



# GUIDE TO UNEMPLOYMENT FUND'S **Benefits 2023**



# Guide to benefits 2023

This Guide to Benefits, published by the Federation of Unemployment Funds in Finland (TYJ), provides information about the benefits paid by the unemployment funds: earnings-related allowance paid to the unemployed, job alternation compensation for those taking job alternation leave and mobility allowance that compensates expenses caused by travelling to work or moving.

For detailed information about these benefits, visit TYJ's website at [www.tyj.fi](http://www.tyj.fi).

If you have questions about your personal situation, please contact your own unemployment fund. Contact details for unemployment funds can be found at the end of this Guide.

Please note that TYJ does not process benefit claims. Send your benefit claim with attachments to your own unemployment fund. The easiest way to claim benefits is to use your fund's e-services.

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# Membership in a fund

By joining an unemployment fund you are eligible for an earnings-related allowance based on your salary level. You can join an unemployment fund when you are employed or self-employed.

You can estimate the amount of your earnings-related allowance by using the table included at the end of this Guide or by using the allowance calculator at [www.tyj.fi](http://www.tyj.fi).

It is a good idea to join an unemployment fund even if you are still a student. This way you can accumulate the right to earnings-related allowance before you graduate and receive earning allowance if you do not get a job immediately after graduation.

If you switch your unemployment fund within a month, you can transfer any previous periods of membership and employment to your new fund.

# Conditions for claiming allowance

You can get earnings-related allowance from a fund if:

- you are unemployed in part or in full (for example in a part-time job or temporarily laid-off)
- you seek full-time employment and have registered as an unemployed job seeker with the Employment and Economic Development Office (TE Office);
- you are a member of an unemployment fund;
- you have worked for 26 weeks (about 6 months) during your fund membership.

Register as a job-seeker via the TE Office's online service as soon as you become unemployed. Registration is valid immediately, but cannot be applied retrospectively to, for example, the previous day. Earnings-related allowance can only be paid during days in which you are registered at the TE Office.


## **Six months' work history is enough**

Working 26 weeks is required for the payment of earnings-related allowance. In other words, you can receive earnings-related if you have worked for a minimum of 6 months.

Here, a working week refers to any calendar week in which you have done at least 18 hours of work. The wages received must also be in line with the collective agreement. If your employment sector does not have a collective agreement in place, your pay for full-time work must have been at least EUR 1,331 per month.

The work you have done does not need to have been completed in a single period. Working weeks from the previous 2 years and 4 months may be included in the calculations. If you have been for example studying, sick, in the army, in civilian service, on job alternation leave, or been the primary carer of a child aged 3 years or younger, such periods will extend the period considered. The maximum time period that can be included in the calculations consists of working weeks from the previous 9 years and 4 months.

If you are out of the labour market (i.e. not employed or registered as a job-seeker with the TE office) for more than six months without an acceptable reason, the 26 weeks working requirement expires.



This means that you can only receive allowance once you have worked for another 26 weeks. Acceptable reasons include, for example, studies, military service, civil service, illness, or caring for a child under 3 years old.

## **TE Office examines if you are in the labour market**

If you have a business or studies or have resigned from your job, TE Office will decide how these things affect your right to allowance. If you study full-time or work full-time in your own business, you can not claim allowance. If you have resigned, this may result in a suspension period during which you can not claim allowance.

You may lose your right to earnings-related allowance (temporarily or permanently) if you do not maintain your status as a job-seeker with the TE Office or comply with their instructions. This means, for example, keeping your employment plan up-to-date, attending meetings, and participating in services arranged by the TE Office. For more information on your obligations relating to the TE Office, please visit the TE Office's online service.

## **Some tasks are transferred to municipalities**

During 2021-2023 municipalities are responsible for some of the tasks of TE Offices in a pilot to promote employment. The transfer of services applies mainly to people under the age of 30, immigrants and foreign-language speakers, who live in an area participating in the pilot.

Your TE Office will let you know if your services are transferred to the municipality.

Please note that it is mandatory to follow the municipality's instructions during the pilot. This means that failing to follow the municipality's directions may lead to a suspension period during which you can not claim allowance.

# Temporary restrictions

In the beginning of unemployment there is a waiting period during which you can not claim allowance. In addition to this, financial benefits related to the termination of employment or a suspension period resulting from resigning from your job can delay your right to allowance.

The periods during which you cannot claim the allowance due to receiving financial benefits (deferral periods) or due to leaving your employment (suspension periods) may overlap, but your five-day waiting period will begin only after any possible deferral or suspension periods.

## **5-day waiting period**

Waiting period lasts 5 weekdays (Mon-Fri) and you can not claim allowance during the waiting period. If you are partially employed, your waiting period only accumulates when you are not working. In this case, the waiting period must accrue within eight successive calendar weeks.

## **A golden handshake delays your right to allowance**

If you have received financial benefits from your employer, such as a payment equivalent to a 3-month salary, the payment of the daily allowance will be delayed for 3 months. This is referred to as a deferral period. In order to keep your entitlement to the earnings-related allowance at the end of the deferral period, please make sure that you are not out of the labour market for more than 6 months. You will be considered to be in the labour market if you are in work or have registered as an unemployed job-seeker at the TE Office.

# The amount of allowance

You can estimate the amount of your earnings-related allowance by using the table included at the end of this Guide or by using the allowance calculator at [www.tyj.fi](http://www.tyj.fi).

## **Basic component, earnings-related component and possible bonuses**

The basic component of the earnings allowance is EUR 37.21 per day and EUR 800 per month. This part of the daily allowance does not depend on your pre-unemployment wages and the full daily allowance is always at least equal to the basic component.

The earnings-related component, the amount of which depends on your wages, is then added to the basic component. The earnings-related component is 45 per cent of the difference between your daily wage and the basic component. If your monthly salary is more than EUR 3,535, the earnings-related component is 20% of the excess.

If you have children under the age of 18, you can get a child increase. The childcare increase is EUR 7.01 for one child, EUR 10.29 for two children, and EUR 13.26 for three or more children.

If you participate in a service promoting employment, you can also get an increased allowance. The increased earnings-related component is 55 per cent of the difference between your daily pay and the basic component. If your monthly salary is more than EUR 3,535, the earnings-related component is 25% of the excess.

## **The allowance is calculated on the basis of six months' salary**

The amount of earnings-related daily allowance is calculated on the basis of your pre-unemployment salary. Wages are taken into consideration for at least 6 months. As a rule, wages are only taken into account for those weeks in which you have worked for at least 18 hours. Holiday compensation is not included in the salary.

The salary on which the daily allowance is based does not correspond fully to your gross salary, as a percentage reduction based on social security contributions is made. In 2023 the deduction is 4.40%.



## **Minimum and maximum**

The full earnings-related allowance can be no more than 90% of the daily pay on which the daily allowance is based. If you receive an increased earnings-related daily allowance, it can not exceed the salary on which the daily allowance is based.

In any case, the earnings-related allowance cannot be lower than the basic unemployment allowance, including any childcare contribution.

## **Recalculation of the allowance**

If you work for 26 weeks (6 months) for a minimum of 18 hours a week, the maximum payment period of the earnings-related allowance starts again from the beginning and the level of the daily allowance is recalculated. The five-day waiting period also starts again.

The new daily allowance level is calculated even if there were unpaid days in the previous daily allowance period.

If you are in part-time work, recalculating the daily allowance can lead to a reduction in the amount paid. However, the level of the daily allowance is protected by the following factors:

- The earnings-related daily allowance is calculated and the waiting period occurs no more than once a year.
- The daily allowance can may only be reduced by 20% at a time if there are unpaid days in the previous daily allowance period.

A few other payment protection factors apply to older adults. The salary on which the daily allowance is based will not be recalculated unless the salary has increased in the case of persons aged 58 years or older. Furthermore, when the maximum payment period starts again from scratch on the basis of starting a job or using a service provided on the basis of the employability enhancing obligation, the salary on which the daily allowance is based is not normally recalculated.

# Maximum payment period

The maximum payment period depends on the length of your employment history and on your age:

Employment history	Age	Maximum payment period
Max. 3 years	-	300 days (14 months)
Over 3 years	-	400 days (18 months)
At least 5 years during the last 20 years	At least 58 years	500 days (23 months)

The maximum payment period starts over when you fulfil the 26-week employment condition again. Employment and age requirements, that determine the length of the maximum payment period, are examined at the beginning of each maximum payment period.

If you are unemployed after the maximum payment period, you can claim labour market subsidy from the Social Insurance Institution of Finland (Kela).

## Additional days

Earnings-related allowance can be paid after the maximum period as so called additional days if you have reached a certain age before the maximum payment period runs out and you were born in 1964 or earlier.

The required age depends on the year of your birth. It is:

- 61, if you are born between 1957 and 1960.
- 62 if you are born in the year 1961-1962
- 63 if you are born in the year 1963
- 64 if you are born in the year 1964

You are also required to have worked for at least 5 years in the last 20 years.

# Working on the allowance

You can do part-time work, gig work or start a small-scale business while receiving unemployment allowance. Small-scale work is worthwhile, as it allows you to:

- Increase your earnings
- Extend the maximum payment period of the daily allowance
- Accumulate new working weeks and leads to the maximum payment period for the daily allowance resetting.

A salary or income from a business of less than EUR 300 per month does not affect the daily allowance. Half of any income exceeding EUR 300 will reduce the daily allowance. For example, a salary income of EUR 500 will reduce the daily allowance by EUR 100. The salary affects your allowance in the same period the salary is paid.

You can estimate how your salary will affect the daily allowance using the allowance calculator at [www.tyj.fi](http://www.tyj.fi).

Receiving allowance during work is possible, when you

- have a part-time job (working hours max. 80 %)
- have a full-time job that lasts for no more than two weeks (gig job)
- are part-time self-employed.

Allowance is not paid during full-time work that lasts for more than 2 weeks. In this case, you will receive the full daily allowance until you start work and after its eventual termination.

## **If you have found a part-time or gig job**

Report your working hours in your application to the unemployment fund. Remember to also inform the TE Office about your work.

If you get paid for the job in the following month, the job will not affect your daily allowance before the salary payment.



## **Having a small-scale business**

Having a small-scale business affects the daily allowance in the same way as part-time work. The TE Office will evaluate how extensive your business activity is and decides whether it is sufficiently small to allow payment of the earnings-related allowance. In general, a business that has been practiced alongside full-time employment for 6 months does not prevent payment of the daily allowance.

If a business is started while being unemployed, it is automatically considered small-scale for the first 4 months. This means that, other than in relation to your income, the first 4 months of business activity do not affect your daily allowance. After 4 months, the TE Office will check to see if this business activity is small-scale enough for you to still receive unemployment benefits. You can only start your business in this way once within the maximum payment period of the earnings-related allowance. In the future, the scale of the business will be checked immediately.

If your business activity lasts for no longer than two weeks, the scale of the business will not be evaluated at all. You can have any number of periods of business activity lasting up to 2 weeks during the maximum payment period.

# Temporary lay-offs

During a temporary lay-off, work and salary payments are interrupted until a certain date or for certain days or hours.

- If you have been temporarily laid-off for full days, you will receive a full earnings-related allowance during the days you are laid-off.
- If your working hours have been reduced due to a temporary lay-off, your daily allowance is calculated in the same way as when you were working part-time (see Working on the allowance).

Earnings-related allowance can be paid during a lay-off if your working hours do not exceed 80% of the maximum working hours in your industry. During lay-offs working hours are calculated per calendar week. This means that if your working hours exceed the 80% limit during a calendar week, you can not receive allowance for that week. If the lay-off is implemented by shortening the workday, your hours worked are reviewed by adjustment period.

# Services promoting employment

If you take part in a service promoting employment arranged by the TE Office or your municipality and the service has been agreed upon in your employment plan, you will receive a higher rate of allowance during the service. In addition you can receive an expense allowance of EUR 9 per day during the services apart from self-directed study.

You can claim unemployment benefits during an employment promotion measure regardless of a waiting or suspension period.

Employment promotion measures include training in job seeking, career training, work trials, labour market training, self-directed study and rehabilitative work.

For more information on the employment promotion measures and how to apply, contact any TE Office or visit [www.te-palvelut.fi](http://www.te-palvelut.fi). If you receive your services from your municipality, contact the municipality.

## Other studies

You can study part-time or short-term while receiving earnings-related allowance. In these cases your studies will not affect your eligibility for allowance or the amount of allowance. Part-time studies mean studies that do not prevent you from accepting full-time work. Short-term studies mean studies that last for no more than six months.

You can not claim allowance while studying full-time, unless the studies are self-directed studies agreed upon with the TE office.

TE office will examine whether your studies effect your allowance. For more information, contact any TE Office or visit [www.te-palvelut.fi](http://www.te-palvelut.fi).

# Social benefits

Social benefits may affect the benefits paid by the unemployment funds.

Benefits that prevent the payment of earnings-related allowance include several pensions, full or partial sickness allowance, maternal, paternal or parental allowance, pregnancy allowance and rehabilitation allowance.

Benefits that reduce the amount of earnings-related allowance include among others partial disability pension, child home care allowance and partial care allowance. Benefits are taken into account in gross amount without deduction of taxes.

Benefits that do not affect the payment of earnings-related allowance include child benefit, housing allowance, social assistance, and disability benefits.

# Allowance for the self-employed

Entrepreneurs can accumulate the right to the earnings-related allowance by joining an unemployment fund for entrepreneurs. An entrepreneur's earnings-related allowance can be paid if

- you have ceased the business activity or you no longer work in the company;
- you seek full-time employment and have registered as an unemployed job seeker with the TE Office;
- you are a member of an unemployment fund;
- you have been working for at least 15 months as an entrepreneur during this membership.

The TE Office will examine when your full-time self-employment has ended.

To satisfy the employment condition, you must have been self-employed for at least 15 months during your membership of an entrepreneurs' unemployment fund and your self-employment must have been of a substantial nature. In the year 2023, in order for your self-employment to be considered of a substantial nature, you must have taken out pension insurance (YEL; MYEL or TyEL) for yourself for an annual income of at least 14,088 euro.

Self-employment periods of at least four months meet the employment condition. The employment condition must be met during a period of 48 months preceding your period of unemployment.

## **The amount and duration of allowance**

As with employees, earnings-related allowance for the self-employed consists of a basic component, which equals the basic unemployment allowance, an earnings-related component, and a possible child increase. The earnings-related component is determined on the basis of your earned income which you have chosen as the basis of your unemployment insurance as a self-employed person. Your membership fee is also determined on the basis of this chosen earned income.



<b>Income/Year</b>	<b>Allowance/Month</b>
14 088 €	968 €
20 000 €	1 190 €
30 000 €	1 565 €
40 000 €	2 074 €
50 000 €	2 157 €

Earnings-related allowance for the self-employed is payable for a maximum of 300-500 days, as with employees. However, the self-employed are not entitled to the extended allowance period in the same way employees are.

## **Changing between self-employment and employment**

When you change from an employee to self-employed, you may be paid an earnings-related allowance during unemployment based on you fulfilling the employment condition as an employee, if it is less than 18 months since you started your business activity and if you do not yet satisfy the employment condition as self-employed. For the 18 months, you can remain a member of an employees' unemployment fund or transfer to an entrepreneurs' unemployment fund. Please note that the employment condition of the self-employed can not be fulfilled during membership in an employees' unemployment fund.

When you change from self-employed to an employee, you may be paid an earnings-related allowance during unemployment based on you fulfilling the employment condition as self-employed if you do not yet satisfy the employment condition as an employee. At the start of your employment, you can remain a member of an entrepreneurs' unemployment fund or transfer to an employees' unemployment fund. However, employee's employment condition can not be fulfilled during membership in an entrepreneurs' unemployment fund.

# Claiming allowance

If you become unemployed, do the following

1. As soon as you become unemployed, register as a job-seeker via the TE Office's online service. Registration is valid immediately, but cannot be applied retrospectively to, for example, the previous day. Earnings-related allowance can only be paid during days in which you are registered at the TE Office.
2. After two weeks, complete the daily allowance application in your own unemployment fund's online service.

After the initial application, continue to claim daily allowance in four-weekly/monthly cycles.

The easiest way to start your job search and to apply for unemployment allowance is to use online services. You can find links to funds' websites and e-services from [www.tyj.fi](http://www.tyj.fi) under Funds' contact information.

You will usually be asked to include the following attachments with your application

- A copy of the notice of termination of employment contract or notice of lay-off;
- A copy of the employment contract.

If your salary information can not be found from the income register, your unemployment fund will also need a pay certificate.

The easiest way to add paper attachments to an e-application is by taking a picture of them.

The unemployment fund will receive tax information directly from the tax authorities. Tax rate given for wages is increased to at least 25 % when used to pay out earnings-related allowance. However, you can get a tax card from the tax office for benefits and send it to your unemployment fund in which case your earnings-related allowance is taxed at the rate indicated in your tax card with no minimum rate.

You can get further information on applying for allowance from your own fund.

Remember to apply for the earnings-related allowance within three months of the first day of the period you are claiming for.

## **Appealable decisions**

After your first claim has been processed, your unemployment fund will send you a decision on the basis of allowance.

If you do not agree with the decision, you can appeal to The Social Security Appeal Board in accordance with the instructions attached to the decision. Forward your appeal to your unemployment fund within 30 days of the receipt of the decision.

You can appeal the Board's decision to the Insurance Court.

# **Transition allowance**

Transition security for persons 55 and over was adopted at the start of 2023. Persons eligible for transition security are entitled to a transition allowance, training and extended re-employment leave. To be eligible for

transition security, the person must:

- have been dismissed for production-related or financial reasons on or after 1 January 2023
- be at least 55 years old at the time of dismissal
- have been employed by the same employer for at least 5 years
- have registered as a jobseeker with the TE Office within 60 days of the dismissal.

The transition allowance corresponds to one month's salary.

Apply for the allowance from your own unemployment fund.

# Mobility allowance

Mobility allowance covers expenses caused by travelling to work or moving, when you are unemployed and take a job far away from where you currently live.

You can claim mobility allowance before the commencement of actual employment if you start training related to an employment relationship that will last at least two months.

You can claim mobility allowance, if:

- travelling to work or training and back at the beginning of the employment or training (or when you agree on the job if you move to another town because of it) takes more than three hours per day in the case of full-time employment or more than two hours in the case of part-time employment;
- you are entitled to unemployment allowance immediately before the employment begins;
- the length of your employment is at least two months.

In full-time employment, the mobility allowance is worth approximately EUR 800 per month. In part-time work, the mobility allowance is paid for working days completed at a rate of EUR 37.21 per day. If you have children or a job located more than 200 km from your place of residence, you may also receive an additional/increased allowance.

The maximum payment period for mobility allowance depends on the length of the employment:

<b>Length of employment</b>	<b>Max. payment period</b>
2 months	1 month
3 months	1,5 months
4 months	2 months

Apply for mobility allowance from your own unemployment fund.

# Job alternation compensation

You can take job alternation leave if:

- you have been working full-time (more than 75 per cent of the maximum working hours agreed for the sector);
- you have agreed with your employer to take job alternation leave;
- your employer will hire a person registered as an unemployed job seeker with the TE Office for the duration of your leave your employment with the same employer has continued without interruption for at least 13 months before your leave begins, and;
- you have accrued at least 20 years of employment history before your leave begins.

If you are unsure about meeting the condition regarding employment history, contact your unemployment fund. If you have questions about the other requirements for taking job alternation leave, contact a TE Office.

## Length of job alternation leave

Job alternation leave may last 100–180 calendar days. Job alternation leave cannot be divided into shorter periods.

## Amount of job alternation compensation

The full amount of the job alternation compensation is 70 per cent of the earnings-related allowance you would be entitled to during a period of unemployment. Earned income for the minimum of 52 weeks preceding the job alternation leave is taken into consideration when calculating the earnings-related allowance on which the compensation is based.

Apply for alternation compensation from your own unemployment fund.

# Contact information

**Avoin tk -  
Open UF A-kassa**  
PL 116, 00531 HELSINKI  
tel. 020 690 455  
[www.a-kassa.fi](http://www.a-kassa.fi)

**Erytysalojen  
toimihenkilöiden tk -  
UF for Special Service and  
Clerical Employees**  
Asemamiehenkatu 4  
00520 HELSINKI  
tel. 09 6132 3224  
[www.ettk.fi](http://www.ettk.fi)

**Erytyskoulutettujen tk Erko -  
UF for Higher Educated  
Employees Erko**  
Asemamiehenkatu 2  
00520 HELSINKI  
tel. 09 7206 4343  
[www.erko.fi](http://www.erko.fi)

**Julkisten ja hyvinvointialojen  
tk - The Public and Welfare  
Sectors' UF**  
PL 100, 00531 HELSINKI  
tel. 010 190 300  
[tyottomyyskassa.jhl.fi](http://tyottomyyskassa.jhl.fi)

**Korkeasti koulutettujen tk  
KOKO - The UF for highly  
educated KOKO**  
Ratavartijankatu 2  
00520 HELSINKI  
tel. 09 4763 7600  
[kokokassa.fi](http://kokokassa.fi)

**Lakimiesten ja Lääkärien tk -  
UF for Lawyers and Medical  
Practitioners (LL-kassa)**  
Uudenmaankatu 4-6 B, 00120  
HELSINKI  
tel. 09 6123 067  
[www.LL-kassa.fi](http://www.LL-kassa.fi)

**Opetus ja tiede tk -  
UF for Education and Science**  
Rautatieläisenkatu 6  
00520 HELSINKI  
tel. 09 2294 4100  
[www.opetk.fi](http://www.opetk.fi)

**Palvelualojen tk -  
UF of the Service Union  
United PAM**  
PL 93, 00531 HELSINKI  
tel. 020 690 211  
[www.palvelualojenkassa.fi](http://www.palvelualojenkassa.fi)

**Paperityöväen tk -  
Finnish Paper Workers' UF**  
PL 349, 00531 HELSINKI  
tel. 020 690 429  
[www.paperikassa.fi](http://www.paperikassa.fi)

**Suomen Elintarviketyöläisten  
tk - Finnish Food Workers' UF**  
Asemamiehenkatu 2  
00520 HELSINKI  
tel. 09 4246 1210  
[www.elintarvikekassa.fi](http://www.elintarvikekassa.fi)

**Super tk -  
Super UF**

PL 117, 00521 HELSINKI  
tel. 09 2727 9377  
[www.supertk.fi](http://www.supertk.fi)

**Terveysthuoltoalan tk -  
UF for Health and Social Care  
Professionals**

PL 70, 00060 TEHY  
tel. 09 5422 7300  
[www.tehytk.fi](http://www.tehytk.fi)

**Tk Aaria -  
UF Aaria**

Elimäenkatu 5  
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tel. 020 7655 900  
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tel. 02 7607 620  
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UF for Entrepreneurs**

PL 86, 00251 Helsinki  
tel. 09 6224 830

[www.yrittajakassa.fi](http://www.yrittajakassa.fi)

# Table of earnings-related allowance

Pay / Month	Allowance / Month
1 000 €	860 €
1 100 €	913 €
1 200 €	956 €
1 300 €	999 €
1 400 €	1 042 €
1 500 €	1 085 €
1 600 €	1 128 €
1 700 €	1 171 €
1 800 €	1 214 €
1 900 €	1 257 €
2 000 €	1 300 €
2 100 €	1 343 €
2 200 €	1 386 €
2 300 €	1 429 €
2 400 €	1 472 €
2 500 €	1 516 €
2 600 €	1 559 €
2 700 €	1 602 €
2 800 €	1 645 €
2 900 €	1 688 €
3 000 €	1 731 €
3 100 €	1 774 €
3 200 €	1 817 €
3 300 €	1 860 €
3 400 €	1 903 €
3 500 €	1 946 €
3 600 €	1 989 €
3 700 €	2 031 €
3 800 €	2 050 €
3 900 €	2 069 €
4 000 €	2 089 €