



SEFE –

THE FINNISH ASSOCIATION OF  
BUSINESS SCHOOL GRADUATES

sefe

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# SEFE – THE FINNISH ASSOCIATION OF BUSINESS SCHOOL GRADUATES

- Established in 1935
- Member of Federation of Professional and Managerial Staff (YTN) since 1974
- Part of Akava since 1977
- Business school graduates involved since 1991



# SEFE COMMUNITY

- SEFE – THE FINNISH ASSOCIATION OF BUSINESS SCHOOL GRADUATES member unions:
  - » 25 business school graduate unions (approximately 32,200 members)
  - » 13 student societies (approximately 14,500 members)
  - » approximately 47,000 individual members



# SEFE COMMUNITY OPERATIONAL IDEA

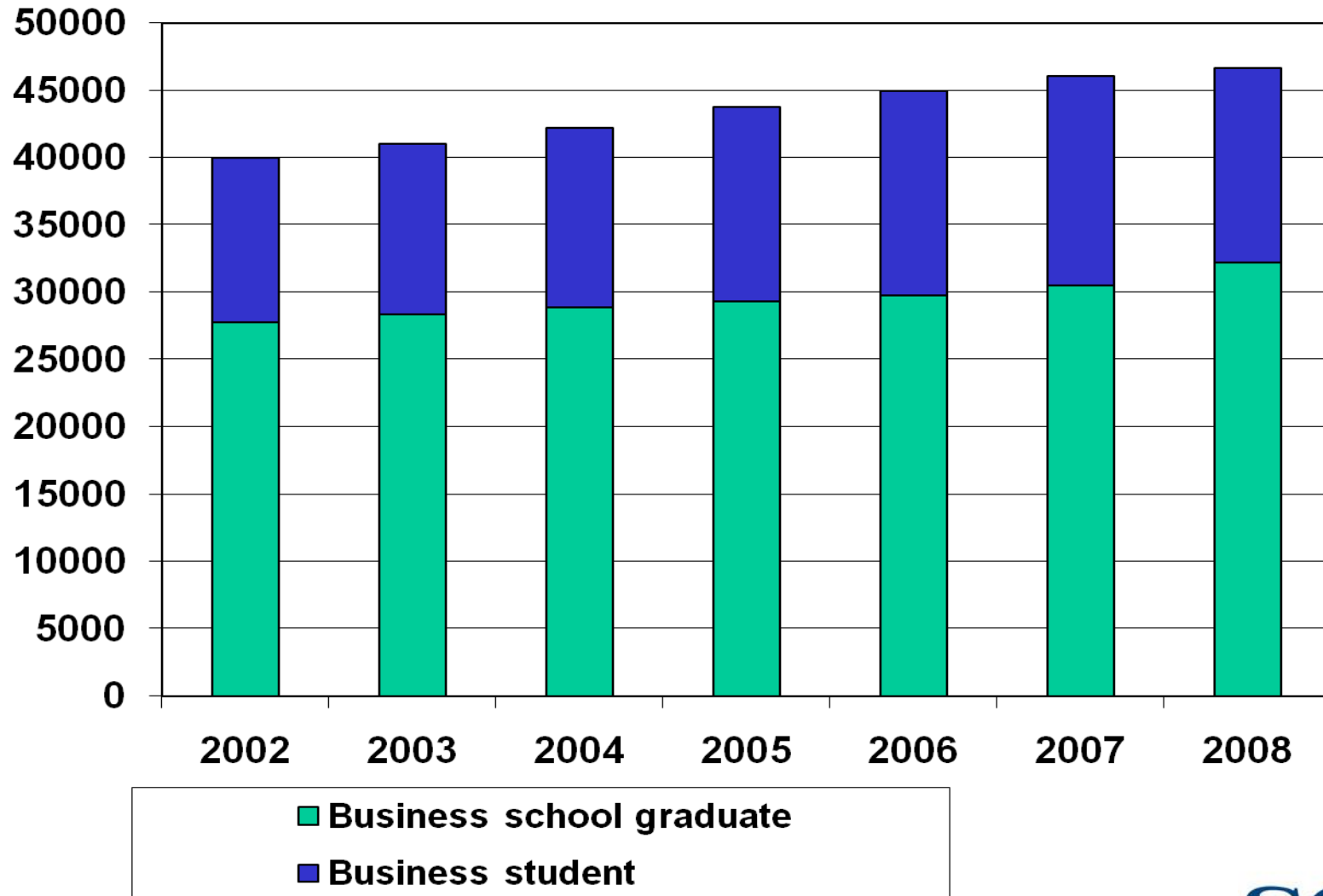
SEFE – so that all business school graduates have their value



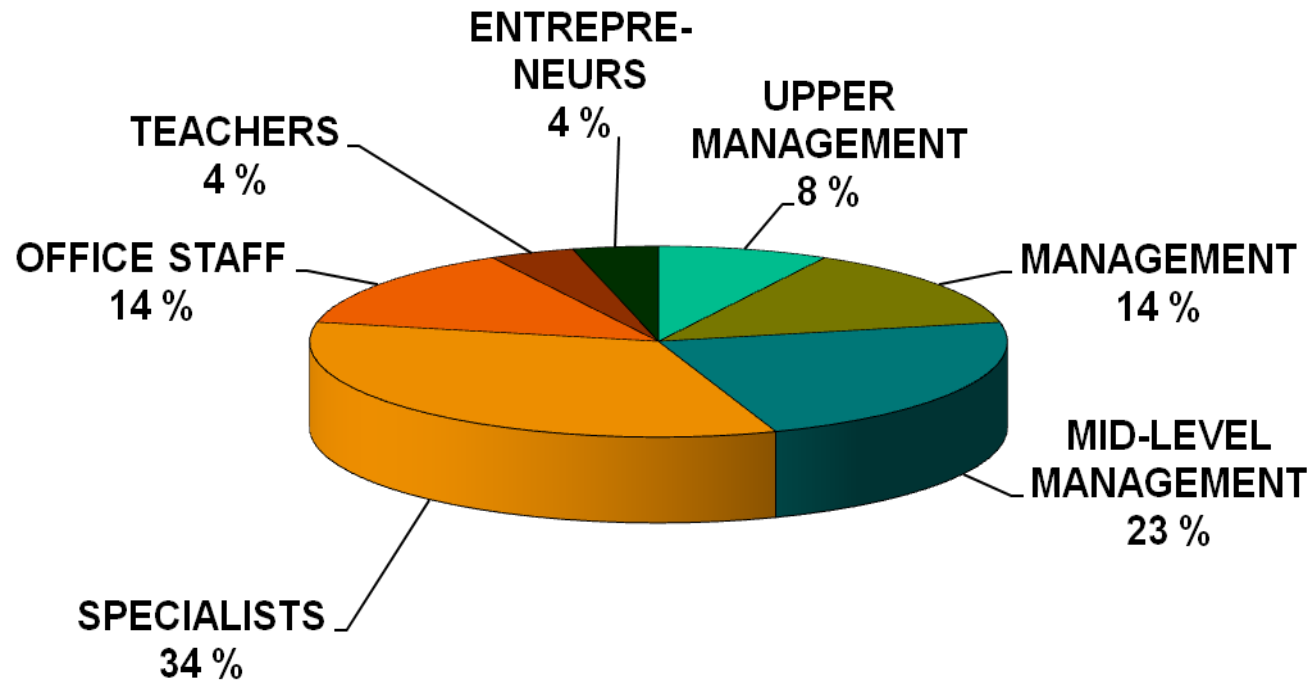
# MEMBERS

- Organizational level 65% of those who have completed their degrees (below 65 years of age)
- Women 51%
- Men 49%
- Engaged in working life 86%
- Outside working life 11%
- Unemployed 3.1%

# Membership development

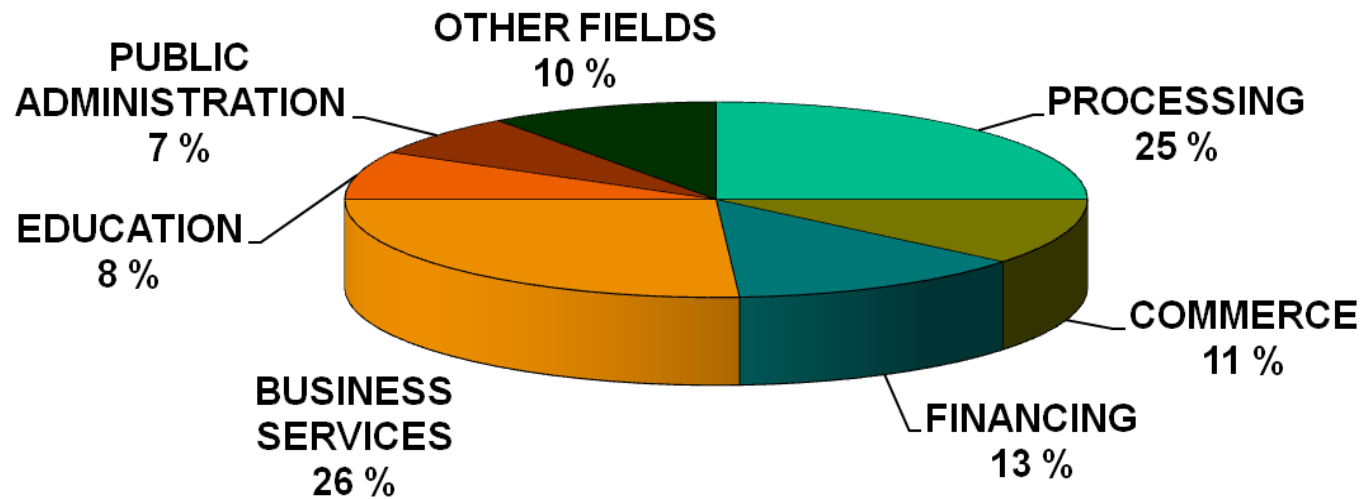


# MEMBERS ENGAGED IN WORKING LIFE OCTOBER 2008

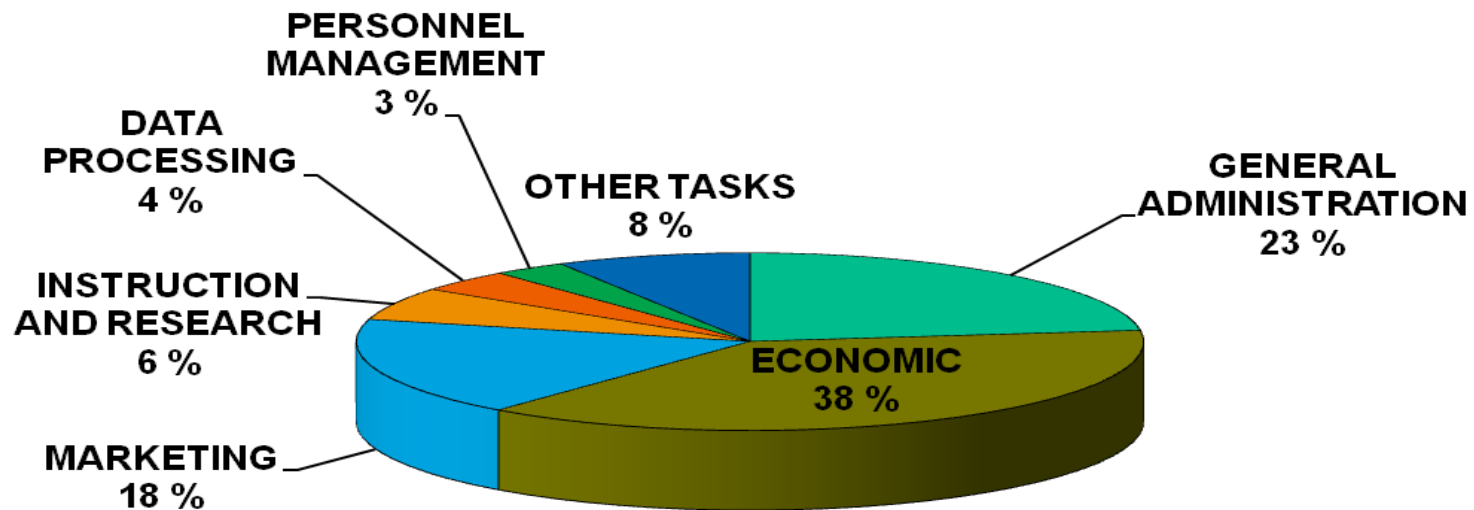


# MEMBERS IN VARIOUS FIELDS

## OCTOBER 2008



# BUSINESS SCHOOL GRADUATE TASK DOMAINS OCTOBER 2008



# MOST COMMON JOB TITLES FOR BUSINESS SCHOOL GRADUATES

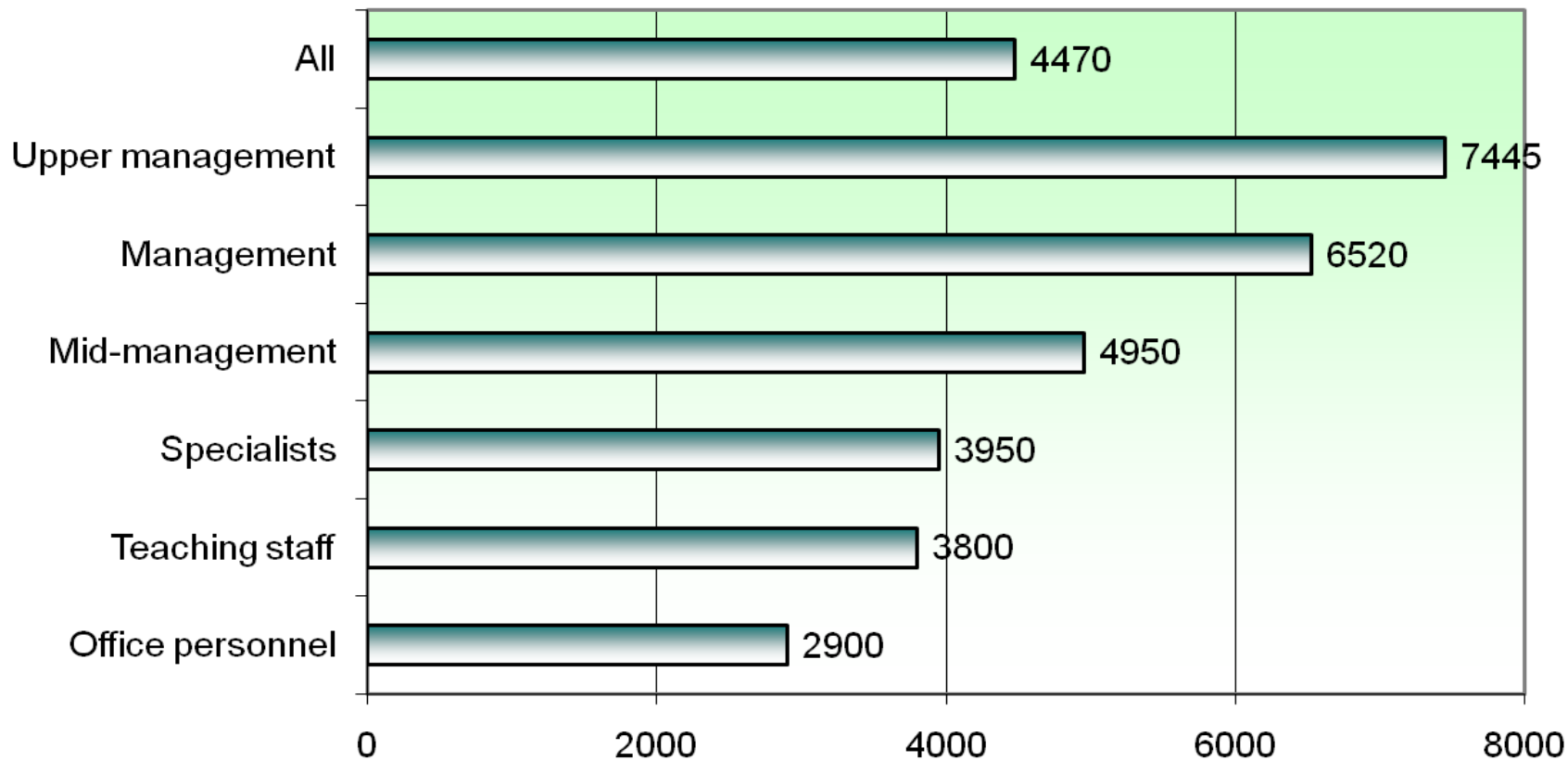
- Managing Director, CEO 1,703
- Financial Manager 795
- Controller 721
- Director of Finance 640
- Director 536
- Auditor 505
- Project Manager 453
- Consultant 437
- Marketing Manager 416
- Lecturer 341
- Product Manager 261

Source: SEFE – The Finnish Association of Business School Graduates:  
membership register



# BUSINESS SCHOOL GRADUATES' MEDIAN SALARIES ACCORDING TO POSITION LEVELS

## SALARY LEVEL SURVEY 2008



# SEFE's MEMBERSHIP CRITERIA

	-1980	1980-1995	1995-	1.8.2005
<b>HIGHER UNIVERSITY DEGREE</b>	Bachelor of Science in Business Administration Economics may receive corresponding Master`s merit	Business school graduate may receive Master`s merit in Business administration	Master of Economic Sciences may receive business school graduate merit	Master of Economic Sciences may receive business school graduate merit
<b>LOWER UNIVERSITY DEGREE</b>	Business school graduate, correspondent, academic secretary	No lower degree	Bachelor of Science in Business Administration	Bachelor of Science in Business Administration or BScBA from Mikkeli

- University degree in economic sciences abroad
  - » higher or lower degree in another Nordic country
  - » higher degree outside the Nordic countries (handled on a case-by-case basis)

# MORE DETAILS ABOUT MEMBERSHIP CRITERIA

- University degrees in economic sciences completed in Finland
  - » Those who have completed the lower degree in the economic sciences at a minimum are accepted as members.
- University degrees in economic sciences completed abroad
  - » Those who have completed the lower degree in the economic sciences at a minimum in any of the Nordic countries are accepted as members.
  - » With regard to degrees completed outside the Nordic countries, membership is granted on the basis of their content and scope being on a comparable level to the Finnish Master's level in the economic sciences (higher university degrees in the economic sciences).
- A person approved as a member who has resigned is re-approved on the basis of previous membership.

# SEFE IS

- A service organization and interest group for its members
- A social opinion leader
  - » Educational policy
  - » Labour market influence
  - » Tax policies
  - » Social policies
  - » Economic policies



# SEFE AS A TRUSTEE

- Social and labour market together with Akava and via the same
- Federation of Professional and Managerial Staff (YTN)
- Public Sector Negotiating Commission (JUKO)
- Educational policy together with universities and member unions

# AKAVA

- Central organization consisting of 33 member unions for highly educated salary earners and self-employed professionals
- Approximately 540,000 individual members
- Of salary earners in full-time employment during the entire year, 74% organized; of these, 17% belong to Akava
- Salary total distribution of those organized in salary-earner central organizations:
  - Akava 24%
  - Finnish Confederation of Professionals (STTK) 21%
  - Central Organization of Finnish Trades Unions (SAK) 27%
- SEFE is Akava's 4th largest member organization



# Federation of Professional and Managerial Staff (YTN)

- Akava's negotiation organization in the private sector
- Functions as a cooperative organ for its member unions
- SEFE is YTN's 3rd largest membership organization
- Negotiates collective agreements supplementing labour legislation for higher administrative and clerical personnel in the industry and service sectors
- The goal is an improvement in earning level and conditions of employment by developing contract-related functions
- Members number approximately 130,000



# Public Sector Negotiating Commission (JUKO)

- Akava's negotiation organization for its members in the public sector and comparable fields
- SEFE is a member of JUKO via the Association of Supervisors and Specialists in the Public Sector (JEA)
- Completes municipal, state and state church official agreements and collective labour contracts
- Involved with the development of official and collective agreements-related legislation
- Functions on an office- and municipality-related basis
- Members number over 200,000



# SEFE's SERVICES

- Career services
  - » Business school graduate recruiting
  - » Career planning
    - Mentoring programmes
    - CareerStormNavigator
    - Belbin's group role gauge
    - Work-related coping modes (Tlisk) programme
    - Business School Graduate Steps guide
  - » Salary guidance (Salary radar online tool)
- Professional development
  - » Business School Graduate Supervisor programme
  - » "SEFE develops and teaches" seminars and evening occasions

# HELP WITH GETTING A JOB

- Business school graduate recruiting
  - » Business school graduate exchange
    - also Monster.fi and Uratie
  - » Business school graduate referral services
  - » CV and job application profile
- Business school graduate entrepreneurs
- To work abroad?
  - » Foreign work guide
  - » To Work Abroad guides
  - » Contact person network: about 270 contact persons in 50 countries
  - » Repatriate guide

# SEFE's SERVICES

- Legal services
  - » Work and service advice
  - » Legal protection and liability insurance
  - » Guides (for instance, Employment, Managerial Contract and Entrepreneur guides)
- Other benefits
  - » Periodicals
  - » If indemnity insurance
  - » Teboil
  - » A-lomat ry, Suomen Retkeilymajajärjestö
  - » etc.



# RESEARCH

- Annual salary level survey
- Recent graduates labour market study
- Feedback on education in the economic sciences: integer
- Business school graduates' summer job salary level survey
- Varying types of research annually

# SEFE`S MEMBERSHIP FEE

Annual charge EUR 169 +

Business school graduate union fee (EUR 0 – 35)

IAET Fund annual membership charge EUR 45

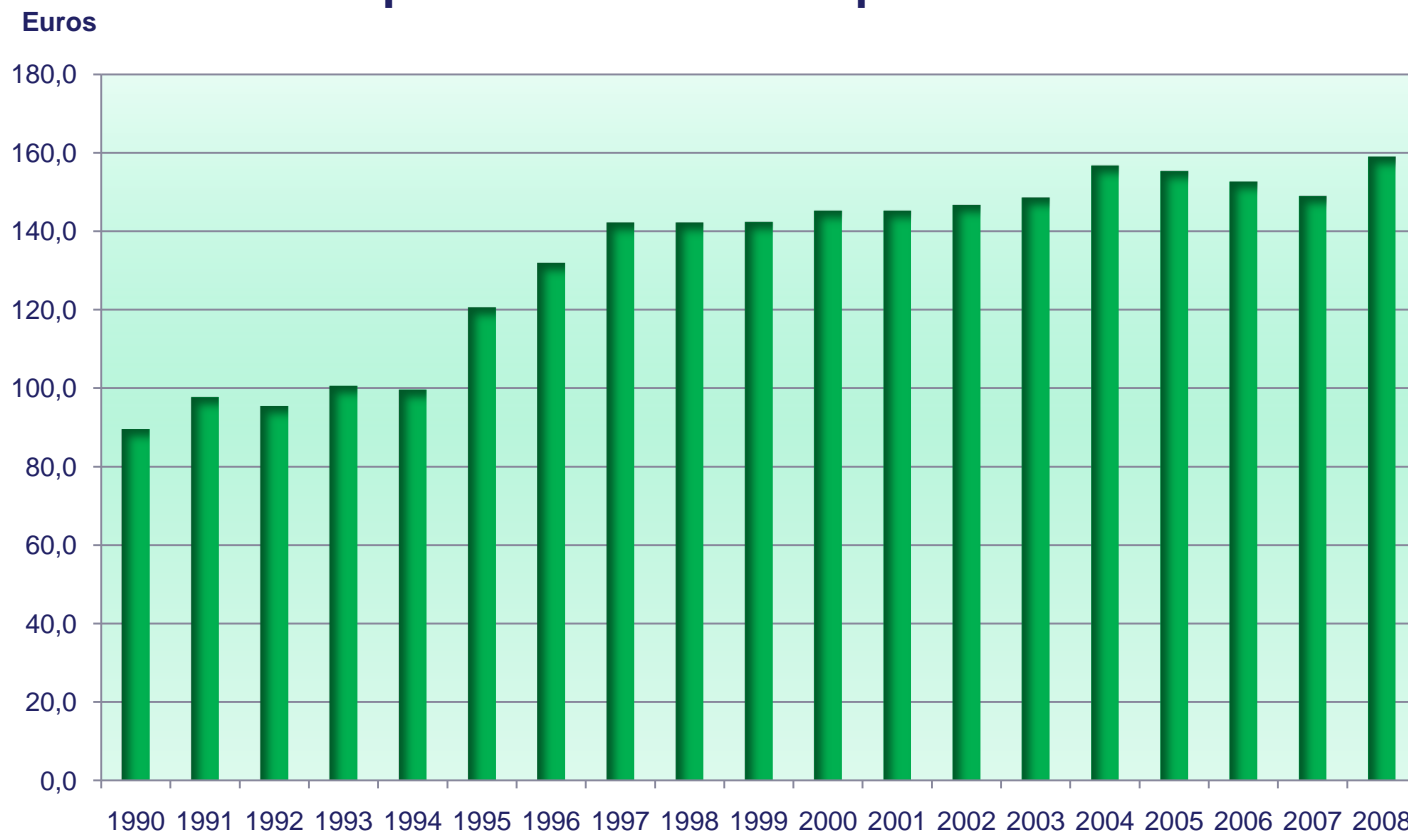
The following, for instance, are subject to discounted membership fees:

- unemployment
- maternity leave including extended maternity leave conscription
- entering retirement
- move abroad
- parallel membership
- spouse benefit



# DEVELOPMENT OF MEMBERSHIP FEE

## Development of membership fee 1990-2008



# IAET-KASSA

- Pays salary-earning members an earnings-based daily allowance from the unemployment fund if they fulfil the terms
- Members are highly educated higher-level clerical and administrative personnel or officials mainly insured by organizations under Akava (total: almost 190,000)
- Over 90% of SEFE's members are also IAET members
- Entrepreneur's unemployment protection from the AYT Fund

