

Employers block progress in state and church negotiations

Finland

The [JHL](#) trade union has expressed frustration at the decision of the state and church employers not to finalise negotiations over pay increases for 2023. They are apparently waiting to see how things develop in the key technology industry in the private sector. JHL raises the question of whether the church and state employers should be looking towards the private sector to influence their negotiations and also whether or not this is in effect a form of coordination that employer organisations have rejected in the past. In both church and state negotiations there is a commitment to negotiate a pay increase in the second year of two-year agreements. If the February deadline is missed for concluding the pay negotiations then in both cases the next negotiations will have to cover pay as well as other employment and working conditions.

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