

## Young workers

The Finnish Young Workers' Act is applicable

|   | <b>14-year-old or will reach that age in the course of the calendar year</b>   | <b>15 to 17-year old</b>   | <b>NOTE!</b>  |
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| <b>Concluding the employment contract or the contract of apprenticeship</b> | with the guardian / guardian's permission  | with the young worker  |   |
| <b>Length of the employment contract</b>                                    | 1. for at most half of the school holidays<br><br>2. temporarily during schoolwork or otherwise for individual work performances of a short duration   | no restrictions, in case the young worker is not liable to compulsory school attendance. |   |
| <b>Type of work</b>   | light work, which does not cause harm to the young worker's school attendance  | no restrictions  | Certain prohibited and dangerous work                     |
|   | The employer shall see to it that the work is not hazardous to the physical or mental development of a young worker, and that it does not require more exertion or responsibility than can be considered reasonable with respect to his age and strength.  |  |   |
| <b>Medical examination (at the expense of the employer)</b>                 | Within 1 month from commencement of the employment   |  |   |
|   | Not necessary if: <ul style="list-style-type: none"> <li>- the contract is for light shop or office work or other similar light employment</li> <li>- the employment relationship is due to last for no more than 3 months</li> <li>- the young worker can produce a medical certificate, obtained within the last 12 months, showing convincingly that the young worker is fit for the employment.</li> </ul> |  |   |
| <b>Regular working time</b>   | 7 hours / day<br>35 hours / week   | as for adults  | Maximum working time is 9 hours / day and 48 hours / week |
|   | The total length of training time and working hours of an apprentice in apprenticeship training cannot exceed 8 hours / day or 40 hours / week.  |  |   |

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| <b>School aged person's working time during the school year</b> | During the school year, the daily working hours of a person of school age shall not exceed:<br>1) 7 hours on days when there is no school<br>2) 2 hours on school days |  | The total length of the school day and working hours cannot exceed 8 hours or the weekly working time 12 hours. |
| <b>Overtime</b><br>-Daily<br>- Weekly                           | Not permitted  | Up to the total working time of 9 hours / day and 48 hours / week  | Maximum 80 / calendar year and with special permit additional 40 hours (in total 120 hours)                     |
| <b>Emergency work</b>   | Not permitted  | Up to the total working time of 9 hours / day and 48 hours / week  | only if employees over 18 years old are not available to do the emergency work in question                      |
| <b>Distribution of working time</b>                             | During 8 and 20 (in case of weighty grounds: during 6 and 20)  | During 6 – 22<br><br>(Young workers who are employed for training purposes in jobs approved and supervised by the public authorities may be employed in a two-shift system until 24) |   |
| <b>Meal break</b>   | 30 min, in case the working time exceed 7 hours.   |  | provisions in the CBA that derogate from legislation can also be applied to young workers                       |
| <b>Daily rest period (uninterrupted)</b>                        | 14 hours   | 12 hours   |   |
| <b>Weekly free-time</b>   | 38 hours   | 38 hours   |   |
| <b>List of young workers</b>                                    | The employer shall keep a list of all young workers who are recruited until further notice or for at least 2 months  |  |   |