



Industrial relations and social dialogue

**Finland: Metadata for the
Eurofound database of collective
agreements for low-paid workers**

Minimum wages for low-paid workers
in collective agreements

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This report documents the selection of collective agreements in the Eurofound database of collective agreements for low-paid workers. The database includes a sample of collective agreements for each of the selected low-paid sectors of interest. The documentation summarises how the task of identifying relevant agreements was approached, if and to what extent full registers of collective agreements with the required meta-data were available or, in their absence, which other approaches had to be taken. In addition, the documentation includes background information on the relevant member state's sectoral collective bargaining, its actors and functioning, and a description of the sampling approach, as well as basic information on the collective agreements proposed to be included in the database for each of the ten low paid sectors of interest.

Detailed information related to each collective agreement can be found online in the visual dashboard with a live connection to the database.

General information

The council for verifying universal applicability of collective agreements [Työehtosopimusten yleissitovuuden vahvistamislautakunta] which operates under the Ministry of Social Affairs and Welfare, publishes a list of sectoral collective agreements. The list is alphabetical and only provides data on whether the agreement is universally applicable or not. Thus, cross-checking with Eurofound's representativeness studies for all available sectors was carried out to ensure that the most important collective agreements have been included in the sample.

The council's decisions on universal applicability are also publicly available, and include data they used in deciding the representativeness of the collective agreement. The council relies on employment data collected by Statistics Finland and the Confederation of Finnish Industries [Elinkeinoelämän keskusliitto] among their member companies.

General sectoral collective bargaining coverage as well as single collective agreements coverage was studied by the commission of the Ministry of Economic Affairs and Employment in 2019. The report (Ahtiainen, 2019) concerns the years 2017/2018. Bargaining coverage in the report only considers employees working for organised employer's, i.e. it disregards the extension mechanism common in Finland.

As low-paid sectors are the focus of the research project, most of the relevant collective agreements are signed by member unions of the peak-level blue collar union the Central Organisation of Finnish Trade Unions (SAK). SAK publishes data on coverage of collective agreements signed by their member unions.

1 - Agriculture

Background information

NACE-2 sector of interest A-01 (crop and animal production, hunting and related service activities) includes a lot of self-employed producers. Furthermore, there is a significant difference between statistics that include temporary labour force as compared to permanent labour force. Thus, there are many more that are working in the sector than those that have employee status and are thus covered by collective agreements.

The sector is covered by sector-level universally applicable collective agreements, especially in the blue-collar segment. Thus, employees working for unorganised employers are also covered by collective bargaining.

The primary employers' organisation in the agricultural sector is the Federation of Agricultural Employers MTA [Maaseudun työnantajaliitto], which is the signatory to the largest sector-level collective agreements.

Industrial Union [Teollisuusliitto] is the largest trade union in the sector, representing blue-collar workers.

The Finnish Association of Academic Agronomists [Agronomiliitto ry] represents white-collar workers.

Collective bargaining is conducted by the peak-level trade union Akava's negotiation body the Federation of Professional and Managerial Staff YTN [Ylemmät toimihenkilöt], which also represents the Finnish Association of Academic Agronomists.

Persons working in insemination services are covered by a collective agreement signed between the largest service sector employers' organisation Palta and trade union Pro, while farm relief work employed by municipalities are covered by the large cross-sectoral collective agreement for municipal employees, signed by Local government employers in Finland KT [Kuntatyönantajat] and the negotiation organisations JUKO [Julkisalan koulutettujen neuvottelujärjestö] and JAU [Julkisen alan unioni].

Sampling information

Sampling was based on the list published by the council for verifying universal applicability of collective agreements [Työehtosopimusten yleissitovuuden vahvistamislautakunta], which operates under the Ministry of Social Affairs and Welfare, and cross-checked with the representativeness study in agriculture, conducted in Q4 of 2022. The Central Organisation of Finnish Trade Unions (SAK) publishes data on coverage of collective agreements signed by their member unions. For agreements signed by other than SAK members, figures were extracted from the representativeness study of Q4 2022, which in turn relies on estimates from social party representatives in the sector. For universally applicable collective agreements covering specific occupational groups, data from Statistics Finland of employees by occupational group was used.

In the final sample, at least the collective agreements for rural industries and garden industries should be included, as these are the largest sectoral agreements for the low-paid segment. The coverage before the extension mechanism is 57.9% and 93.9% respectively (Ahtiainen, 2019). The

fur industry agreement and the seminologists' agreements cover a smaller number of employees, but both have a good coverage even before the extension mechanism (79.4% and 100% respectively).

Collective agreements signed by the Federation of Professional and Managerial Staff (YTN) are excluded, as they are not of interest for the low-paid segment.

Table 1: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	10,651	134,156	Natural Resources Institute Finland, Agricultural and horticultural labour force (2020)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	11,618	11,618	Työehtosopimusten yleissitovuuden vahvistamislautakunta (2018abc, 2019)

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 1 - Agriculture 4 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Rural industries

Eurofound identifier	CA-FI-1364
Title (native language)	Maaseutuelinkeinojen työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	6,400
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	6,400
Quality of the figure	Numbers are best estimates

Garden industries

Eurofound identifier	CA-FI-1365
Title (native language)	Puutarha-alan työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	3,960
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	3,960
Quality of the figure	Numbers are (relatively) precise and reliable

Fur farming industry

Eurofound identifier	CA-FI-1366
Title (native language)	Turkistuotantoalan työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	120
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Note: This collective agreement was listed by the correspondent but not coded in the database.

Seminologists & insemination centres

Eurofound identifier	CA-FI-1367
Title (native language)	Seminologien ja keinosiemennysasemien työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	261
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	261

Quality of the figure

Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 1 - Agriculture (as defined in the project)
- Nearly all (90% to 100%) of those workers in 1 - Agriculture (as defined in the project), which are covered by a collective agreement.

2 - Manufacture of food, leather, textiles, and clothes

Background information

The manufacturing sector is covered by universally applicable collective agreements. Even before the extension mechanism, coverage of collective agreements in these sectors are high, 68.9% in food manufacturing, 81.8% in textile manufacturing and 74.1 in leather manufacturing.

In manufacture of food products, there are ten sectoral collective agreements, accounting for both blue-collar and white-collar employees. On the employer side, the Finnish Food and Drink Industries Federation [Elintarviketeollisuusliitto] is the signatory to most of the collective agreements in this NACE-2 sector, while the Finnish Food Workers Union SEL [Suomen elintarviketyöläisten liitto] is the signatory to most agreements on the trade union side for the blue-collar segment. Transport within the food industry is signed between the Finnish Food and Drink Industries Federation and Finnish Transport Workers' Union AKT [Auto- ja Kuljetusalan Työntekijäliitto], and the electricians within the food industry have their own agreement signed between Finnish Food and Drink Industries Federation and Finnish Electrical workers' union [Sähköliitto].

The leather and footwear industries only have one collective agreement covering the whole sector, while textile and fashion industry has four (accounting for both blue-collars and white-collars). For the blue-collar segment in the apparel, leather and textile industries, Industrial Union [Teollisuusliitto] is the signatory to the largest collective agreements in manufacturing. The employers' side is represented by Finnish Textile & Fashion [Suomen tekstiili ja muoti] and the footwear and leather industries employers' organisation Kenkä- ja nahkateollisuus.

Sampling information

For the identification of agreements, the list published by the Council for verifying universal applicability of collective agreements [Työehtosopimusten yleissitovuuden vahvistamislautakunta] which operates under the Ministry of Social Affairs and Welfare, was used. The Central Organisation of Finnish Trade Unions SAK publishes data on coverage of collective agreements signed by their member unions. For collective agreements signed by other unions than SAK members, we have relied on decisions by the council in data for collective agreement coverage. General sectoral collective bargaining coverage as well as collective bargaining coverage of collective agreements was studied by the Commission of the Ministry of Economic Affairs and Employment in 2019. The report (Ahtiainen, 2019) concerns the years 2017/2018.

The largest collective agreements in each of NACE-2 sectors of interest have been included in the sample, of which three apply to NACE-2 sector of interest C-10 (manufacture of food products), and two apply to NACE-2 sectors of interest C-13 (manufacture of textiles), C-14 (manufacture of wearing apparel), and C-14 (manufacture of leather and related products). Out of the selected manufacturing sectors, the food industry is the largest and the most fragmented in Finland.

To the best of our knowledge, no major agreement applicable to these four NACE-2 sectors of interest is missing from the sample.

Table 2: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	27,755	27,755	Structure of Earnings by Year, Sector, Sex, The Standard Industrial Classification 2008 and Information
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	27,755	27,755	Structure of Earnings by Year, Sector, Sex, The Standard Industrial Classification 2008 and Information

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 2 - Manufacture of food, leather, textiles, and clothes 5 collective agreements were listed, and out of these 5 were approved for coding and fully included in the database.

Food industry

Eurofound identifier	CA-FI-2025
Title (native language)	Elintarvikealojen työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	7,500
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	7,500
Quality of the figure	Numbers are best estimates

Textile and fashion

Eurofound identifier	CA-FI-2026
Title (native language)	Tekstiili- ja muotialan työehtosopimus
Bargaining level	National industry/sector level agreement

Number of workers covered by the agreement in total	2,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	2,000
Quality of the figure	Numbers are best estimates

Footwear and leather

Eurofound identifier	CA-FI-2027
Title (native language)	Kenkä- ja nahkateollisuuden työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	600
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	600
Quality of the figure	Numbers are best estimates

Meat industry

Eurofound identifier	CA-FI-2029
Title (native language)	Liha-alan työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	5,200
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	5,200
Quality of the figure	Numbers are best estimates

Bakeries

Eurofound identifier	CA-FI-2030
Title (native language)	Leipomoiden työntekijöitä koskeva työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	2,800

Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	2,800
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project)
- Most (more than 50% to 89%) of those workers in 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project), which are covered by a collective agreement.

3 - Construction excl. civil engineering

Background information

Estimating the general collective bargaining coverage before any extension mechanisms is difficult, as the estimated number of employees in the sector varies according to different statistical methods. For instance, according to the council for verifying universal applicability of collective agreements [Työehtosopimusten yleissitovuuden vahvistamislautakunta] there were 67,600 employees in the sector in 2017, 72.9% of whom were employed by affiliated enterprises. But according to wage statistics, in 2017 there were 137,200 employees, and only 34.3% were employed by affiliated enterprises (Ahtiainen, 2019).

We found ten collective agreements for the construction sector covering the two NACE-2 sectors of interest F-41 (construction of buildings) and F-43 (specialized construction activities), accounting for both white-collar and blue-collar employees. All of them are universally applicable. The signatory parties to the collective agreements consist primarily of multiple member unions of the employers' organisation Confederation of Finnish Construction Industries RT [Rakennusteollisuus]. The Construction Workers' Union [Rakennusliitto] is the signatory party to most agreements on the trade union side in the blue-collar segment of the sector, while trade union Pro represents the white-collar segment. The electrical employers' association Sähkötekniiset työnantajat STTA and the service sector employers' organisation PALTA have signed an agreement for electrical construction with the Finnish Electrical workers' union [Sähköliitto].

Sampling information

For the identification of agreements, the list published by the Council for verifying universal applicability of collective agreements [Työehtosopimusten yleissitovuuden vahvistamislautakunta], which operates under the Ministry of Social Affairs and Welfare, was used.

The Central Organisation of Finnish Trade Unions SAK publishes data on coverage of collective agreements signed by their member unions. As for collective agreements signed by other unions than SAK members, we have relied on decisions by the council in data for collective agreement coverage. General sectoral collective bargaining coverage, as well as the coverage of collective agreements, was studied by the commission of the Ministry of Economic Affairs and Employment in 2019. The report (Ahtiainen, 2019) concerns the years 2017/2018.

We have added agreements in this sector that cover more at least 3,000 employees based on SAK's data. Therefore, no major agreement is missing from the sample.

Table 11: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	79,217	79,217	Statistics Finland: Earnings of full-time wage and salary earners by industry (TOL 2008), 2020

B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 3 - Construction excl. civil engineering 4 collective agreements were listed, and out of these 4 were approved for coding and fully included in the database.

Construction

Eurofound identifier	CA-FI-2036
Title (native language)	Rakennusalan työehtosopimus urakkahinnoitteluineen
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	19,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	19,000
Quality of the figure	Numbers are best estimates

Electrical installation and wiring

Eurofound identifier	CA-FI-2038
Title (native language)	Sähköistys- ja sähköasennusalan työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	8,261
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	8,261
Quality of the figure	Numbers are (relatively) precise and reliable

Painting industry

Eurofound identifier	CA-FI-2039
Title (native language)	Maalausalan työehtosopimus urakkahinnoitteluineen
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	3,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	3,000
Quality of the figure	Numbers are best estimates

Heating, ventilation and air-conditioning

Eurofound identifier	CA-FI-2042
Title (native language)	Talotekniikka-alan LVI-toimialan työehtosopimus työntekijöille
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	5,500
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	5,500
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 3 - Construction excl. civil engineering (as defined in the project)
- Most (more than 50% to 89%) of those workers in 3 - Construction excl. civil engineering (as defined in the project), which are covered by a collective agreement.

4 - Retail

Background information

The retail sector is covered by a large sector-level universally applicable collective agreement signed between the Finnish Commerce Federation [Kaupan liitto] and Service Union United PAM [Palvelualojen ammattiliitto]. Some subsectors (pharmacies, opticians, and home appliances) have their own collective agreements, signed by Service Union United PAM, Finnish Pharmacists' Association [Suomen farmasialiitto], or the Union of Private Sector Professionals Erto [Toimihenkilöliitto] on the trade union side. The home appliances' agreement also covers maintenance and is signed by the service sector employers' union Palta, while the two collective agreements covering pharmacy staff were signed by the pharmacy employers' association Apteekkien työnantajaliitto.

Statistics on the sectoral workforce vary vastly, as the sector is characterized by temporary, part-time and seasonal work. Depending on the method of accounting, collective bargaining coverage before the extension mechanism is 58.9%-74.6% of employees in retail and wholesale work in affiliated enterprises (excluding motor vehicles and motorcycles).

Sampling information

The listing of agreements is based on the list published by the Council for verifying universal applicability of collective agreements [Työehtosopimusten yleissitovuuden vahvistamislautakunta] which operates under the Ministry of Social Affairs and Welfare. The Central Organisation of Finnish Trade Unions SAK publishes data on coverage of collective agreements signed by their member unions. For collective agreements signed by other unions than SAK members, we have relied on decisions by the council in data for collective agreement coverage. General sectoral collective bargaining coverage as well as the coverage of collective agreements was studied by the commission of the Ministry of Economic Affairs and Employment in 2019. The report (Ahtiainen, 2019) concerns the years 2017/2018.

Two collective agreements are included in the sample. The universally applicable collective agreement for the wholesale and retail sector is the largest one by a significant margin compared to the sub-sectoral collective agreements, thus it is the most significant. The pharmacy employees' collective agreement is also coded.

Given the weight, in terms of coverage, of the wholesale and retail sector agreement, it is safe to assume that no major agreement is missing from the sample (of coverage is considered).

Table 3: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	146,372	250,000	Finlex: Kaupan työehtosopimus 12.12.2022 16/2022

B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	146,372	250,000	Finlex: Kaupan työehtosopimus 12.12.2022 16/2022
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 4 - Retail 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Wholesale and retail

Eurofound identifier	CA-FI-2006
Title (native language)	Kaupan työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	103,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	103,000
Quality of the figure	Numbers are (relatively) precise and reliable

Pharmacies

Eurofound identifier	CA-FI-2403
Title (native language)	Apteekkien työntekijöiden tes
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	3,400
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	3,400
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 4 - Retail (as defined in the project)
- Most (more than 50% to 89%) of those workers in 4 - Retail (as defined in the project), which are covered by a collective agreement.

5 - Postal, courier, land transport and warehouses

Background information

The sector has significant fragmentation and we found 29 collective agreements in the three NACE-2 sectors of interest H-49 (land transport and transport via pipelines), H-52 (warehousing and support activities for transportation), and H-53 (postal and courier activities), accounting for both low-paid segment and non-low-paid segment. There are both universally applicable and non-applicable agreements. There are large collective agreements both at sectoral and company-level.

In rail transport, the service sector employers' organisation PALTA is the signatory party on the employers' side. The railway union RAU [Rautatiealan unioni] is the most significant trade union in the railway sector and negotiates agreements on both company-level and sectoral-level. The sector-level agreements in low-paid jobs have a good coverage even before the extension mechanism: 100% for clerical tasks, and 91.2% and 98.6% in rail transport and locomotive drivers respectively.

In road transport, the most important organisations for the low-paid segment of the workforce are the Employers' Federation of Road Transport ALT [Autoliikenteen työnantajaliitto] and the Finnish Transport Workers' Union AKT. Taxi companies are represented by the employers' organisation for taxi transport [Taksiliikenteen työnantajat]. The service sector employers' organisation PALTA is the signatory party to the moving services sector collective agreement, signed by the service sector trade union PAM on the trade union side. The employers' organisations PALTA and the Finnish Commerce Federation [Kaupan liitto] also have a separate collective agreement with the Transport Workers' Union AKT regarding road transport in commerce. White-collar employees are represented by Union of Private Sector Professionals Erto. The cargo storage and logistics is covered by the Finnish Port Operations Association [Satamaoperaattorit] on the employers' side, while Trade Union Pro (white-collar) and AKT (blue-collar) are signatory parties on the trade union side.

For road transport and storage, the collective bargaining coverage was 62.3% before extension. There is some variability in statistics on number of workers - likely due to differences in accounting for small companies and seasonal work (Ahtiainen, 2019).

In 2019, the universal postal service provider on mainland Finland Posti shifted the collective agreement of their parcel delivery staff from the Collective Agreement for Communications and Logistics, negotiated by Finnish Post and Logistics Union PAU [Posti- ja logistiikka-alan unioni] and the service sector employers' organisation PALTA to the Collective agreement for distribution between the Industrial Union [Teollisuusliitto] and the Finnish Media Federation Finnmedia [Medialiitto]. The employees' salaries dropped by 30% due to the shift. The change of collective agreements was legal despite the former being universally binding, as the coverage descriptions of the two agreements overlapped.

Finnmedia also contested the universal applicability of the Collective Agreement for Communications and Logistics in 2020, as the coverage had been reduced with the shift. The Council however decided in favour of the Finnish Post and Logistics Union PAU, deeming the agreement universally applicable not due to the coverage of the sectoral workforce as is customary, but rather to the unionisation rate of the sectoral workforce in PAU.

Sampling information

For the listing of the agreements, the list published by the Council for verifying universal applicability of collective agreements [Työehtosopimusten yleissitovuuden vahvistamislautakunta] which operates under the Ministry of Social Affairs and Welfare, was used. The Central Organisation of Finnish Trade Unions SAK publishes data on coverage of collective agreements signed by their member unions.

The sector has significant fragmentation and we found 29 collective agreements in these three NACE-2 sectors of interest (accounting for both low-paid segment and non-low-paid segment.) We have included here all collective agreements for low-paid segments that have been deemed universally applicable by the Council and cover more than 1,000 employees.

As for NACE-2 sector of interest H-53 (postal and courier activities), we have also included the collective agreements for the parcel delivery staff of the universal service provider in mainland Finland, as they are still a major employer in the Postal & courier sector, despite these agreements not being universally applicable. The universal service provider's agreement on the autonomous Åland Islands was excluded due to the small size of the workforce.

All collective agreements in force in the relevant period at the universal service provider have been included in the sample. The shift of agreements conducted in 2019 is an example of 'collective agreement shopping' to keep minimum wages down. For NACE-2 sectors of interest H-49 (land transport and transport via pipelines) and H-52 (warehousing and support activities for transportation), only the largest agreements have been included in the sample.

Table 4: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	61,119	61,119	Statistics Finland: Earnings of full-time wage and salary earners by industry (TOL 2008), 2020
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 5 - Postal, courier, land transport and warehouses 11 collective agreements were listed, and out of these 9 were approved for coding and fully included in the database.

Communications and logistics

Eurofound identifier	CA-FI-1957
Title (native language)	Viestinvälitys - ja logistiikka-alan työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	8,100
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	8,100
Quality of the figure	Numbers are (relatively) precise and reliable

Parcel sorting staff of Posti Palvelut

Eurofound identifier	CA-FI-1960
Title (native language)	Posti Palvelut Oy:n pakettilajittelijoita koskeva työehtosopimus
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	700
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	700
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Distribution

Eurofound identifier	CA-FI-1961
Title (native language)	Jakelua koskeva työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	5,583
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	5,583
Quality of the figure	Numbers are (relatively) precise and reliable

Cargo loading

Eurofound identifier	CA-FI-1969
Title (native language)	Ahtausalan työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	2,250
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	2,250
Quality of the figure	Numbers are best estimates

Forwarding and freighting

Eurofound identifier	CA-FI-1971
Title (native language)	Huolinta-alan varastoterminaali- ja satamatyöntekijöitä koskeva työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	800
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	800
Quality of the figure	Numbers are best estimates

Lorry industry

Eurofound identifier	CA-FI-1972
Title (native language)	Kuorma-autoalan työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	11,500
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	11,500
Quality of the figure	Numbers are best estimates

Bus drivers

Eurofound identifier	CA-FI-1973
Title (native language)	Linja-autohenkilökunnan työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	6,900
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	6,900
Quality of the figure	Numbers are best estimates

Tanker and oil products

Eurofound identifier	CA-FI-1975
Title (native language)	Säiliöauto- ja öljytuotealaa sekä niihin liittyviä toimintoja koskeva työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	1,200
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	1,200
Quality of the figure	Numbers are best estimates

Locomotive drivers in rail transport

Eurofound identifier	CA-FI-1976
Title (native language)	Veturimiestehtäviä rautatieliikenteessä koskeva työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	1,329
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	1,329
Quality of the figure	Numbers are (relatively) precise and reliable

Traffic management and clerical tasks

Eurofound identifier	CA-FI-1977
Title (native language)	Asiakaspalvelua, liikenteenhoitoa ja -ohjausta sekä hallinnollisia ja muita toimistotehtäviä koskeva työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	1,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	1,000
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Rail transport

Eurofound identifier	CA-FI-1978
Title (native language)	Rautatiealan työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	3,100
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	3,100
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 5 - Postal, courier, land transport and warehouses (as defined in the project)
- Most (more than 50% to 89%) of those workers in 5 - Postal, courier, land transport and warehouses (as defined in the project), which are covered by a collective agreement.

6 - Hospitality

Background information

The sector is covered by the universally applicable sector-level agreement signed between the Finnish Hospitality Association MaRa [Matkailu- ja Ravintolapalvelut] and Service Union United PAM [Palvelualojen ammattiliitto].

Even before the extension mechanism, the agreement's coverage is 82% - 98.1%, depending on the method of accounting. The majority of the sector's workforce work in companies with less than 30 employees (Ahtiainen, 2019). The prevalence of temporary, seasonal, and part-time work also affects statistical results.

Sampling information

The agreement (mentioned in the Background section and added to the sample) covers the whole low-paid segment of this sector.

Table 5: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	62,208	75,000	Ahtiainen (2019), SAK (2023)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	49,000	49,000	Finlex: Matkailu-, ravintola- ja vapaa-ajan palveluita koskeva työehtosopimus - työntekijät: yleissitovuuspäätös

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 6 - Hospitality 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Hotel, restaurant and leisure industry

Eurofound identifier	CA-FI-2007
Title (native language)	Matkailu-, ravintola- ja vapaa-ajan palveluita koskeva työnsopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	30,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	30,000
Quality of the figure	Numbers are (relatively) precise and reliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 6 - Hospitality (as defined in the project)
- Nearly all (90% to 100%) of those workers in 6 - Hospitality (as defined in the project), which are covered by a collective agreement.

7 - Business support services

Background information

The estimates of collective bargaining coverage in the administrative and support service activities varies vastly in Finland, as accounting for the whole labour force is made difficult by temporary contracts, part-time contracts, and high prevalence of small, unaffiliated enterprises. This applies to security, services to buildings, and switchboard staff in particular. Coverage of collective agreements in business services other than information services is 65%, according to the information provided by employers to the Council for verifying universal applicability of collective agreements [Työehtosopimusten yleissitovuuden vahvistamislautakunta]. Based on the wage data provided to Statistics Finland, the total number of employees in these sectors is 235,500, compared with 191,800 in the universality calculations (Ahtiainen, 2019).

The largest employers' associations in the low-paid part of the sector are the Real Estate Services Employers [Kiinteistöyönantajat], the Service Sector Employers' Association PALTA and the The Private Employment Agencies Association HPL [Henkilöstöpalveluyritysten liitto]. The Service Union United PAM [Palvelualojen ammattiliitto] and the Union of Private Sector Professionals Erto are the signatory parties to the largest agreements in the low-paid segment.

Sampling information

For the identification of the relevant agreements in NACE-2 sectors of interest N-78 (employment activities), N-80 (security and investigation activities), N-81 (services to buildings and landscape activities) and N-82 (office administrative, office support and other business activities), the list published by the Council for verifying universal applicability of collective agreements [Työehtosopimusten yleissitovuuden vahvistamislautakunta], which operates under the Ministry of Social Affairs and Welfare, has been taken as reference. The Central Organisation of Finnish Trade Unions SAK publishes data on coverage of collective agreements signed by their member unions. For collective agreements signed by other unions than SAK members, decisions by the Council in data for collective agreement coverage have been relied on. General sectoral collective bargaining coverage as well as the coverage of collective agreements was studied by the Commission of the Ministry of Economic Affairs and Employment in 2019. The report (Ahtiainen, 2019) concerns the years 2017/2018.

The sector covers a vast variety of job descriptions and we found 15 collective agreements in these four NACE-2 sectors of interest (accounting for both low-paid segment and non-low-paid segment.) We opted for including at least the largest agreement for each of the four NACE-2 sectors, based on the data in Ahtiainen (2019). To focus on the low-paid segment, we have excluded agreements where peak-level organisation Akava's negotiation body YTN is the signatory party. Agreements signed by the white-collar trade union Trade Union Pro also often include highest minimum rates that are above the Finnish median salary, and where most of the salary groups have salaries above the lowest income quintile. Thus, they were not deemed as relevant for the sampling. We have also focused on agreements that are still being renewed, which excluded the printing services agreement, the janitorial services agreement, and the money processing services agreement.

Table 6: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	76,157	235,500	Earnings of full-time wage and salary earners by industry (TOL 2008), 2020, Ahtiainen (2019)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 7 - Business support services 5 collective agreements were listed, and out of these 4 were approved for coding and fully included in the database.

Facilities support

Eurofound identifier	CA-FI-1980
Title (native language)	Kiinteistöpalvelualan työntekijöitä koskeva työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	23,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	23,000
Quality of the figure	Numbers are (relatively) precise and reliable

Security

Eurofound identifier	CA-FI-1983
Title (native language)	Vartiointialan työehtosopimus
Bargaining level	National industry/sector level agreement

Number of workers covered by the agreement in total	7,800
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	7,800
Quality of the figure	Numbers are best estimates

Customer service and telemarketing

Eurofound identifier	CA-FI-1984
Title (native language)	Asiakaspalvelu- ja telemarkkinointialaa koskeva työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	2,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	2,000
Quality of the figure	Numbers are best estimates

Staffing services

Eurofound identifier	CA-FI-2004
Title (native language)	Henkilöstöpalvelualan työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	16,500
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	16,500
Quality of the figure	Numbers are best estimates

Photographic products

Eurofound identifier	CA-FI-2404
Title (native language)	Kuvanvalmistamoita koskeva työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	124

Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	124
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 7 - Business support services (as defined in the project)
- A good fraction (20% to 49%) of those workers in 7 - Business support services (as defined in the project), which are covered by a collective agreement.

8 - Residential and social care

Background information

Social services are offered in the public, the third, and the private sector. Since many statistics are based on data from enterprises, accounting for the total number of employees in these services is difficult. We found five collective agreements in the residential and non-residential social services in the private and third sector. The public sector is covered by the cross-sectoral General Collective Agreement for the Municipal Sector KVTES [Kunnallinen yleinen virka- ja työehtosopimus] and the Social and Healthcare sector agreement [Sosiaali- ja terveydenhuoltoalan Sote-sopimus]. Both public sector agreements are negotiated by Local government employers in Finland [Kuntatyönantajat] on the employers' side. On the trade union side, the signatory parties are Negotiation Organisations for Public Sector Professionals JUKO [Julkisalan koulutettujen neuvottelujärjestö], Jau ry [Julkisen alan unioni] and the negotiation organisation for the social and health care sector Sote ry.

In the private social services sector the Finnish Association of Private Care Providers HALI [Hyvinvointialan työnantajat] represents the employers' side in collective bargaining. The universally applicable agreement of the private social services sector is signed by the trade union Talentia, the negotiation organisation for the social and health care sector Sote ry, the Trade Union for the Public and Welfare Sectors JHL [Julkisten ja hyvinvointialojen liitto]. The employers' organisation Avainta also negotiates collective agreements for its member companies in the social work and residential care activities, but these agreements are not universally applicable.

For work activity centres, or so-called social enterprises, collective agreements are negotiated between the service sector employers' organisation PALTA and the Trade Union for the Public and Welfare Sectors JHL [Julkisten ja hyvinvointialojen liitto]. JHL also negotiates with the employers of personal assistants Heta [Henkilökohtaisten avustajien työnantajaliitto] for an agreement covering personal assistants.

Sampling information

The largest agreements for both the public and private social services in Finland have been included in the sample. The General Collective Agreement for the Municipal Sector is one of the few cross-sectoral agreements in Finland and listed as multisectoral agreement in the database.

It is worth noting that the social services sector includes a heterogenous group of employees. Some positions require several years of third cycle education for a employee to be allowed to work in the position, while others need no prior education. The collective agreement in the private social services sector covers both groups. The majority of employees covered by the Social and Healthcare sector agreement [Sosiaali- ja terveydenhuoltoalan Sote-sopimus] are registered nurses and practical nurses, neither of which are (at least in a recent Ministry of Economic Affairs and Employment report regarding labour shortages) considered to be low-income groups. The agreement however also covers hospital and institutional helpers, with the minimum monthly salary at €1,814, which is significantly below the Finnish median salary of €2,968 in January 2022, and belong to the first income decile.

Table 7: Estimates on sector related bargaining coverage

	From	To	Source
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Disclaimer: This working paper has not been subject to the full Eurofound evaluation, editorial and publication process.

A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	156,681	156,681	Statistics Finland, Earnings of full-time wage and salary earners by industry (TOL 2008), 2020
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	156,681	156,681	Statistics Finland, Earnings of full-time wage and salary earners by industry (TOL 2008), 2020

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 8 - Residential and social care 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Private social services

Eurofound identifier	CA-FI-2009
Title (native language)	Yksityisen sosiaalipalvelualan työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	67,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	67,000
Quality of the figure	Numbers are best estimates

Social and healthcare sector

Eurofound identifier	CA-FI-2010
Title (native language)	Sosiaali- ja terveydenhuoltoalan Sote-sopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	180,000
Quality of the figure	Numbers are (relatively) precise and reliable

Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 8 - Residential and social care (as defined in the project)
- Most (more than 50% to 89%) of those workers in 8 - Residential and social care (as defined in the project), which are covered by a collective agreement.

9 - Arts, gambling and sports

Background information

The NACE-1 sector R (arts, entertainment and recreation) covers a variety of economic activity and is thus characterised by heavy fragmentation and relatively small collective agreements on both sector and company level. We identified 17 agreements, most of which cover less than 1,000 employees and are as small as 80 employees. The vast majority have been deemed universally applicable by the council for verifying universal applicability of collective agreements [Työehtosopimusten yleissitovuuden vahvistamislautakunta]. For arts, entertainment and recreation (NACE-1 sector R) and other service activities (NACE-1 sector S) considered together, the sectoral coverage before the extension mechanism was estimated to be between 63.1-64.3% in the year of 2017, depending on the statistical methodology adopted.

The signatory to most relevant agreements on the employers' side is the service sector employers' organisation PALTA. Other employers' organisations with agreements in the sector are AVAINTA, The Association of Finnish Theatres [Suomen teatterit], Finnish Hospitality Association MaRa [Matkailu- ja Ravintolapalvelut] and The Association of Dance Institutes in Finland STOPP [Suomen tanssioppilaitosten liitto].

On the trade unions' side, fragmentation in collective bargaining is even higher. In the low-paid segment, Service Union PAM [Palvelualojen ammattiliitto], the Trade Union for the Public and Welfare Sectors JHL [Julkisten ja hyvinvointialojen liitto], Finnish Musician's Union [Muusikkojen liitto] and the Trade Union for Theatre and Media Finland Teme [Teatteri- ja Mediatyöntekijät] are signatories to the largest agreements, or signatories to multiple collective agreements in the sector.

Sampling information

The identification was based on the list published by the Council for verifying universal applicability of collective agreements [Työehtosopimusten yleissitovuuden vahvistamislautakunta] which operates under the Ministry of Social Affairs and Welfare. The Central Organisation of Finnish Trade Unions SAK publishes data on coverage of collective agreements signed by their member unions. As for collective agreements signed by other unions than SAK members, we have relied on decisions by the council in data for collective agreement coverage. General sectoral coverage of collective bargaining coverage as well as collective bargaining coverage of collective agreements was studied by commission of the Ministry of Economic Affairs and Employment in 2019. The report (Ahtiainen, 2019) concerns the years 2017/2018.

No major agreement is missing from the sample.

Table 8: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not	14,996	14,996	Statistics Finland: Earnings of full-time wage and salary

excluded from collective bargaining			earners by industry (TOL 2008), 2020
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 9 - Arts, gambling and sports 3 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

Sports organisations

Eurofound identifier	CA-FI-2045
Title (native language)	Urheilujärjestöjen työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	750
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	750
Quality of the figure	Numbers are best estimates

Theaters

Eurofound identifier	CA-FI-2047
Title (native language)	Teatterialan työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	1,800
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	1,800
Quality of the figure	Numbers are best estimates

Golf sector

Eurofound identifier	CA-FI-2048
Title (native language)	Golf-alan työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	1,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	1,000
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 9 - Arts, gambling and sports (as defined in the project)
- A good fraction (20% to 49%) of those workers in 9 - Arts, gambling and sports (as defined in the project), which are covered by a collective agreement.

10 - Personal services

Background information

For NACE-1 sectors arts, entertainment and recreation (R) and other service activities (S) considered together, the sectoral coverage before the extension mechanism was estimated to be between 63.1-64.3% in the year of 2017, depending on statistical methodology adopted. The structure of earnings survey also shows that the NACE-2 sector of interest S-96 (other personal service activities) has 100% sector-level bargaining coverage in Finland. Hairdressers and barbers are the largest occupational group. However, the sectoral agreement for hairdressers and barbers was revoked by the employers' organisation for hair entrepreneurs Suomen hiusyrittäjät. There has thus not been an industry level agreement since 31 October 2018. The agreement used to cover a significant portion of the sector, 4,300 employees. The Service Union PAM [Palvelualojen ammattiliitto] has signed some company-level agreements since 2020. Some chains in the industry have instead started applying the retail sector collective agreement to hairdressers and barbers.

The textile maintenance industry has two universally applicable agreements, one for blue-collar workers and the other one for white-collar workers. Trade union PRO is the signatory party on the trade union side for both agreements, while the employers' side was represented by the textile maintenance association Tekstiilihuoltoliitto together with the General Industry Federation [Yhteinen toimialaliitto].

Sampling information

The identification of the agreements relevant to the NACE-2 sector of interest S-96 (other personal service activities) was based on the list published by the council for verifying universal applicability of collective agreements [Työehtosopimusten yleissitovuuden vahvistamislautakunta], which operates under the Ministry of Social Affairs and Welfare. The Central Organisation of Finnish Trade Unions SAK publishes data on coverage of collective agreements signed by their member unions. For collective agreements signed by other unions than SAK members, decisions by the council in data for collective agreement coverage have been relied on. General sectoral collective bargaining coverage as well as coverage of collective agreements was studied by commission of the Ministry of Economic Affairs and Employment in 2019. The report (Ahtiainen, 2019) concerns the years 2017/2018.

Three collective agreements were identified as suitable to be included in the sample.

Table 9: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	5,433	5,433	Structure of Earnings by Year, Sector, Sex, The Standard Industrial Classification 2008 and Information
B. Total number of employees in the sampled sectors of	5,433	5,433	Structure of Earnings by Year, Sector, Sex, The Standard Industrial

interest, estimated to be covered by collective bargaining			Classification 2008 and Information
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 10 - Personal services 3 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Textile maintenance

Eurofound identifier	CA-FI-2056
Title (native language)	Tekstiilihuoltoalan työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	1,500
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	1,500
Quality of the figure	Numbers are best estimates

Clerical employees in textile maintenance

Eurofound identifier	CA-FI-2405
Title (native language)	Tekstiilihuoltoalan toimihenkilöitä koskeva työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	350
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	350
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Hairdressing

Eurofound identifier	CA-FI-2406
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Title (native language)	Hiusalan työehtosopimus
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 10 - Personal services (as defined in the project)
- A good fraction (20% to 49%) of those workers in 10 - Personal services (as defined in the project), which are covered by a collective agreement.

11 - Domestic personnel

Background information

There are only five full-time employees in the sector in Finland.

Sampling information

No collective agreement exists in the sector.

Table 10: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	5		Structure of Earnings by Year, Sector, Sex, The Standard Industrial Classification 2008 and Information
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

12- Multi-sectoral agreements

Background information

Cross-industry collective bargaining is no longer in use in Finland (since 2017), except in the public sector where the central government employers VTML [Valtion työmarkkinalaitos] and Local government employers in Finland KT [Kuntatyönantajat] are signatories on the employers' side. Signatories on the trade union side are not the peak-level organisations, but rather sectoral trade unions. The cross-sectoral General Collective Agreement for the Municipal Sector KVTES [Kunnallinen yleinen virka- ja työehtosopimus] covers many occupations from farm relief work to catering and social work that are low-income groups. The agreement is negotiated by the Local government employers in Finland [Kuntatyönantajat] on the employers' side. On the trade union side, the signatory parties are Negotiation Organisations for Public Sector Professionals JUKO [Julkisalan koulutettujen neuvottelujärjestö] and JAU [Julkisen alan unioni].

Sampling information

As the general Collective Agreement for the Municipal Sector KVTES [Kunnallinen yleinen virka- ja työehtosopimus] covers multiple sectors of interest, and low-income groups within such, it should be included in the final sample. The majority of central government employees have third cycle education and not low-level salaries, thus collective agreements signed by VTML are not included in the sample.

Table 12: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining			
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 12- Multi-sectoral agreements 9 collective agreements were listed, and out of these 9 were approved for coding and fully included in the database.

Municipal sector - Administration

Eurofound identifier	CA-FI-2013
Title (native language)	Kunta-alan yleinen virka-ja työehtosopimus (KVTES)
Bargaining level	Cross-sectoral national level agreement
Number of workers covered by the agreement in total	421,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Municipal sector - Culture and leisure activities

Eurofound identifier	CA-FI-2511
Title (native language)	Kunta-alan yleinen virka-ja työehtosopimus (KVTES)
Bargaining level	Cross-sectoral national level agreement
Number of workers covered by the agreement in total	421,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Municipal sector - Health care

Eurofound identifier	CA-FI-2533
Title (native language)	Kunta-alan yleinen virka-ja työehtosopimus (KVTES)
Bargaining level	Cross-sectoral national level agreement
Number of workers covered by the agreement in total	421,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Municipal sector - Children day care staff

Eurofound identifier	CA-FI-2534
Title (native language)	Kunta-alan yleinen virka-ja työehtosopimus (KVTES)
Bargaining level	Cross-sectoral national level agreement
Number of workers covered by the agreement in total	421,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Municipal sector - Day care with activities in their own residence

Eurofound identifier	CA-FI-2535
Title (native language)	Kunta-alan yleinen virka-ja työehtosopimus (KVTES)
Bargaining level	Cross-sectoral national level agreement
Number of workers covered by the agreement in total	421,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Municipal sector - Social work

Eurofound identifier	CA-FI-2536
Title (native language)	Kunta-alan yleinen virka-ja työehtosopimus (KVTES)
Bargaining level	Cross-sectoral national level agreement
Number of workers covered by the agreement in total	421,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Municipal sector - Food service

Eurofound identifier	CA-FI-2537
Title (native language)	Kunta-alan yleinen virka-ja työehtosopimus (KVTES)
Bargaining level	Cross-sectoral national level agreement
Number of workers covered by the agreement in total	421,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Municipal sector - Agricultural relief work

Eurofound identifier	CA-FI-2538
Title (native language)	Kunta-alan yleinen virka-ja työehtosopimus (KVTES)
Bargaining level	Cross-sectoral national level agreement
Number of workers covered by the agreement in total	421,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Municipal sector - Other service staff

Eurofound identifier	CA-FI-2539
Title (native language)	Kunta-alan yleinen virka-ja työehtosopimus (KVTES)
Bargaining level	Cross-sectoral national level agreement
Number of workers covered by the agreement in total	421,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 12- Multi-sectoral agreements (as defined in the project)

Most (more than 50% to 89%) of those workers in 12- Multi-sectoral agreements (as defined in the project), which are covered by a collective agreement.

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The European Foundation for the Improvement of Living and Working Conditions (Eurofound) is a tripartite European Union Agency established in 1975. Its role is to provide knowledge in the area of social, employment and work-related policies according to Regulation (EU) 2019/127.

Disclaimer: This working paper has not been subject to the full Eurofound evaluation, editorial and publication process.