

TEK Council Agreement for the 2026–2029 electoral term

The Council Agreement sets out the shared objectives of the council groups for TEK's 2026–2029 Council term. All TEK Council groups are committed to this agreement. The shared aim is to build an equitable and safe working life and society for everyone, regardless of background.

Please note, that this is a translation of the original agreement in Finnish. If any discrepancies arise, the original version shall be considered valid.

Labour market

Fair pay development and strong protection through collective agreements

Members' interests are to be safeguarded through broad collective agreement coverage and an influential role in negotiations. The full value of collective agreements should be made visible, including pay development, holiday bonuses, sick pay and other terms alongside salary. The conciliation system should be developed so that negotiators can meet with the conciliator without the threat of a strike. The standing and competence of TEK members serving as employee and personnel representatives should be strengthened.

An equitable and humane working life

Working life should be made more equitable and humane by eliminating discrimination based on pregnancy, family leave and age, achieving equal pay, and making it easier to combine work and family life. Psychosocial workload should also be reduced. Greater emphasis should be placed on flexibility and remote work alongside pay and leave.

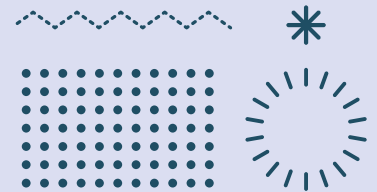
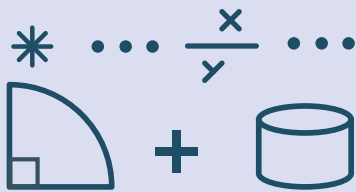
Diverse careers and smooth transitions

The outdated, black-and-white view of a career should be replaced by recognition of diverse paths, including part-time work, combining roles, entrepreneurship and freelance work. Trying out new roles should be possible and worthwhile, and transitions between roles should be smooth. Greater investment should be made in the labour-market position and capabilities of the long-term unemployed, doctoral degree holders, people over 55 and especially young people, including employment as well as internship and master's thesis opportunities.

Organisation

The membership journey and the value of membership

A seamless membership journey should be built from student membership to full membership, throughout working life and into retirement. At every membership level, the value of membership should be made clear and the question why be a TEK member should be answered, especially when a student member becomes a fee-paying full member. In addition to absolute membership numbers, representativeness and membership coverage should be improved through active monitoring and timely measures. Long-term commitment to membership should be strengthened through systematic member-retention practices and by offering services suited to different career and life stages in Finnish, Swedish and English. TEK's activities and services should be developed by using research-based knowledge, data and artificial intelligence to improve the member experience and the targeting of services.



Identity and community

TEK's position as the most attractive and engaging community for university-educated professionals in technology and the natural sciences should be strengthened. The diversity of the membership and different educational and career paths should be recognised, particularly those of international members, entrepreneurs, researchers, students, employees, leaders, retirees and graduates in mathematics and the natural sciences.

Internal development

The roles, division of responsibilities, objectives, cooperation model and monitoring of the Council, Board, committees, working committees and working groups should be clarified.

Society

High-quality education and continuous learning

The quality of education must be safeguarded before increasing volumes. The university funding model should be steered towards qualitative indicators, such as employment corresponding to the level of education, teaching quality and research impact. Diverse study paths should be enabled instead of assembly-line degrees. A clear division of roles in accordance with the dual model should be ensured. Continuous learning, retraining and an updated adult education allowance model should secure opportunities to update skills throughout a career. Free education should be ensured for citizens of the EU and EEA. The position of Finland's national languages in technology education should be safeguarded.

Sustainable growth, RDI and entrepreneurship

The target of investing at least four per cent in research, development and innovation should be upheld, with investment directed especially towards clean-transition solutions. Technology entrepreneurship and entrepreneurs' social security should be strengthened. The commercialisation of expertise and business ideas, as well as growth entrepreneurship, should be supported. Income taxation must be reduced to encourage work and risk-taking. Greater attention should be drawn to the importance of the value created for society as a whole by TEK members through new technologies.

International outlook

International members' employment, inclusion and opportunities to have an influence within TEK, working life and society should be strengthened. Internationalising workplaces should be supported in developing labour-market competence. International professionals' learning of Finland's national languages and smoother settlement in Finland should be promoted, as should Finland's attractiveness to international professionals. Finland's EU expertise should be strengthened, particularly in advocacy, funding and applying for expert positions.

TEK as a contributor to public debate

In public debate, clear positions based on research-based knowledge should be taken on competence, education, responsibility and technological transformation, including digital sovereignty and the ethics of artificial intelligence. TEK should lead by example through its own actions and actively contribute to society by advancing and highlighting themes of responsibility.