

IER NATIONAL REPORT FINLAND, June 2025

Collective agreements in the MET industries: recent outcomes

The new collective agreement period for technology industry blue collar employees begins on 22 February 2025 and ends on 30 November 2027.

The agreement is valid for three years and it includes a wage settlement for 2025, 2026, and 2027.

Year 2025

- Local wage agreement by 14 March 2025.
- Year 2025 if no local agreement (2.5%):
- General increase of 2.1% in April.
- Company or workplace-specific portion of 0.4% in April.

Year 2026

- Local wage agreement by 13 February 2026.
- Year 2026 if no local agreement (2.9%):
- General increase of 2.3% in March.
- Company or workplace-specific portion of 0.6% in March.

Year 2027

- Local wage agreement by 12 February 2027.
- Year 2027 if no local agreement (2.4%):
- General increase of 2.0% in March.
- Company or workplace-specific portion of 0.4% in March.

Negotiating was challenging this time as well, and the pilot agreement was reached only after the fourth week of strikes at the end of February. This round of negotiations was complicated by the political baggage of the Finnish government's actions and the unions' first-ever publicly stated joint wage increase target, which was disproportionate to the economic situation.

Negotiations for white collar agreements were finalized slightly later. Their duration is equally long, and their cost impact is at the same level as for the blue-collar workers.

Restructuring plans within the automotive sector

There is only one factory for automotive industry in Finland. It is an assembly factory, so it is constantly discussing about getting new models to production.

Otherwise, companies in the automotive sector are part of the production chain, and the sector's difficulties influence production volumes and competitive positioning.

AI management in the workplace

One part of our New Technologies and Skills -department is AI Finland -team.

AI Finland is a nationwide artificial intelligence network for organizations. Its mission is to accelerate the adoption of AI in Finnish companies and to strengthen Finland's position as a global leader in applied and responsible AI development.

We achieve this by connecting demand and supply, building structures for knowledge sharing, and actively shaping the national AI agenda. The network offers a pathway to growth, scalability, and the discovery of new business opportunities.

AI 1000: Growth through AI. The program launched by AI Finland brings the business benefits of artificial intelligence to the agenda of Finnish company executives and boards. The goal is to initiate 1,000 new AI-driven business projects within the next year. Join us in renewing Finnish business! We are openly seeking both company boards and executive teams to be trained, as well as trainers to deliver the program. Trainers will receive a ready-made framework focused on the business impact of AI. Participants, in turn, will walk away with 1–2 viable AI concepts and a concrete plan for implementing them.

Remote work and the right to disconnect in collective bargaining

Nothing new on this field. During the bargaining round Trade Unions did not present any demands about remote work or right to disconnect.