

Hiring employees in Finland and following the country's employment laws is a highly organized process. Employee and employer relationships must obey a strict set of rules, and collective bargaining plays a tremendous role in the labor market. In addition to these written rules and regulations, Finland has a unique business etiquette that you'll need to follow throughout the recruitment process.

Before you start recruiting and hiring employees, you'll need to understand all the intricacies of the country's workplace culture as well as employment compliance laws. Globalization Partners can help by hiring employees on your behalf and taking on all the risk.

Recruiting Top Talent in Finland

In Finland, the following factors are essential aspects of the recruitment process:

- **Personal face-to-face interviews:** An in-person interview is an essential way to let the candidate know that you value their time and their potential contribution to your company. It also gives your prospective employees the chance to get to know you and understand your company's culture.
- **Well-defined job descriptions:** Finnish people are very straightforward. A thorough job description allows candidates to see what they are getting into right away, saving valuable time during the interview process.
- **Commitment from the hiring manager:** Clear commitment is another way to offer the type of direct communication that Finnish employees expect.

During the recruitment process, candidates will also expect to learn about your corporate culture as well as opportunities for personal development in the position. You should be ready to offer this information and answer any additional questions in any interviews or meetings with prospective hires.

You should also consider the importance of employer branding. If your company is well-known in Finland, you'll have an easier time recruiting talented employees to join your team. Consider using social media to build brand recognition, especially if your company doesn't have an established presence in Finland yet.

Where to Advertise Job Positions in Finland

Mobile recruitment is on the rise in Finland. This fact probably doesn't come as a surprise, and there's a good chance that you're already optimizing your recruiting pages for mobile devices in your company's country of origin. Be sure to do the same when you are hiring in Finland. Social media channels are also becoming more and more popular for sourcing and recruiting employees, so you should look into using these methods if you're not doing so already.

That said, your company shouldn't discount traditional recruitment and hiring channels entirely. Feel free to advertise in local newspapers and job boards as well.

How to Hire Employees in Finland

Arguably the most crucial part of hiring Finnish employees is drafting a strong employment contract. The Employment Contract Act covers blue-collar workers and salaried employees, stipulating employment contracts, basic employee rights, and rules of job protection. This act typically excludes managers and other leadership positions.

Because collective agreements are so prevalent in Finland, employers must give employees more beneficial terms than the statutory requirements. These agreements cover everything from wage to salary to overtime, so employers must either provide what the agreement states or go beyond with additional benefits.

Finland Employment Compliance

Since 59% of Finnish workers belong to a trade union, it is more prudent to focus on collective agreements rather than the country's statutory requirements.

The first step to meeting Finland employment compliance laws is creating an employment contract. It can be either written, electronic, or oral and must incorporate several details including:

- Place of work
- Starting date
- Any probationary period
- Expected job duties
- Typical working hours
- Any collective agreement terms
- Salary
- Holidays
- Required period of notice

Employment contracts in Finland are meant to last indefinitely. If you need to hire an employee using a fixed-term contract, it does not need to be written, but you'll need to express all the conditions of the employment.

How to Onboard Employees

Once you hire employees in Finland, you'll need to figure out the best way to introduce them to your company. It's best to start by reviewing the employment contract either before or during an employee's first day. You can also discuss any other job requirements or go over a code of conduct and other parts of your company's culture. If you are still located at your parent company, try traveling or sending a representative to Finland for your employees' first day.

Benefits of Finland Hiring Outsourcing

Outsourcing the Finland hiring process provides numerous advantages. First, outsourcing can often help recruit top talent that you may not have had the resources to find before. However, it's not enough to work with just any outsourcing firm. Partnering with a global PEO like Globalization Partners can offer even more benefits.

Globalization Partners will hire employees on your behalf, so you won't have to open a subsidiary. You can get to work sooner while focusing on your international expansion goals. We also act as the Employer of Record, meaning all liability is our responsibility instead of

yours.

Work With Globalization Partners

If you need help with understanding Finnish work culture and maintaining employment compliance, come to Globalization Partners. [Contact us today](#) to learn more about our services.

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