



FLEXIBILITY OF WORKING TIME

Situation in Finland concerning Collective
agreements
in Agriculture and Horticulture

Average ordinary working time

- Agreed in Collective agreements between social partners (MTA - Wood and Allied workers union)
- "Average ordinary working time"
 - Daily working time 4 - 10 hours
 - By local agreement: 11 hours
 - Weekly working time 50 hours (5 days working week)
 - Postponing of weekly free days: 6 or 7 days working week
 - 7-day-week: for Sunday work double pay
 - Example: 6 days x 10 hours = 60 hours ordinary working time
 - Compensation by giving free time hour-for-hour with no extra bonus
 - Reference period for compensation: 52 weeks
 - Working time scheme beforehand is required

Flexible working time system

- Gives possibility to concentrate working hours for high seasons (e.g. planting, harvesting season)
- Decreases annual labour costs (no overtime bonuses)
- Gives possibility to employ year-round (permanent) workers
- For employer gives possibility for permanent employment
- For employee gives possibility to have longer periods of free time (compensation hours) with pay when agreed that wages is paid constantly for 40 hours although the actual working time varies.

→ Flexible working time systems give more possibilities for employment in agriculture