

Gender Aspects of Labour Union Representativeness - the Case of the Finnish Paper Industry Conflict of 2005

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This article considers the gender aspects of the collective bargaining in the paper industry in Finland in 2005. In the negotiations, the employers' representative and Paperiliitto (the Paper Union) struggled to find a compromise on the issue of outsourcing. The collective bargaining process is analysed with the concept of representativeness. Regarding internal and reputation representativeness Paperiliitto has weakened somewhat, but has remained stable on the dimensions of external and legal representativeness. Paperiliitto has shown its commitment to gender-equality. The current collective agreement shows that Paperiliitto is generally speaking a representative actor, both towards its members and its social partners. *[Article copies available for a fee from The Transformative Studies Institute. E-mail address: <journal@transformativestudies.org> Website:*

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1 Introduction

The Finnish paper industry is, global competition notwithstanding, booming business. According to data from the Finnish Forest Industry Federation, Finland is the second-biggest exporter of paper- and carton-products and the number one exporter of publishing- and writing paper in 2003. The paper industry accounts for 1,6% of Finnish employment and 3,1% of GNP (in 2003). Paper industry exports account for 19,2% of total exports (Metsäteollisuus 2006).¹ The paper industry employs around 32.000 people, according to statistics from Metsäteollisuus Ry

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