

# Why are university staff striking?

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Public Sector Professionals

## The employer did not offer general salary increases in line with the general trend

- The high-quality research conducted by university staff and the quality teaching based on this research enable competitive development and innovation activities.
  - The duties and responsibilities of teaching and research staff have increased: university enrolment has grown, there are more doctoral researchers, and the number of international students is growing.
  - Finnish universities must also have internationally competitive operating conditions. Salary is one factor in retaining skilled employees in Finland and recruiting new talent.
- **University staff deserve fair salary increases. Universities are building the future of Finland every day.**

## The employer is pushing for the removal of teaching hour caps

- Teaching and research staff work under the total working hours system. The teaching hour caps set out in the collective agreement are the only safeguard limiting their workload.
  - Teaching has become more diverse (in-person, remote and hybrid), and staff play a key role in converting the billions invested in RDI into growth and well-being. The workload and stress levels of university staff have increased.
- **Increasing the workload does not improve well-being at work. Teaching hour caps ensure that adequate resources are available for teaching, and the quality remains high.**

## The employer did not want to improve the protection of staff against dismissal

- Academic freedom, i.e. freedom of research, the arts and teaching, is a core value of universities. University staff cannot be dismissed on grounds that violate this freedom.
  - Even if the weighty reason for dismissal is removed from the Employment Contracts Act, this must not weaken the protection of university staff against dismissal or their academic freedom.
- **Academic freedom must be strengthened by the terms of the collective agreement.**



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