

2025 FINLAND BENEFITS SUMMARY

Employees are eligible for most benefits programs on the first day of employment.

Public holidays: The employee is entitled to public holidays - 12 days maximum falls in a weekend).

Vacation: The employee is gathering 2 days per month from the 1st year of employment. After the 1st year of employment, the employee is gathering 2,5 days per month with a max of 30 days per year (4 weeks summer vacation and 1 week winter vacation). This in accordance with provisions of the Act on Annual Leave (Vuosilomalaki)

Vacation pay: The salary is paid in 12,6 installments, on a monthly basis. The vacation payment, representing 0.6 of the total 12.6 installments (50% of the vacation time salary), will be paid out partly with the February payroll,

