



# Working time organisation in collective agreements in Finland

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# Labour costs = wages + social costs



# Collective agreements in Finland 2018 - 2020

- Collective bargaining between MTA and Industrial Union
- 2 years agreements for branches:
  - *Agriculture*
  - *Horticulture*
  - *Fur production*
  - *Green area construction*
- Arrangement of working time is essential part of collective agreements

# Average ordinary working time 1

Employer can organise working time at enterprise level:

- Based on normal 40 hours working week
- 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

## Average ordinary working time 2

- Compensation by giving free time "hour-for-hour" -principle
- No overtime bonuses
- Reference period for compensation: 52 weeks
- Compensation hours with pay if locally so agreed
  
- Planning of working time beforehand by employer
  - Annual working time plan (non-binding)
  - Working time scheme with daily shifts for a shorter period (e.g. 2 weeks)
  - Informing employees

# Flexible working time = “win-win” for employments

## For employer:

- 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 permanent workers

## For employee:

- Gives possibility for permanent employment
- 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.

# Even more flexibility in new agreements...

## AVERAGE WORKING TIME

- ordinary working time
- compensation hours →

## WORKING TIME BANK

- compensation hours
- part of annual leave
- overtime bonuses



*“Working time flexibility creates  
more employment in agriculture”*

*Thank you!*

