

**Question for written answer E-002322/2024
to the Commission**
Rule 144
Li Andersson (The Left)

Subject: Implementation of the Minimum Wage Directive in Finland

The national implementation of the Minimum Wage Directive in Finland is still incomplete, and despite the approaching deadline, the Finnish Government has not implemented the reforms that would further the aims of the Directive. Instead, the Government has adopted proposals that are predicted to have a weakening effect on the Finnish labour market inasmuch as it concerns the degree of organisation and collective agreement coverage.

The industrial peace legislation in Finland was amended as from 18 May 2024, with dramatic restrictions being imposed on the right to strike and solidarity action, even though in the Finnish labour market system solidarity actions have had an important role to play in promoting collective agreement coverage. According to the rationale for Government proposal HE 12.2024, the consequence could in some cases be poorer working conditions for wage earners, especially those in sectors with low trade union membership or in sectors where industrial action exerts insufficient pressure.

On 5 September 2024 the Government adopted a proposal for reforming local agreements (HE 85.2024). The reform will give non-unionised companies greater scope for agreeing poorer working conditions, which in turn will make employers less inclined to agree on unionisation and will tend to weaken collective agreement coverage. According to the proposal's rationale, particularly in companies where the employees are in a weak position, an increase in the number of local agreements could also mean a risk of poorer working conditions. It also states that if the change meant that collective agreements with individual employers were to become a more common occurrence, national collective agreements could be less representative overall.

The established interpretation of EU law does not permit Member States to implement measures that are contrary to a Directive's aims while it is being implemented. The actions on the part of the Finnish government would appear to be at odds with the aims of the Minimum Wage Directive.

1. Has the Commission assessed the extent to which the Finnish Government's measures with regard to the labour market are compatible with the EU Minimum Wage Directive?
2. What does the Commission intend to do about the measures to undermine the labour market that run counter to the aims of the Minimum Wage Directive and the inadequate implementation of the Directive in Finland?

Submitted: 30.10.2024