Teknologiateollisuus

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IER NATIONAL REPORT FINLAND, November 2026

Collective agreements in the MET industries: recent developments

The collective agreements in the technology industry remain in force until 30 November 2027. The parties carried out a joint assessment of the situation in June 2026 and concluded that developments in competitiveness and purchasing power had been in line with the estimates made. The parties subsequently issued a joint press release confirming that the agreements will remain valid until 30 November 2027.

Other employer organisations are following the same procedure, and the collective agreement period will therefore be 36 months in most sectors.

Pay settlement for 2027 (the final year of the agreement):

- A local wage agreement is to be concluded by 12 February 2027.
- In the absence of a local agreement, the following increases (2.4% in total) shall apply in 2027:
  - A general increase of 2.0% in March.
  - A company- or workplace-specific increase of 0.4% in March.

The working groups will continue their work until May 2027, and preparations for the next bargaining round will commence in summer 2027. Active negotiations are scheduled to take place between August and November.

Restructuring plans within the automotive sector

The situation at Finland's only automotive assembly plant is exceptionally challenging, and the plant is undergoing substantial workforce reductions.

At the same time, the plant has redirected its production focus towards the defense industry and the assembly of buses.

AI and collective bargaining

The AI Finland project and other initiatives promoting the use of artificial intelligence in the technology industry are progressing according to plan.

Preliminary discussions with the Industrial Union and other trade unions concerning artificial intelligence and the development of robotics are continuing. These discussions are informal and remain at a general level.

Brief overview of the economic situation

Order backlog value
At the end of September, the value of the order backlog was 37 per cent higher than at the end of June and 66 per cent higher than in September 2025.

Turnover outlook
On the basis of order intake during the first half of the year, the turnover of manufacturing companies is projected to grow by approximately 8 per cent this year.

Personnel numbers
At the end of September, technology industry companies in Finland employed 331,100 persons. This represents an increase of approximately 0.3 per cent, or 900 persons, compared with June.

According to the personnel survey conducted by Technology Industries of Finland, approximately 10,100 employees were subject to temporary lay-off procedures at the end of September. The number of temporary lay-offs increased compared with June but remains moderate.

Recruitment in July–September remained at almost the same level as in the previous quarter, totalling 7,600 new hires. While some companies increased their workforce, others recruited new employees to replace those lost through retirement and staff turnover.