

# BUILDING CONSTRUCTION INDUSTRY 2025

## WAGE INCREASES ON 1 SEPTEMBER 2025

Wages will increase by 2.5% on 1 September 2025 or from the beginning of the nearest pay period thereafter.

### Time rates

Pay grades	€/h (1.9.2025)
I New employee	12.24
II Employee with some experience	13.79
III New professional	15.11
IV Professional	16.64
V Experienced professional	18.11
VI Highly experienced professional	19.37

Employees with professional skills must be grouped in at least pay grade IV. Employees cannot be placed in pay grades I–II without specific grounds for doing so. Factors such as the employee's nationality or language proficiency cannot be used to determine their pay grade. Instead, the pay grade must be determined according to the employee's professional skills and their ability to carry out the duties specified in their employment contract.

In addition to the hourly wage based on the pay grade, the employee must always be paid a personal pay component.

### Separate pay component

The employee will be paid a separate pay component of 7.7% as compensation for weekday public holidays and as accrued days off allowance in connection with every wage payment. This separate pay component of 7.7% is also paid to those working reduced hours. The separate pay component must be itemised on the payslip. The separate pay component must not be included in the employee's time rates, piece rates or bonus pay. The separate pay component does not count towards the holiday bonus.

The Act on Celebrating Independence Day as a Public Holiday applies to **paying wages for Independence Day**. On Independence Day, employees are entitled to full pay or sick pay for their period of sick leave.

The **holiday bonus** is 18.5% of the wages paid during the employment period. Of the holiday bonus, 14% is paid before the beginning of summer holiday and 4.5% is paid before the beginning of winter holiday. The pay received during a period of sickness or injury also counts towards the holiday bonus.

**Sick pay** is paid in full for time rate work. The maximum amount for piecework, however, is €25/h.

### Protective clothing and equipment

According to the collective agreement regulations, the employer is responsible for the cleanliness, maintenance, and any inspections of protective clothing. The practice for fulfilling these obligations is agreed on locally.

### Tool allowance

An allowance of €1.68 will be paid as compensation for the use of the employee's own basic tools. The employer acquires the tools needed for the work. If it is agreed with the employee that the employee will use their own special tools or smart device, compensation for time spent using the employee's tools or device shall be agreed upon separately (please see the collective agreement).

### Employee's self-reported absences due to illness

A self-reporting procedure must be agreed in companies for common cold-type absences lasting no more than 3 days. The parties cannot agree that a medical certificate is always required. The agreement should be made in writing.

If no self-reporting procedure has been agreed, the employer or its representative will accept the employee's notification of their incapacity to work because of a common cold-type illness for absences lasting no more than three days.

The parties recommend that, when agreeing on the self-reporting, the local agreement should include procedures for absences caused by the need to provide temporary care for a child under 10 years old.

**Shift allowances** from 1 September 2025: evening shift allowance €1.34/h and night shift allowance €2.51/h.

### Reimbursement of expenses in 2025

Daily allowance €53, accommodation allowance €57/day, and overnight allowance €16/day

Compensation for daily travel expenses from 1.1.2025

over 5km	€2.36	over 60km	€19.50
over 10km	€3.79	over 70km	€22.06
over 20km	€6.83	over 80km	€25.07
over 30km	€9.94	over 90km	€28.55
over 40km	€12.24	over 100km	€32.01
over 50km	€14.84		

The distance between the employee's home and construction site is measured according to the shortest route used by general traffic.

### Tax-exempt kilometre allowances set by the Tax Administration in 2025

Private car €0.59/km

Transport of passengers €0.04/km/person

Other tax deductions: [www.vero.fi](http://www.vero.fi)

### Job-specific allowance for tower crane operators

The allowance is always at least the height of the crane (= the distance between the rail and the underside of the jib) + the length of the jib (= from the middle of the tower to the tip of the jib) multiplied by €0.066.

**Personal identification** All employees working at a construction site must clearly display photo ID. The ID must also include the employee's tax number.



# Rakennusliitto

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