



Holders of Master and Bachelor degrees in arts, history, literature and cultural subjects

Minimum salary recommendation

1 April 2020–30 April 2022

The three organizations Akava Special Branches (Akavan Erityisalat ry), Specia – the Experts and Managerial Professionals’ Association (Specia – asiantuntijat ja esihenkilöt ry), and Art and Culture Professionals’ Trade Union TAKU (Taide- ja kulttuurialan ammattijärjestö TAKU ry, also referred to in this document as “TAKU”) have issued this minimum salary recommendation for holders of “filosofian maisteri” (FM) degrees, the Finnish equivalent of Master of Arts, and “humanististen tieteiden kandidaatti” (HuK), the Finnish equivalent of Bachelor of Arts, in history, literature and cultural subjects working in the private sector. In accordance with the general labour market practice, salaries are increased by a general increase of 1.7% on 1 April 2020 and a general increase of 1.6% on 1 April 2021.

The minimum salary recommendation is based on the job requirement level. On the basis of the job requirement level, roles and minimum salaries are grouped into specialist roles, demanding specialist roles and management roles.

This minimum salary recommendation is valid from 1 April 2020 to 30 April 2022.

Helsinki, 4 March 2020.

AKAVA SPECIAL BRANCHES



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Executive Director



Tuire Torvela
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SPECIA – EXPERTS AND MANAGERIAL PROFESSIONALS



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Hanna-Mari Koski
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ART AND CULTURE PROFESSIONALS’ TRADE UNION TAKU



Juha Isotalo
Chairperson of the Board



Nea Leo
Executive Director

Minimum salary recommendation

I Scope of the recommendation

This recommendation applies to holders of “filosofian maisteri” (FM, Finnish equivalent of Master of Arts) and “humanististen tieteiden kandidaatti” (HuK, Finnish equivalent of Bachelor of Arts) degrees working in the private sector for companies, societies, associations, foundations and other organizations.

II Salary recommendation principles

The job requirement level is the basis for the minimum salary recommendation.

The job requirement level criteria are the skills and interaction required, the breadth of the role, discretionary situations, responsibility and independence of decision-making. Roles are divided into specialist, demanding specialist, and management roles depending on the job requirement level for the role in question.

The salary recommendation distinguishes between the capital

region and the rest of Finland, as the cost of living in the capital region is higher

Descriptions of job requirement categories

1. Specialist roles

The role requires knowledge and skills in various areas, such as information acquisition and processing.

The duties are performed independently based on assigned goals or plans.

Success in the role requires decision-making in varying and diverse discretionary situations.

Success in the role requires cooperation skills and initiative in diverse interactive situations.

The role may include a reporting duty.

Typical duties include customer service, project management, planning and development, public relations, event planning in associations, and office duties.

2. Demanding specialist roles

The role contains several different skills areas, such as critical information evaluation and analysis.

The role requires a broad grasp of skills areas.

The duties are performed independently based on planning of operations or a specialist position.

Success in the role requires decision-making in diverse discretionary situations.

Success in the role requires cooperation skills and initiative in diverse interactive situations.

The role includes partial budgetary responsibility and reporting responsibility in the employee's own operating area. The role may also include a certain level of management and/or supervisory responsibility, in addition to other duties.

Typical duties include demanding planning and development, consultation, public relations, administration, and broad event planning duties, particularly in associations.

3. Management-level roles

The role contains several different skills areas, such as critical information evaluation and analysis. The role requires holistic management and application of skills areas.

The duties are performed independently based on an operating plan and management.

Success in the role requires decision-making in diverse discretionary situations.

Success in the role requires cooperation skills and initiative in diverse interactive situations.

The role includes management, supervisory, budgetary and reporting responsibilities.

Typical duties include management, broad planning and development and demanding administrative duties.

III Minimum salaries

Remuneration is based on a monthly salary and weekly working time of 37.5 hours. A part-time employee's minimum salary is defined by his or her agreed working hours in proportion to full working time.

Within the boundaries of the varying intervals below, the minimum monthly salary depends on the job requirement level, the employee's experience, whether employment is in the private or third sector, and the size of the workplace.

Minimum salaries 1 April 2020

I Capital region (Helsinki, Espoo, Vantaa, Kauniainen)

Specialist roles	€2,922 - €3,412
Demanding specialist roles	€3,430 - €4,305
Management-level roles	€3,972 - €4,787

II Rest of Finland

Specialist roles	€2,635 - €3,235
Demanding specialist roles	€2,834 - €4,058
Management-level roles	€3,674 - €4,579

Minimum salaries 1 April 2021

I Capital region (Helsinki, Espoo, Vantaa, Kauniainen)

Specialist roles	€2,969 - €3,467
Demanding specialist roles	€3,485 - €4,374
Management-level roles	€4,036 - €4,864

II Rest of Finland

Specialist roles	€2,677 - €3,287
Demanding specialist roles	€2,879 - €4,123
Management-level roles	€3,733 - €4,652

1. Remuneration of holders of “humanististen tieteiden kandidaatti”, the Finnish equivalent of Bachelor of Arts

The salary of holders of “humanististen tieteiden kandidaatti”, the Finnish equivalent of Bachelor of Arts, is at least 90% of the minimum salaries for the aforementioned roles.

2. Personal performance bonus

The total salary for the role consists of the salary paid on the basis of the job requirement level and personal performance. The personal performance bonus depends on such circumstances as personal skills, work quality and productivity, interpersonal skills, learning abilities and a self-developing approach.

The personal performance bonus must be re-examined annually.

3. Student intern salary

Full-time internships done as part of studies must be compensated by at least €1,236 /month (as of 2020), but in any event by no less than the minimum salary accrued for minimum working hours under the Unemployment Security Act.

4. Travel time compensation

If an employee travels for work purposes outside regular working hours, payment for every hour the employee travels or granting of corresponding leave is recommended.

5. Employment based on hourly wages

When calculating minimum hourly wages, the monthly salary is divided by 158.

IV Validity

This recommendation is valid between 1 April 2020 and 30 April 2022.

Helsinki, 4 March 2020.

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