

## About Jusek

Jusek is the Swedish union of university graduates of law, business administration and economics, computer and systems science, personnel management and social science. Jusek is a member

of Saco – the Swedish Confederation of Professional Associations – and a non-political organisation. Jusek has 80,000 members and is one of the largest associations for graduates in Sweden.

The courage to move forward  
– the power to change

The Swedish union of university graduates of law, business administration and economics, computer and systems science, personnel management and social science.

Jusek. Box 5167, 102 44 Stockholm. Tel 08-665 29 00. E-post [jusek@jusek.se](mailto:jusek@jusek.se). [www.jusek.se](http://www.jusek.se)

**Jusek**

Lubberf | 100601 | 0910 | 1 000 ext. Billet | Tryckeri/AB

**Jusek**

*“We go our own way.  
Together.”*

“ The desire to make a difference. That’s been my motivation in life. In every job I’ve ever had and even in my personal life.

My perspective on trade unions was for a long time very... how should I put this... diffuse. Diffuse is a good word. I’d never before been a member, good economists just aren’t. My first real contact with union activities came when I was secretary general for the Swedish Society for Nature Conservation. We were in a position where we had to do some pretty severe restructuring, which is a tough situation for many people and easy for an employer to exploit should they be so inclined. It was here that I for the first time saw how incredibly monumental a trade union can be for an individual, how much support my colleagues and co-workers received from their union organisations.

It was an immensely positive perspective that I brought with me when I decided to accept this job. How much difference the union can make for each individual. Jusek stands for values that I can ascribe to, which is paramount for me. Like the fact that

our ambition is for everyone to be able to pursue a career on equal terms, regardless of gender, age and ethnicity. Or that we feel that salaries should be determined in the workplace in dialogue between managers and employees. And obviously, that we focus on the individual. We have a great deal of confidence in our members and their ability, their skills and their capacity to pursue their goals. A huge part of our work means supporting them in their development and careers. But we all face changes and we can all find ourselves in situations that we are unable to manage ourselves. That’s when it’s imperative to have collective support – solidarity.

Like the time I went hiking in the desert in Jordan a while back. A co-traveller injured his foot and the guides and the rest of us took turns carrying him to the camp with the aid of a not entirely ergonomic carrying device. After a night’s rest he was able to continue the hike with the rest of us. Because that’s the way it is. Even if we all prefer to walk on our own two feet, a little support can make a huge difference – some times. ”

“We have a great deal of confidence in our members and their ability.”

**Louise Adelborg**  
Managing Director Jusek

Anders Bergqvist, ombudsman, IT sector



Photo: Anja Callius

“Who stays home with the children should not become a financial issue only.”

## Helping with compassion

“When someone is in trouble and you have the chance to help him or her over to the other side. That’s when you feel you really make a difference. Absolutely.”

As ombudsman, Anders Bergqvist is tasked with ensuring that Jusek’s members in the IT sector have the best possible salaries and employment terms. In reality, this means everything from collective agreement negotiations to answering questions from the members and holding salary negotiation seminars. His mailbox receives a steady flow of questions about everything regarding jobs and careers, salaries, holidays, parental leave, and contract review.

“I wish more people could see us as a job consultant, or whatever we should call it. We review contracts, provide supporting documents for salary negotiations and pre-interview advice – at a reasonable monthly cost compared with what a HR specialist, coach or lawyer charges an hour.”

Anders has been an ombudsman for seven years and seen the industry go through many phases.

“I started in the middle of the IT crash, so the big issue then was downsizing negotiations.”

Other issues are eminent for members today, like equal opportunity issues. “In reality, this means that we work to include salary compensation during parental leave in collective agreements so that who stays home with the children does not become a financial issue only. Jusek was also one of the first to promote raising the ceiling on parents’ insurance, and I believe that our lobbying played a big part in the fact that it was later raised. I’m proud of this.”

Anders is a lawyer essentially and the position of ombudsman was perhaps not the career he envisioned after graduation. But he’s more than satisfied.

“It is law that makes a difference. Really. A while back I helped an IT consultant who was suffering from exhaustion-induced depression. The employer wanted to claim work shortage and give him notice. It was a tough negotiation position, but I managed to arrange a good redundancy payment on good terms. In this case, it was exactly what the member needed – a little time and financial breathing space before finding a new job. So having the chance to help – of course it feels good deep down inside.”



“The most common question we get from students is how to find work after graduation. Our job is to support the students as much as we can. We provide everything from simulated job interviews to self-marketing workshops. There’s so much more than just education that influences a future career these days and this type of insight makes the transition from school to professional life easier.” **Johanna Eriksson Hogling, Student advisor**

Photo: Anja Callius



Johanna Thermaenius, member, HR professional

## “I was so enthusiastic”

Counselling, salary advice and the lectures. This is what Johanna Thermaenius, HR professional, likes most about her union.

“When I was going to negotiate my salary for my first job, I called and consulted with Jusek’s member hotline. And I felt really enthusiastic! I had the courage to add a bit more than I would have otherwise and turned out to be really satisfied with my starting salary. Plus I had the chance to make a simulated job interview that was excellent.” During her school years Johanna was a member of several associations, to be able to compare.

“I also had the chance to make a simulated job interview that was excellent.”

“I chose Jusek because I really felt like I got recognition for being a human resource management professional. The Jusek magazine addresses issues that concern me, there are interesting seminars and when I needed advice there was always someone available who knew about my field.”

When Johanna started considering changing jobs last year, she contacted Jusek again.

“I received amazing help from an advisor who really took time out for me. I did a simulated job interview that was excellent and then we spent at least one and a half hours analysing my application. Obviously it was worth it – I got the job.”

## Best-selling dedication

Writer and lawyer is not an obvious professional combination. But Jens Lapidus wouldn’t want it any other way.

“Besides the uncertainty in terms of income associated with writing, doing it full time would be



Photo: Linda Forsell

**Jens Lapidus**  
Lawyer, Jusek member  
and author of *Snabba cash*  
and *Aldrig fucka upp*.

lonely.” Instead he writes at home in the evenings.

“I have a lot of energy so I’m not worn out when I get home from work. The difference since having children is that I write even later in the day.”

Today Jens works with human rights law. This covers issues like right of asylum, custody disputes, criminal law and compulsory care.

“Deep down inside most lawyers want to work with things that concern people.” Jens is and intends to remain a member of the trade union.

“First and foremost, it’s a solidarity thing and security in case something happens.”

# This is Jusek

Jusek is for university graduates of law, business administration and economics, computer and systems science, human resource management and social science. The services we provide are based on the individual's need for advice and support. Jusek offers career-long membership benefits – from school to retirement.

## Organisation

Jusek is a member organisation which means that all members can influence the association's orientation and policies. The members are organised in the association in different sections according to profession or sector.

The assembly of delegates is Jusek's highest decision-making body and it convenes every third year. Between assembly meetings, Jusek's organisation is headed by its executive committee. Jusek's office is staffed by 75 employees who manage day-to-day activities, such as membership service and support to elected representatives.

One of the cornerstones of Jusek's organisation is its far-reaching network of elected representatives. They coach and represent the members locally and do local lobbying. They are a central communication link between the members and the association and a key part of our membership service.

## Jusek's history

Jusek stems from the political science trade association, Statsvetenskapliga intresseföreningen, founded in 1937. In 1969, the association of lawyers and social scientists, Jurist- och Samhällsvetareförbundet, joined forces and formed JUS. When the human resource management programmes moved into the universities in the 1970s, human resource professionals came under the association's recruitment sphere and to emphasise that economists also belonged under JUS

recruitment sphere, the name was changed to JUSEK in 1979. In the 1980s, also computer and systems scientists were introduced and in 1998, the acronym was changed to its present-day name, Jusek.

Jusek is part of Saco – the Swedish Confederation of Professional Associations – which is a non-political confederation of 23 independent unions.

## Services and benefits

### Income insurance

Income insurance is included in the membership fee for employed members. Jusek's income insurance is a complement to the unemployment insurance fund and provides generous compensation in case of unemployment.

### Jusek's career support

We provide help to self-help in career advancement for those who want to change jobs, find a job or start their own business. Jusek's career support includes seminars, workshops plus online or telephone support. It is up to each member to decide what kind of career planning advice and coaching they want. Jusek also offers simulated job interviews and reviews application documents.

### Sweden's most advanced salary statistics

Members in Jusek have access to Sweden's most advanced salary negotiation advice. Saco's salary database and Jusek's salary statistics provide a complete overview of the salary situation for academics and is a good platform for salary discussions.

### Member hotline and legal counsel

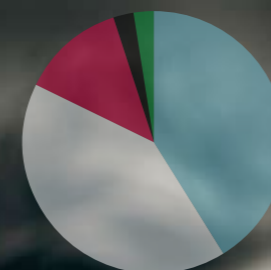
Our ombudsman and association lawyers are accustomed to handling job-related issues and problems. Our members also have access to Jusek's legal counsel when signing a new employment contract and negotiating employment terms. And of course, answers to questions concerning holiday, overtime and retirement is available on Jusek's website and the member hotline.

### The Jusek magazine

The Jusek magazine is an independent journalistic magazine intended to inspire and analyse the labour market for Jusek's membership sections. The magazine is sent to all union members.

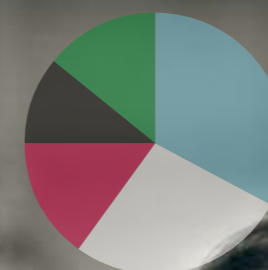
Photo: Olof Holdar

## Membership division



### Labour market

- Private
- State
- Municipal
- Self employed
- Miscellaneous



### Education

- Lawyers
- Economists
- Systems scientists
- Human resource management professionals
- Social scientists

## Membership trend 1970–2009



*"The job I have now entailed switching from the municipal sector to the private sector. Before the job interview, I contacted the member hotline for advice about the salary situation. The advisor quoted a really high figure, one that I didn't dare present. But it did prompt me to go a bit higher in my demands. It felt like I could rely on the association to have the insight I needed." / Maria Olsson, lawyer*

Photo: Anja Callius

**Ebba Orton**  
Age: 33. Lives in: Stockholm  
Profession: HR professional

**Frank Orton**  
Age: 66. Lives in: Stockholm  
Profession: Judge and international consultant

*"I've always felt recognised  
and it seems that  
there is a great deal of  
insight into my field."*  
Ebba

## Constant progress

Frank Orton became a member in Jusek in 1962. His daughter Ebba Orton became one 40 years later. Both have, from their separate perspectives seen an association making constant progress.

"I became a member of the association of lawyers, Sveriges Juristförbund as it was called then, when I studied law in Lund. I met a couple of illustrious and extremely determined recruiters, but back then most people were automatically members of the union. It was just something you did," says Frank.

"For me, joining was a very active decision. Not many of my friends have made the same choice, but I definitely feel that my decision has paid off," says Ebba.

Ebba has consulted with Jusek on a number of occasions and mentions career counselling, seminars and Akademikerförmedlingen (Graduate Recruitment) as a few of the association's strongest points.

"When I was looking for new challenges just over a year ago, I contacted the career counselling section. The coach was excellent. I got help letting go of some of my hang ups, and learned instead to focus on what I feel is fun and important in life. Before we had the chance to meet to continue talking I'd landed a new job," Ebba reveals.

Frank, who for a time was involved in Jusek as assembly chairman, hasn't benefited in exactly the same way. Instead, he sees other advantages.

"My membership has served me best in the form of the contacts I've made. I've met an incredible amount of exciting, interesting people here," says Frank.

We try to figure out why union membership has in 40 years gone from be a matter of fact decision to, as Ebba feels, more the exception than the rule.

"One reason might be that the union has not been very good at conveying what it does really well. That it's not just about getting help when your boss is a problem, or when it's time to renegotiate salaries," says Ebba.

"It also has to do with the fact that the labour market has changed. Once upon a time you followed a set course and the union's duties were, due to the nature of things, more clear cut. Today's labour market is more versatile and it's up to the trade unions to match this situation. In my opinion, we've done a good job," says Frank.

"The concept of a trade union is good – everyone agrees on that. But it's a question of the union

being able to satisfy a modern business concept. I feel that Jusek does so. Well. It's more like an organisation of professionals than a traditional trade union," comments Ebba.

Frank was chairman of the assembly when the decision to change the name to Jusek was made. And the transition from a niche association of lawyers to a broad association of graduates has been mostly positive, he feels.

"It may be a little easier for a niche organisation to differentiate itself. But there's strength in size and that's more important in my opinion," Frank explains.

"I've never considered the spectrum to be a problem. I've always felt recognised and it seems that there is a great deal of insight into my field. Often when I described lectures that I've attended, people are impressed and wonder who arranged them," says Ebba.



*"I've benefited most from my membership  
from the contacts I've made."* Frank

Ebba and Frank both feel that one of Jusek's most important duties is to support young people in their careers.

"When you're young and just starting out, you've just graduated or may have worked just a few years, you often need extra support. Jusek is good at that, but it needs to learn how to convey this fact. It's important to try to reach more people than those who are already convinced," says Ebba.

# Dedication on site

Ylva Eriksson has a background as an official at the Ministry of Health and Social Affairs. But her passion for issues concerning influence and work conditions at the workplace meant that union activities took over. Nowadays she is the full-time chair for Saco-S association for the Government Offices of Sweden and represents 2,700 graduates. Most are Jusek members. She is convinced that the parties fundamentally want to achieve the same objectives. For the organisation to run smoothly and effectively, and for the employees to have good work conditions.

"There are a lot of laws and agreements that regulate the relationship between employee and employer. But ultimately, it's a question of real life people meeting time and time again. It's imperative that we keep the long-term objectives in sight when we meet. This makes discussions more productive."

She's aware of the malicious way in which elected representatives are portrayed – grouchy men who march into negotiations, uncompromisingly advocating their standpoints, beating them into the table and then sitting with their arms folded.

"That portrayal should be long dead because no one gets anywhere these days with that attitude. I

want a candid, respectful dialogue with an employer."

Ylva is one of the 95 elected representatives at the Government Offices. Together they have tons of experience to share with others. "This is how we resolved the issue in our ministry – it may also work for you."

"We also have fun when we discuss. It's conducive to good results! But Saco-S policies must be our mutual platform. Those of us who are active must really understand and share these values."

No one knows everything from the start. Ylva has learned a lot from the labour law courses that Jusek offers.

"The ombudsman supports me and I can use them as a sounding board. I feel more confident in my role."

Working hours and the re-instatement of the 40-hour work week is one of the most important issues now. Elected representatives work hours is no easy matter. Many have excessive amounts of flextime and overtime.

"Representative work hours cannot be a solution to resource shortages – we have to change that. We can't work limitless hours."

"Representative work hours cannot be a solution to resource shortages – we have to change that."

Photo: Olof Holdar

**Ylva Eriksson,**  
chair of the Saco-S  
association at  
the Government  
Offices of Sweden.

# Our central issues

Call us  
for more  
information.  
08-665 29 00

Jusek partakes in community debates and discussions that concern graduates and our members. Below are a few of the issues we advocate:

## Collective agreements that focus on the individual

Jusek believes in discussion, dialogue and debate as opposed to protests and threats. The collective agreements that we sign are modern and allow a lot of room for individual solutions, such as in setting salaries.

## Careers on equal terms

All graduates will have the same opportunities for a career – regardless of ethnic origin, sexual preference, gender, physical disabilities, or age.

## Facilitate the transition from school to work

Students will have better contact with working life while in education. The universities must also monitor what education programmes lead to in terms of jobs.

## More mobility on the labour market

Greater mobility for the individual on the labour market leads to better skills, less vulnerability and a higher level of employability in the event of restructuring measures.

Greater mobility between commerce and industry and the public sector cultivates an understanding of the different prerequisites.

## A working life that focuses on the individual

A sustainable working life entails development and stimuli throughout a career. Jusek's ambition is to improve the conditions in working life with a focus on the individual.

## Managers are particularly important which makes executive support particularly important

Jusek prioritises management and leadership issues and offers support to managers.

**Per Henriksson,** Head of Development, Jusek  
Every fifth Jusek member has an executive position. Why?

"Jusek is an association for graduates throughout their career. In today's working life, roles and titles are not constants. An employee in the public sector can become a director and then a specialist in the private sector. This places extreme demands on skills and flexibility, something that Jusek can deliver. Jusek offers managers support in terms of setting salaries, counselling and conflict-management support. Our manager seminars concerning the role of manager are a venue for an exchange of experiences. Jusek has thorough insight into the role of executives."



Photo: Olof Holdar