Youth employment measures

Employers are eligible for a pay subsidy [1], when hiring an unemployed jobseeker of any age group. Wage subsidies are paid for work carried out on an employment contract or for an apprenticeship. Both public sector employers, such as municipalities, and companies and other private-sector employers such as associations, foundations and social corporations can receive the subsidy when the relevant conditions are met.

As described on the webpages of public employment services, the job alternation leave system [2] offers many benefits to all the parties concerned. While helps the employee to cope, it also increases offers for fixed-term employment relationships. Young people under the age of 30, who have recently graduated with a vocational or higher education degree or are under the age of 25 do not need to be registered unemployed jobseekers in order to be recruited as a substitute for the duration of the job alternation.

The youth workshop activities are targeted at young people who are inactive in education, employment and training, or those in need of other support. For more information, visit: Youth Wiki/Finland: 4.7 Youth work to foster social inclusion [3].
Flexicurity measures focusing on young people

Employment and change security [4] improves the employee’s position in situations where they are in danger of being dismissed or have been dismissed for financial or production-related reasons. Change security also applies to fixed-term employees, and those who are laid off for a period of 180 days, or to those who have been laid off. This enhances the co-operation between employees, employers, and the Employment and Economic Development Offices [5] (TE Offices). Change security includes paid leave for dismissed employees to search for a new job, supplementary unemployment allowance, or the increased allowance due to their extensive employment history paid while participating in services that promote employment and support the employment plan. Employment and change security involves young people, but there are no measures to enhance their position in the labour market in change situations.

Reconciliation of private and working life for young people

According to the Non-Discrimination Act [6], a person should not be discriminated against for any reason, e.g. for age. The obligation to promote equality expands beyond public authorities to education providers, educational institutes and employers. The obligation to draw up an equality plan concerns employers who have 30 or more employees. Public authorities, education providers, and employers must ensure that employees with disabilities have equal access to services, work or education and training. Persons with disabilities must also have equal access to goods and services. The Act applies to all public and private activities, excluding private life, family life, and religious institutions.

The Act on Equality between Men and Women [7] prohibits discrimination based on gender, and requires the promotion of gender equality. According to the Government Action Plan for Gender Equality [8] 2012-2015, the government is committed to promoting gender equality in all its decision-making. The Action Plan included a specific component on gender mainstreaming, which applies to all the ministries. Gender Mainstreaming is implemented in legislative drafting and budget preparation. There is a long history of promoting gender equality in Finland, particularly regarding pay, working conditions, terms of employment, and career development. There are also various forms of financial support and child care arrangements available for families, such as a maternity grant, maternity leave, parental leave, paternity leave, child care leave and child benefits (see, for example: Europe 2020 strategy: Finland’s national programme 2011 [9]).

Funding of existing schemes/initiatives

The processes of integrating young people into the labour market are included in the main budget of the Ministry of Economic Affairs and Employment. [10]
Quality assurance

The effects of main policy measures are monitored by following the indicators provided by the State Youth Council. These indicators evaluate the well-being and living conditions of young people. Some of these are also reported in the Annual Government Report (for example, see *Hallituksen vuosikertomus 2017* [11]). For more information on well-being indicators, visit: Youth Wiki/Finland: 4.2 Administration and Governance [12].

For the first period of the Youth Guarantee (2013-2015), eleven indicators were chosen to assess the success of the programme's implementation. These indicators were available on the website of the State Youth Council [13]. The website made it possible to compare different regions to each other or to the national average.

Since 2016, the key project of the Government Programme related to Youth Guarantee [14] is lead by the Minister of Culture and Education in collaboration with the Minister of Justice and Employment, and the Minister of Family Affairs and Social Services. The objective of the project is to support young people’s life management skills, learning paths and employability.

Often there are evaluation research components included in policy measures, through which development is monitored and hands-on support is given during the implementation process. The assessment of the effectiveness of the first period of the Youth Guarantee was undertaken by the Rehabilitation Foundation and Diaconia University of Applied Sciences in 2014. According to the report, the supply of services and resources for young people improved and the young people accessed the relevant services more often and more easily than before, thanks to the policy programme. The report was published by the Ministry of Economic Affairs and Employment.

In 2016, new objectives of the Youth Guarantee were presented as part of the Government Programme’s key project action plan [14] to turn the Youth Guarantee to a community guarantee, with an intensified effort for cooperation between the public, private and third sectors in order to support young people. These objectives are:

2. The guarantee of a study place for all comprehensive school graduates.
3. Improvement of social, healthcare and mental health services, and guaranteed access to rehabilitation services.
4. Intensified job search activities and pay subsidies for employment.

The Government Action Plan or the Mid-term Review [16] do not specify how the reach of the objectives will be evaluated. In addition, the government funding in these areas was cut by more than 50 % in 2016 and further cuts are planned for the 2017-2019 period. According to the European Commission's evaluation, it is not clear how the current level of services to youth could be maintained with the budget cuts to public employment services and the Youth Guarantee itself (Youth Guarantee country by country: Finland [17]).

For more information about the establishment of One-Stop Guidance Centres, visit: Youth Wiki/Finland: 3.4 Career guidance and counselling. [18]