



Global Immigration alert

November 2024

Finland

Proposal to introduce heightened requirements for employers and certain third-country nationals

Executive summary

The Finnish government recently submitted a proposal to parliament that would heighten the requirements for employers and certain third-country nationals. If approved by parliament, the amendments will go into effect on 1 April 2025.

Key developments

If the proposal is approved in its current form, the following changes will be implemented:

- ▶ **Employment of third-country nationals:** Third-country nationals who hold residence permits for work purposes and whose employment ends prematurely (before the end of their expected employment period) will have their permits canceled unless they secure another job within three months of the end of their employment. If they do not find a new job during this time, they will be required to leave the country. Third-country nationals will enjoy a six-month job search period if:
 - ▶ They hold a residence permit of a person employed as a specialist.
 - ▶ They hold a residence permit for work in top or middle management.
 - ▶ They are specialists or managers who hold a residence permit for intra-corporate transferees (i.e., ICT residence permit).
 - ▶ They hold an EU Blue Card.
 - ▶ They have lived in Finland for at least two years with a residence permit for work purposes.
- ▶ **Change of employment:** Third-country nationals who hold a residence permit for an employed person will be able to

work in a field other than the professional field in connection with which their residence permit was issued, provided the new field is considered by the government as experiencing a labor shortage. The fields experiencing labor shortages would be confirmed annually by government decree.

▶ New requirements for employers:

- ▶ Employers will be required to notify the Finnish Immigration Service if the employment of an individual holding a residence permit for work purposes has ended before the expected end of their employment contract. Employers will need to submit the notification within 14 days of the end of the employment. Employers who do not comply with the new requirement will be subject to fines.
- ▶ Employers are currently required to notify the Employment and Economic Development Office (TE Office) "without undue delay" if they hire a third-country national who already holds a valid authorization to work and reside in Finland. It is now proposed that the notification would need to be submitted within seven days after hiring the individual.

Impact on employers

Employers may remain abreast of this and future developments to mitigate the impact of potential future changes on employers' requirements.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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