

SAK STTK AKAVA
together



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Working Together in Finland

Finland has one of the highest rates of union membership in the industrialised world, with 80 per cent of employees organised in trade unions. With 76 trade unions organised into three central confederations, there is a union for every employee regardless of line of work, type of employment or status in the enterprise.

Trade union members pay membership dues to their unions, in return for which they enjoy such benefits as contractual security, training, legal aid and leisure-time services. Employers often set off trade union dues from the wages of organised employees and pay them directly to the union.

Organised employees are also usually members of an unemployment benefit fund for their various industries. Such membership entitles the employee to earnings-related benefit in case of unemployment.

- *three central employee confederations*
- *76 trade unions*
- *more than two million union members*

A Powerful Voice

The Central Organisation of Finnish Trade Unions - SAK, the Finnish Confederation of Salaried Employees - STTK and the Confederation of Unions for Academic Professionals in Finland - AKAVA are recognised and respected organisations of considerable social standing. Employee organisations occupy a powerful position in the evolution of Finnish society. These central employee confederations are politically non-aligned. They work closely together, both at national and international level, and have common objectives: to improve the welfare and quality of life of employees, to improve working life and to harmonise its demands with those of family life.

Both individually and collectively the employee confederations submit their opinions to the Finnish government and to Parliament concerning changes in legislation on employment and social affairs, taxation, environmental and energy policy, education and training, employment and the evolution of working and business life. The views of the employee confederations carry considerable weight. The



employee confederations also generally adopt a consistent position with respect to the employer confederations, even though they may seek varying objectives in doing so.

- *There are 2.3 million workers in Finland*
- *Women comprise 47.2 per cent of the labour force*
- *The rate of employment is 66.3 per cent and unemployment is 9.6 per cent (March 2001 figures).*

Unions and the Government in Partnership

The central labour market confederations have considerable influence in Finnish society. They conclude incomes settlements, help to prepare labour laws and play a central role in the evolution of working life.

The central confederations of employers and employees are able to negotiate centralised incomes settlements between themselves. Together with the Finnish government they may conclude tripartite incomes policy agreements covering not only wages but also employment poli-

cy and developments in working life, promotion of equality between men and women by harmonising the demands of work and family life, benefits and contributions to social welfare and pension schemes, taxation and the principles of good practice in the labour market. These agreements usually last from one to two years.

Since 1968 the labour market organisations and the government have concluded centralised incomes policy agreements aiming to improve working conditions and the social security system. The incomes policy agreements of recent years have sought to reduce unemployment, to maintain a low level of inflation and to secure improvements in working life. While wage increases have been moderate, the purchasing power of employees has improved due to restraint in pricing policy.

Results of incomes policy agreements

- *holiday return bonuses*
- *earnings-related unemployment benefit*
- *shortened working hours*
- *tax relief*



Settlements Meeting the Needs of Each Sector

After the central confederations have agreed on the general principles applicable to wage increases and other working life reforms, the individual trade unions and employers' federations negotiate collective agreements for each branch of the private and public sector. If the central confederations are unable to negotiate a centralised agreement, then the trade unions and employers' federations formulate collective agreements separately for each branch of industry and public services. Collective agreements are used to determine pay and conditions of service in both the private and public sectors. Although there is no minimum wage legislation in Finland, minimum wages are specified in collective agreements covering nearly all sectors of working life. The wages and other terms of employment stipulated in these collective agreements are legally enforceable minimum standards.

After negotiations have taken place at central confederation and individual union level, agreements are made to meet the needs of various enterprises, public authorities and

institutions. Private and public sector collective agreements are increasingly open to local negotiation on hours of work and other terms of employment. Remuneration systems and working hours have become more flexible and individual enterprises have had greater freedom to manoeuvre.

Local employees and their trade union are represented at the workplace by a shop steward. A national collective agreement made for a given industry between a trade union and an employers' federation is binding on all employers belonging to the federation. If about half of the employees in the industry are in the service of these organised employers, then the national collective agreement is universally binding, meaning that it also applies to employers that are not members of the federation.

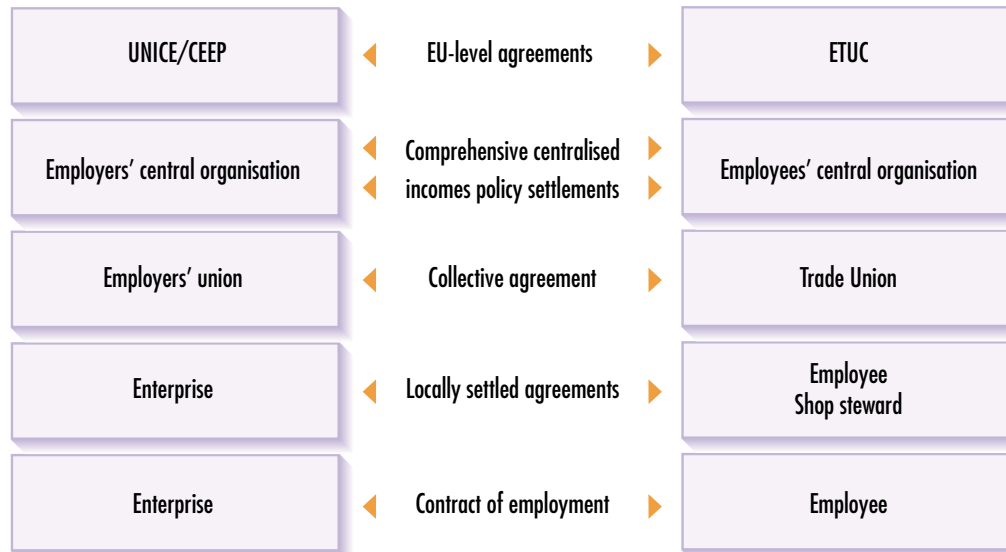
After a collective agreement has been concluded, it becomes the business of the employers' federation and the trade union to supervise compliance with the agreement. An industrial peace obligation applies while a collective agreement is in force. During this period, it is illegal to organise strikes with a view to changing the agreement.



If a collective agreement expires and no new agreement has been made, then the employees are entitled to call a

strike and the employers may declare a lockout. There have been rather few strikes in Finland in recent years.

There is also a National Conciliator's office in Finland. It is the duty of this public authority to promote industrial peace.





The Labour Market for Men and Women

Most of Finland's two million workers are in full-time, regular employment. The majority of working women are likewise in full-time work. Some 11 per cent of the workforce have part-time jobs and 18 per cent are in temporary positions. Part-time and temporary work is typical for women, for example in shops, in the hotel and catering industry and in health care work.

Half of the Workforce are Women

About half of the Finns in gainful employment are women. Two-thirds of the workforce in Finland work in the public and private service sectors. 28 per cent are in the industrial and construction sectors and six per cent work in agriculture and forestry. Women workers make up some 40 per cent of employees in the private sector, 75 per cent in local government and 45 per cent in the State sector.

Wages and Salaries are the Principal Source of Income

The average monthly wage of workers in Finland is about EUR 2,038. The average monthly basic wage of workers in industry is about EUR 1,830. Industrial white-collar staff earn EUR 2270 and private service sector workers average EUR 1515 per month. The corresponding figure for the public sector is about EUR 1935.

The earnings level for women is about 76 per cent of that of men. Wages make up 55.3 per cent of household incomes, while income redistribution accounts for 27.5 per cent and returns on capital are 11.3 per cent.

The total rate of taxation including direct and indirect taxes together with social security contributions is 45 per cent.

The rate of unemployment benefit is about 60 per cent of average earnings while working.



The Fruits of Working Together

Much of the system of basic social welfare and employment-related benefits enjoyed in Finland derives from incomes policy settlements made between the labour market organisations and the Finnish government.

Basic social security in Finland includes benefits payable in case of unemployment, sickness, maternity and paternity leave as well as pension cover. Many social welfare benefits and rights are linked to work and earnings. Sickness benefit is calculated on the basis of regular wages, the amount of benefit payable to members of unemployment benefit funds is linked to the level of earnings while working and employment pensions accrue according to the number of years at work and wages earned.

Family Benefits Enable Women to Work Outside the Home

Mothers in Finland have free access to special advisory and health care services during pregnancy and after giving birth. The advisory service attends to the general health of mothers and their babies and provides guidance in motherhood skills. Preparatory classes are arranged for expectant mothers and fathers. The State also provides a maternity package to every expectant mother containing the basic necessities for care of the newborn child as well as various baby clothes.

Maternity benefit is paid for 105 days and earnings-related parental leave allowance for 158 days. Although parental leave may be taken by mothers or by fathers, it is very unusual for the latter to do so. On the other hand one half of all fathers exercise the right to take paternity leave for a period not exceeding three weeks.

Either of the parents are entitled to stay at home to care for the child for the first three years and then to return to their previous employment. A mother or father exercising this right receives an allowance for doing so. An employee



may also exercise the right to partial care leave by reducing the working day to six hours until the child has finished the first autumn term of the basic school. Compulsory schooling in Finland begins in August of the year in which the child reaches the age of seven years.

Every child in Finland under school age has a legal right to day-care and a child of six years is entitled to pre-school education. The availability of nursery care is one of the most important factors enabling women to take paid employment.

According to the Employment Contracts Act, parents are entitled to be absent from work in order to care for a sick child. It is possible to take up to four working days off work to care for a child under ten years of age who is suddenly taken ill.

During the nine years of compulsory, free school education, children are also provided with school meals, general health care services and dental care free of charge. Child benefit is paid to the parent or guardian of all children under 17 years of age.

A System for Work and Leisure Time

Statutory regular working hours in Finland are 40 hours per week. In most industries this has been shortened to 37.5 hours by collective agreement. Working hours vary according to the industry and staff group in question. Separate compensation is normally paid for overtime: the first two hours in excess of regular daily working hours are paid at time and a half while any additional hours are paid at double time rates.

Annual holiday is earned according to the number of working months and years of service. The usual length of leave in full-time employment is five weeks per year. Some of the holiday may be held over and taken later.

Sabbatical switch leave may be taken for a period of 3 to 12 months if an unemployed person is hired to take the place of the worker on leave. A worker taking sabbatical switch leave receives compensation while the replacement earns wages.

A worker who has been in a single employer's service for no less than one year may make an agreement with the



employer to take unpaid study leave while retaining the right to return to work.

Regular annual working hours in industry:

- *Germany 1573 hours*
- *Denmark 1665 hours*
- *Belgium 1702 hours*
- *Austria 1713 hours*
- *The Netherlands 1715 hours*
- *Finland 1716 hours*

** Source: Work Time Report by Finnish Labour Confederations*

Codetermination in Undertakings

The Act on Codetermination in Undertakings requires employers and employees to co-operate at the workplace. The scope of codetermination includes several important workplace matters, such as changes affecting the status of staff, retooling, closure of the enterprise, employee welfare, health and safety at work, training programmes and promotion of gender equality.

In large enterprises employing no fewer than 150 workers a staff representative is entitled to participate in decision-making bodies of the enterprise when discussions take place concerning its business operations and finance as well as matters pertaining to the position of its staff.



Promoting Gender Equality at the Workplace

The Act on Equality Between Women and Men requires public authorities to promote gender equality in working life. Employers must proceed in a manner enabling both women and men to apply for vacancies. Women and men must be given equal opportunities for advancement in their careers and must be assisted in harmonising work and family life. Employers must seek to ensure that no worker is subject to sexual harassment.

In workplaces where at least 30 workers are employed, employers must incorporate measures to bring about equality between women and men in annual staffing and training plans.

The Act on Equality Between Women and Men prohibits all gender discrimination in recruiting. An Ombudsman for Equal Opportunities oversees the application of the Act.

An Equal Opportunities Workplace project was launched by the labour market organisations as part of an incomes policy agreement. The aim of this project is to establish a pattern of effective, concrete practices to promote equality at work.

To promote equality of remuneration, wage reform projects based on evaluation of the demand imposed by various kinds of work have been launched in many sectors. Since 1990 the labour market organisations have published several reports and sets of guidelines for evaluation procedures and criteria.

The labour market organisations have set up a standing “round table” discussion to consider strategies for promoting gender equality.



Employee Welfare, Health and Safety

In every workplace the employer must appoint an employee welfare, health and safety manager. The employees are represented by a Labour Protection Delegate and Labour Protection Committee. Labour Protection Inspectors subordinate to the Ministry of Social Affairs and Health oversee and direct measures to promote employee welfare, health and safety.

Occupational health care must be arranged for every employee, either at an enterprise health centre or at a corresponding private or municipal facility. The law requires occupational health care to function on a preventative basis. Such care involves medical inspections of new employees and regular check-ups. About half of all employees in Finland are covered by occupational health care schemes involving medical treatment in cases of illness.



Working Together Globally

In their international operations SAK, STTK and AKAVA seek to promote a growing sense of global collective responsibility in working life and social affairs. Issues of human rights, social rights, equality and free collective bargaining are becoming increasingly important as economic life and business enterprises internationalise.

The Finnish trade union movement is also engaged in international solidarity work. SAK and its member unions, together with some other trade unions also arrange their solidarity work through the Trade Union Solidarity Centre of Finland - SASK.

SAK, STTK and AKAVA participate in the work of the International Labour Organisation - ILO and are members of both the OECD Trade Union Advisory Council - TUAC and the International Confederation of Free Trade Unions - ICFTU. The aim is to establish a multilateral, open and fair system to promote and secure the basic rights of employees.

Co-operation in Europe

The organisations involved in the European trade union movement have a common aim: to ensure that the interests of employees are respected in the process of European integration. SAK, STTK and AKAVA are members of the European Trade Union Confederation - ETUC, and are thereby involved in the social dialogue taking place within the European Union. The concluding statement of the 1999 ETUC Congress in Helsinki stressed that this process seeks to establish European industrial relations that complement and support national collective bargaining.

The Finnish trade union movement has lobbied for the inclusion of fundamental workers' rights in the Constitutional Charter of the European Union. Finnish trade unions regard cross-border trade union rights, such as the right to organise, the right to free collective bargaining and the right to engage in industrial action, as matters of the utmost importance. In an internationalising economy trade union rights will help to secure the status of workers in the global labour market.



The issue of employment continues to be high on the agenda for the European Union. The Finnish trade union movement pressed for the inclusion of a separate Title on employment in the Treaty of Amsterdam. The practical application of this Title was accelerated through national employment programmes.

The 1991 Maastricht Social Protocol has enabled labour market organisations to negotiate and reach agreement on an agenda of issues proposed by the European Commission. If the social partners find a consensus, then the accord is approved as a European Union Directive. The 1995 Treaty of Amsterdam reinforced the status of labour market organisations when this right of bargaining on European agreements became part of the Treaties Establishing the European Union. The 1999 Cologne summit launched a process focusing on co-ordination of economic and employment policy and of its links to wage bargaining. The participants in this process are the Council of Ministers, the European Commission, the European Central Bank and the European labour market organisations.

Three European labour market agreements have been reached under the ambit of the social dialogue: on parental leave, part-time work and temporary employment. The tripartite negotiating system so familiar in Finland is thus now developing at European level. The national governments are represented by the Commission and by other European Union institutions, while the social partners in the national labour markets are represented by their European organisations. The Finnish labour market organisations are also represented on the European Union Economic and Social Committee. They maintain direct links with the Commission, with MEPs and with the Council through national ministerial European Union subcommittees.

The Finnish trade union movement plays an active role in several regional development projects financed by the European Union structural funds. These projects seek to secure the vitality of the northern and outlying territories of the European Union.



Joint Representation of Interests in Brussels

The central confederations maintain KEY-Finland, a common office and agency in Brussels. This office has two main functions: to oversee the interests of Finnish employees in matters pertaining to European integration and to provide information about the European Union to its constituent organisations.

The KEY-Finland office is in the international trade union house on Boulevard de Roi Albert II in Brussels. It provides working facilities for conference participants and for representatives of confederations of employees and their member unions who are in Brussels gathering information for their work.

Co-operation in the Nordic Region

At Nordic level the Finnish unions work with the Council of Nordic Trade Unions NFS. This organisation has identified co-operation on the Baltic rim and the eastward expansion of the European Union as its prime policy areas. The NFS is also concerned with economic issues and employment in the Nordic countries, and works closely with the Nordic Council and the Nordic Council of Ministers.

The Calotte region and its adjoining territories are the special concern of the Northern Area Council of the NFS, which comprises representatives of trade union confederations from Finland, Sweden and Norway. The Council also includes observers from organisations in the Russian regions of Murmansk and Archangel. The Calotte area is an economic zone in which cross-border commuting to work is commonplace. In its regional co-operation the trade union movement focuses on collective bargaining problems pertaining to mobility of labour.



Co-operation in the Baltic Sea Area

In the year 2000 a meeting of the European Council approved a programme for the Northern Dimension of the European Union. The Finnish trade union movement is lobbying for the development of this area of Community policy. The current European Union programme gives scant attention to labour market issues and social aspects.

At the 1999 Helsinki Congress of the ETUC a partnership agreement was signed between the trade union organisations of the Baltic Sea area and a co-operation document – Vision Baltic Sea 2010 – was approved. The partnership agreement covers 20 wage-earner confederations in the Baltic Sea area, including all of the Finnish confederations.

The practical co-operation work will be done through the trade union networks of the Baltic Sea area. These networks have set about supporting the application process of the candidate States seeking accession to the European Union and influencing the evolution of the Northern

Dimension. They will promote social dialogue and tripartite co-operation, and will submit joint opinions on employment and on educational and social policy to the Council of Baltic Sea area States.



Working together in Central and Eastern Europe

The Finnish trade union movement is actively engaged with the countries seeking accession to the European Union to promote effective industrial relations in those countries. SAK, STTK and AKAVA are co-operating with the trade union movement in Central and Eastern Europe, and particularly in the Baltic States and Russia. Work is proceeding in Moscow, Karelia and St. Petersburg. With support from the European Union TACIS fund the Finnish trade union movement is assisting in training the trade unions in the Russian Republic of Karelia to operate under new social conditions.

Among several educational and organisational initiatives in Estonia is a project to support the establishment of computerised membership records, improve membership services and set up district organisations. Work has been done with the trade unions in Latvia to improve information systems, while efforts in Lithuania have focused on developing the structure of industrial relations.

While the Finnish employee organisations are firmly committed to the eastwards expansion of the European Union, they have insisted on adequate and flexible transition periods governing the free movement of labour in the early stages of enlargement. During the transition period it will be possible for workers to come to Finland from the new Member States under the work permit system.

The trade union movement is working in Finland to ensure that the ability of the labour protection authorities, labour protection delegates and the trade unions to supervise compliance with the employment conditions of foreign workers are improved by revising regulations and through agreements.

An Agreement on the Introduction of the Euro

The central confederations of employees and employers in Finland have agreed that Finnish wage-earners will be prepared for the adoption of the Euro during the transition period. The confederations have recommended that



employers calculating payrolls in Finnish marks during 2001 should also notify their payroll calculations in Euros.

At the beginning of 2001 wage increases in line with collective agreements were expressed both in Finnish marks and pennies, and in Euros and cents. Pay rises for 2002 will be expressed both in Euros and Finnish marks.

On introducing the Euro during 2001, the details are to be agreed at the workplace in line with private and public sector collective agreements and with the procedure for local agreements. On converting salaries from Finnish marks to Euros the normal rounding regulations will be applied. If the figure reached by applying the conversion rate is precisely midway between two figures, then the result will be rounded up.

The transition to Economic and Monetary Union has influenced the content of collective bargaining in Finland. When the Finnish government made the decision to join in the first wave of European Economic and Monetary Union, the trade unions and employer organisations issued a joint undertaking whereby they agreed to respect the tripartite

preparation of matters pertaining to working life and the universally binding character of collective agreements. When issuing this undertaking, the central confederations of employees and employers agreed with the Finnish government on an arrangement known as the EMU buffers. These are funds to be collected as a hedge against economic fluctuations. The aim is as far as possible to maintain a stable level of employment pension and unemployment insurance contributions regardless of the rises and falls normally occurring in the economy.

The Central Organisation of Finnish Trade Unions - SAK

SAK is an organisation protecting the interests of 1.1 million employees in Finland. It was founded in 1907. The 23 member trade unions of SAK represent workers in a balanced range of sectors including industry, private services, local government, the State and transport. 46 per cent of these members are women. One quarter of the total membership is under thirty years of age.

SAK is responsible for overseeing the interests of employees. The organisation negotiates framework agreements with the central employers' confederations concerning wages, hours of work, the status of shop stewards and other matters broadly pertaining to working life. SAK influences political decision-making both at national and regional level. The aim of SAK is to ensure that the point of view of employees is accommodated as effectively as possible in legislation and in other social decision-making.

SAK women and men

	<i>Women</i>	<i>Men</i>	<i>Total</i>
<i>Total membership</i>	46%	54%	1 073 873
<i>Type of work</i>			
<i>Regular full-time work</i>	65 %	81 %	74 %
<i>Part-time and called-to-work</i>	19 %	5 %	12 %
<i>Temporary</i>	25 %	17 %	21 %
<i>Sector</i>			
<i>Private services</i>	39 %	23 %	31 %
<i>Industrial</i>	27 %	63 %	46 %
<i>Public sector</i>	34 %	13 %	23 %
<i>Monthly average gross earnings</i>	FIM8559 EUR1439	FIM11064 EUR1861	FIM10098 EUR1698
<i>Main reason for union membership</i>			
<i>Effective protection of interests</i>	33 %	44 %	38 %
<i>Unemployment benefit</i>	43 %	37 %	40 %
<i>Security in working life</i>	17 %	10 %	13 %
<i>Most important things in life</i>			
<i>Home and family</i>	80 %	63 %	71 %
<i>Hobbies</i>	61 %	63 %	62 %
<i>Work</i>	53 %	43 %	48 %
<i>Leisure time outside the home</i>	27 %	25 %	26 %

SAK`s affiliates:

Automobile and Allied Salespersonnel's Union
Finnish Transport Workers' Union
Finnish Aviation Union
Chemical Workers' Union
Trade Union for Municipal Sector
Metalworkers' Union
Service Union United
Paperworkers' Union
Postal Workers' Union
The Wood and Allied Workers' Union
Construction Trade Union
Finnish Railwaymen's Union
Railway Salaried Staff's Union
Finnish Foodstuff Workers' Union
Finnish Seamen's Union
Finnish Musicians' Union
Finnish Social Democratic Journalists' Union
Finnish Electrical Workers' Union

Textile and Garment Workers' Union
Joint Organisation of State Employees (VTY)
Finnish Locomotivemen's Union
Finnish Media Union
General Union of Journalists

Member of SAK by special agreement in the service field:

Union of Formen in Commerce

Affiliated Unions of the Joint Organisation of State Employees (VTY)

Coastguard Union
Finnish Customs Officers' Union
The Finnish National Union of State Employees and Special Services VAL
Finnish Prison Officers' Union

Finnish Confederation of Salaried Employees - STTK

STTK is the largest central organisation of white-collar employees. It has 21 member unions with a total of 645,000 members. These members work in health care, industry, the local government and State sectors, as well as in services and specialised occupations. 68 per cent of the members are women.

Founded in 1946, STTK was originally an umbrella organisation for white-collar staff in the technical sector until the early 1990s. The current STTK took shape in 1993, when a fourth Finnish central employee confederation closed down and its member trade unions joined STTK, which thereby became Finland's largest confederation of salaried employee organisations.

STTK seeks to improve the welfare and quality of life of its members. Its principal activities are working to influence decision-making in the social sphere, incomes policy, seeking to influence the content of legislation, international work and research.

STTK women and men

	<i>Women</i>	<i>Men</i>	<i>Total</i>
<i>Total membership</i>	68 %	32 %	645 000
<i>Average age</i>	41 years	42 years	41,3 years
Sector			
<i>Private sector</i>	36 %	58 %	44 %
<i>Public sector</i>	64 %	42 %	56 %
Form of work			
<i>Regular full-time work</i>	66 %	75 %	68 %
<i>Part-time</i>	7 %	3 %	6 %
<i>Shiftwork</i>	27 %	22 %	26 %
<i>Weekly working hours (overtime work not included)</i>	37,5 hours	38,2 hours	37,7 hours
<i>Monthly average gross earnings</i>	FIM 11 000	FIM 14 000	FIM 11 960

STTK's affiliates:

Union of Salaried Employees TU
Tehy - Union of Health and Social Care Services in Finland
The Federation of Salaried Employees Pardia
Federation of Municipal Officers
The Finnish Union of Practical Nurses
Financial Sector Union
Sales and Marketing Professionals SMKJ
Federation of Special Service and Clerical Employees ERTO
Confederation of Municipal Employees in
Technical Professions
Insurance Employees' Union
Union of Finnish Foresters
Union of Congregational Officials and Employees SVTL
The Finnish Union of Public Health Nurses
Association of Employees in Private State Subsidized
Institutions
Finnish Engineers' Association
Technical Dairy Employees Association

Association of Print and Media Managers MDU
Finnish Ship's Officers' Union
Finnish Federation of Technicians in Special Branches
Technical Functionaries in Stevedoring and
Forwarding Branch r.a.
Private Building Engineering Employees YRI

Co-operative member: Commercial college graduates' union

The Confederation of Unions for Academic Professionals in Finland - AKAVA

AKAVA is a confederation for employees with university-level or other high-level specialist education and training. It has 32 affiliated unions based on profession or line of education, with a total membership of 391,000. 54 per cent of the members represented by AKAVA work in the public sector and 53 per cent are women.

The role of AKAVA is to attend to the common financial, professional, educational and other social interests of its membership base, as well as their status and good social standing.

AKAVA women and men

	<i>Women</i>	<i>Men</i>	<i>Total</i>
<i>Total membership 1.1.2001</i>	53 %	47 %	391,000
<i>Average age</i>	42	44	43
<i>Form of work</i>			
<i>Regular full-time work</i>	70 %	84 %	76 %
<i>Temporary full-time work</i>	14 %	9 %	12 %
<i>Part-time</i>	7 %	4 %	6 %
<i>Sector</i>			
<i>Private sector</i>	27 %	53 %	41 %
<i>Public sector</i>	69 %	43 %	54 %
<i>Self-employed</i>	2 %	2 %	3 %
<i>Parishes</i>	2 %	2 %	2 %
<i>Monthly average gross earnings</i>	2, 520 EUR FIM 15,010	3, 380 EUR FIM 20,080	2, 910 EUR FIM 17,290
<i>Weekly working hours</i>	41.6 hours	43.3 hours	42.3 hours
<i>Status/duties</i>			
<i>Managerial</i>	20 %	39 %	29 %
<i>Expert</i>	30 %	39 %	34 %
<i>Teaching staff</i>	38 %	18 %	29 %
<i>Other</i>	12 %	4 %	9 %
<i>Married or cohabiting</i>	76 %	86 %	80 %
<i>Parents of children under 17 years</i>	45 %	49 %	47 %

AKAVA's affiliates:

AKAVA's General Group
Association of Employees in Government Educational Administration
Association of Finnish Lawyers
Association of Finnish Political Scientists
Central Union of Special Branches within AKAVA
Finnish Association of Academic Agronomists
Finnish Association of Church Organists
Finnish Dental Association
Finnish Flight Attendants Association
Finnish Medical Association
Finnish Pharmacists' Association
Finnish Psychological Association
Finnish Union of Experts in Science
Finnish Union of Environmental Professionals
Finnish Veterinary Association
Health Science Academic Leaders and Experts
Society of Finnish Professional Foresters

The Finnish Association of Architects
The Finnish Association of Graduate Engineers
The Finnish Association of Graduates in Economics and Business Administration
The Finnish Association of Occupational Health Nurses
The Finnish Union of University Researchers and Teachers
The General Group within the PMS Council
The Officers Union
Trade Union of Education in Finland
Union of Finnish Clergy
Union of Finnish Deacons and Deaconesses
Union of Finnish Speech Therapists
Union of Finnish University Professors
Union of Professional Engineers in Finland
Union of Professional Social Workers
Union of Swedish-speaking Engineers in Finland

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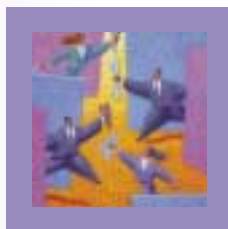
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