

# Employment condition



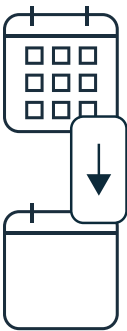
## Earnings-based employment condition until Sept 1, 2024

Employment condition accrues based on **working weeks**.

**Employment condition is 26 calendar weeks for jobseekers whose lay-off or unemployment begins by Sept 2, 2024.**

For a fund member, the employment condition accrues for all calendar weeks during which they have worked and for which they have received salary for a minimum of 18 hours. Paid holidays and leaves also accrue the employment condition. Salary must be paid in accordance with the collective agreement. If there is no collective agreement for an industry, the salary received should meet the minimum as stipulated by law.

The employment condition must be accrued during a 28-month reference period. The reference period can be extended by up to 7 years due to e.g. illness, nursing leave, studies or military service.



## Converting employment condition weeks to employment condition months

If a person's employment condition is not fulfilled by Sept 2, 2024, they are processed under the euro-based employment condition. In such cases, any working weeks completed by Sept 1, 2024 as a member of a fund are converted to euro-based employment condition months.

In the conversion, **3 or 4 employment condition weeks** (a minimum of 18 hours a week) accrued by Sept 1, 2024 **equal one employment condition month**. **1 or 2 employment condition weeks equal 0.5 employment condition months**.

### Example:

A person has accrued 20 employment condition weeks by Sept 1, 2024. This equals five employment condition months ( $20 \text{ weeks} \div 4 \text{ weeks} = 5$ ). They would need 7 more employment condition months before they are entitled to earnings-related allowance.



## Euro-based employment condition from Sept 2, 2024

Employment condition accrues based on **salary paid**.

**The employment condition extends to 12 months when layoff or unemployment begins after Sept 2, 2024 and a jobseeker has been paid a minimum of 465 euros in salary for work conducted in September or after.**

Starting from Sept 2, 2024, the employment condition accrues based on salary paid to a member of an unemployment fund during a calendar month. (A calendar month means e.g. October, November or December.) Salary must be paid in accordance with the collective agreement. If there is no collective agreement for an industry, the salary received should meet the minimum as stipulated by law.

- A salary of **930 EUR/month**, excluding holiday compensation and holiday bonus → **1 month** in employment condition accrued
- A salary of **465 to 929 EUR/month**, excluding holiday compensation and holiday bonus → **0.5 months** in employment condition accrued

If an employer deviates from standard salary periods and pays a salary during a calendar month for an earnings period that exceeds one month, the paid salary will be spread over the payment month and any preceding or following months, depending on the number of months that the income is paid for.

The employment condition must be accrued during a 28-month reference period. The reference period can be extended by up to 7 years due to e.g. illness, nursing leave, studies or military service.