

# Collective bargaining and salaries

# The themes for OK24

## – Attractive conditions in the public sector



- Wages and local wage negotiations
- Influence on one's own work life
- Working environment
- Room for professionalism
- Co-involvement and transition processes
- Job and career development
- Conditions for fixed-term employees
- Terms and conditions for managers
- Parental leave and equality
- Terms and conditions for seniors

# The members' top 5

- Wages
- Flexibility in work life
- Working environment
- Conditions for fixed-term employees
- Competence development and development opportunities in the job

# Collective bargaining 2024

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- Significant wage raise (5,9 % from April 1, 2024)
  - 1.7 % has been set aside for salary increases on 1 April 2025
  - a specific extra salary negotiation has been set for 2025, based on the trend in the private sector.
- Improved regulatory system (public-sector salaries now follow the trend in the private sector).
- Raise in pensions (0,97% April 1. April 2025 – total: 18,07%)
  
- Improvement for international colleagues with foreign educations (Ph.D. level)
- Recruiting Ph.D. students with foreign academic education
- Extension of employment (Ph.D. students)

# consequences of Collective bargaining

Top management:

“Collective bargaining in 2024 produced a wage raise for all employees at 5,89% from April 2024. This raise was higher than expected, consequently creating greater pressure on the economy (which is already under significant pressure) at university xx”.

