



Engineering your career in technology
Academic Engineers and Architects in Finland TEK
Tiina Henry-Biabaud / TEK

TEK is

- Established, owned and managed by its members
- Supporting your interests
- Helping you in your career
- Your professional community
- With about 80 000 members





Finns are well organised

- Joining a trade union is optional
- More than half of the Finnish employees are members of a trade union
- Also many employers are organised
- The Finnish labour market system is based on agreeing and negotiating

We negotiate
these for you (not regulated in
law)

- Holiday benefits
- Paid sick leave after nine days
- Annual salary increases
- Compensations for traveling expenses
- Paid maternity leave for three months
- Paid paternity leave for one week
- Caring for your sick child at home without salary losses
- Length of a workday 7.5 hours instead of 8

For example, these benefits come from collective agreements we've negotiated on your behalf.



Akava unions together have two negotiation organisations

Private sector:

YTN

**= The Federation of
Professional and Managerial Staff**

Public sector:

JUKO

**= Negotiation Organisation
for Public Sector Professionals**

Akava unions organise members based on their education, not based on their employer.

How much an architect earns in Finland?

Salary (median) 5 031 €/month

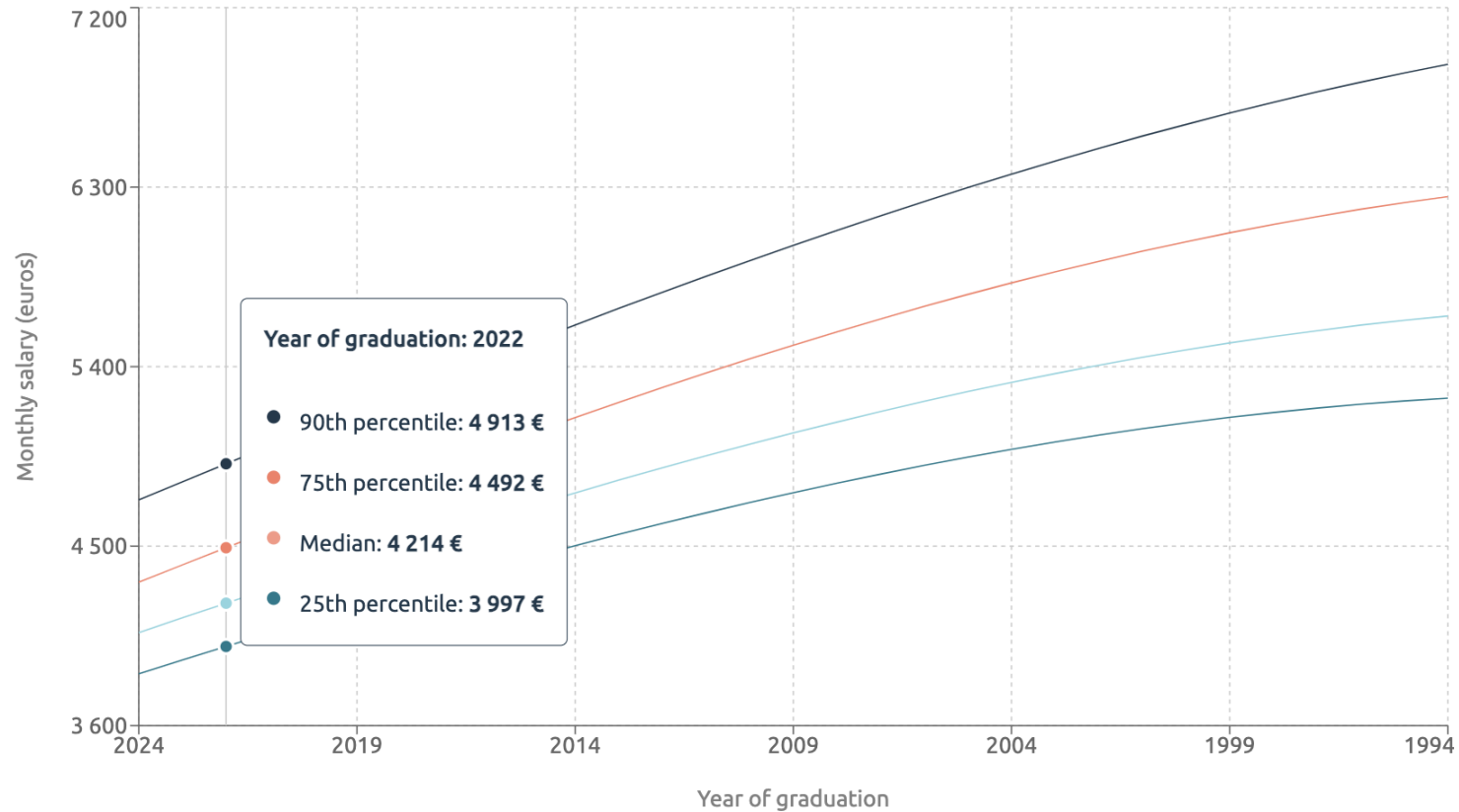
Salary (average) 5210 €/month

Professional (median) 4575 €/month

TEK's Salary Surveyor (only for TEK members)

| | | | |
|--|--|--|----------------------------------|
| Position ? senior professional ▼ | Main task ? engineering design ▼ | Branch of your employer ? engineering and planning offi ▼ | Number of employees ? 30-99 ▼ |
| Location of your working place ? capital area ▼ | Degree programme ? architecture, landscape archit ▼ | Postgraduate degree ? no licentiate or doctoral degr ▼ | |

Calculate



90th percentile 75th percentile Median 25th percentile

Position and sector

| | |
|-------------------|------|
| Professional | 75 % |
| Middle management | 22 % |
| Top management | 3 % |

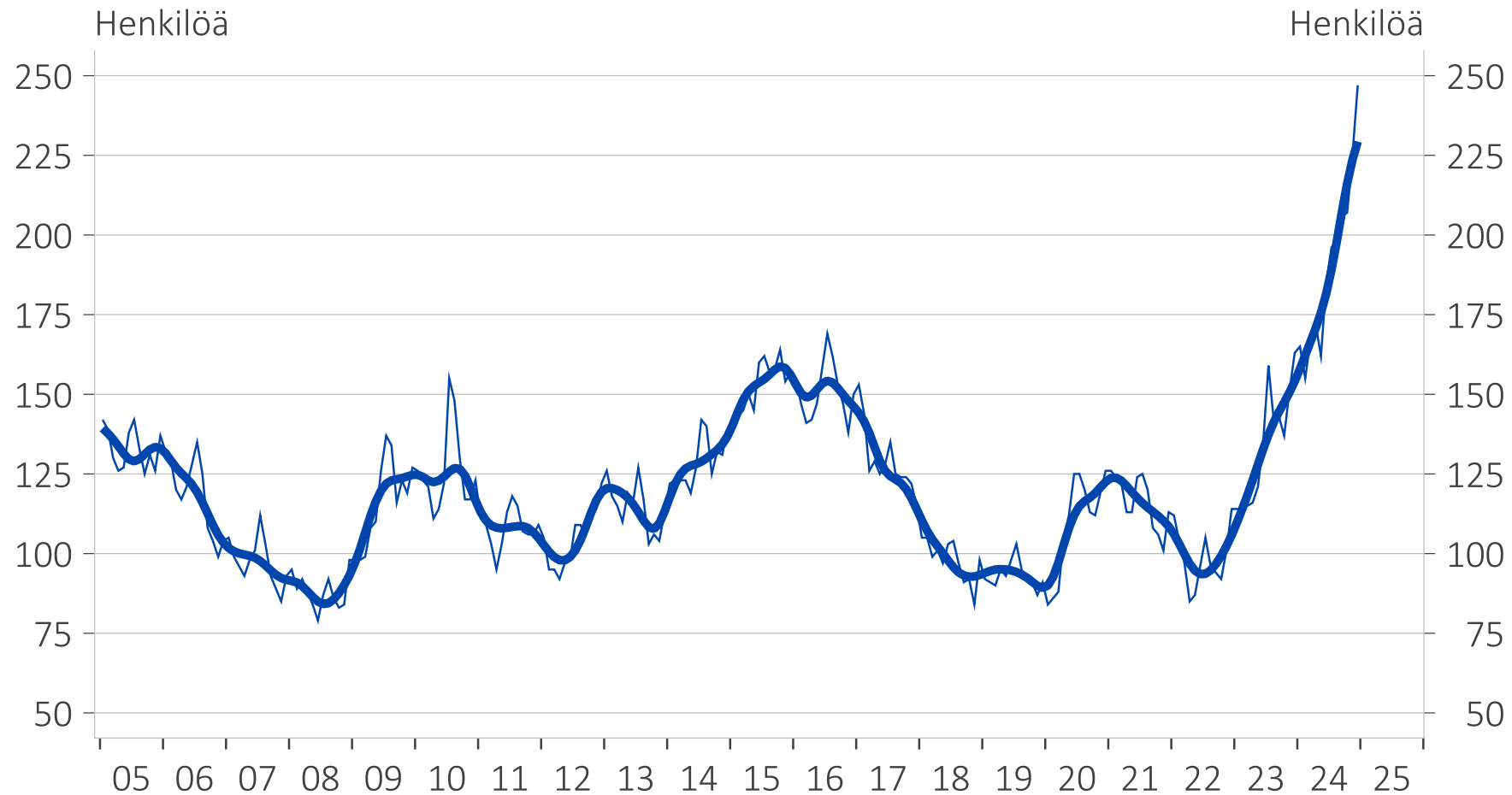
Employer's sector

| | |
|--------------|------|
| Private | 68 % |
| University | 2 % |
| State | 3 % |
| Municipality | 28 % |



Unemployed architects in Finland

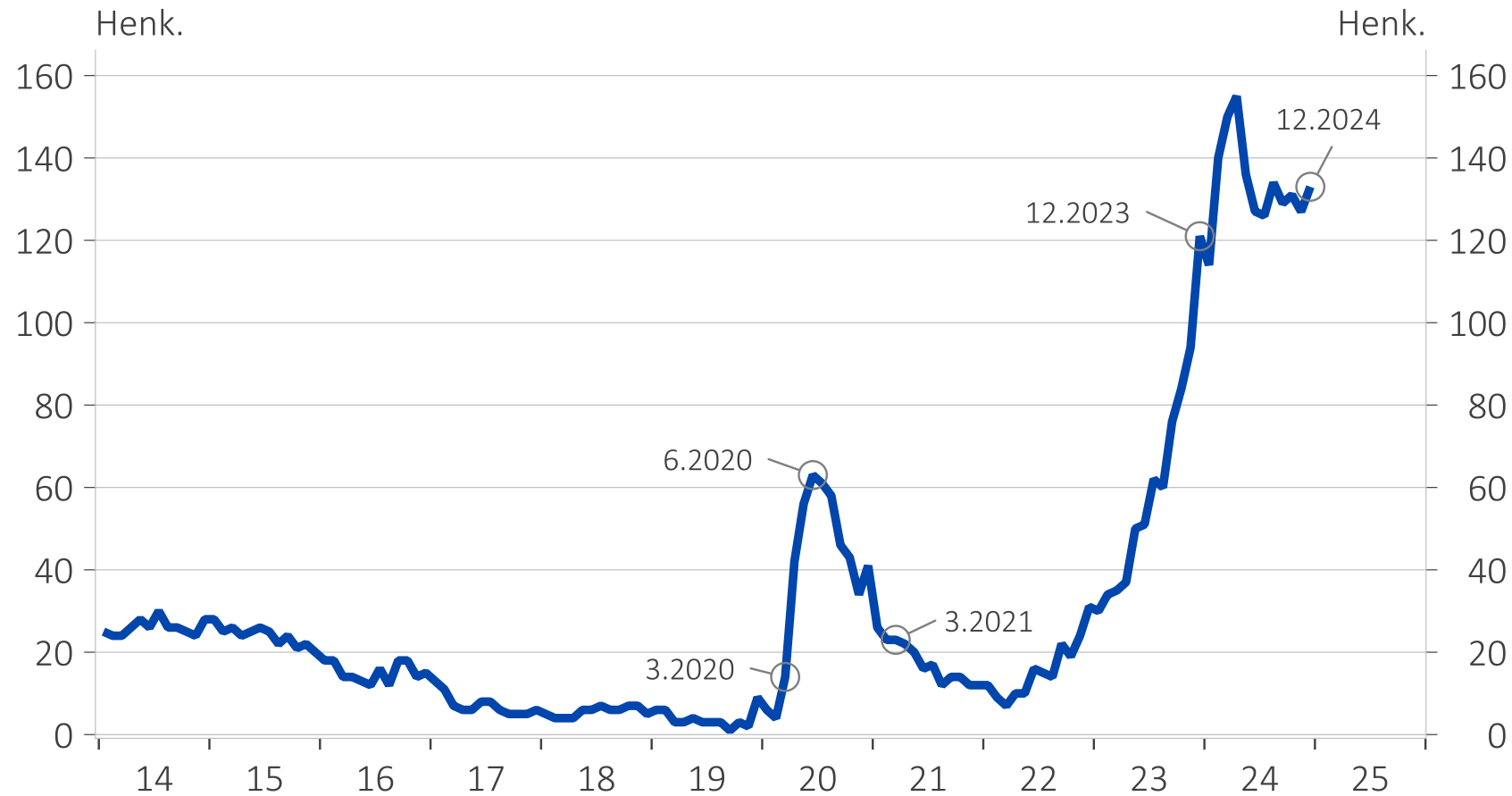
Työttömien määrä, arkkitehdit



Lähde: Akava Works, TEM ja Macrobond

Temporarily laid-off architects in Finland

Kokoaikaisesti lomautetut, Arkkitehdit





Most valuable benefits for you

- Employment advice and legal services
- Salary statistics and advice
- Career and job search services

TEK's head office is located in Helsinki. Our local work life experts are at your service in Tampere, Turku, Oulu and Lappeenranta.

Information, inspiration and network S

- Events and webinars
- Online courses
- Mentoring
- TEK magazine
- TEK Lounges at Helsinki, Turku, Tampere and Lappeenranta



Membership is worth the benefits!

- Liability and legal expenses insurance valid for all employees
- Housing loan and other bank service benefits from Danske Bank
- Finland's most affordable life insurance from Kaleva
- Rental cottages around Finland (find these in Memberplus.fi)
- Benefits and discounts for travel and wellbeing at Member+ portal (in Finnish)



Become a member of TEK too!

- For SAFA members, there is no extra cost for dual membership of TEK.
You just have to inform SAFA yourself that you also want to be a member of TEK.

<https://www.safa.fi/en/safa-membership/>

www.tek.fi/services

