

COORDINATING COLLECTIVE BARGAINING POLICY AT CENTRAL LEVEL

- Finland has a long tradition of centralized bargaining. For the unions it has created a need to design common negotiation targets.
- Coordination is based on voluntarily adopted practices. There are no defined mechanisms in the national legislation. The system is not based on a formal agreement or other binding procedure.
- Income-policy-agreement = Overall central agreement made by employers central organisations, employees central organisations and Finnish government. Same wage increases and same qualitative changes for all industries and employment sectors. Includes also changes in social policy
- The preparation of SAK-affiliates common objectives is difficult because affiliated unions have so varied interests and prioritization.
- SAK-affiliates try to create common objectives, even if it is expected that the income-policy-agreement will not succeed. In that case each industry will negotiate separately.
- If the income-policy-agreement is generated, all sectors and industries will negotiate the ways how they will imply the stipulations in the income-policy-agreement.
- If the income-policy-agreement is not achieved and each industry will negotiate separately, SAK-affiliates will still display SAK's common objectives in the sectoral negotiations.
- In the closing stages unions are free to make their own decisions about SAK's common goals. Sometimes unions put their own targets in the first place.

COORDINATING COLLECTIVE BARGAINING POLICY IN THE FIELD OF LOCAL GOVERNMENT (KVTES = The general collective agreement in the municipal sector)

- The municipal sector has a number of collective agreements. Employees are represented by many different unions.
- Unions seek to establish common objectives for the negotiations.
- Establishing common goals is difficult because various unions have so varied interests and prioritization.
- The system is not based on a formal agreement or other binding procedure.
- In the closing stages unions make their own decisions on common goals. Unions have the freedom to put their own goals in the first place.

LABOUR MARKET COORDINATION IN GENERAL

- Employers central organisation (*Confederation of Finnish Industries, EK*) is closely monitoring the duration of agreement periods in different labour market sectors and seeks to harmonize the expiration dates.

- EK wants to reform all collective agreements in the same way. EK wants to remove wage negotiations to the company level. It also wants that the conditions of labour should be negotiated much more on the company level.
- The program of the current Finnish government consist the coordination of economic policy and the labour markets. In August 2011 the Finnish government together with the social partners started discussions on the broad lines of the coordination of economic and labor market policy.
- In the local government sector there is currently undergoing a joint campaign for better service effectiveness.