

IER NATIONAL REPORT FINLAND, June 2024

Collective agreements in the MET industries: recent outcomes

Collective agreements in the technology industries are valid until the end of November. This year, the cost impact of the increases agreed upon in the collective agreements is 2.5%, which is distributed differently in different agreements.

We are currently preparing for the negotiation round together with trade unions and, of course, together with member companies and other employer associations. The challenge in the negotiation round will be the labor law reforms of the government program. These labor law reforms led to several political strikes during the winter. The longest strikes lasted for 4 weeks and targeted steel mills, a factory producing silicon wafers, and all Finnish ports. Export and import were practically shut down for 4 weeks. The impacts were widely felt in the industry, and effects on production are still visible.

The actual bargaining will begin in September. Both sides are closely following developments in different European countries.

Recent trends in collective bargaining – increasing decentralisation

One of the key strategic points of the Technology Industry of Finland is *Competitiveness and appeal from company-specific terms of employment*. At workplaces, local bargaining is progressing in all models of organizing employment conditions.

Technology Industry Employers of Finland is social partner and negotiates 8 national Collective Agreements for the tech sector. There are dozens of terms in our collective agreements that allow local agreements to increase flexibility and competitiveness.

Technology Industries of Finland supports company level Collective Agreements. Increased decentralisation will create conditions for increased productivity, human welfare and trust in the workplace.

Legislative amendments related to local bargaining which Government will bring to Parliament after summer holidays, will increase possibilities to local bargaining. The reforms

cause a backlash in the trade union movement and it can be expected that they tend to limit local bargaining in collective agreements.

Green clauses in collective bargaining

The green transition is not a topic of discussion in collective bargaining negotiations. However, the strategy of the Technology Industries of Finland considers the green transition as a significant competitive factor that accelerates the success of responsible technology companies globally.

AI management in the workplace

In the most recent employer policy working group, we opened a discussion on the use of artificial intelligence in workplaces. We asked the members of the working group five targeted questions, with the help of which we aim to map the situation at workplaces. We expect more detailed information on the matter during September.

Companies may have difficulties in providing information about the use of artificial intelligence, because it has an impact on the competitive position of companies. However, we hope to get a general view of the use of artificial intelligence in different situations.

Economic outlook

Here you can find the latest information on economic outlook of Finnish technology industry. In addition you can find our other reports about producer prices, exports, and statistical year book.

https://teknologiateollisuus.fi/sites/default/files/inline-files/T_Talousn%C3%A4kym%C3%A4t_2-2024-EN2.pdf