



# Working time arrangements and reduction in Finland

Ilari Kallio

Senior Advisor

Confederation of Finnish Industries EK

# Baseline for regular working hours

- Working Hours Act: "Regular working hours shall not exceed eight hours a day or 40 hours a week."
  - Collective agreements (CAs) often limit the number of working hours on weekly or annual level, for example
    - Technology sector industrial workers: 40 hrs/week, but working time averaging leave reduces it to 36.2 hrs/week (year 2018)
    - Commerce sector: average is 38 hrs/week
    - Public sector general CA: either 36 hrs 45 min/week or 38 hrs 45 min/week depending on the job
  - In period-based work hours can vary as long as the average regular hours are reached over reference period



## Flexible working hours

- Flexible working hours allow the employee to start and end the working day within set limits
  - Working Hours Act allows a flexible period of max. 3 hrs/day, CAs usually more
  - Maximum accumulation is 40 hours by law but CAs often allow higher accumulation, e.g. 120 hours
  - Also negative balance can be possible, if agreed
  - Agreement on the use of flexihours is made between the employer and the employee, or the employee representative for whole workplace or company





# Working time banks

- Many sectoral CAs (also public sector) set up the possibility to use working time banks
  - Technology sector industrial workers' CA:  
“an arrangement for harmonising work and time off adopted in an enterprise or at a workplace, involving an agreement to save, lend or combine various elements in the long term”
  - Elements can include i.a.
    - accumulated flexihours, overtime hours, compensation for e.g. Sunday work or standby hours
    - holiday bonus, profit- or results-based bonus→ monetary elements are converted to hours
  - The time of granting leave is normally agreed between the employer and the employee





# Working time reduction for family reasons



- Legislation recognises different working time reductions for work-life balance, separate provisions in CAs not common
  - Part-time arrangements are based on an agreement between the employer and the employee, with some limits to the employer's possibility to refuse a request
  - Partial child-care leave
    - Can be taken “up to the end of the second year during which the child attends basic education” i.e. usually 8 years of age
    - If no agreement, one period of leave per year is given by reducing the working hours to six hrs/day or 30 hrs/week
  - If the employee requests part-time retirement or absence for taking care of family member, the employer must try to arrange the work accordingly



Thank you!

