

Working together for success and security



AKAVA

Confederation of Unions
for Professional and
Managerial Staff in Finland

Akava is continuously growing

Akava – Confederation of Unions for Professional and Managerial Staff in Finland – is a trade union confederation for those with a university, professional or other higher-level education.

Akava has more than 30 affiliates with altogether half a million unionised members working as employees, entrepreneurs and self-employed professionals in either the public or private sector. The members join one of Akava's affiliates based on their field of study, degree, profession or position. The members of all Akava affiliates typically serve in management or expert positions in fields such as education, technology or medicine. Additionally, Akava has 100,000 student members.

In Finland, approximately 70 per cent of all highly educated citizens are members of one of Akava's affiliates.

Further information about, for example, the placement of Finland's highly educated population in the labour market, work wellness, salaries, taxation and education in Finland is presented in the publication 'A Glance at Akava', which is available online at www.akava.fi/en

- Akava is a politically independent trade union confederation for those with a university, professional or other high-level education.

- Akava has more than 30 affiliates.

- With over half a million individuals as members in Akava's affiliates, the unionisation rate in the field is approximately 70 per cent.

National and international engagement

Akava provides decision-makers with information about issues that are important to its membership. Akava's activities include involvement in the supervision of interests both on the domestic and international levels. Akava's regional committees bear the primary responsibility for the supervision of social interests on the local level.

Akava participates actively in collaboration with international wage and salary earners' organisations within the Nordic and European countries, as well as in the International Labour Organisation (ILO) and the International Trade Union Confederation (ITUC).


Negotiating power on behalf of Akava members

Akava watches over the shared economic, professional, educational and other social interests of its members. Akava is politically unaffiliated and independent of any political party.

Together with other central confederations, Akava conducts negotiations over collective labour agreements. The social partners' negotiation mandate includes unemployment benefits, pensions, financial support to adult education and individual working time account schemes.

Akava lobbies decision-makers in the fields of taxation, labour, education and social policy, among others. The lobbying is supported by Akava's research as well as local, regional and national activity, and publicity work.

The collective bargaining agreements of wage and salary earners within Akava are negotiated in the public sector by the Negotiation Organisation for Public Sector Professionals (JUKO), and in the private sector by the Federation of Professional and Managerial Staff (YTN). Additionally, Akava works in cooperation with Tekniikka ja Terveys KTN, a non-profit negotiation organisation operating within the municipal sector. Several Akava affiliates also independently negotiate on agreements.



**If you are highly educated,
Akava is the place for you.**

- Akava demands security and balance at work. Working conditions must be up to standard.
- Salaries must correspond to the level of demand and responsibility involved in one's work.
- The highly educated should be well employed in tasks that correspond to their training.
- The education and training must be of high quality and meet with the needs of working life.

Akava supports you throughout your career

Membership in a union is like having insurance – it provides you with protection for your future. Akava's affiliates assume the responsibility for the membership and guidance of their individual members. They provide members with assistance regarding salary and labour market questions, legal advice, insurance benefits, professional publications, and courses and seminars.

When you become a member of an Akava affiliate, you may also join the unemployment fund, which is essential for unemployment security. The trade union membership fee is deductible in your taxes.

Even though the Finnish labour market field is highly unionised, and collective bargaining agreements and labour legislation determine our work practices quite specifically, there is always a chance that questions of interpretation or disputes concerning one's working life may arise. It is precisely within these types of situations that an Akava member can contact their own affiliate or an elected representative of the affiliate within their own workplace. In terms of issues concerning occupational health and safety, members can also turn to an elected occupational health and safety representative who supervises these matters on behalf of the entire personnel within their workplace.

For further information about Akava's affiliates, visit www.akava.fi/en/affiliates



Akava members

- Over 500,000 members and a unionisation rate of approx. 70 per cent
- The membership is divided equally between men and women
- Half of the membership works in the private sector and half in the public sector
- One fourth of the membership works in management positions, one fourth in teaching and educational positions, one half in expert positions
- More than 80 per cent have completed at least the lower university degree
- Full-time employees have an average monthly salary of more than 4,000 euro.

Joining an Akava affiliate

If you would like to become a member, please contact the elected Akava official or contact person within your workplace. They will provide you with additional information, as well as the necessary instructions and forms. If your workplace does not have an elected Akava official or contact person, feel free to directly contact the affiliate representing your profession or degree. Most of the affiliates also provide the option of joining online through their own websites.

Your membership in Akava is not bound to a specific workplace. You can remain an Akava member even if you decide at some point to change your workplace.

It would be wise to join a trade union already as a student. Information about the affiliates' student activities and student membership is available from, for example, Akava's university tours, campaign events and student representatives of the affiliates.

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