



Work life

Flexible working hours make it possible to combine a successful career with a balanced family life. The work culture is efficient and thus working days are not very long. Women with children can build both a career and focus on their family thanks to the universal right for day care for every child. Every employer is required by law to take care of its employees by offering them occupational health care that is partially paid for by the Social Insurance Institution of Finland (Kela).

Every individual working in Finland under a Finnish work contract is entitled to annual holidays.

Typical working hours

The regular hours of work are eight hours a day and 40 hours per week. There are collective agreements for many sectors that also specify shorter hours, for example 37.5 hours per week, in the industries included in the contract.

The length of the working day may vary depending on the type of work, and exceed the eight hours. Weekly hours, despite the longer working hours, must not exceed the average of 40 weekly hours.

The office hours are from 8 a.m. until 4 p.m.

Source: Työsuojelupiirit

Employees are entitled to 2.5 weekdays of holiday for each full holiday credit month if the employment contract has been valid and uninterrupted for more than one year, i.e. a person that has worked for 12 months is entitled to 30 days of holiday.



Income taxation of individuals

Income tax is paid to the municipality and to the state.

State income taxes are levied on the earned income and investment income of individuals. The tax on earned income is levied according to a progressive tax scale. The state income tax on investment income is levied at a flat rate of 28%.

State income tax rates in 2009

Earned income under taxation €	Tax under minimum level €	Tax on income exceeding minimum level %
13,100 - 21,700	8	7
21,700 - 35,300	610	18
35,300 - 64,500	3,058	22
64,500 -	9,482	30,5

Source: Vero.fi

Communal (municipal income) tax is levied at flat rates on the earned income of individuals. Each municipal council sets the tax rate annually in advance for the following year on the basis of the municipal budget. In 2009, the communal tax rates in Greater Helsinki vary from 16.5% to 19.5% depending on the municipality.

Source: Vero.fi



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Public holidays

Many of the public holidays in Finland are religious holidays. The only non-Christian holidays are May Day, Midsummer and New Year's Day. Banks, shops, schools and offices are closed during the public holidays.

Public holidays

New Year's Day	(Jan 1)
Epiphany	(Jan 6)
Good Friday	(March / April)
Easter Sunday	(March / April)
2. Easter Day	(March / April)
May Day	(May 1)
Ascension Day	(May)
Whit Sunday	(May)
Midsummer	(June)
All Saints' Day	(Oct / Nov)
Independence Day	(Dec 6)
Christmas Day	(Dec 25)
Boxing Day	(Dec 26)



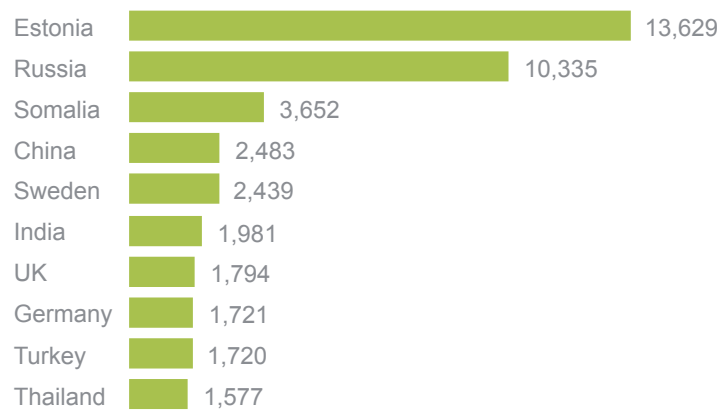
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Foreign groups

In 2008, nearly 72,000 foreigners were residing in Helsinki (Uusimaa), which accounts for half of the foreigners living in Finland (143,256). (Statistics Finland 2008)

Ten biggest foreigner groups living in Helsinki*



Source: Statistics Finland 2008

* Uusimaa



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Case story

Communications Director Taina Erkkilä, Nissan Nordic Europe Oy

The Communications Director of Nissan Nordic Europe, Taina Erkkilä, tells it is good to be a woman in working life in Finland. Compared to many other countries, she says, the long maternity leave and the ease of getting a daycare place for the children support women's possibilities to create their own careers.

Erkkilä herself has two children born in the late 1980s and early 1990s. Her first child started in day care at the age of one when she returned to work. After the birth of the younger child she stayed at home to take care of the two children for two years, which according to Erkkilä is a great possibility in Finland.

The cooperation between school and home has been active at all school levels, Erkkilä describes. The teachers organize parents' meetings and even in high school there is regular communication. In Erkkilä's opinion, it has been pleasant to meet and learn to know teachers and other parents. This, according to her, is a way to create a natural safety network for a growing child.

