

Finnish Government guidelines for state-owned companies

1. Each state-owned company should be profitable.
 - The activity of a state-owned company should be profitable at least in the stage of operation when production has become established.
 - A state-owned company may not maintain production plants or product lines which in the long run do not prove profitable.
 - If specific requirements imposed upon a state-owned company strain its profitability, the company shall be compensated for the additional burden.
2. The state-owned companies must have the same possibilities for operation as other companies have.
3. In making decisions regarding the general subsidy measures of the state, both in industrial and regional policy, the state-owned companies shall be treated in the same way as other enterprises of corresponding size.
4. The state-owned companies' share capital increases shall be raised to such a level that the ratio of the increases to their fixed asset investments corresponds to the general level of comparable companies.
5. Every state-owned company shall pay on its share capital a dividend corresponding to the general practice.
6. The state-owned companies as exemplary employers.
 - Every state-owned company complies with the collective bargaining agreements which have been made.
 - Every state-owned company, on its own initiative, develops actively its personnel policy.