

Statutory social insurance contributions in Finland in 2025

The statutory social insurance contributions in Finland are:

- the earnings-related pension insurance contribution,
- the workers' compensation insurance contribution,
- the employee's group life insurance contribution,
- the unemployment insurance contribution, and
- the social and health insurance contribution.

Finnish statutory earnings-related pensions, as well as the workers' compensation insurance and the employees' group life insurance, are managed by private pension insurers. The employer can insure its employees with any of the pension providers or insurance companies listed at the end of this booklet.

The Employment Fund administers unemployment insurance. Social insurance and health insurance contributions are paid to the Tax Administration.

The employer and the employee pay for social security together. The employer must take out statutory social insurance for its employees. Alternatively, the employer can authorize its employee to take out statutory social insurance in Finland on its behalf. Print out the form for the power of attorney via the website of the Finnish Centre for Pensions, www.etk.fi/en/forms › Insurance for work abroad ([form 2148](#)).

The employer must report the wages it has paid electronically to the [Incomes Register \(www.tulorekisteri.fi\)](http://www.tulorekisteri.fi).

Pension contribution

The employer pays both its own and the employee's share of the earnings-related pension contribution to the pension insurance company of its choice.

In 2025, the average total earnings-related pension insurance contribution rate is 24.85% of the employee's monthly gross wage. The employee's share of the contribution is 7.15% of the wage (for employees under 53 or over 62) or 8.65% (for employees between 53 and 62). The employer withholds the employee's share of the contribution in connection with paying out the wage. The employer pays an average contribution of 17.38% of the employee's wage.

For more information, please contact the Finnish Centre for Pensions, phone +358 29 411 2110, www.etk.fi, or the pension providers.



Workers' compensation insurance and employees' group life insurance contributions

The employer pays the workers' compensation insurance and the employees' group life insurance contributions to the insurance company of its choice.

The size of the employer's workers' compensation insurance contribution varies depending on the insurance company.

In addition to the workers' compensation insurance contribution, the employer usually also pays an employees' group life insurance contribution to a life insurance company of its choice.

For more information contact the Finnish Workers' Compensation Center (TVK), phone +358 409 222 900, www.tvk.fi, or the accident insurance companies.

Unemployment insurance contribution

The employer pays both its own and the employee's share of the unemployment insurance contribution to the Employment Fund.

In 2025, the employer's contribution is either 0.20% or 0.80%, depending on the size of the employer's total wage sum. The employee's share of the unemployment insurance contribution is 0.59% of the wage. The employer withholds the employee's share from the employee's gross monthly wage.

For more information, contact the Employment Fund, phone + 358 75 757 0500, www.tyollisyysrahasto.fi

Social security and sickness insurance contributions

The employer and the employee must pay social security contributions to the Tax Administration if the employee is insured in Finland under the Health Insurance Act.



The employer's social security contribution (= health insurance) is 1.87% of the wage. The employee's share (= health insurance contribution, incl. medical care contribution and daily allowance contribution) is 1.90% of the monthly gross wage.

For more information, contact the Finnish Tax Administration, International tax situations, phone +358 20 697 024, www.vero.fi.

EARNINGS-RELATED PENSION PROVIDERS

Elo Mutual Pension Insurance Company www.elo.fi

Varma Mutual Pension Insurance Company
www.varma.fi

Ilmarinen
Mutual Pension Insurance Company
www.ilmarinen.fi

Veritas Pension Insurance
www.veritas.fi

INSURANCE COMPANIES

Alandia Insurance
www.alandia.com

Pohjantähti Mutual Insurance Company
www.pohjantahti.fi

Fennia Mutual Insurance Company
www.fennia.fi

Protector Forsikring ASA
www.protectorvakuutus.fi

If P&C Insurance Ltd (publ),
branch in Finland
www.if.fi

Turva Mutual Insurance
Company
www.turva.fi

Local Tapiola General Mutual
Insurance Company
www.lahitapiola.fi

Valion Keskinäinen Vakuutusyhtiö
www.valionelakekassa.fi

Pohjola Insurance Ltd.
www.op.fi

Ålands Ömsesidiga Försäkringsbolag
www.omsen.ax

