



Holders of Master and Bachelor Degrees in History, Literature, Cultural Subjects and Foreign Languages

Minimum salary recommendation

1 May 2024–31 May 2025

The trade union Akava Special Branches (AE) and four member associations, SPECIA – the Experts and Managerial Professionals’ Association, the Art and Culture Professionals’ Trade Union TAKU, Kieliasiantuntijat (Language Experts) and the Union of Museum and Cultural Heritage Professionals MAL 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, cultural subjects and foreign languages working in the private sector. According to this recommendation, salary shall be increased from 1 May 2024 onwards by a general pay rise which amounts to 4%. This increase considers the increase under the 2023 recommendation (2%) when compared to the cost effect of the general labour market solutions’ increases in 2023–24 (6–7%).

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, valid from 1 May 2024 to 31 May 2025, was issued in Helsinki on 2 April 2024.

AKAVA SPECIAL BRANCHES AE

SPECIA – THE EXPERTS AND MANAGERIAL PROFESSIONALS’ ASSOCIATION

ART AND CULTURE PROFESSIONALS’ TRADE UNION TAKU

UNION OF MUSEUM AND CULTURAL HERITAGE PROFESSIONALS MAL

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 tieteidien kandidaatti’ (HuK, Finnish equivalent of Bachelor of Arts) degrees in history, literature, cultural subjects and foreign languages 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 distinguishes between the capital region and the rest of Finland with consideration for the higher cost of living in the capital region.

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, 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, 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 a management role.

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 their 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 2024

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

Specialist roles	€3,213–€3,751
Demanding specialist roles	€3,771–€4,732
Management-level roles	€4,367–€5,262

II Rest of Finland

Specialist roles	€2,897 – €3,557
Demanding specialist roles	€3,116–€4,461
Management-level roles	€4,039–€5,034

1. Remuneration of holders of 'humanististen tieteidien kandidaatti', HuK, 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 criteria include the individual's skills, type of work and individual's performance, interpersonal skills in the work community, eagerness to learn new skills, and engagement in self-development.

The personal performance bonus shall be re-examined annually.

3. Student intern salary

Full-time internships done as part of studies must be compensated by at least €1,399/month (as of 2024), 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 of simple 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 2024 and 31 May 2025.

Helsinki, 2 April 2024.

AKAVA SPECIAL BRANCHES AE

SPECIA – THE EXPERTS AND MANAGERIAL PROFESSIONALS’ ASSOCIATION

ART AND CULTURE PROFESSIONALS’ TRADE UNION TAKU

KIELIASIANTUNTIJAT RY (LANGUAGE EXPERTS)

UNION OF MUSEUM AND CULTURAL HERITAGE PROFESSIONALS MAL

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