003/1352)

- (4) Provisions on the maximum duration of a combined subsidy are laid down in the Unemployment Security Act. Provisions on granting an employment subsidy again for the employment of the same person or for securing the income of the same person and the employment pathway and its maximum duration are issued by Government Decree. In addition, provisions on a maximum duration of an employment subsidy exceeding 10 months but not exceeding 24 months can be issued by Government Decree, if this is appropriate for promotion of the employment of a disabled person, for increase of part-time work opportunities or for work duties of the person.

Section 12 — *Additional subsidy*

Municipalities are paid additional subsidy according to the monthly average percentage of the workforce employed by them through employment appropriations. Additional subsidy is paid only for those persons whose number exceeds the percentage of persons in the municipality's workforce employed through employment appropriations. The amount of additional subsidy is determined as follows:

Percentage of persons in the municipality's workforce employed through employment appropriations	Percentage of additional subsidy
At least 1%	10%
At least 1.5%	20%
At least 2%	30%

Section 13 — *Power to issue Decrees on employment appropriations*

Provisions are issued by Government Decree with regard to:

- 1) State aid granted for investments and appropriations through employment appropriations;
- 2) employment appropriations planned for investments made by the State (*employment work programme*);
- 3) use of employment appropriations for other promotion of employment referred to in Chapter 2, section 2(3);
- 4) if necessary, granting an employment subsidy, within the limits of the State budget, for securing a person's income for other purposes than promotion of employment referred to in section 5.

Chapter 8 — Labour market measures

Section 1 — *Labour market measures*

- (1) Labour market measures under this Act are work try-out, preparation for working life and trainee work, which are provided at workplaces. Labour market measures can be provided by State agencies and institutions, municipalities, joint municipal boards, communities, foundations or private traders.
- (2) An employment office can direct to or assign for a work try-out:
 - 1) a jobseeker client receiving vocational guidance and career planning services, in order to establish his/her training and work options; or
 - 2) a disabled jobseeker client, in order to support his/her placement and staying at work.
- (3) An employment office can assign a young person who has no vocational training and who is entitled to a labour market subsidy to practical training to introduce him/her to working life and to promote his/her placement at work and his/her occupational skills.
- (4) An employment office can assign an unemployed jobseeker other than one referred to in subsection (3) to coaching for working life, with his/her consent, in order to support his/her return to working life and to promote his/her placement at work and his/her occupational skills.

Section 2 — *Restrictions on labour market measures*

- (1) A jobseeker client is not directed to or assigned to a labour market measure:

- 1) if this involves duties from which the provider of the measure has dismissed or laid off employees for production or economic reasons within nine months preceding the beginning of the measure or where the provider of the measure has changed an employee's full-time employment relationship into a part-time employment relationship in accordance with Chapter 7, section 11 of the Employment Contracts Act;
 - 2) if the labour market measure would cause dismissals or lay-offs of employees of the provider of the labour market measure or impair their terms of employment;
 - 3) if the labour market measure would bring the provider of the measure an advantage that would distort competition between enterprises or private traders.
- (2) The provider of a labour market measure cannot be an employer with whom a jobseeker client is in an employment relationship when the agreement referred to in section 4 is made.
 - (3) The provider of a labour market measure cannot pass a jobseeker client on to another employer's workplace.

Section 3 — *Legal status and responsibility for occupational safety*

- (1) A person participating in a labour market measure does not have an employment relationship with the provider of the measure or an employment office.
- (2) The provider of a labour market measure is responsible for the occupational safety of the person participating in the measure in accordance with the provisions of the Occupational Safety and Health Act (738/2002) and the Young Workers Act.

Section 4 — *Agreement on a labour market measure*

- (1) The employment office, the provider of the labour market measure and the jobseeker client make a fixed-term written agreement on the labour market measure, stipulating the following:
 - 1) the time and place of the measure;
 - 2) the daily duration of the measure, which can be a maximum of eight and a minimum of four hours;
 - 3) the weekly duration of the measure, which can be a maximum of five days;
 - 4) the duties of the jobseeker during the measure;
 - 5) the contact person at the workplace.

- (2) In addition, the employment office can set terms and conditions for the provider of the labour market measure in the agreement which are necessary for carrying out the measure or for the person participating in the measure. An agreement on a work try-out must contain a clause under which the provider of the try-out gives the employment office a statement on matters referred to in section 1(2). An agreement on coaching for working life must include a clause according to which the provider of the coaching must participate in the assessment of the jobseeker's occupational skills and expertise and their development.
- (3) The employment office must notify the shop steward, or other person representing employees at the service of the provider of the measure, of the agreement on the labour market measure. Provisions on confidentiality notwithstanding, the employment office can disclose the jobseeker client's name and the information referred to in subsections (1) and (2).

Section 5 — *Maximum duration of agreement*

- (1) The employment office can make the agreement on a labour market measure for the estimated duration of the promotion of labour market skills of the person participating in the measure. However, the total duration of the agreement(s) must not exceed:
 - 1) six months in the case of work try-out under a single provider;
 - 2) 10 months in the case of coaching for working life;
 - 3) 12 months in the case of practical training.
- (2) Subsection (1) notwithstanding, the total duration of an agreement or agreements on coaching for working life for each jobseeker entitled to a labour market subsidy can be a maximum of 12 months. For a special reason, such as prevention of displacement from the labour market, the total duration of agreements on coaching for working life or practical training for a jobseeker entitled to labour market subsidy can be a maximum of 18 months.
- (3) Calculation of the maximum period referred to in subsection (1), paragraph 2) starts from the beginning when the jobseeker has met the employment condition required for a daily unemployment allowance again.
- (4) Calculation of the maximum periods referred to in subsection (1), paragraph 3) and subsection (2) starts from the beginning when the jobseeker has met the employment condition required for a daily unemployment allowance and received a daily unemployment allowance for the maximum period and is entitled to a labour market subsidy. Calculation of the maximum period is also started from the beginning for a person entitled to a labour market subsidy who has received a labour market subsidy on the basis of being unemployed for at least 500 days after practical training or coaching for working life.

PART III OTHER SUPPORT, ALLOWANCES AND BENEFITS

Chapter 9 — Training allowance

Section 1 — *Labour market training benefits*

- (1) The income of a student in labour market training during the training is secured through a training allowance or a labour market subsidy as provided by the Unemployment Security Act. In addition, a student is entitled to a maintenance allowance in accordance with Chapter 10. Student welfare benefits can also be paid to a student who participates in training acquired by Finnish authorities and given abroad or training promoting employment which is provided by the authorities of another Nordic country and given in that country.
- (2) If training is provided in separate modules that are not immediately consecutive, the student is not entitled to specific benefits related to the training during the time between the modules.
- (3) Specific benefits related to training are granted and paid by the Social Insurance Institution and unemployment funds referred to in the Act on unemployment funds (603/1984).

Section 2 — *Training allowance*

- (1) A training allowance is granted as a basic allowance or an earnings-related allowance. A basic allowance is not paid for a period during which a student is entitled to an earnings-related allowance.
- (2) The full amount of a basic allowance is the same as a basic daily allowance referred to in Chapter 6, section 1(1) of the Unemployment Security Act. The full amount of an earnings-related allowance consists of a basic amount and an earnings-related amount in accordance with the provisions on earnings-related daily allowances in Chapter 6, section 1(2) and sections 2-5, 10 and 11 of the Unemployment Security Act. However, provisions on the maximum duration of an increased earnings-related amount in Chapter 6, section 3(3) of the Unemployment Security Act do not apply to training allowances. In accordance with Chapter 6, section 2(2) of the Unemployment Security Act, an increased training allowance is also paid to a student who has received an increased earnings-related amount as part of his/her earnings-related daily allowance in accordance with the said Act for 150 days. (30 December 2003/1369)
- (3) A training allowance is increased by a child increase as provided in Chapter 6, section 6 of the Unemployment Security Act.

Section 3 — *Right to training allowance*

- (1) A student is entitled to a training allowance if he:
 - 1) is at least 17 years of age;

- 2) has met the employment condition required for a daily unemployment allowance when he/she became unemployed or started the training; and
 - 3) has not received a daily unemployment allowance for the maximum time.
- (2) Subsection (1), paragraph 3) notwithstanding, a student is not entitled to a training allowance if he/she has failed to apply for a daily unemployment allowance or otherwise prevented the maximum time for a daily unemployment allowance from being reached before he/she begins the training.

Section 4 — *Restrictions on receiving training allowance*

- (1) A student is not entitled to a training allowance for the period during which he/she receives:
- 1) a daily allowance under the Sickness Insurance Act; or
 - 2) a rehabilitation allowance under the Rehabilitation Allowance Act or Acts or pension provisions or the pension regulations referred to in section 8(4) (611/1991) or the Employees' Pensions Act (395/1961) or indemnity for loss of income on the basis of accident insurance, motor insurance or provisions on rehabilitation in the Act on military injuries (404/1948).
- (2) A training allowance can be paid for a maximum of five days per week from the first day of the training.

Section 5 — *Reduced training allowance*

- (1) A student who receives a statutory benefit, pay or other earned income is entitled to a reduced training allowance on the basis of criteria set out in this Act. A reduced training allowance is calculated so that the monthly total sum of the training allowance and 80 per cent of the part exceeding the protected amount of the income received can be equal to the maximum sum otherwise payable as the training allowance. However, this does not include any social benefits not reduced from the daily unemployment allowance under Chapter 4, section 7 of the Unemployment Security Act.
- (2) The full protected amount is 127 euros. Instead of a month, the adjustment period can be a period of four consecutive calendar weeks, in which case the protected amount is the corresponding percentage of the full protected amount. If income is taken into account, calculation of reduced training allowance is also subject to the provisions on adjusted unemployment benefit in the Unemployment Security Act.
- (3) The above provisions on pay also apply to compensation corresponding to pay for a period of notice or to an economic benefit paid by the employer on the basis of another agreement or arrangement. The compensation or economic benefit is calculated on the basis of the pay for a person's latest employment relationship from the end of the employment relationship. The provisions of

subsection (1) also apply to sales profit from business assets referred to in Chapter 3, section 7 of the Unemployment Security Act.

- (4) If a benefit calculated per month as referred to in subsection (1) is changed into a daily benefit or vice versa, a month is considered to consist of 21.5 days.

Section 6 — *Right to earnings-related allowance*

- (1) A student is entitled to an earnings-related allowance if he/she is entitled to income security in accordance with the Unemployment Security Act. A further requirement for receiving the earnings-related amount of an earnings-related allowance is that the student is:
- 1) unemployed or fully laid off;
 - 2) entitled to an adjusted unemployment benefit as referred to in Chapter 4, section 1 of the Unemployment Security Act; or
 - 3) under threat of unemployment.
- (2) However, a student is not entitled to an earnings-related amount during a period when he/she is considered a full-time entrepreneur on the basis of Chapter 2, section 4 or 5 of the Unemployment Security Act.

Section 7 (21 November 2003/944) — *Funding for student welfare benefits*

- (1) Basic allowances and the related child increases are funded through State funds and the yield from employee's unemployment insurance premiums. Maintenance allowances are funded through State funds. Provisions on funding for wage-earners' earnings-related allowance are laid down in the Act on the financing of unemployment benefits (555/1998) and provisions on the financing of earnings-related allowance for entrepreneurs are laid down in the Act on unemployment funds.
- (2) The State must pay the Social Insurance Institutions monthly advance for the benefits so that the amount of the advance corresponds to the estimated amount payable by the State for the year and that the advance will cover the costs each month. Further provisions on confirmation and payment of an advance to the Social Insurance Institution and the final funding are issued by Government Decree. Any administrative costs incurred by the Social Insurance Institution from its duties related to student welfare benefits are considered its own administrative expenses.
- (3) Provisions on advance payments to the Unemployment Insurance Fund and unemployment funds and administrative costs incurred by unemployment funds are laid down in the Act on unemployment funds and the Government Decree on implementation of the Act on unemployment funds (272/2001).

Chapter 10 — Compensation for maintenance costs

Section 1 — *Mobility assistance*

- (1) As support for regional mobility, an unemployed person or a jobseeker under threat of unemployment can be granted a mobility assistance as compensation for travel costs if he/she applies for or takes up a job outside his/her commuting area. A mobility benefit can also be granted to a student for work performed during term holidays.
- (2) Further provisions on the mobility assistance are issued by Government Decree.

Section 2 — *Benefits before the beginning of training*

- (1) A person seeking labour market training can be granted compensation for his/her travel and other maintenance costs. Participation in student selection events related to the training and aptitude tests related to selection procedures are free of charge for a person seeking labour market training.
- (2) A person receiving vocational counselling or career planning services, a disabled person or a person with reduced employment capacity can be granted compensation for maintenance costs incurred from visits to educational institutions if he/she seeks training independently.
- (3) Further provisions on benefits before the beginning of training are issued by Government Decree.

Section 3 — *Right to maintenance allowance*

- (1) A student is entitled to a compensation of 8 euros per day as compensation for travel and other maintenance costs incurred from participation in labour market training. (14 November 2003/925)
- (2) If a student participates in labour market training that is provided outside his/her commuting area, the maintenance allowance is increased to 16 euros a day. A student is entitled to an increased maintenance allowance also if he:
 - 1) participates in training provided within his/her commuting area but outside the municipality where he/she habitually resides ;
 - 2) incurs accommodation costs from participation in the training; and
 - 3) presents a rent agreement or other reliable statement of costs incurred from accommodation.

(14 November 2003/925)
- (3) A recipient of a labour market subsidy who participates in coaching for working life or practical training referred to in Chapter 8, section 1 above, is entitled to a maintenance allowance during the measure in compliance with the provisions on the student's right in subsections (1) and (2). A further requirement for the right to a maintenance allowance during practical training is that the person's

right to a daily unemployment allowance has expired because of the maximum time or because he/she has received a labour market subsidy for at least 500 days on the basis of his/her unemployment.

Section 4 — *Right to maintenance allowance in labour market training provided abroad*

Section 3, subsections (1) and (2) notwithstanding, a student participating in labour market training given abroad has the right to receive as compensation for his/her maintenance and accommodation costs during the training 50 per cent of the per diem allowance normally paid to State officials as compensation for travel costs incurred from official travel to that country. Provisions on the amount of the maintenance allowance and compensation for accommodation costs payable to a student in training provided by the Arctic Vocational Foundation, however, are issued by Government Decree.

Section 5 — *Restrictions on maintenance allowance*

- (1) A student in labour market training who does not receive a training allowance or labour market subsidy is not entitled to a maintenance allowance.
- (2) A student is not paid a maintenance allowance for term holidays during the training. However, the benefit is paid for that part of a term holiday when a student participates in on-the-job learning or practical training forming part of the training unless otherwise provided in subsection (1).

Section 6 — *Discretionary maintenance allowance*

- (1) In compliance with the provisions on the amount of the maintenance allowance for a student and the requirements for granting it laid down in section 3, subsections (1) and (2), the employment office can grant a maintenance allowance to:
 - 1) a person participating in a work try-out at a workplace;
 - 2) a recipient of an employment subsidy participating in coaching for working life;
 - 3) a person participating in jobseeking training.
- (2) However, a disabled person participating in a work try-out at a workplace can be granted an increased maintenance allowance even if the place of the work try-out is located within his/her commuting area.
- (3) Further provisions on discretionary maintenance allowances are issued by Government Decree.

Section 7 — *Days qualifying for maintenance allowance*

Maintenance allowances and discretionary maintenance allowances are paid for a maximum of five days per calendar week. A person participating in labour market training given abroad can be paid a maintenance allowance for a maximum of seven days per calendar week. Further provisions on days qualifying for payment of allowances and benefits are issued by Government Decree.

PART IV IMPLEMENTATION, APPEAL AND PROVISIONS ON ENTRY INTO FORCE

Chapter 11 — Cooperation in implementation

Section 1 — Cooperation between authorities

- (1) The employment, social, health care and education authorities must cooperate over the provision of public employment services and the implementation of related measures as provided by Government Decree.
- (2) In addition, provisions on the provision of services for disabled persons in the Act on Cooperation in Respect of Rehabilitation Service (497/2003) must be observed. (21 November 2003/944)

Section 2 — Cooperation between employment authorities, labour market organizations and other stakeholders

- (1) Implementation of public employment services and the related planning and development must be carried out in cooperation with labour market organizations and organizations representing municipalities and other parties concerned. Further provisions on arranging the cooperation and the bodies to be set up for the cooperation are issued by Government Decree.
- (2) A labour commission works in conjunction with the employment office in local cooperation.

Section 3 — Labour commission

- (1) A labour commission monitors the implementation of the public employment service and makes proposals for its development, if necessary. Provisions on the labour commission's duties related granting benefits to private persons are laid down separately.
- (2) The following members of the labour commission are appointed by the Employment and Economic Development Centre for three years at a time:
 - 1) the chairman and a maximum of three deputy chairmen;
 - 2) a minimum of four and maximum of eight other members, with a maximum of three personal deputies for each of these;

- 3) permanent experts.
- (3) An equal number of women and men must be appointed to the labour commission in accordance with section 4(2) of the Act on equality between women and men (609/1986). An official of the employment office is appointed as the chairman of the labour commission. The other members, half of whom represent employers and the other half employees, and their deputies are appointed at the recommendation of those labour market organizations that are the most representative of the labour in the area. The permanent experts are appointed at the joint recommendation of the municipalities within the operating area of the employment office. In addition, the labour commission has a secretary appointed by the employment office.
- (4) The labour commission is quorate when at least the chairman, or his/her deputy, and at least half of the other members are present. If the chairman and the deputy chairmen of the commission are disqualified from handling a matter, the meeting will be chaired during the handling by another member appointed by the Employment and Economic Development Centre. Decisions of the labour commission are based on the members' majority vote. In case of a tie, the vote of the chairman of the meeting decides. Permanent experts are not present when a matter concerning a private person's right to receive a statutory benefit is being handled.
- (5) Provisions on attendance fees for and compensation for the costs incurred by the labour commission are issued by Government Decree.

Section 4 — *Subregional cooperation*

- (1) The employment office participates in cooperation between the local actors and any subregional cooperation based on local initiative.
- (2) In order to secure equal provision of public employment services in various parts of the country and to support local cooperation, the Ministry of Labour may, irrespective of the operating areas or competence of the employment offices, decide that a specific employment office appointed on the basis of division into subregions referred to in section 38(1) the Regional Development Act (602/2002) instead of the other offices in the subregion decides on the implementation of public employment services. At the same time, the Ministry of Labour confirms a more detailed division of labour between the employment offices in the subregion.

Section 5 — *Cooperation with and supervision of private employment services*

- (1) In order to promote cooperation with private employment services, the employment authorities must monitor the development of private employment services in conjunction with the labour protection authorities. For this purpose, information on private employment services must be requested at regular intervals from the providers of the services or an organization representing them and this information must be submitted by the services. Provisions on the confidentiality and confidential handling of such information are laid down

separately. Provisions on the information required and on handling matters related to cooperation and monitoring are issued by Government Decree.

- (2) Compliance with the obligation to submit information and the prohibitions set out in Chapter 4, sections 2 and 8 referred to above is supervised by the labour protection authorities as provided by the Act on supervision of labour protection and appeal in labour protection matters (131/1973).

Section 6 — *Access to information*

- (1) The employment authorities have the right to obtain, free of charge:
 - 1) from other State authorities, municipalities and joint municipal boards, information that is necessary for the implementation and development of public employment services;
 - 2) from the Social Insurance Institution, unemployment funds and providers of training services, information that is necessary for supervision and development of student welfare benefits.
- (2) The Ministry of Social and Health Affairs has the same right as the employment authorities to obtain information referred to in subsection (1), paragraph 2).

Chapter 12 — Provisions on implementation of support, allowances and benefits

Section 1 — *Application of the Act on Discretionary Government Transfers*

- (1) When the employment authorities grant, pay or recover support, allowances or benefits under this Act, the provisions of the Act on Discretionary Government Transfers (688/2001) apply, unless otherwise provided in this Act.
- (2) When the employment authorities grant support, allowances or benefits to secure a jobseeker client's income or as compensation for travel or other maintenance costs incurred by a jobseeker client, sections 11(4) or (5) on matters relevant to the decisions, sections 15-18 on the supervisory duties, inspection rights, inspection duties or executive assistance related to State aid authorities or sections 24 or 25 on interest and penalty interest of the Act on Discretionary Government Transfers do not apply.

Section 2 — *Specific provisions on support, benefits or allowances granted by the employment authorities*

- (1) Support, benefits or allowances granted by the employment authorities are paid by the Employment and Economic Development Centre, which at recovery acts as the State aid authority referred to in the Act on Discretionary Government Transfers.
- (2) If it has been decided that support, allowances or benefits referred to in section 1(2) are to be recovered, recovery of a part of a benefit paid later by the employment authority must comply with the provisions of the Recovery

Proceedings Act (37/1895) on the protected part of wages or salaries. With a jobseeker client's consent, the part recovered may be higher.

- (3) Further provisions on the procedures for applying, granting, assigning and paying support, benefits or allowances and the division of labour between the employment authorities are issued by Government Decree.

Section 3 — *Granting and paying training allowance and maintenance allowances*

- (1) Basic allowances and the related maintenance allowances are applied for from the Social Insurance Institution. Earnings-related allowances and the related maintenance allowances are applied for from the unemployment fund of which the student is a member. For a recipient of a labour market subsidy, a maintenance allowance paid during labour market training, coaching for working life or practical training is applied for from the Social Insurance Institution.
- (2) Before issuing a decision on a matter related to a training allowance, the Social Insurance Institution and the unemployment fund must obtain the employment office's notification on the beginning of the training. Before issuing a decision on granting or denying the earnings-related amount for an earnings-related allowance on the basis of Chapter 9, section 6, subsection (1) (3) or subsection (2), the unemployment fund must obtain a statement from the employment office that the requirements have been met.
- (3) Payment of benefits ceases as of the day when the recipient interrupts the labour market training or the labour market measure referred to in subsection (1) or a decision has been made on interrupting the training. A person receiving the benefit and the employment office must notify the Social Insurance Institution or the unemployment fund of the interruption without delay.
- (4) Provisions on other obligations of the employment office to submit information and present statements and information are issued by Government Decree.

Section 4 — *Application of the Unemployment Security Act and the Act on unemployment funds*

- (1) The provisions on unemployment benefits in the Unemployment Security Act and the Act on unemployment funds apply to training allowances and, as appropriate, application for maintenance allowances, the obligation to submit information, decisions on benefits, denial of benefits on the basis of delayed applications, payment methods, temporary interruption or reduction of payments, payment to another party than the student, recovery, statutes of limitations for recovery claims, transfer to another person, amendment, rectification, obtaining and submitting information, and cohabitation and separation, unless otherwise provided in this Act. (7 May 2004/364)
- (2) Subsection (1) amended by the Act No. 364/2004 comes into force on 1 June 2004. The earlier formulation of the subsection was as follows:

- (3) The provisions on unemployment benefits in the Unemployment Security Act and the Act on unemployment funds apply to training allowances and, as appropriate, application for maintenance allowances, the obligation to submit information, decisions on benefits, denial of benefits on the basis of delayed applications, payment methods, temporary interruption or reduction of payments, payment to another party than the student, recovery, transfer to another person, amendment, rectification, obtaining and submitting information, and cohabitation and separation, unless otherwise provided in this Act.
- (4) The provisions of the Unemployment Security Act on taking basic daily allowances in distraint proceedings apply to taking basic allowances and maintenance allowances in distraint.

Section 5 — *Payment of training allowance and maintenance allowance without decision*

The Social Insurance Institution or the unemployment fund can pay a reduced training allowance under Chapter 9, section 5 without issuing a decision on it, in compliance with the provisions of the Unemployment Security Act on the payment of an adjusted unemployment benefit without a decision. Similarly, if the recipient of a reduced training allowance or adjusted labour market subsidy has the right to receive a maintenance allowance, the Social Insurance Institution or the unemployment fund can pay it without a decision. In such a case, the maintenance allowance is paid in full.

Section 6 — *Payment method*

Support, allowances or benefits granted under this Act by the employment authorities are paid into an account, specified by the recipient, in a financial institution operating in Finland. In the case of a private person, the support, allowance or benefit can be paid in another manner if it cannot be paid into an account or if the person gives a special reason approved by the employment authorities.

Section 7 — *Instructions for implementation of labour market training benefits*

- (1) To establish a uniform practice, the Ministry of Social Affairs and Health issues general instructions for labour market training benefits. The instructions are prepared by the Insurance Supervisory Authority in cooperation with the Ministry of Labour.
- (2) To establish a uniform practice, further provisions on the procedure for granting, paying and recovering labour market training benefits by unemployment funds can be issued by Decree of the Ministry of Social Affairs and Health.
- (3) The Social Insurance Institution issues further instructions for its offices on the procedure for payment of the benefits.

Chapter 13 — Appeal

Section 1 — *Appeal for decisions on benefits issued by the employment authorities*

- (1) A decision issued by the Ministry of Labour, the Employment and Economic Development Centre or employment office on support, allowances or benefits as referred to in section 2(1)(2) are not subject to appeal.
- (2) A party concerned can apply for rectification of a decision referred to in subsection (1). The claim for rectification should be presented within 30 days from the notice of the decision to the authority who made the decision.
- (3) A decision on rectification can be appealed against in compliance with the Administrative Procedure Act (586/1996).
- (4) Subsection (2) notwithstanding, there is no appeal allowed against:
 - 1) a decision of the Employment and Economic Development Centre on allocation of an employment appropriation to a State agency or institution for investment granted to an applicant for State grant or State subsidy;
 - 2) a decision of the employment office on granting employment subsidy or placement of a person in work for the State.
- (5) Provisions of section 33 of the Act on Government Discretionary Transfers apply to notification of decisions referred to above.

Section 2 — *Appeal against decisions on certain student welfare benefits and maintenance compensation*

- (1) In compliance with the provisions of the Unemployment Security Act and the Act on unemployment funds, the following decisions on unemployment benefits are subject to appeal:
 - 1) decisions of the Social Insurance Institution or unemployment funds on training allowances or maintenance allowances;
 - 2) decisions of the employment office on benefits before the beginning of training referred to in Chapter 10, section 2(1);
 - 3) decisions of the Unemployment Appeal Board on benefits referred to subsections (1) or (2).
- (2) However, a petition of appeal against a decision of the employment office must be presented to the employment office concerned within the time limit given in Chapter 12, section 1(2) of the Unemployment Security Act
- (3) The provisions of Chapter 12, section 7 of the Unemployment Security Act on cancellation of decisions on unemployment benefits apply to cancellation of a decision referred to in subsection (1) above.

- (4) The provisions of the Unemployment Security Act on the duties and competence of the Unemployment Security Ombudsman do not apply to a matter concerning training allowance, maintenance allowance related to training allowance or a benefit payable before the beginning of training.

Section 3 — *Appeal against a decision on denial of employer services*

- (1) Decisions of the employment office referred to in Chapter 4, section 7(3) are subject to appeal as provided by the Administrative Judicial Procedure Act.
- (2) Decisions of employment offices must be complied with despite appeal, until the decision has become final or unless otherwise ordered under section 32 of the Administrative Judicial Procedure Act by an appellate authority.

Section 4 (21 November 2003/944) — *Appeal against decisions on interruption of training*

Decisions made by providers of training services or employment authorities on the interruption of labour market training as referred to in Chapter 6, section 9 are subject to appeal as provided by the Administrative Judicial Procedure Act. Provisions on appeal against decisions of authorities under the Council of State apply to appeal against decisions of providers of training services.

Section 5 — *Appeal against decisions of the State Treasury*

Decisions of the State Treasury issued on the basis of Chapter 6, section 14 on compensation for an accident or occupational disease are subject to appeal as provided in Chapter 5 of the Accident Insurance Act.

Section 6 — *Restrictions to appeal*

Unless otherwise provided above or by a separate Act, there is no appeal against the following decisions:

- 1) decisions of Employment and Economic Development Centres or employment offices on provision or acquisition of services referred to in this Act;
- 2) decisions of the Employment and Economic Development Centres or employment offices on labour market training.

Chapter 14 — Provisions on entry into force

Section 1 — *Entry into force*

- (1) This Act comes into force on 1 January 2003.
- (2) Chapter 9, section 2(2) of this Act is applied to insofar as it refers to increased earnings-related amount referred to in Chapter 6, section 3 of the

Unemployment Security Act to training allowance granted for training which begins after the entry into force of this Act.

- (3) Measures required for the implementation of this Act can be taken before the entry into force of this Act.

Section 2 — *Provisions repealed*

This Act repeals the following Acts and their subsequent amendments:

- 1) the Employment Services Act issued on 26 November 1993 (1005/1993);
- 2) the Act on Labour Market Training issued on 3 August 1990 (763/1990);
- 3) the Employment Act issued on 13 March 1987 (275/1987).

Section 3 — *Transitional provisions*

- (1) The provisions of section 30 of the Act on Labour Market Training issued in 2003 and any provision issued under it as they stand at the time of entry into force of this Act apply to the funding of training allowance for labour market training and to maintenance allowances paid by the Social Insurance Institution and unemployment funds.
- (2) If the provider of training receives, under the Act amending the provisions on the entry into force of the Act amending the Act on the financing of the provision of education and culture (1393/2001), State aid for training provided as a service subject to a charge, the percentage amounting to State aid provided in the said provision is taken into account as a reduction from acquisition costs related to labour market training in 2003 and 2004 at acquisition of labour market training from such a provider when the price of the training is determined.

Section 4 — *Application provision*

Any reference in another Act or in provisions issued under another Act to the Employment Services Act, the Act on Labour Market Training or the Employment Act or services or measures provided or acquired under these Acts or support, allowances or benefits granted under these Acts must be considered to mean provisions under this Act or services, measures, support, allowances or benefits under of this Act, unless otherwise provided in this Act.

Entry into force and application of amendments to this Act:

14 November 2003/925:

- (1) This Act comes into force on 1 January 2004.
- (2) The Act applies to maintenance allowances related to the time after the entry into force of the Act.

- (3) Measures necessary for the implementation of this Act can be taken before its entry into force.

21 November 2003/944:

- (1) This Act comes into force on 1 January 2004.
- (2) This Act repeals the Act amending sections 10 and 17 of the Employment Services Act issued on 13 June 2003 (501/2003).
- (3) Measures necessary for the implementation of this Act can be taken before its entry into force.

30 December 2003/1352:

- (1) This Act comes into force on 1 January 2004.
- (2) Measures necessary for the implementation of this Act can be taken before its entry into force.

30 December 2003/1369:

This Act comes into force on 1 January 2004.

30 April 2004/306:

- (1) This Act comes into force on 1 May 2004.
- (2) Provisions in force at the time of entry into force of this Act apply to registering as jobseekers aliens whose right to gainful employment in Finland is based on the Aliens Act issued on 22 February 1991 (378/1991).
- (3) Measures necessary for the implementation of this Act can be taken before its entry into force.

7 May 2004/364:

This Act comes into force on 1 June 2004.

3 December 2004/1050:

- (1) This Act comes into force on 1 January 2005.
- (2) Chapter 7, section 5a is in force until 31 December 2006. However, employment subsidy granted under the said section can be paid until no later than 31 December 2007.
- (3) Measures necessary for the implementation of this Act can be taken before its entry into force.