

NB: Unofficial translation
Ministry of Labour, Finland

**Act on the continuation of the employment and civil service contracts of persons
liable for military service called to service
(570/1961)**

Section 1 (13.1.1989/26)

Employers may not terminate the employment or civil service contract of Finnish citizens called to military service under the Military Service Act on the basis of the service or give notice of dismissal during it; instead, the person liable for military service shall be given the same or corresponding duties as before when the service ends or is interrupted, as laid down in this Act. The relevant provisions of the Employment Contracts Act (320/70) are applied to terminating the employment relationship of a person liable for military service in connection with a transfer of a business, employer's bankruptcy or death.

This Act is not applied to acting civil servants referred to in the State Civil Servants Act (755/86) or to temporary officeholders referred to in the Municipal Administration Act (953/76).

See the Employment Contracts Act, Ty 101; State Civil Servants Act, Ty 103; section 44 of the Local Government Act, Ha 301.

Section 1a (30.12.1992/1724)

This Act is also applied to the continuation of employment and civil service contracts of persons called to service under the Non-military service act (1723/91).

Section 2

A person liable for military service who wants to exercise his right under section 1 after having completed active service shall, before the end of service or when it has been interrupted, notify by demonstrable means through his military unit or otherwise on which date within 14 days as of the end of service or its interruption he will return to work. If the notification has not been made at least 14 days before the date of the announced date of returning to work, the employer is not obliged to take the person liable for military service back to work until the said time has lapsed as of sending the notification. A person liable for military service employed in the public sector shall make the notification referred to herein to the appropriate authority.

Persons liable for military service who have been called to reservist training or extraordinary service must return to work immediately they are no longer prevented from working by the service.

Section 3 (19.12.1986/980)

Holders of an office or position or employees who have returned to the employment of their former employer having completed their active service may not be given notice of dismissal during the three months following their return to work unless they have been informed of the termination of the employment relationship at least two months in advance.

Section 4 has been repealed by Act 13.1.1989/26.

Section 5

Any agreement that restricts or cancels the rights of persons liable for military service based on this Act is null and void.

Section 6

The relevant [inspector of trades] is obliged to provide advice and instructions regarding this Act on request.

Section 7 (21.4.1995/695)

An employer or a representative thereof who willingly or out of negligence violates the provisions of this Act shall be sentenced to a fine for *violating a conscript's employment security*.

The distribution of responsibility between the employer and the employer's representatives is determined according to the principles laid down in chapter 47, section 7 of the Penal Code.

Section 8

This Act comes into force on January 1, 1962, repealing section 48, paragraphs 1 and 3 of the Military service Act (452/50) issued on September 15, 1950, the provisions of which shall, however, be applied to persons liable for military service who have entered service before this Act came into force.