



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

Minimum salary recommendation

1 May 2022–30 April 2024

The three associations Akava Special Branches, SPECIA – the Experts and Managerial Professionals’ Association, and the Art and Culture Professionals’ Trade Union 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 who work in the private sector. In this document, the associations recommend that salaries grow by a general increase of 2% from 1 May 2022 onwards and a general increase of 2% from 1 May 2023 onwards. 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 May 2022 to 30 April 2024.

Helsinki, 31 March 2022.

#### AKAVA SPECIAL BRANCHES



Salla Luomanmäki  
Executive Director




Tuire Torvela  
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#### SPECIA – THE EXPERTS AND MANAGERIAL PROFESSIONALS’ ASSOCIATION



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



Piia Lääveri  
Chairperson



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), the Finnish equivalent of Bachelor of Arts, degrees in history, literature and culture 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 roles, demanding specialist, and management roles depending on the complexity of the role.

The salary recommendation reflects the higher cost of living in the capital

region by distinguishing between the capital region and the rest of Finland.

## *Descriptions of complexity categories*

### 1. Specialist roles

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

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

Success in the role requires decision-making in varying 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, communications and public relations, event planning in associations, and office duties.

## **2. Demanding specialist roles**

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

The role requires holistic management and application of skills areas. The duties are performed independently based on the operating plan and leadership.

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 responsibility.

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 complexity of the role, the employee's experience, whether employment is in the private or third sector, and the size of the workplace.

## Minimum salaries 1 May 2022

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

Specialist roles	€3,028 – €3,536
Demanding specialist roles	€3,555 – €4,461
Management-level roles	€4,117 – €4,961

### II Rest of Finland

Specialist roles	€2,731 – €3,353
Demanding specialist roles	€2,937 – €4,205
Management-level roles	€3,808 – €4,745

## Minimum salaries 1 May 2023

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

Specialist roles	€3,089 – €3,607
Demanding specialist roles	€3,626 – €4,550
Management-level roles	€4,199 – €5,060

### II Rest of Finland

Specialist roles	€2,786 – €3,420
Demanding specialist roles	€2,996 – €4,289
Management-level roles	€3,884 – €4,840

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

The salary of holders of HuK degrees 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 complexity of the role and a personal performance bonus. 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**

Recommended salary for full-time internships done as part of studies is €1,283/month (as of 2022), but in any event no less than the minimum salary accrued for minimum working hours under the Unemployment Security Act.

### **4. Travel time compensation**

If the employee travels for work purposes outside regular working hours, payment of basic hourly wages or granting of corresponding leave, if compensation for travel time is specifically agreed, 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 May 2022 and 30 April 2024.

Helsinki, 31 March 2022.

#### AKAVA SPECIAL BRANCHES



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