

## NATIVELY ELECTRONIC DOCUMENTS

### What is the legal value of native electronic documents (that do not require signature by the parties)?

The majority of legislation generally recognizes the validity and probative value of documents that are natively electronic (i.e., created as electronic originals), subject to compliance requirements.

From the perspective of Finnish labor law, employers can create employment-related documents, including employment contracts, electronically (Employment Contracts Act, 55/2001). Note that in absence of a written contract, employees must be given written (or electronic) information relating to the terms of their work when they will be employed for longer than a month or indefinitely.

In addition, if employees who are terminated or laid off should be notified in person, whenever possible. Otherwise, notices can be provided electronically or via physical letter.



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PeopleDoc is on a mission to make the difficult job of HR easier. The PeopleDoc HR Service Delivery platform helps HR teams more easily answer employee requests on demand, automate employee processes, and manage compliance across multiple locations. PeopleDoc cloud solutions include case management, process automation and employee file management.

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