



# WHAT IS JA?



NATURE • ENVIRONMENT • SCIENCE • TECHNOLOGY

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**JA is a natural choice for me because it is a trade union for people with similar professional interests.”**

DORTHE BRINCK LILLELUND, JA MEMBER





# JA HAS A LOT TO OFFER!

JA is an academic trade union and network for about 5000 BSc, Ph.d. Postdoc and MSc students and graduates in agricultural science, natural resources and the environment, energy, agri-economics, landscape architecture, urban planning, biotechnology and foods working as administrators, researchers, teachers, consultants and managers.

But it is much more than that.

JA's collective strength is your strength. JA possesses in-depth knowledge of the job market and considerable insight into opportunities and new openings that match the professional profiles of its members. This means that JA can play an active role in developing the competencies and careers of individual members. And when it comes to pay and terms of employment, JA can provide the personal and individual advice you need.

JA is a natural part of the working lives, careers and professional identities of its members.

## SERVICES AND SUPPORT

- Help with job applications and CV checks
- Support and advice on:
  - Pay, contracts and terms of employment
  - Job changes and losing your job
  - Illness, maternity/paternity leave, care days, holiday, occupational health and safety, additional work and fringe benefits
- Inspiration and help with career and competency development
- Professional and social networks
- Courses and scholarships
- Membership magazine Jord & Viden
- Theme magazine moMentum+
- Newsletter JA Nyhedsbrev
- Website [www.ja.dk](http://www.ja.dk)
- Conferences and debates
- Attractively priced insurances, loans, credit cards, press card, shared office facilities, and discount schemes



## SALARY

Always contact JA for advice on salary, on your new contract of employment - before you sign it - and on any special terms it may contain. You can also ask for advice when you change jobs or if your job description changes. A change of job content should be accompanied by a pay increase. If this cannot be reflected on your payslip, you should consider other benefits which may be relevant, and JA can provide ideas and relevant suggestions.

JA also offers advice on working time regulations, holiday and maternity/paternity leave.

The academic trade unions secure decent pay levels for members and equal pay for equal work. Collective agreements don't just happen.

## WORKING ENVIRONMENT

If your workplace is undergoing change or restructuring, it may influence your psychological working environment. However, a good working environment is not a fixed concept. It may mean different things to different people. Maybe you worry about your relationship with your superior, colleagues, customers, clients and others. Maybe you worry about how your work is organized or how you balance your resources and meet expectations.

Luckily, a wide range of tools help ensure a good psychological working environment. Some tools are targeted at your workplace or department as a whole. Other tools focus on helping the individual person.

If you are feeling stressed because of our job, JA is ready to help. JA can help you in negotiating a reasonable framework for your work. JA can also refer you to one of our psychologists who will be able to offer professional help if your employer cannot provide this type of support. JA also offers a discount on coaching, which might be useful in helping you to return to work without becoming stressed again. Coaching can also help you move forward in your career.



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**Our trade union negotiates  
decent salary levels for us and  
equal pay for equal work.”**

KAREN FENGER OLSEN, JA MEMBER

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I like belonging to an academic union where I feel that the union and its members are working for a high level of knowledge and to high professional standards.”

METTE JESSEN, JA MEMBER





# PROFESSIONAL EXPERTISE

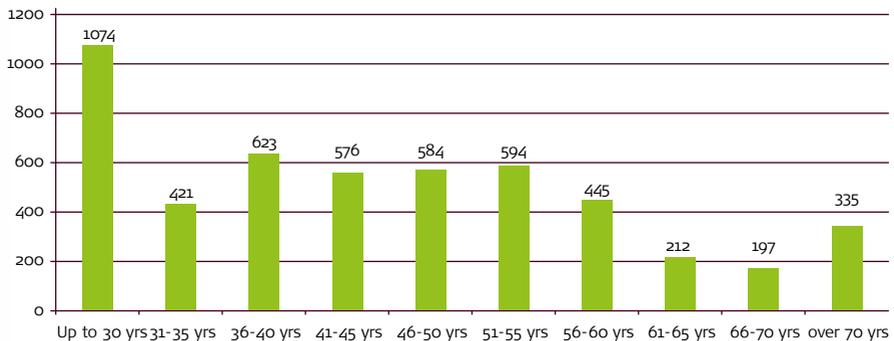
JA values the professional expertise of its members and is committed to showing the world that these competencies are extremely valuable to society. JA members are the Swiss army knives of academia; they possess extensive knowledge, are holistic in their thinking and have both feet on the ground while taking an interdisciplinary overview and approach in their work. JA members are flexible and pragmatic and highly valued employees wherever they work.

JA is a small union, and you will never feel lost. JA knows about you and your profession.

JA knows about your job market. JA - your natural choice.

| Distribution of members (2010)                                  |             |
|---|-------------|
| Employed under collective agreements, state                     | 965         |
| Civil servants, state   | 25          |
| Employed under collective agreements, local authorities/regions | 534         |
| Civil servants, local authorities/region                        | 3           |
| Employed on civil servant-like terms                            | 26          |
| Employed by foundations   | 0           |
| Privately employed  | 947         |
| Consultants   | 585         |
| Stationed abroad by Danida                                      | 4           |
| Working abroad  | 69          |
| Other, public sector  | 4           |
| Other, private sector   | 3           |
| <b>Total</b>  | <b>3165</b> |

## AGE DISTRIBUTION IN JA 2014





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**It's a good idea to join JA because it offers access to a valuable network which you can use in your working life."**

HENNING OTTE HANSEN, JA MEMBER



# NETWORKS

JA's members are invited to participate in a large number of professional networks within virtually all agricultural fields of expertise. And no matter which network you decide to join, you will meet like-minded people who share your interests. This can be very useful both professionally and personally and thereby an excellent tool for strengthening the development of your career and your competencies.

- You meet like-minded people with whom to share your knowledge.
- You find the energy to launch new ideas.
- You will be inspired to move forward.

A good working life often starts with a number of good contacts and develops in the same way. With its professional networks, JA has the contacts you need.

Your network membership is free. If you cannot find a network that suits your interests, you are free to form your own network. At the moment, several professional networks are in the pipeline across Denmark. Please contact the JA secretariat and ask for our network contact.

## JA NETWORKS

- Biotek-netværket
- Dansk Agronomforening / JA agronomi
- Danske Forstkandidaters Forening / JA skovbrug
- Dansk Hortonomforening / JA havebrug
- Landskabsarkitekternes Forening / JA landskabsarkitektur og bydesign
- Netværk for Haveentusiaster
- Netværk for ledige
- Netværk for projektledere
- PH.D.-foreningen
- Økologisk Forum



## LOSING YOUR JOB

Cuts, poor working relationships, illness, lack of quality in your work, maternity/paternity leave and mass redundancies. There are many different reasons why people lose their jobs.

If you have been given notice in writing - or if your employer has informed you that you are about to lose your job - it is always a good idea to contact the JA secretariat.

Each year, the JA secretariat handles many cases involving redundancies or dismissals, and JA's consultants therefore possess considerable experience and are able to offer valuable advice and guidance to members who are in the process of losing their jobs or who have just lost their jobs.

JA is ready to help you cope with losing your job and quickly move on in the job market.

The JA member service received the highest member satisfaction score to date in our 2014 survey. That ranks JA among the best organizations in Akademikerne (AC).

## UNEMPLOYMENT

If you lose your job after many years, writing an application and drawing up a CV can be hard. But it is important that you start your job hunting process quickly. It is also important that you adapt your CV to the particular job, you are applying for. You must angle your cover letter and emphasize your key strengths in relation to the job. It is a good idea to apply for jobs that have not been advertised. However, you have to look thoroughly. Select a handful of job databases, open accounts and ask to receive personalized jobs by email alert. Remember to open a LinkedIn account and to browse private companies' websites.

JA offers advice and guidance on how to write job applications as well as providing inspiration where your competencies may be welcomed. As a member, you can also request a folder with inspiration, advice and guidance for the job hunting process. Find more career development tools at [www.ja.dk](http://www.ja.dk)

# DEBATE

JA is calling for an open, professional dialogue with members where everybody is free to present their views. It is often through debating and exchanging views that we find new ways of tackling challenges in our professional lives.

JA supports this platform through a number of professional focus areas, by publishing the magazine moMentum+ and by organizing debates, conferences and networks. And our impact as a professional association is strengthened through the political profiling of JA. Each edition of moMentum+ is followed by a debate or conference. Afterwards JA issues an official statement based on the key points discussed during the debate.



Our academic background is a strong platform in which to present a balanced view when we involve ourselves in the public debate and when we seek to strengthen JA's profile and show the rest of the world the strengths of our members as interdisciplinary academics.



**JA participates in the public debate in areas where JA's members have a strong professional presence."**

BO HOLM KRISTENSEN, JA MEMBER



*- your natural choice*

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