

Preconditions of the Helsinki benefit from 1 May 2026 onwards

According to the decision of the managing director of the Employment Services Enterprise of 30 April 2026 (section 13)

This appendix has the grounds for the Helsinki benefit and the more detailed preconditions of its payment approved by the managing director of the Helsinki Employment Services Enterprise, which came into force on 1 May 2026.

General preconditions

- The City of Helsinki can grant the Helsinki benefit to employers who hire unemployed Helsinki residents for the private sector or volunteer sector.
- The Helsinki benefit is granted and paid in accordance with the general guidelines for grants, which contain the terms and conditions for grants and general principles for awarding grants. Additionally, the City of Helsinki's ethical partnership principles for grant allocation and cooperation with organisations will be applied.
- The Helsinki benefit will not be granted if it would distort competition between suppliers of the same goods or services.

Preconditions pertaining to the employer

- The person employed with the Helsinki benefit must not be the only salaried employee in the organisation. However, in companies, the business owner is counted as an employee.
- There must be evidence of the employer's activities for at least a period of one year. This must be demonstrated, where necessary, by presenting minutes and/or financial statements.
- The employer must not have incurred significant non-payments of wages.
- The financial management, accounting and other activities of the employer must be lawful and appropriately organised, considering the nature and scope of the activities.
- The employer agrees to check the background of the partners and suppliers it uses and to select responsible actors as its partners and suppliers.
- The employer must, without compensation, provide the City with the information that the City deems necessary for the processing of the application for the Helsinki benefit, the awarding of the benefit and the monitoring of the use of the benefit. The City of Helsinki is entitled to audit the accounting and administration of an employer applying for or receiving the Helsinki benefit and also carry out other audits on the employer's activities if necessary.
- The City of Helsinki is entitled to inspect the conditions at the workplace and the implementation of the work supervision if necessary.
- The employer's activities must be appropriate for the granting of the Helsinki benefit, and the activities of the employer or its representatives must not be unlawful and/or contrary to good practice. 2

- The employer must also comply with the general guidelines for the City of Helsinki's grants and the City of Helsinki's ethical partnership principles for grant allocation and cooperation with organisations (<https://avustukset.hel.fi/en>).

Conditions pertaining to sanctions

- The European Union (EU), the United Nations (UN) and the State of Finland have imposed sanctions on several states and certain specifically named groups affiliated with them (companies, individuals, institutions). In addition to the sanctions imposed as a result of Russia's invasion of Ukraine, the activities for which the Helsinki benefit is applied and granted must also comply with all other existing sanctions imposed by the EU, the UN and the authorities of the State of Finland on economic, financial and other activities.
 - The employer or its representative must not be subject to sanctions. The activities of the employer or its representative must not violate the sanctions mentioned above. Neither may the employer cooperate, directly or indirectly, in business or otherwise, with any entities subject to the sanctions in force.
 - The Helsinki benefit may not be used directly or indirectly in any way that would violate the above-mentioned sanctions or involve the channelling of a grant or subsidy to entities identified in the abovementioned sanctions or result in such entities being involved in the implementation of the project.
 - The Helsinki benefit may not be used to circumvent sanctions or for activities that may effectively benefit sanctioned entities.
 - The employer must notify the City of Helsinki without delay if it or its representative later becomes the subject of sanctions or if its activities begin to violate the sanctions. The employer must also notify the City of Helsinki without delay if it begins to cooperate, directly or indirectly, in business or otherwise, with any entities covered by the existing sanctions.
 - The employer must notify the City of Helsinki without delay if the Helsinki benefit has been used in violation of sanctions or prohibitions on circumventing them and the abovementioned conditions.
- ### Preconditions pertaining to the employment
- The employer must have appropriately arranged facilities and a supervisor to manage the hired person.
 - The employment supported with the Helsinki benefit must fulfil the work requirement for employees in accordance with the Unemployment Security Act (1290/2002).
 - In addition to fulfilling the conditions for the work requirement for employees in accordance with the Unemployment Security Act, the working time of the person hired must be at least 18 hours per calendar week.
 - The person hired must be paid a salary in accordance with the applicable collective agreement. However, by way of derogation from chapter 5, section 4, subsection 2 of the Unemployment Security Act, if there is no binding collective agreement in the industry in question, the salary must be at a level regarded as normal and reasonable and based on factors other than just the results of the work.
 - The tasks of the person employed must be appropriate for the granting of the Helsinki benefit and must not be unlawful and/or contrary to good practice.