



The demands of the Swedish Unions within Industry in the national bargaining agreement

The Swedish Unions within Industry demand 4.2 per cent in the 2025 national bargaining agreement

A salary increase of 4.2 per cent for a one-year agreement period was the demand put forward today, 4 November, by IF Metall and the other members of the Swedish Unions within Industry (Facken inom industrin, FI). "The goal is for our members to have clear and real salary increases. Swedish industry is making big profits, so of course we want a piece of the pie," says Marie Nilsson, Union President of IF Metall.

The demand regarding the salary increase for the 2025 national bargaining agreement is based on careful consideration of both national and international economic conditions.

Our products are in demand

Although employer organisations paint a dark picture, the statistics show that Swedish industry is generally doing well. It has become more competitive in recent years.

"Our members manufacture products that are in demand elsewhere in the world. Sweden takes export shares, labour costs are slightly lower than in our competitor countries, and profits are generally high," says Marie Nilsson.

These facts allow for salary increases at the same levels as in recent years.

"We want to see clear and real salary increases that increase purchasing power," says Marie Nilsson.

The rate of salary increases must be maintained

IF Metall and the other Swedish Unions within Industry disagree with their counterparty's portrayal of the state of affairs, even if economic growth has slowed.

"But the forecasts show a recovery that starts at the end of this year or in 2025. And by 2026, there is expected to be good growth in the economy," says Simon Petersson, IF Metall's Deputy Agreement Secretary.

"That's why the goal is also to keep up the rate of salary increases that trade unions in industry have had in recent years."

Other joint demands

In addition to the demanded salary increase, the following demands are also put forward as the unions head into negotiations regarding the national collective agreement for 2025:

Reduced working hours

A reduction in working hours that can take different forms, such as a provision for a time bank or part-time pension. The demanded salary increase includes a provision for reduced working hours.

Overtime compensation for part-time employees

Part-time employees must be remunerated with overtime compensation at the same level as full-time employees for all work that goes beyond the current ordinary daily working hours of their part-time job.

Advanced holiday leave

To ensure the right to a paid main holiday, workers must be entitled to advanced holiday leave.

See the press meeting and read more about FI's agreement demands:



ifmetall.se/avtal2025