

Instructions on restructuring protection allowance for persons aged 55 and over



1. Register as a jobseeker at the Job Market Finland 60 days after you receive notice of termination of your employment

You can register as a jobseeker at the Job Market Finland as soon as you are notified that your employment relationship will end. The date of dismissal is the date on which you were informed of the termination of your employment relationship and on which your notice of termination was dated. Your notice period begins on the date of dismissal. Your employment relationship ends after the notice period is up.

Register as a jobseeker in the **E-services at Job Market Finland**, <https://tyomarkkinatori.fi/en/> → E-services – Personal customers. Sign in with your online banking credentials.



2. Fill in the restructuring protection allowance application for the unemployment fund

Submit the application for restructuring protection allowance in Open Unemployment Fund's eService at www.a-kassa.fi → **eService** "Submit application" tab. You can login to the eService with your online banking credentials.

You can submit an application for restructuring protection allowance in the eService after the employment authority has issued a statement on your right to restructuring protection allowance and it has been received by the unemployment fund. You can check whether you have received the statement in the E-services at Job Market Finland.

You can apply for restructuring protection allowance already during your notice period, but no later than 3 months after your employment relationship has ended.



3. In your application, include a revised tax card issued to you for the payment of the benefit

You can order a revised tax card for the restructuring protection allowance. A revised tax card can be ordered from [the Tax Administration's My Tax](#) service. When ordering the tax card, state that the information can be submitted directly to Open Unemployment Fund A-kassa.

Please note that if the fund has not received **a revised tax card** issued for the benefit, tax will be withheld **from your restructuring protection allowance** according to the additional percentage of your earned income tax card. If your tax card for earned income is also missing from the fund, the withholding tax rate on the restructuring protection allowance is 60 %.

About restructuring protection allowance



Right to restructuring protection allowance

You are eligible for restructuring protection allowance if

- you have been dismissed on production-related or economic grounds on or after 1 January 2023.
- you are 55 years of age on the date of dismissal at the latest
- you have registered as a jobseeker with the TE Office within 60 days of the date of dismissal (note: not the same as the date when your employment relationship ends)
- you have been employed by the dismissing employer for at least 5 years without interruption or with interruptions of no more than 30 days by the date of dismissal.

Restructuring protection allowance is paid by the fund in which the dismissed person was a member on the date of dismissal. If the person has not belonged to any unemployment fund, the allowance is paid by Kela.

To receive the restructuring protection allowance, the person does not have to be unemployed. Restructuring protection allowance is not deducted from other benefits and does not prevent the payment of unemployment allowance.



Amount of restructuring protection allowance

Restructuring protection allowance is calculated from the wages and salaries subject to withholding tax and insurance contributions paid by the dismissing employer during the 12 months preceding the date of dismissal. The restructuring protection allowance is one twelfth (1/12) of the gross wages and salary for the above time period. That is, it corresponds to about a month's salary.

Example: *You receive notice of dismissal on 15 May 2023. The amount of restructuring protection allowance is 1/12 of the wages and salaries paid to you by the dismissing employer during the period 1 May 2022 to 30 April 2023*

Unpaid periods during the 12 months preceding the date of dismissal reduce the amount of restructuring protection allowance. These include, for example, lay-offs, unpaid sick leave, job alternation leave or reduced working hours. Unemployment insurance contributions are no longer collected from employees aged 65 or over. As such, this wage income does not accrue restructuring protection allowance.



Taxation of restructuring protection allowance

Restructuring protection allowance is subject to withholding tax

1. according to the revised tax card **issued for the payment of the allowance**
2. according to the additional percentage of the earned income tax card, or
3. at a rate of 60 %.