



WORK

secures the future

Contents

Pardia protects your interests	3
The best employees' federation	4
Pardia supports everyday life	6
A good job is everybody's right	8
Pardia operates close to you	10
Involving young people	11
You are welcome to Pardia	12
It's worth being a Pardia member	13
Pardia acts globally	16
Pardia's Member Organisations	18
Pardia members	19

The quotations in this brochure are sayings by Pardia members.



Pardia protects your interests

The Federation of Salaried Employees Pardia is the largest trade union representing personnel in the Finnish state sector. Our most important duty is to negotiate good collective and other agreements, which safeguard the interests of our members.

We have 60 000 members, approximately 80 per cent of whom work in government agencies and institutions and the rest in enterprises, companies, universities and the Social Insurance Institution of Finland. Roughly a half of all government personnel belong to Pardia.

We protect personnel's interests for many professions, which are crucial for the country. We widely represent internal and external safety, technology, government services and administration, fields relating to universities, research, transport and IT as well as social services, health care, education and social insurance branch.

Pardia is one the largest affiliated federations of the Finnish Confederation of Professionals STTK. We have 24 member organizations to which belong some 300 local or nationwide member associations.

Being a Pardia member increases well-being at work.

Pardia's highest decision-making body is the Pardia Council of Representatives, which convenes once a year. Every four years it elects a board of directors and a president. The working committee acts as the board's steering committee. Since 2005, sea captain, Mr **Antti Palola** has been at the helm as Pardia's president.

“Educated and professional staff is retained by a competitive salary.”

The best employees' federation

Pardia's operations are based, as its name indicates, literally on equality in working life (Par) and a cross section (Dia) of the labour market and individual work communities. We want to be the best employees' federation and guarantee the best protection of interests for our members.

As a Pardia member your belong to a good team.

As a Pardia member, you will receive support and help with problems relating to pay, in developing at work and with any difficulties in your employment relationship. We are a strong, growing guardian of interests with initiative and ability to renew ourselves. In our operations,

we emphasize equality, accountability and proximity to our members.

Equality = We treat our membership fairly and equally, and we do not tolerate discrimination. The same rights and obligations apply to members and member organisations.

Accountability = We commit ourselves to and act in accordance with decisions taken mutually. We are a reliable partner. We take care of the protection of our members' interests at all levels of our membership organisation.

Proximity = Our activities are member-centric and interactive. We function in the workplace, close to our members.



“It is easier to stay longer in the job if work is meaningful and purposeful.”

Security and well-being at work

- Robust negotiating of employment contracts guarantees members favourable terms of employment, job satisfaction and security in situations of change.
- We respond to the needs of our membership and we employ competent actors.
- We offer our members diverse channels for participation and influence.
- We are a cohesive, strong and growing organisation.
- We are a respected social opinion-leader.
- We are a responsible employer with balanced operations and resources.

Pardia supports everyday life

Matters affecting work communities are influenced by co-operation between the trade union and the employer. This is called protection of interests. When you are a member of a trade union, you are not alone. As a member, you have an extensive network of working life experts at your disposal.

As a Pardia member you are not left alone.

Central tasks in this work are negotiating collective agreements and co-operation based on agreements. Concluding contacts and co-operation are fundamental aspects of Pardia's work for safeguarding your interests. The results of this effort affect the well-being of all work communities and have an effect on every member's employment relationship and everyday life.

The unionised employees elect union representatives, shop stewards and cooperation representatives, for their own workplaces to represent the employees in negotiations with the employer.

At the Pardia office there are lawyers, advisors and contractual experts specialising in negotiation and working life questions. Their most important duties include interpreting agreements, supporting staff representatives and providing information to members.

Most of our members' terms and conditions of employment are specified by collective agreements. We negotiate collective agreements for state civil servants and employees under contract with the Office for Government as Employer. The member organisations and associations negotiate more detailed office-specific collective agreements on terms of employment.

Collective agreements for enterprises, companies and universities are concluded with the member organisations of the Confederation of Finnish Industries EK.

“Job satisfaction is increased by an open, positive, direct and encouraging atmosphere.”

National influence

Negotiating collective agreements between employee and employer organisations and the tripartite collaboration between employers, employees and government bodies have both been important parts of the development of the Finnish welfare state and labour market model and strengthened the country's success in international competition.

An important part of our work is also to influence the working and development of Finnish society. We make sure that objectives and principles important to Pardia members are introduced always to drafting of legislation, political statements and development projects.

In Finland, the level of unionization is high especially within the public sector and government personnel.

The best results are achieved by co-operation. We work in close co-operation with our member organisations as well as with staff representatives representing members at workplaces.



A good job is everybody's right

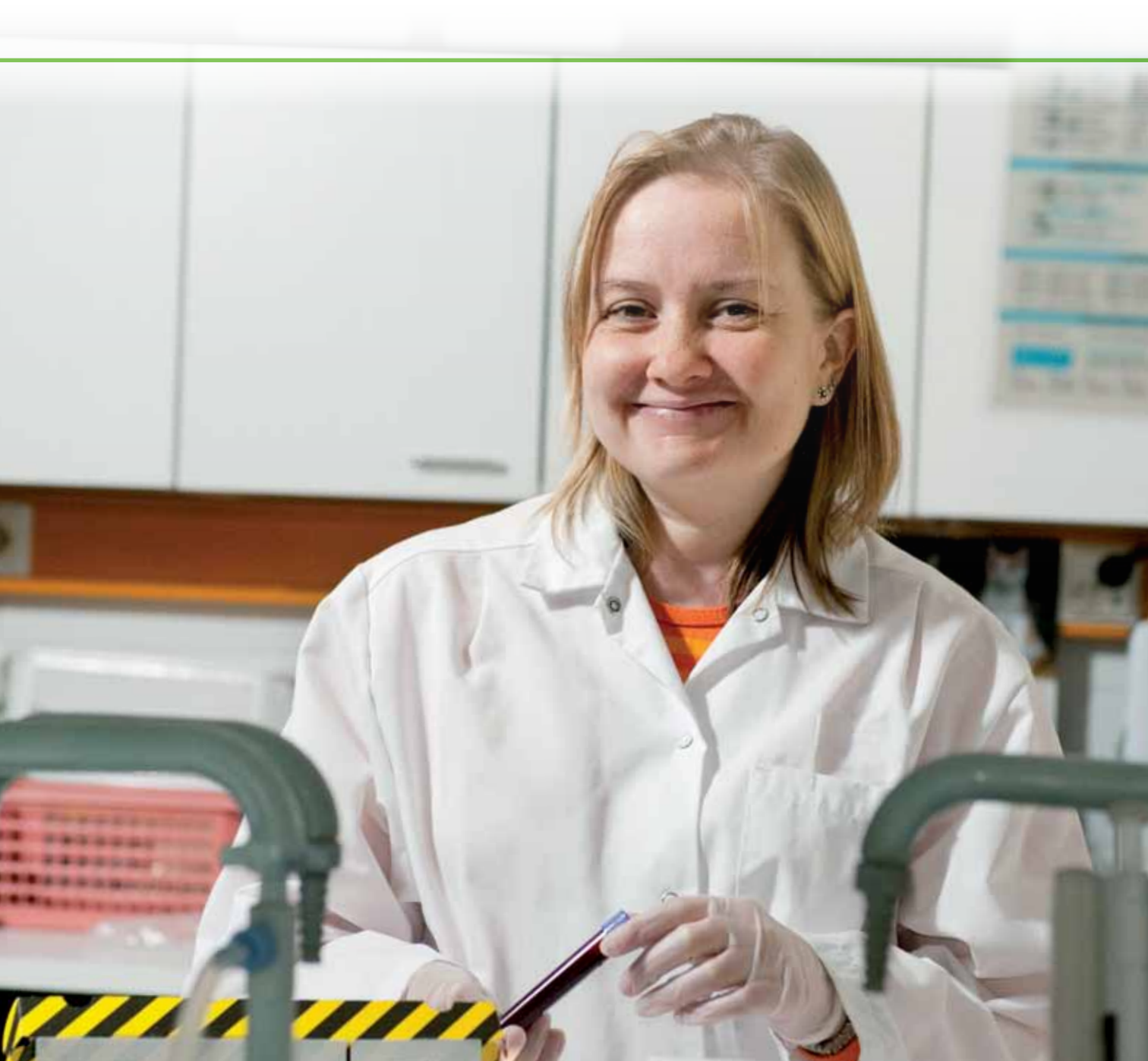
Pardia's work at protecting interests is crystallised in the words "a good job". When the preconditions for a good work community and good terms and conditions of service are materialised, it is easy to work flexibly and efficiently. This allows for the employees' well-being!

As a Pardia member you know what a good job is made of.

“The feeling of having succeeded often comes from receiving compliments for a job well done. Every employee should feel an important part of his or her work community.”

Ingredients of a good job

- equality and fairness
- just and motivating pay
- awareness of one's own work community's targets
- respect for one's own work
- an opportunity to influence one's own work
- good development and training opportunities
- good management and well-being at work
- a safe working environment, a safe employment relationship



Pardia operates close to you

Pardia operates everywhere – also at your workplace. The most important duty of our regional operations is to guarantee Pardia's regional readiness for industrial action.

The regional committees are responsible for Pardia's representation in our central confederation's, STTK's,

operations and for regionally advancing the views of Pardia members. A significant part of their duties is to promote the sense of solidarity among Pardia members.

As a Pardia member you make yourself heard.

Pardia's regional operations are divided into 16 regions, the boundaries of which follow those of the regional Centres for Economic Development, Transport and the Environment. In each region, a regional committee comprising of members nominated by member organisations is responsible for local operations.

“In order to being able to cope at work, it is important that colleagues support each other and that everybody's mutual aims are well-being and a pleasant atmosphere at the workplace.”



Involving young people

The future of working life is shaped today. We offer young people opportunities to learn how to use influence and to bring fresh thinking into protection of interests. In a rapidly changing world, new information is constantly required.

In the youth committee, young adults have an opportunity to influence the conditions at and development of their own work place. The youth committee participates in preparing Pardia's operations and presents statements, proposals and comments putting forward the young members' point of view.

Young Pardia members bring a fresh viewpoint into our operations.

“Being able to cope at work is facilitated by having an opportunity to influence the elements of the job, personal development, maintaining professional skills, opportunities for further education and career advancement.”



You are welcome to Pardia



Pardia's new members are invited to participate in Pardia events for new members. In these events, we tell you about the members' rights and responsibilities and about the most important membership benefits we offer.

Pardia offers you versatile opportunities for development in your own, numerous roles. We organise and procure training for staff representatives, association activists and members.

If you are elected as a shop steward, a labour protection representative or any other personnel representative at your workplace, we will train you for the duties involved. We also look after the skills and capabilities of the board members and officials of our member associations in numerous ways.

” An encouraging atmosphere and the enthusiasm of trainers supported learning. The trainers encouraged me, trusting that I, too, would learn. ”

It's worth being a Pardia member

Many good reasons to make the choice of your life

Pardia membership brings many valuable benefits. Here are 10 good reasons for being a Pardia member. Read more about our benefits on www.pardia.fi.

1

Security from collective agreements

A majority of everyday rules and conditions of employment relationship are based on the collective agreements concluded between the employer and trade unions. The laws regulating working life are drafted in a tripartite process between government and labour market parties. Pardia improves its members' terms and conditions of employment as well as working conditions by concluding agreements and supervising the application of the agreements at workplaces.

2

The shop steward safeguards your interests

It is not a matter of course that there is a shop steward at your workplace. He or she represents the members

of the trade union, gives advice and knows what are the rights and responsibilities of employees.

3

Help in working life problems

As a Pardia member, you will receive legal aid for interpreting laws and agreements. You are also covered by a legal protection and liability insurance against tricky working life situations. As a Pardia member you are not alone as you have all our expertise at your disposal.



4

Insurance brings additional security

We have insured you against many hazards. Your membership includes a leisure-time accident insurance. Some of our member organisations also offer baggage insurance. You may add to your personal insurance, for example, by taking out a life insurance and an additional leisure-time accident insurance available at special membership rates.

5

Security against unemployment

We have insured you against unemployment or a temporary lay-off in an unemployment fund. Our unemployment fund representatives advise you about applying for unemployment benefit. By being a member, you make sure that you will receive these services as soon as you need them.

6

Up-to-date information

PardiaNyt magazine for members and our website keep you on the pulse of the times. Several of our

member organisations also publish their own members' magazines. On the password protected Pardia-Plus members' website you will get detailed information for both members and staff representatives as well being able to submit your claims online.

7

Training updates skills

Pardia and its member organisations offer their members training which is for the most part free of charge. Together with our member organisations, we make sure that there are trained and active staff representatives at workplaces, who are able to provide you with the correct information and to safeguard your interests.

8

Other profitable member benefits

As a member, you will receive considerable discounts at many hotels and holiday resorts. We have negotiated for you good value cruises and discounts on fuel. You are entitled to apply for a subsidised fitness programmes arranged by T-lomat. Many member organisations and associations offer additional benefits to their members.

9

You are welcome to membership events

As a member you have an opportunity to participate in events organised for members and experience new things and grow your circle of friends.

10

Competitive membership fee

Our membership fee is competitive when you compare it with the fees other organisations charge. Its value for

money is further increased in taxation as the membership fee is fully tax deductible.

There are some differences in the benefits offered by Pardia's member organisations to their members.

**Learn more about benefits
for Pardia members at
www.pardia.fi.**



Pardia acts globally

Globalisation advances,

Europe unifies and the European Union expands. International aspects bring challenges to the trade union movement and its work on safeguarding interests. National resolutions and decisions relating to working life and the labour market have increasingly international roots.

Wielding international influence is a significant part of our way of protecting interests. We operate and extend our influence in co-operation with both Nordic and European public sector trade unions.

**Pardia is an
international
player.**

We want to safeguard our members' position in all the changes and reforms, which are taking place because of global and European level decisions.

The European level public sector parties to dialogue

- TUNED = Trade Union Network of European Trade Union Delegation
- EPAN = European Public Administration Network



Pardia's memberships in international organisations and co-operation bodies

- FIPSU = Finnish Public Services Unions' EU Working Party
- NOFS = Nordens Offentliganställdas Fackliga Samorganisation, Nordic Public Service Unions
- EPSU = Federation of European Public Services' Union
- ETUC = European Trade Union Confederation
- NSO = Nordiska Statstjänstemanna Organisation, Nordic state civil servants confederation

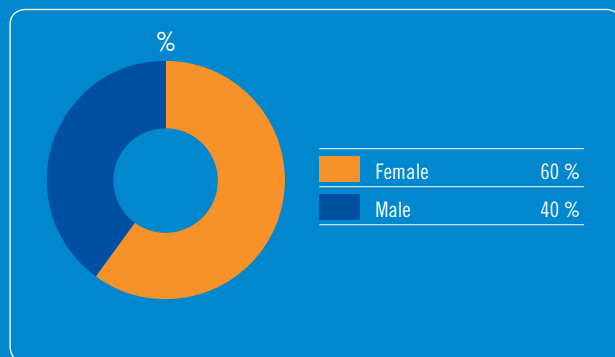
Pardia's Member Organisations

- Alkoholialan Toimihenkilöt / Association of Employees of ALKO www.aath.fi
- Association of Finnish University and Research Establishment Staff www.yhl.fi
- Association of Salaried Agricultural Employees' Organisations www.mtjl.fi
- Employees of the Åland Provincial Administration
- Finnish Association of Fire Fighters* www.palomiesliitto.fi
- Finnish Association of Technical and Information Employees www.tttry.fi
- Finnish Engineers' Association* www.konepaallystoliitto.fi
- The Finnish Police Federation www.spjl.fi
- Finnish Ship's Officers' Union* www.seacommand.fi
- Finnish Telecommunication Technicians Union www.seteli.fi
- Finnish Union of Public Health Nurses* www.terveydenhoitajaliitto.fi
- Kelan toimihenkilöt www.kelantoimihenkilot.fi
- Luotsiliitto – Lotsförbundet www.luotsiliitto.fi
- METO - Forestry Experts' association* www.meto-ry.fi
- Personnel Union www.henkilostounioni.fi
- Personnel Union of Labour and Business Administration www.thhl.fi
- Prounioni www.prounioni.fi
- Union of Civil Servants of the Ministry for Foreign Affairs www.facebook.com/UHVYry
- The Union of Finnish National Defence Personnel www.mphl.fi
- Union of Social, Health and Educational Employees www.steka.net
- Union of the Customs Officials in Finland www.tvml.fi
- Tehy* www.tehy.fi
- The Association of Finnish Construction Engineers and Architects RIA* www.ria.fi
- The Tax Employees Union of Finland www.verovl.fi
- Co-operative Member:
Bank of Finland Staff Association

* Only government employees within these organisations are members of Pardia.

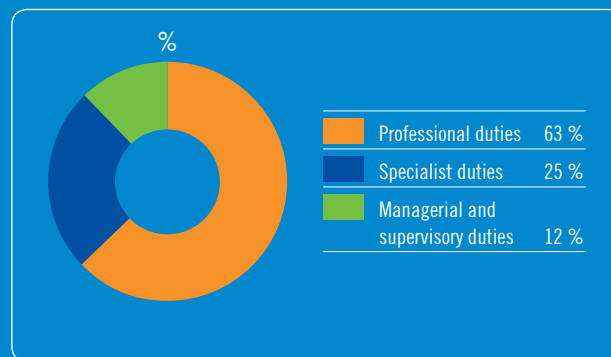
Pardia members

Male – female ratio



Source: Pardia member register and member survey 2009

Pardia members are employed in



“It is important to make sure that mutually agreed principles are applied at workplaces. In this, the role of the staff representatives is crucial.”

Advisor in Charge, International Affairs

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