

Finland - New agreements in technology and chemical

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The board of the Industrial Union has unanimously approved a new collective agreement in the technology industry. The agreement was reached with the help of the national mediator. It is valid for three years, and the wage increases during this period total 7.8%. The third year of the agreement can be terminated. The pay rise fills the purchasing power gap, which was the most important goal of the union. Around 90,000 workers are covered by the agreement.

The main elements are:

- Pay rise. This is how the 7.8% will be divided between general increases and pots to be distributed by the employers over the three years:

Year	General increase	Pot to be distributed by the employers	Yearly cost effect
2025	2.1%	0.4%	2.5%
2026	2.3%	0.6%	2.9%
2027	2.0%	0.4%	2.4% (total 7.8%)

- Under restructuring negotiations, salary payments will continue for twice as long as the periods the government wishes to enshrine in law.
- Important reasons for dismissal will still be required.
- Local agreements must be concluded between the parties defined in the collective agreement. Shop stewards may not conclude agreements.
- There will be protection against the deterioration of legislation.

New agreement also in the chemical industries

The Industrial Union has also approved three agreements for the branches in the chemical industry. They cover ore mines, basic chemicals, chemical products, plastics, oil, natural gas, and petrochemical industries. These agreements are also valid for three years, expiring on 31 December 2027. The cost impact for each agreement is 7.8%, affecting approximately 13,000 workers. Combat measures were lifted immediately after the conclusion of the negotiations.

Edited by industriAll Europe.