To organise, or not to organise

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Agenda

Setting the stage

Discussion in groups

Presentations

I'll write up and distribute results

Warm up questions

- How many are a member of a union?

- How many have been a member of a union?

- How many have used their union in connection to employment?

- How many are members of an "unemplyment insurance fund" (A-kasse)?
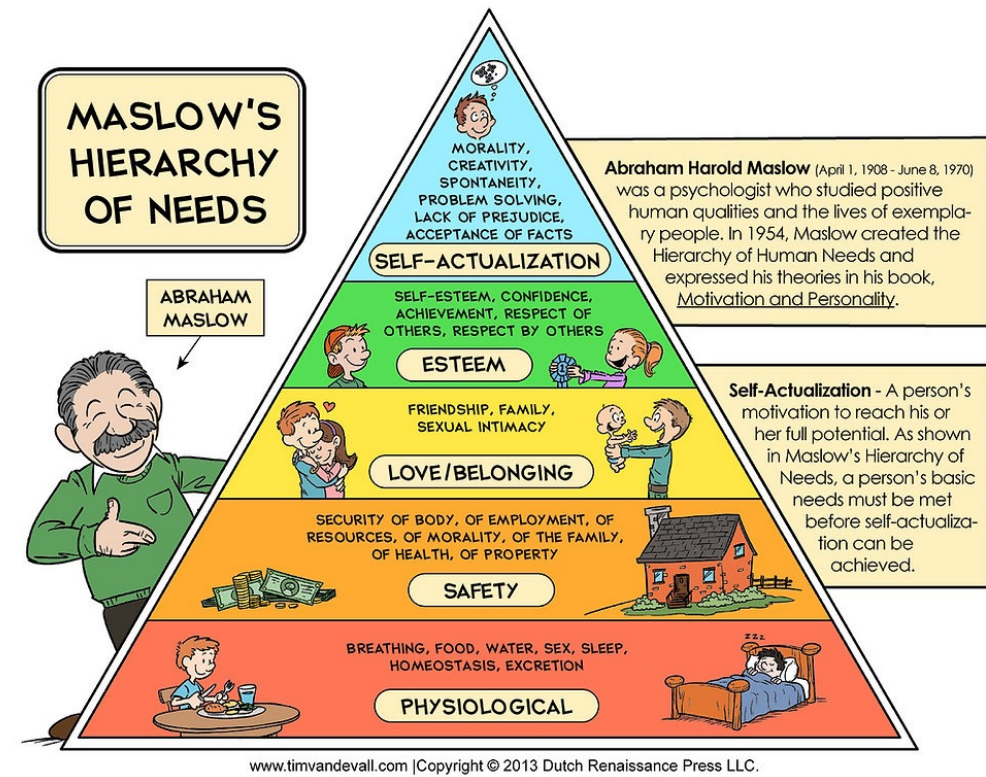
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What is a Labor Union

In the context of employment and labor relations, a union is an organized association of workers formed to protect and promote their common interests.

Through their union, workers have the ability to negotiate from a position of strength with employers over wages, benefits, working conditions, workplace health and safety, job training and other work-related issues.
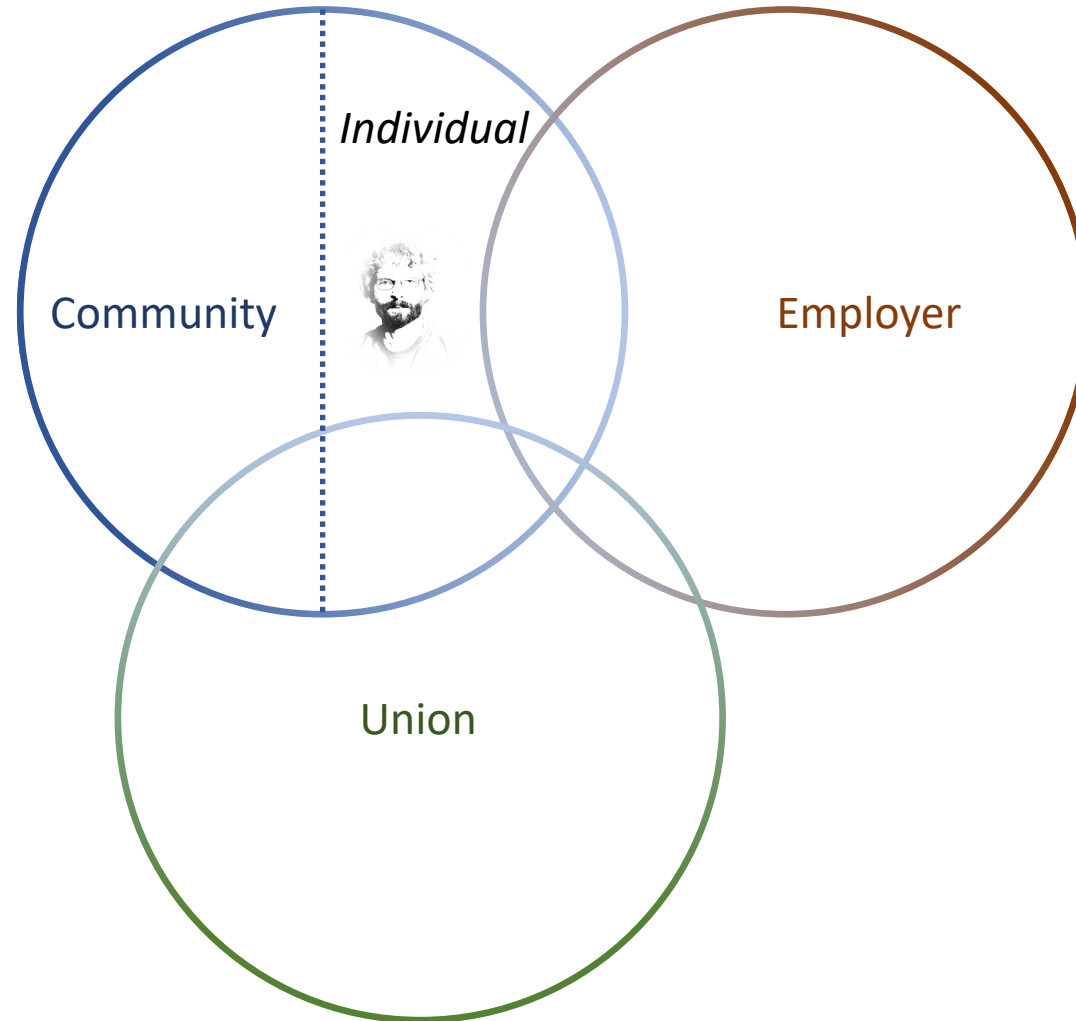
Unions serve an important role making sure that management acts fairly and treats its workers with respect.

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Career

- Talking about organised labour connect to a discussion about career

- What do I expect from my work life, what are my ambitions and aspirations …

- Ultimately it's about job security (= income), tolerable working conditions and getting a fair compensation
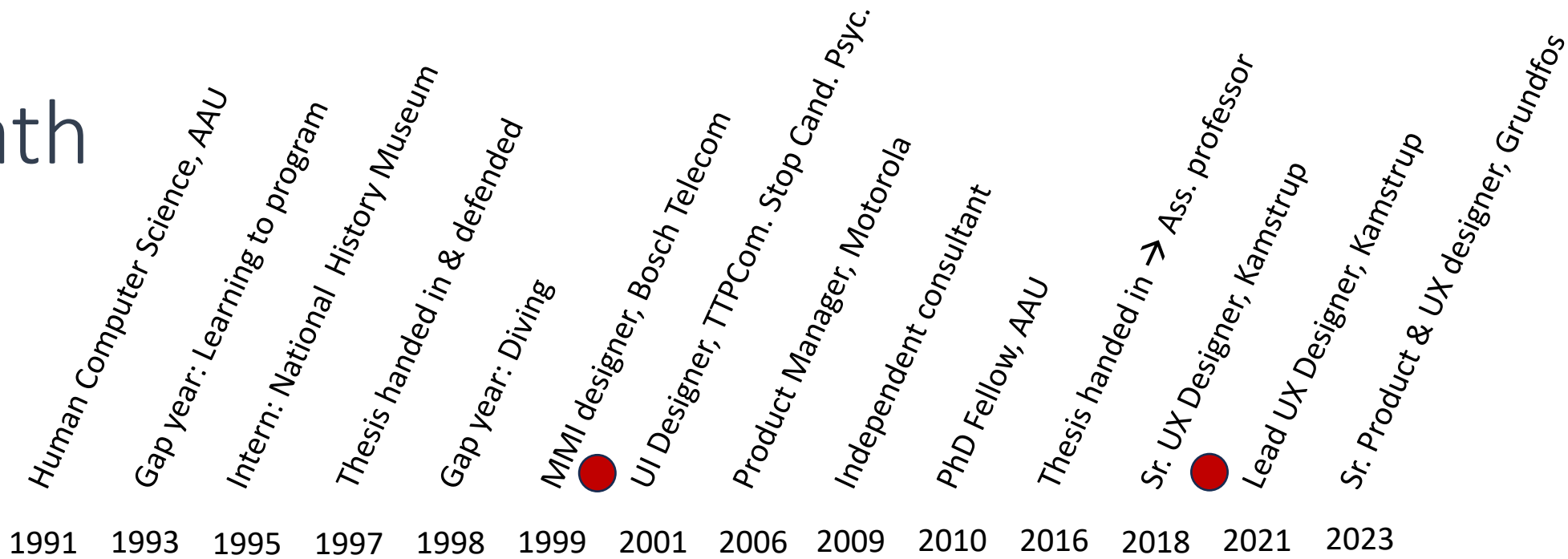
- Together we're stronger .. ?

MASLOW'S HIERARCHY OF NEEDS
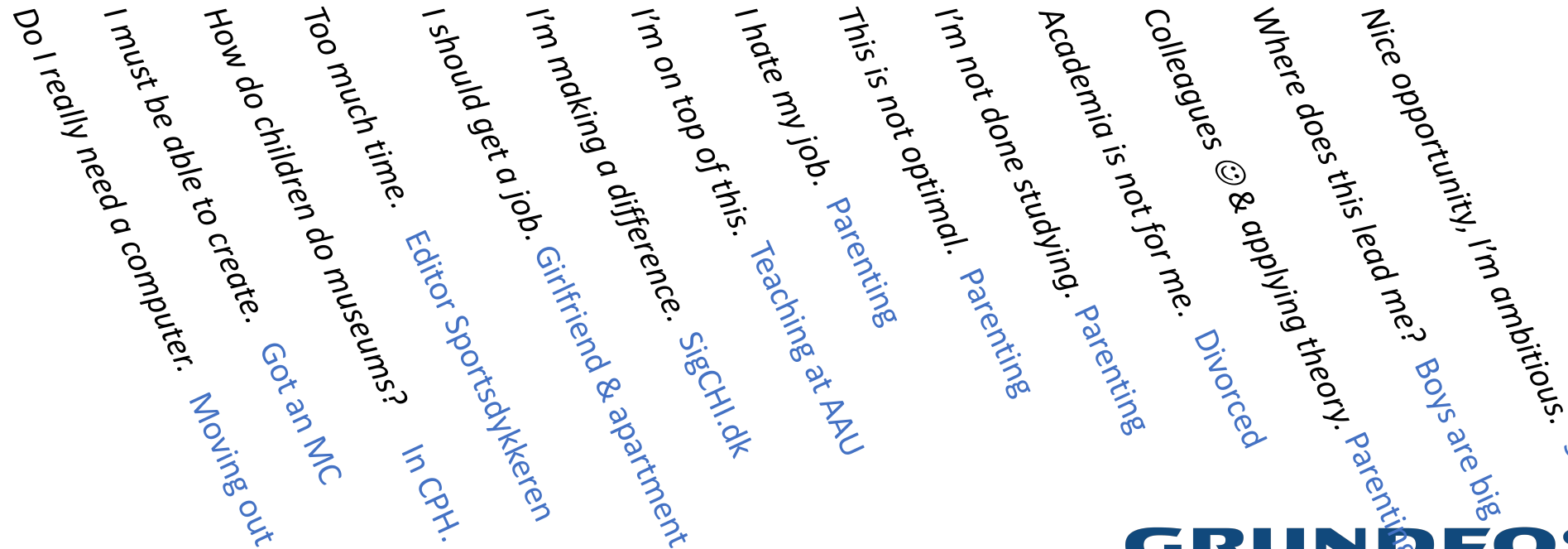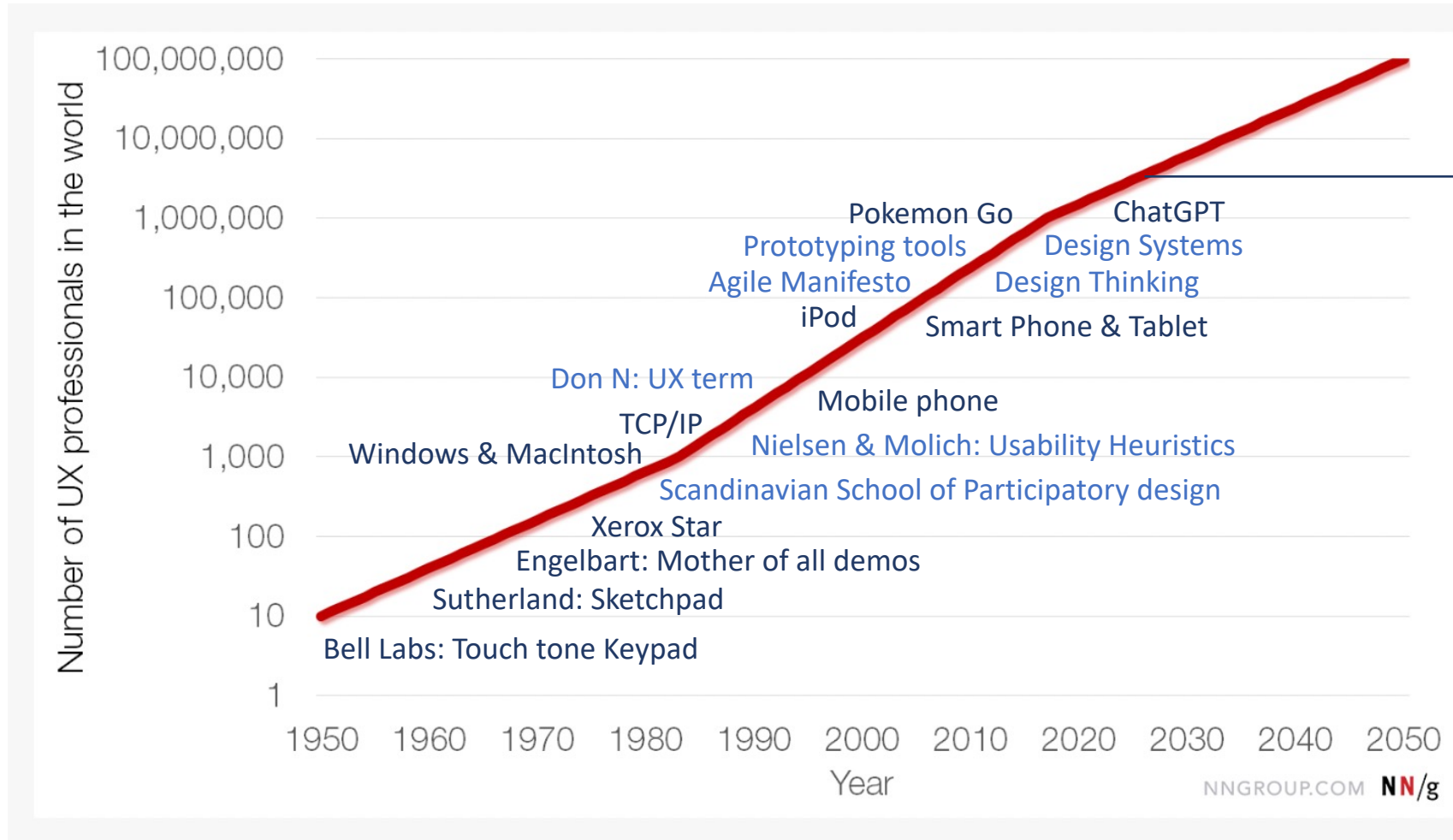
ABRAHAM MASLOW

MORALITY, CREATIVITY, SPONTANEITY, PROBLEM SOLVING, LACK OF PREJUDICE, ACCEPTANCE OF FACTS
SELF-ACTUALIZATION

SELF-ESTEEM, CONFIDENCE, ACHIEVEMENT, RESPECT OF OTHERS, RESPECT BY OTHERS
ESTEEM

FRIENDSHIP, FAMILY, SEXUAL INTIMACY
LOVE/BELONGING

SECURITY OF BODY, OF EMPLOYMENT, OF RESOURCES, OF MORALITY, OF THE FAMILY, OF HEALTH, OF PROPERTY
SAFETY

BREATHING, FOOD, WATER, SEX, SLEEP, HOMEOSTASIS, EXCRETION
PHYSIOLOGICAL

Abraham Harold Maslow (April 1, 1908 - June 8, 1970) was a psychologist who studied positive human qualities and the lives of exemplary people. In 1954, Maslow created the Hierarchy of Human Needs and expressed his theories in his book, Motivation and Personality.

Self-Actualization - A person's motivation to reach his or her full potential. As shown in Maslow's Hierarchy of Needs, a person's basic needs must be met before self-actualization can be achieved.

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Actor relations

My path

What I did

Time	What I did
1991	Human Computer Science, AAU
1993	Gap year: Learning to program
1995	Intern: National History Museum
1997	Thesis handed in & defended
1998	Gap year: Diving
1999	MMI designer, Bosch Telecom ●
2001	UI Designer, TTPCom. Stop Cand. Psyc.
2006	Product Manager, Motorola
2009	Independent consultant
2010	PhD Fellow, AAU
2016	Thesis handed in → Ass. professor
2018	Sr. UX Designer, Kamstrup ●
2021	Lead UX Designer, Kamstrup
2023	Sr. Product & UX designer, Grundfos

What I thought

- Do I really need a computer.
- I must be able to create.
- How do children do museums?
- Too much time.
- I should get a job.
- I'm making a difference.
- I'm on top of this.
- I hate my job. Parenting
- This is not optimal. Parenting
- I'm not done studying. Parenting
- Academia is not for me. Divorced
- Colleagues ☺ & applying theory. Parenting
- Where does this lead me? Boys are big
- Nice opportunity, I'm ambitious. 53

What matters

- Moving out
- Got an MC
- In CPH.
- Editor Sportsdykkeren
- Girlfriend & apartment
- SigCHI.dk
- Teaching at AAU

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The UX profession

Data from 1950 to 2017 are best estimates; 2018–2050 are forecasts
https://www.nngroup.com/articles/100-years-ux/

User experience (UX) design, Product Design, Service Design | UXThisWeek
344K members

User Experience Design (UX)
825K members

Web Design and Development, UX/UI
113K members

User Experience-User Interface Designer Jobs India
6K members

User Experience Professionals Network
78K members

Don Norman · 2nd
Founding Director, The University of California, Design Lab
San Diego, CA
282K followers

Google UX Design Professional Certificate
51K members

Vitaly Friedman · 2nd
UX Lead/Consultant · Founder/Editor-in-chief of SmashingMa...
Belgium
112K followers

Jakob Nielsen · 1st
Usability Pioneer, Cofounder Nielsen Norman Group
Fremont, CA
93K followers

UX Strategy: Smarter Product Design
80K members

User Experience
167,708 members

Design Thinking
319,390 members

A Book Apart
Book and Periodical Publishing
New York, New York
2K followers

Rosenfeld Media
Book and Periodical Publishing
New York, New York
8K followers

The Interaction Design Foundation
8310 Tranbjerg
167K followers

Figma
Design Services
San Francisco, California
1M followers

Interaction Design Association
153K members

Sketch
Design Services · Remote, Remote
72K followers

Maze
Technology, Information and Internet · San Francisco,...
21K followers

UX job growth

This graph shows the number of jobs that we have uploaded to our UX-focused job board over the last 2 years. 862 jobs were posted in 2020, and 1.494 in 2021, which is a **73,32% increase in UX jobs**.

UX jobs uploaded per month in 2020 and 2021

Year: 2020 2021
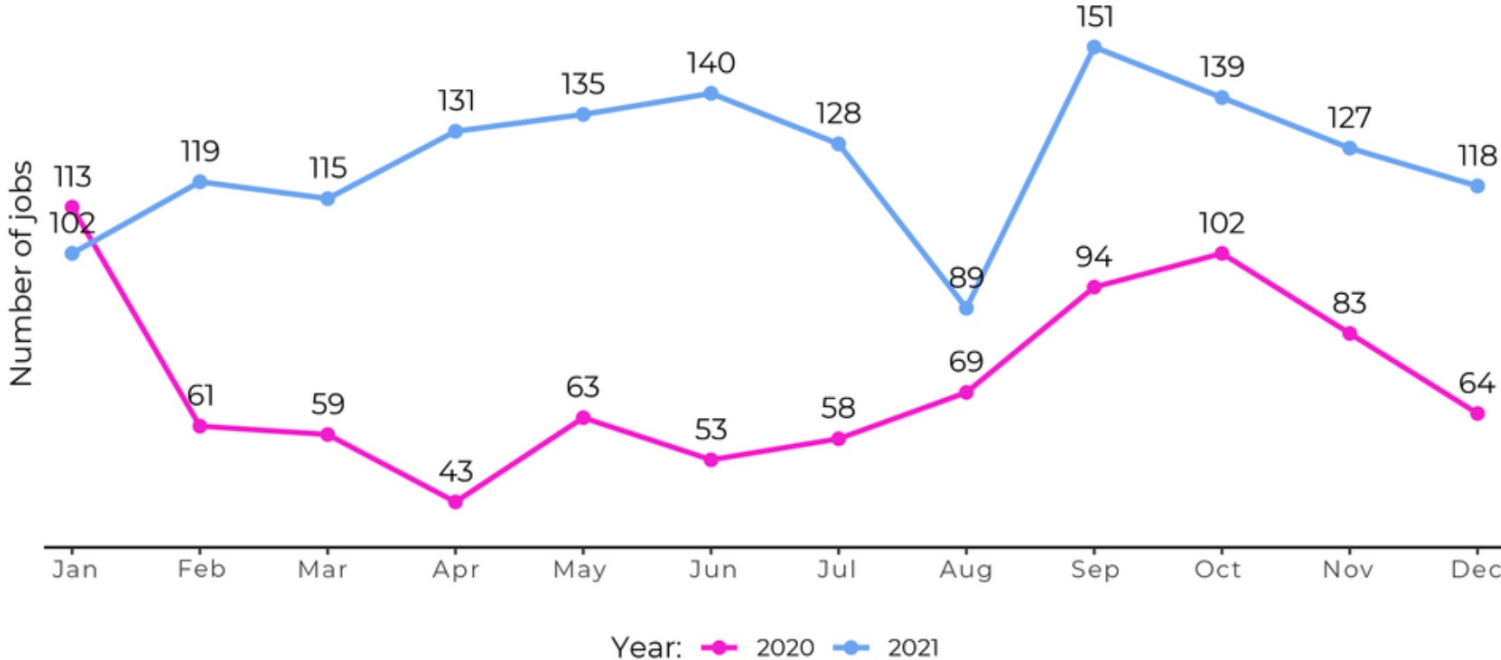
UX job market report by CPHUX, 2021

Titles

Design lead

UX Designer

UX Consultant

UX Architect

User Experience Designer

User Experience Specialist

Lead UX Designer

Senior UX Designer

Senior UX Consultant

Lead UX/UI Designer

Senior UX/UI Designer

UX/UI Designer

Growth hacker

Product designer

Design System Lead

Service designer

Product manager

Web consultant

UI/UX Designer

UI Designer

Experience Designer

UX/IA Architect

Information architect and User Experience designer

UX Researcher

Senior UX Researcher

UX Design Operations Lead

Business designer

In our research on UX careers, we found that 1,045 UX people held 210 different job titles (2020).

https://www.nngroup.com/articles/ux-career-advice/

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Salary check

Usability ekspert Løn

Vi har desværre ingen lønoplysninger på den valgte stilling. Prøv evt. med en lignende stillingsbetegnelse eller vær den første, der tilføjer data på en stilling som Usability ekspert .

User Experience Specialist Løn

Lige nu er der **12** at sammenligne løn med.

Bruttolønnen for en User Experience Specialist ligger imellem 37.080 - 53.985 for hele landet.
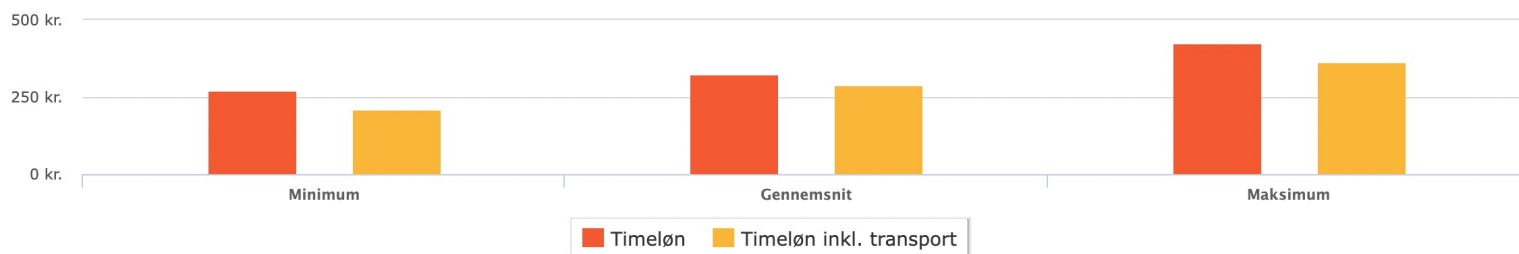
Digital Experience Manager Løn

Lige nu er der **129** at sammenligne løn med.

Bruttolønnen for en Digital Experience Manager ligger imellem 26.765 - 51.610 for hele landet.
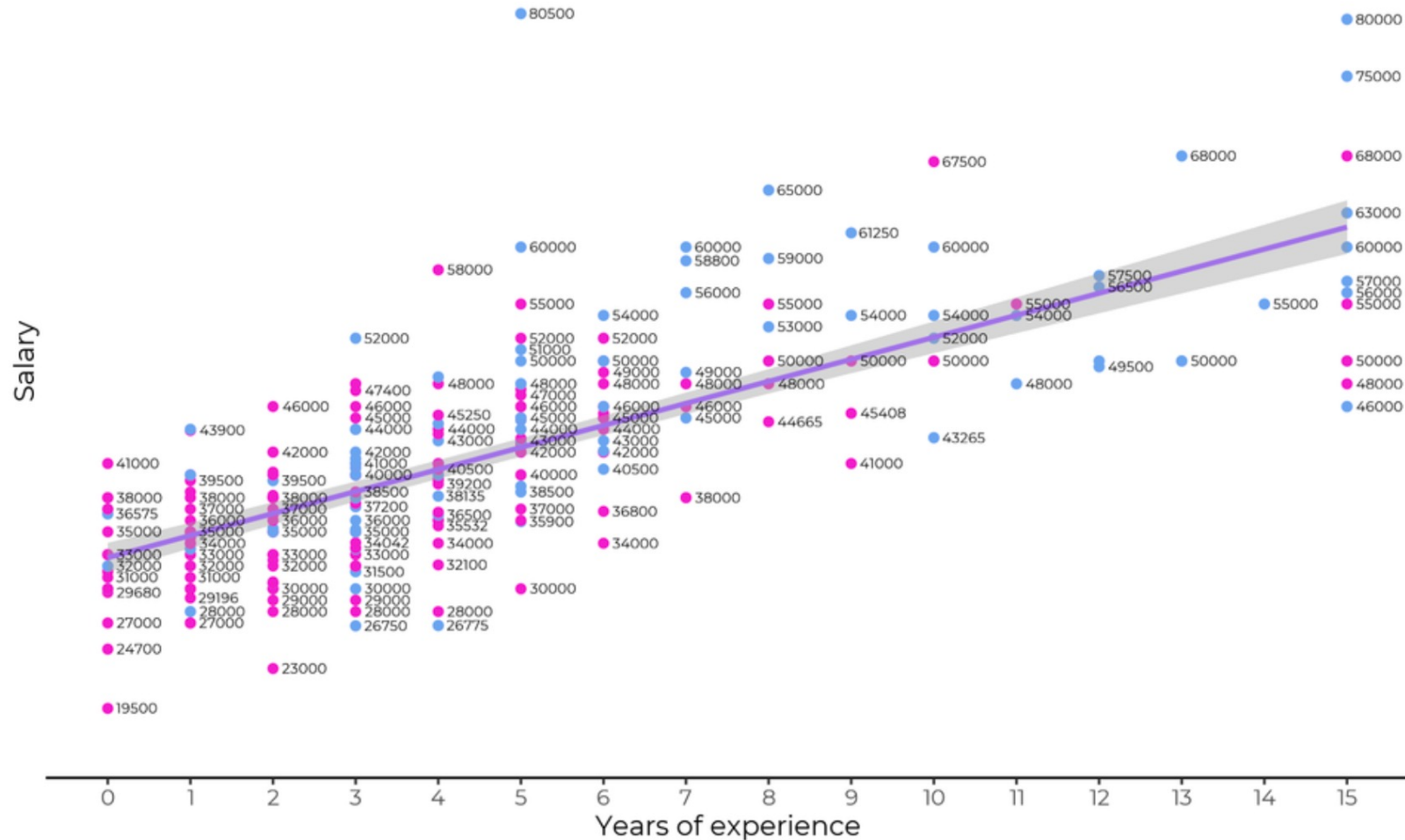

https://www.ca-loentjek.dk/loen/stillinger/User-Experience-Specialist

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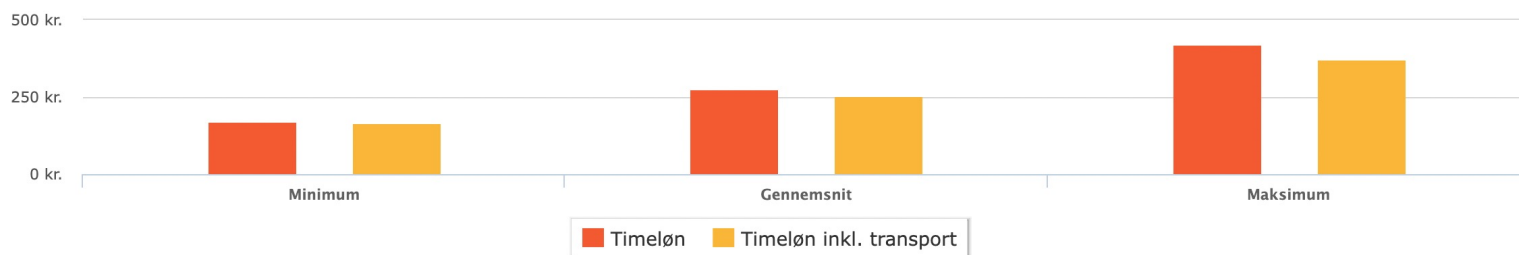
Salary check 2

Monthly salary predictions by years of experience for all UX jobs

UX job market report by CPHUX, 2021

A 21ˢᵗ century union

5 måder at få attraktiv erfaring på dit CV – uden et studiejob

Artikel

Du behøver ikke et studiejob for at komme i gang med at få relevant erfaring til dit CV eller blive mere afklaret omkring din karriere.

Lønstatistik - studerende

Artikel

Brug lønstatistikker og lønberegnere til at forberede dig til en lønforhandling, til at se, hvad andre som dig får i løn. Eller tjek, hvad andre tjener i det job, du drømmer om.

Læs artikel →

Lønforhandling for

Artikel

Lær, hvordan du kommer lønforhandling, så har vi s lønstatistik og gode råd til

Læs artikel →

Sådan tackler du rekrutteringsrobotterne

Artikel

Kunstig intelligens bliver i stigende grad brugt i rekrutteringen. Er det en fordel eller en ulempe for dig? Og hvordan kommer du igennem robottens nåleøje?

Læs artikel →

Forbered dig i rigtig god tid, når du skal forhandle løn.

Artikel

Uden forberedelse, ingen lønstigning. Du skal have helt styr på dine resultater, din udvikling, dine ønsker og din strategi længe inden du skal til lønsamtale med din chef.

Læs artikel →

ChatGPT, Bard og Bing - Hvem er bedst i test?

Artikel

OpenAI var først med ChatGPT, men siden er både Google og Bing kommet med deres bud på en AI Chatbot, der kan hjælpe dig. Vi har testet de tre forskellige modeller.

Læs artikel →

tips til at sige nej på den gode åde

Artikel

Sådan undgår du bias opgaverne skal fordele

Artikel

Kirsten brugte Instant Feedback til sin første ansøgning i 26 år – og fik jobbet

Stop op og tag en ting ad gangen

Artikel

Vi lever i en verden, hvor alt går hurtigt og vi hele

Skil dig ud til jobsamtalen

Artikel

Det bedste tidspunkt at forberede

Få svar hurtigt ?

https://www.ca.dk/artikler/

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Discussion – 10 minutes – grab your neighbour

Theme C – A UX union

1. Are there UX profession subjects or characteristics where Labor Union support would be useful?

2. What would this support be?

Theme B – Facilitating career development

3. How do you, or how would you, approach the career discussion in your team?

4. Are there any challenges connected to this discussion?

Theme A – The value of unions

5. In what cases have you, will you, or would you have liked to, involve a union?

6. Are there any challenges connected to this involvement?

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21ˢᵗ century <u>UX</u> union

1. Membership = ressouces to act on behalf of the collective

2. Digital by birth – building from existing digital communities/interest groups

3. Political
   - Evangelism of the UX methodology (iterative, userdriven, testbased, problemoriented, agile)
   - Value of UX (ROI)
   - Uniform communication about the profession
   - Agenda: Sustainability
   - Agenda: Accessibility

4. Career advice/guidance/mentoring
   - Ressources for the leader/HR to pull on

5. Compensation statistics

6. Negotiations w. employeer

7. Courses & training

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Workshop results
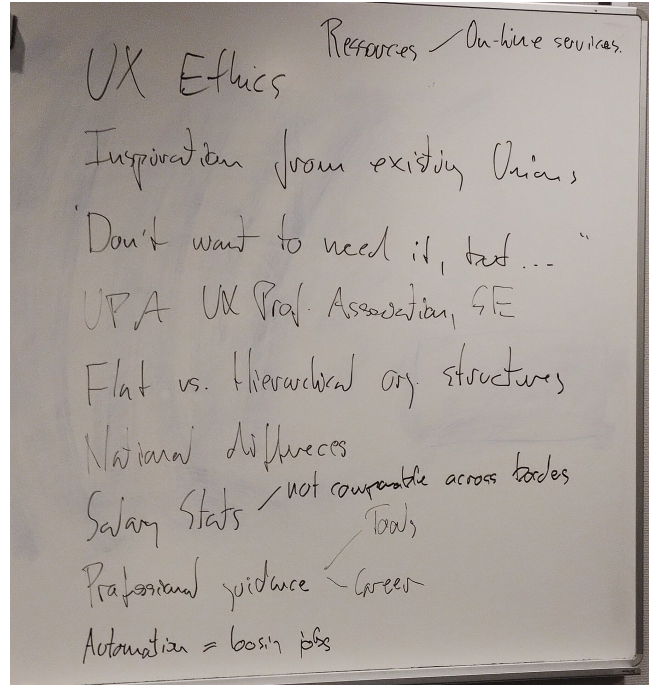
- UX Ethics guidance
- Inspiration form existing unions
- Unions: Don't want to need it, but nice to have when I do need it
- UX Professionlas Association UXPA, Germany annually publises a compensation report
- National differences and cultures
- Need is a factor of flat vs. hierarchicla org. structures
- Compensation statistics are useful, but not comparable across borders
- Professional guidance
  - Tools
  - Career
- Automation (masbine learning/AI) = endangering jobs?
- Ressources – leveraging/collecting existing on-line ressources
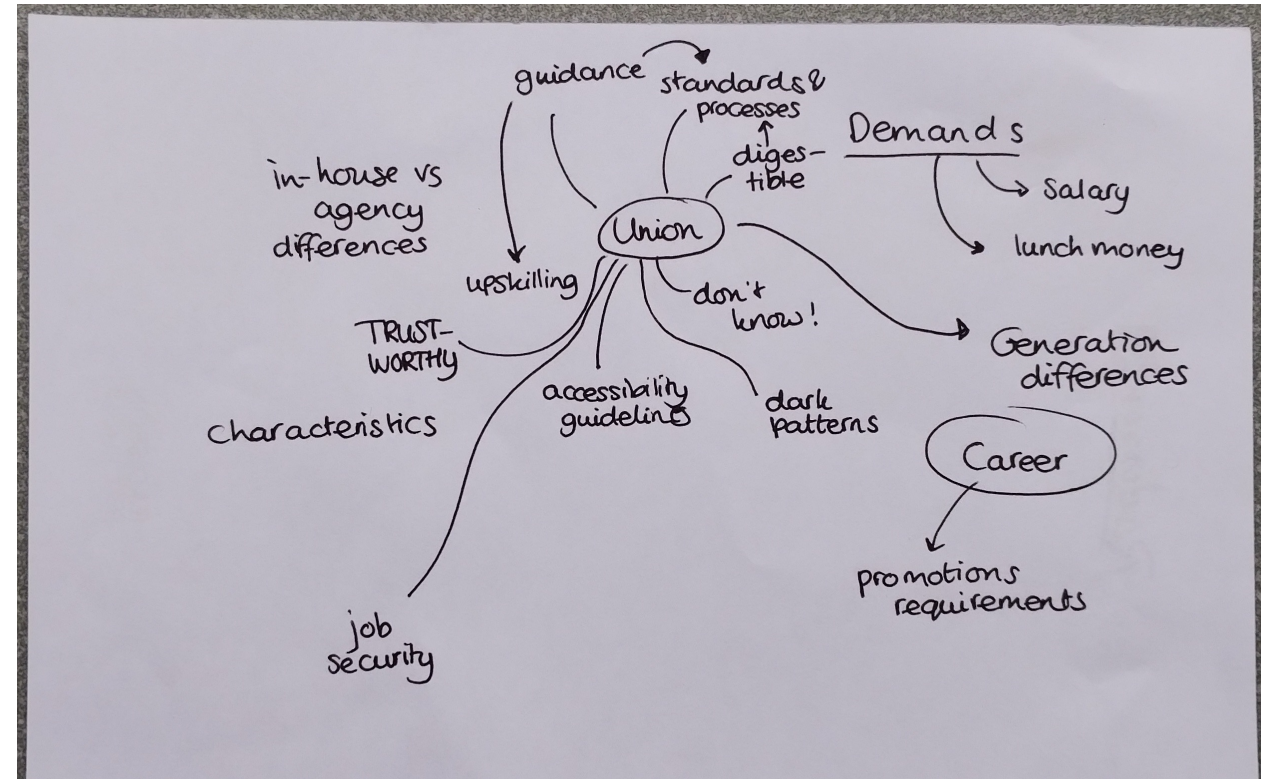
Last question ...

HOW ?

Thank you

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