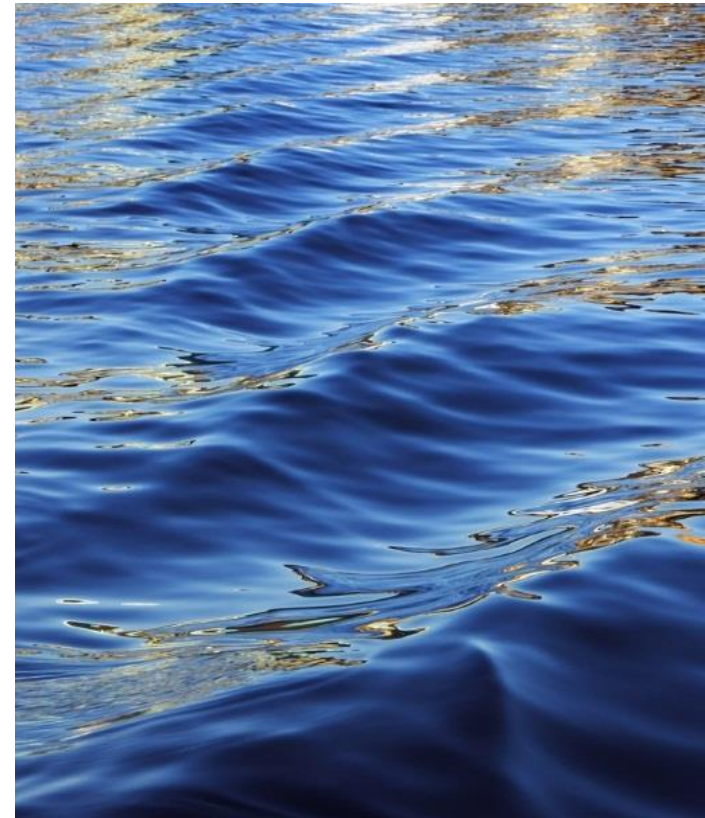


Working time organisation in collective agreements in Finland

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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!

