

A decorative border surrounds the slide, composed of various geometric shapes in shades of purple, teal, and pink. The shapes include rectangles, triangles, circles, and semi-circles, some of which are partially cut off by the edges of the slide.

# Employee representatives and trade unions

05/06/2023

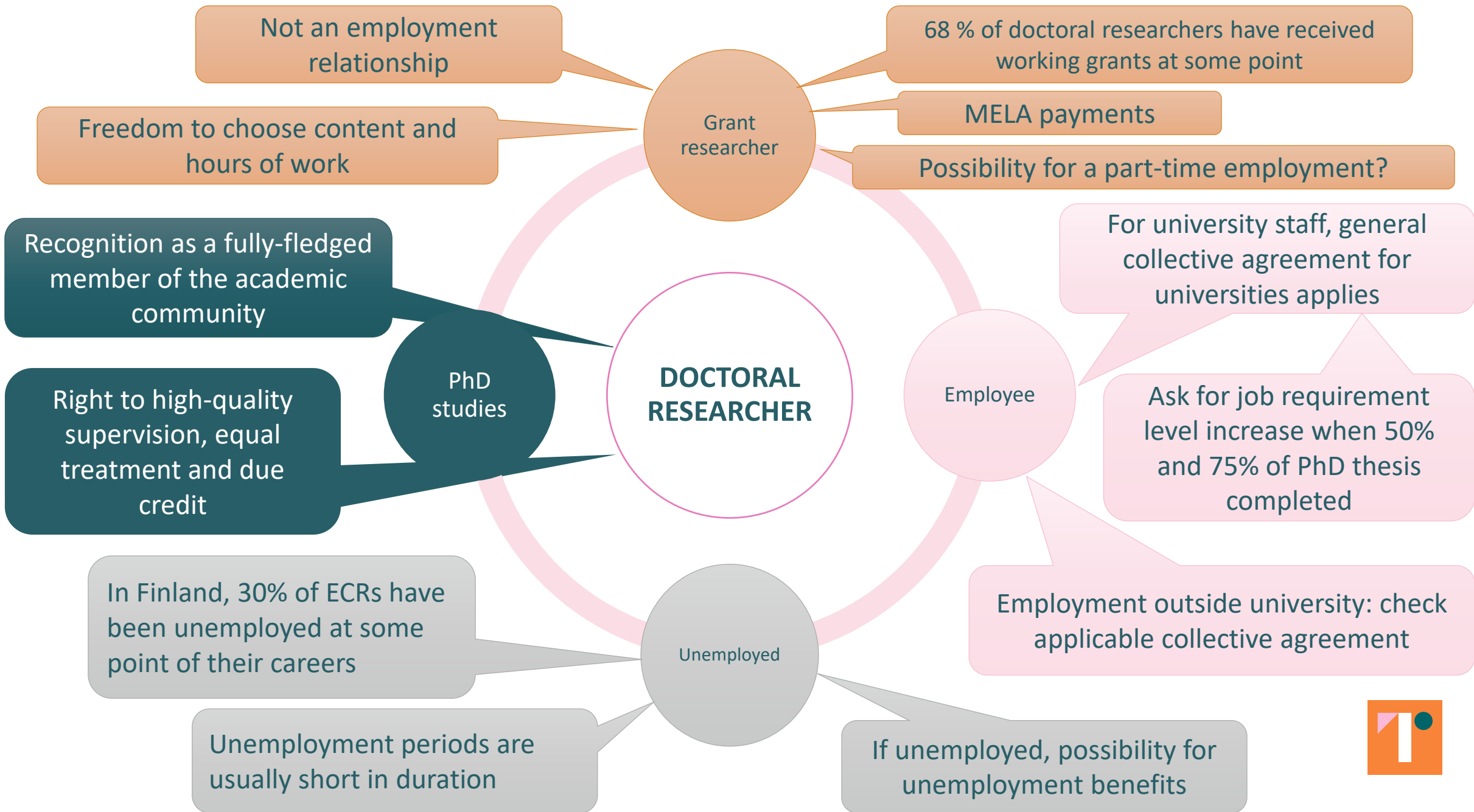
Aalto Doctoral Orientation Days

Stina Giesecke

early  
career  
researcher

**WORKING IN FINLAND  
& AT THE UNIVERSITY**

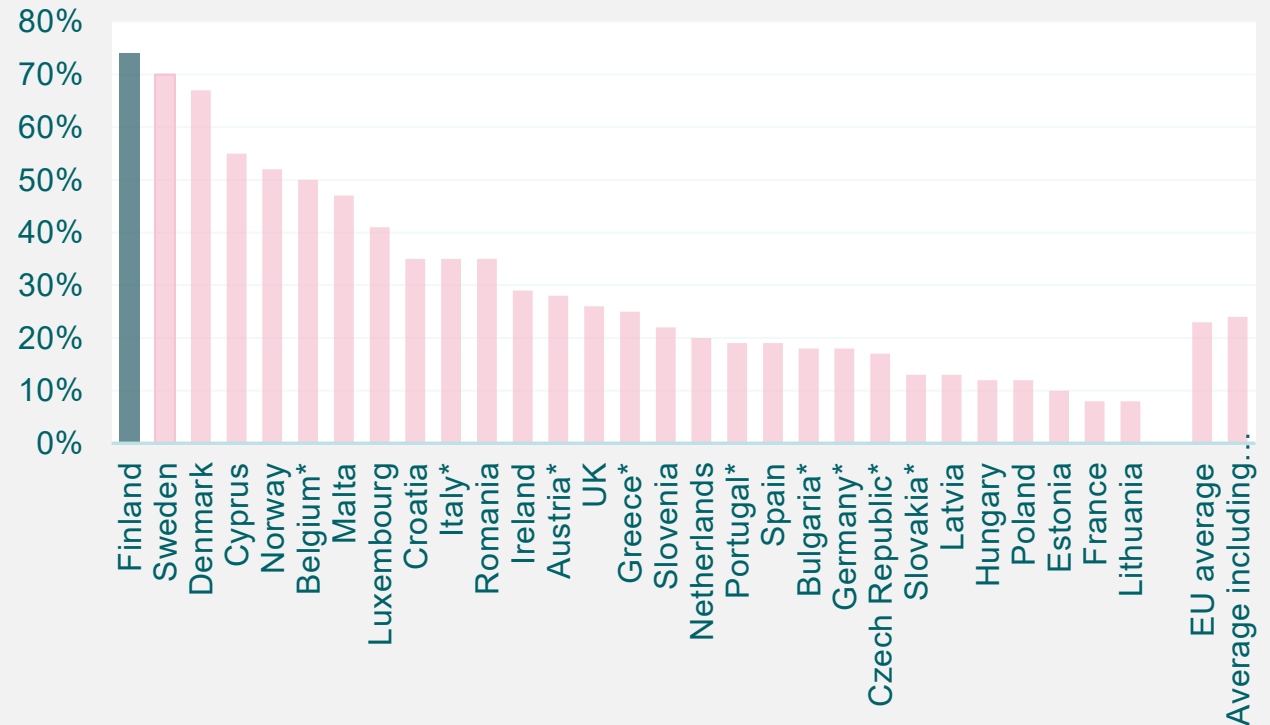




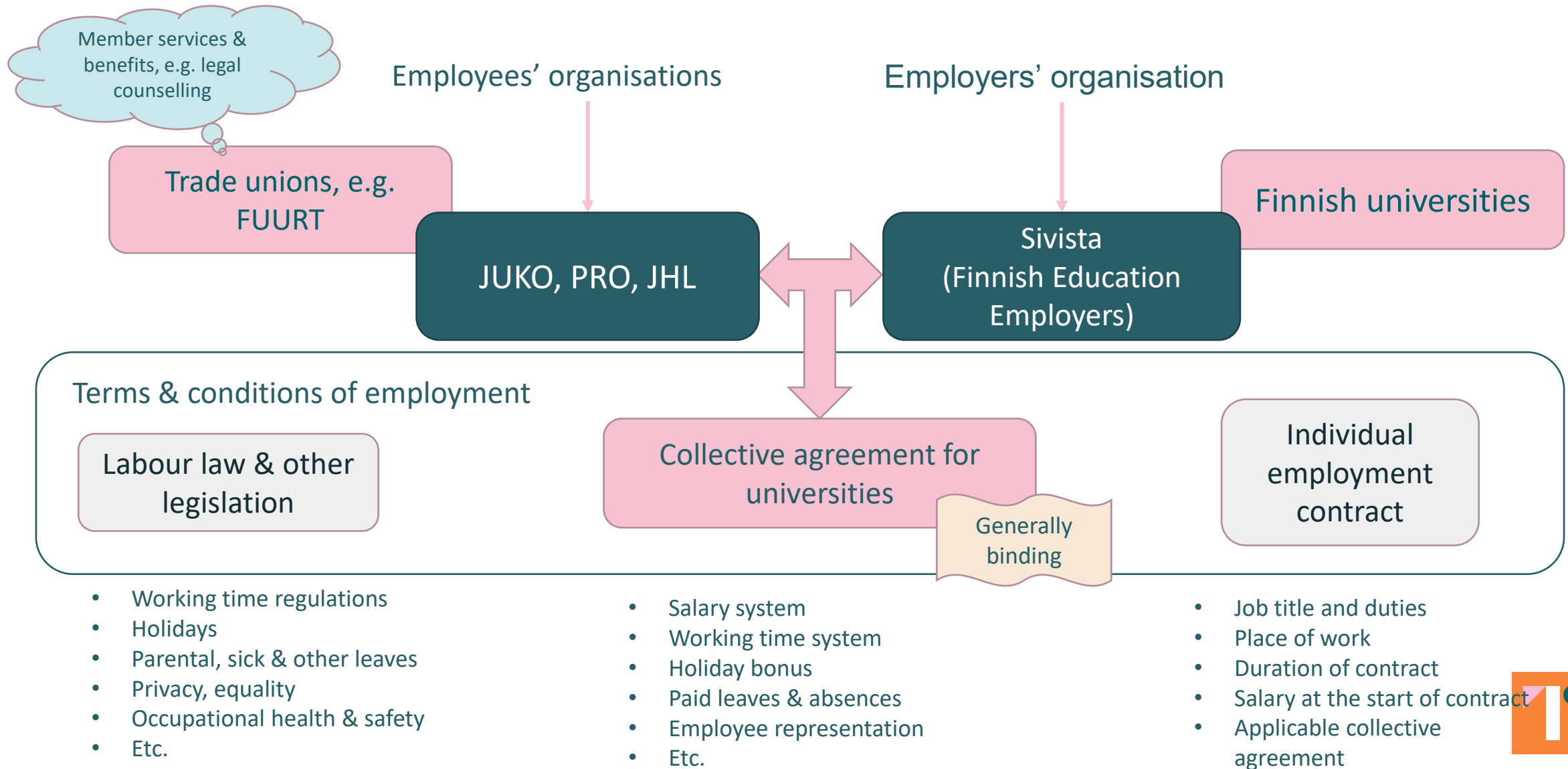
# FINLAND IS THE MOST UNIONISED COUNTRY IN THE WORLD

- Broadly independent unions are organised in three confederations
  - SAK ("blue collar")
  - STTK (mid-level education)
  - **Akava** (highly educated)
- The confederations are widely involved in preparing Finnish legislation
- Terms and conditions of work are negotiated between trade unions and employers' organisations
  - Usually by sector, sometimes on a local workplace level
  - Some 90% of workforce are covered by generally binding collective agreements
  - Workplace representation for union members

## Professional organization of the labor force (%)



# FINNISH LABOUR MARKET SYSTEM (UNIVERSITIES AS AN EXAMPLE)



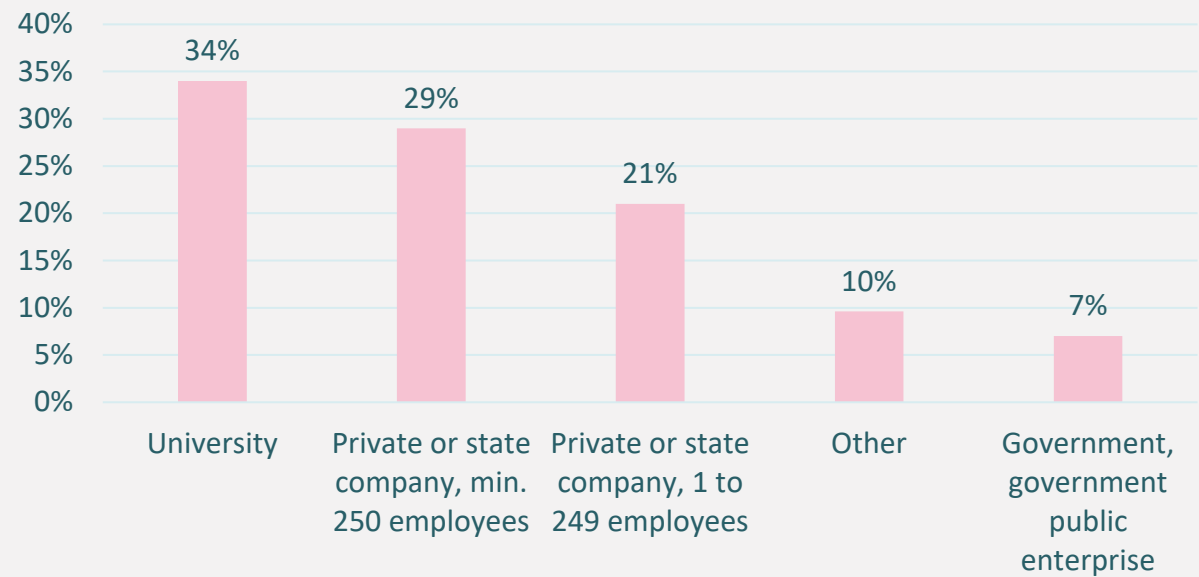
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career  
researcher

## FINNISH JOB MARKETS FOR DOCTORS



# AALTO

## MAIN EMPLOYER OF DOCTORS 3 YEARS AFTER GRADUATION



2021, n=125

Source: Vipunen.fi / Aarresaari career monitoring survey 2021



**The Finnish Union of University Researchers and Teachers (FUURT) is an active trade union that represents all those working in science, research and higher education.**

**[tieteentekijat.fi](http://tieteentekijat.fi)**







**TIETEENKIJÄT**  
Aalto-yliopiston tieteenkijät ATTE

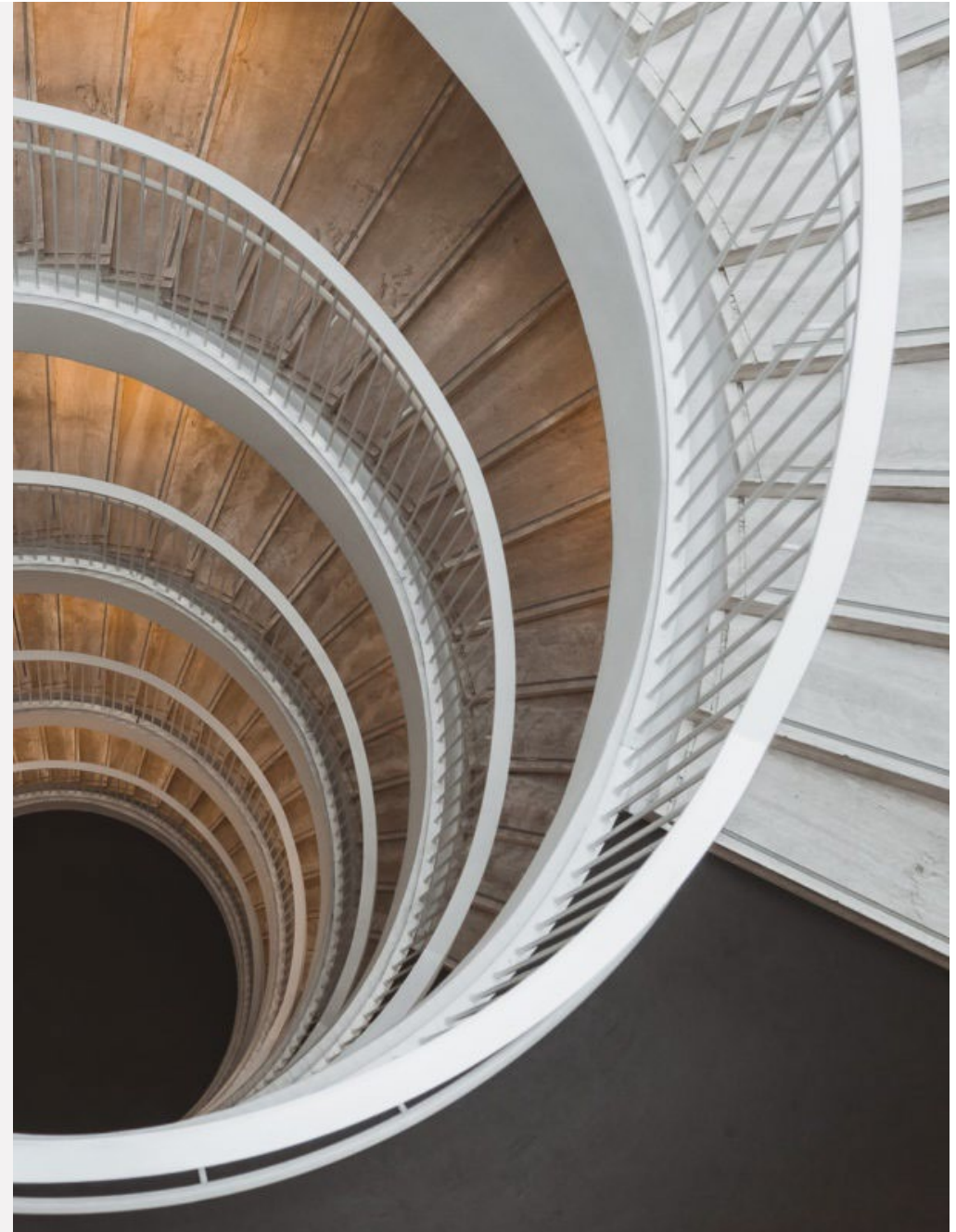
Association of Aalto  
University Researchers  
and Teachers - ATTE

The membership fee is 1% of the primary wages subject to withholding tax, however for a minimum of 96 euro and maximum of 600 euro per year.



# Where to find help at work?

- JUKO shop stewards: e.g. ATTE shop steward Stina Giesecke, [stina.giesecke@aalto.fi](mailto:stina.giesecke@aalto.fi) <https://www.aalto.fi/fi/palvelut/aalto-yliopiston-luottamushenkilot-kaudella-2022-2023>
- Health and safety representatives  
<https://www.aalto.fi/en/services/occupational-safety-committee-activities-and-members>
- FUURT experts <https://tieteentekijat.fi/en/home/>
- ATTE Board 2023: Stéphane Deny, Felix Epp (chair), Mika Karhu, Tejas Kotha, Leena Tanner and Jorma Laaksonen, Frederick Gent as deputy members





**Please fill in your contact information here:**

**Early Career Researcher's Info**

**In response you will receive a link to the Early Career Researchers' website.**



**TIETEENTEKIJÄT**

Aalto-yliopiston tieteentekijät ATTE

**THANK YOU!**

**Stina Giesecke**

**[stina.giesecke@aalto.fi](mailto:stina.giesecke@aalto.fi)**