

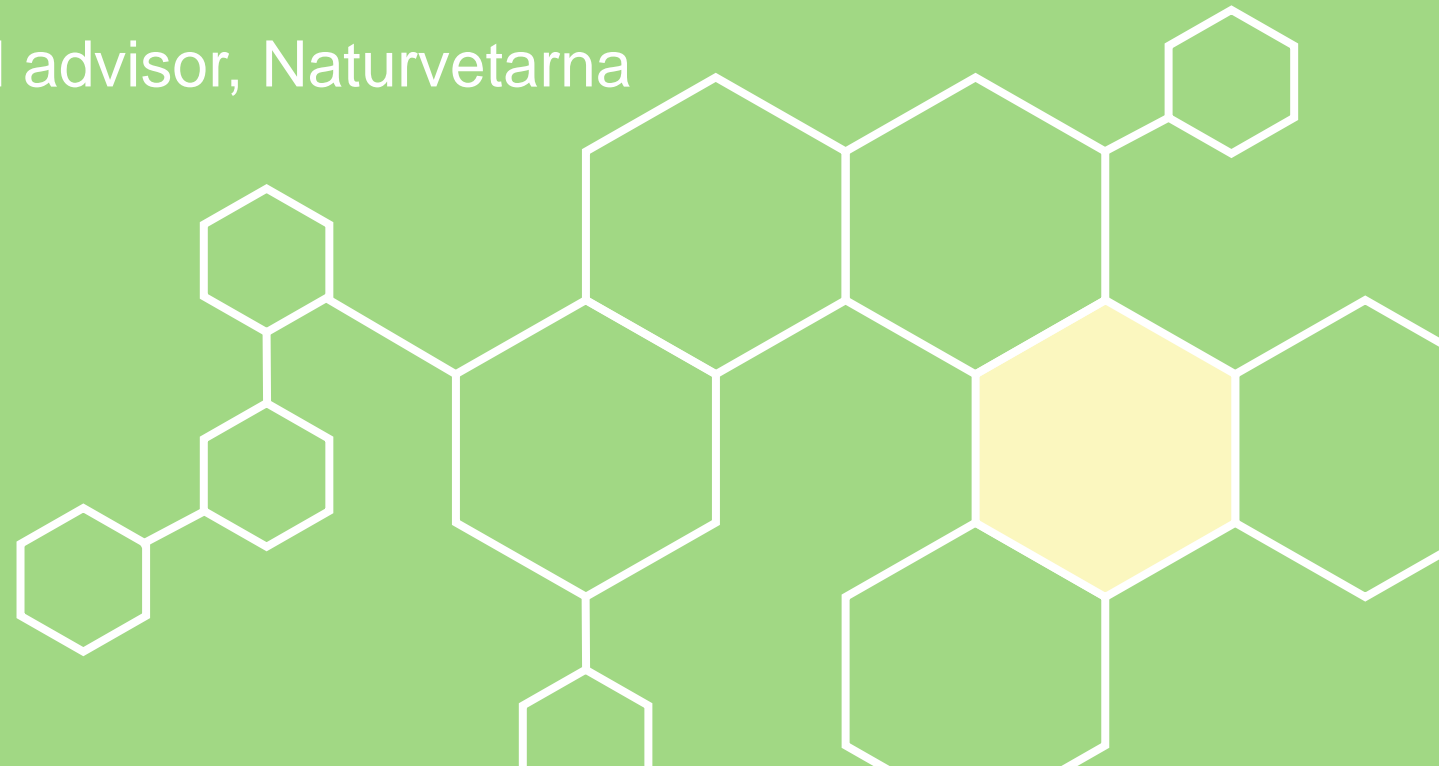
A close-up photograph of a petri dish held by a hand wearing a blue nitrile glove. The petri dish contains a white agar surface with numerous small, circular, reddish-orange bacterial colonies. A semi-transparent blue rectangular box is overlaid on the right side of the dish, containing white text. The background is blurred, showing a person's face.

**Welcome to research  
in Sweden!**

# Welcome to research in Sweden

Johanna Hedlund, negotiator and advisor, Naturvetarna

Frida Eneheim, negotiator and advisor, Naturvetarna



# Naturvetarna

## The Swedish Association of Professional Scientists

- Trade union
- University graduates in natural sciences
- Politically independent
- Part of the central union confederation Saco



**35 000**  
**members**  
Approx. 1/3  
have a PhD

# The Swedish Labour Model



Swedish labour law



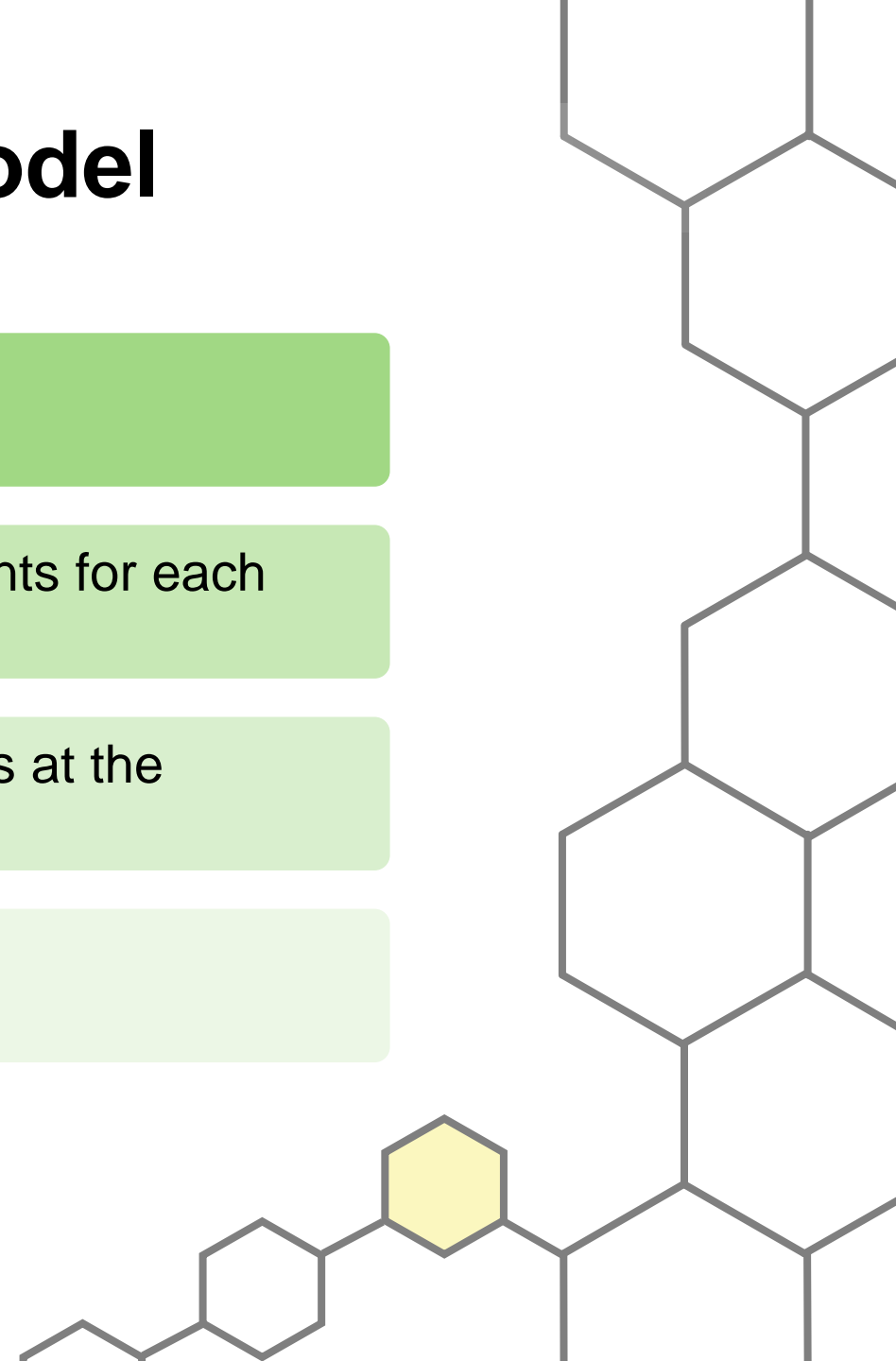
Central collective bargaining agreements for each sector/industry



Local collective bargaining agreements at the individual workplace



Individual agreements



# How did we end up here?

- Up until the 1930's: Swedish labour market was in chaos
- 1938: Saltsjöbadsavtalet = the Swedish model:
  - Defines the right to strike
  - The labour market parties set the rules and conditions for their sector/industry
  - Established right to organise; trade unions and employers' alliances



# Unemployment

Jobseeker at  
Arbetsförmedlingen

A-kassa  
(unemployment benefits)

For Naturvetarnas members:  
additional income insurance



# Arbetsförmedlingen

- **Register as a jobseeker:** no later than your first unemployed day
- Start applying for new jobs!



# A-kassa – unemployment benefits

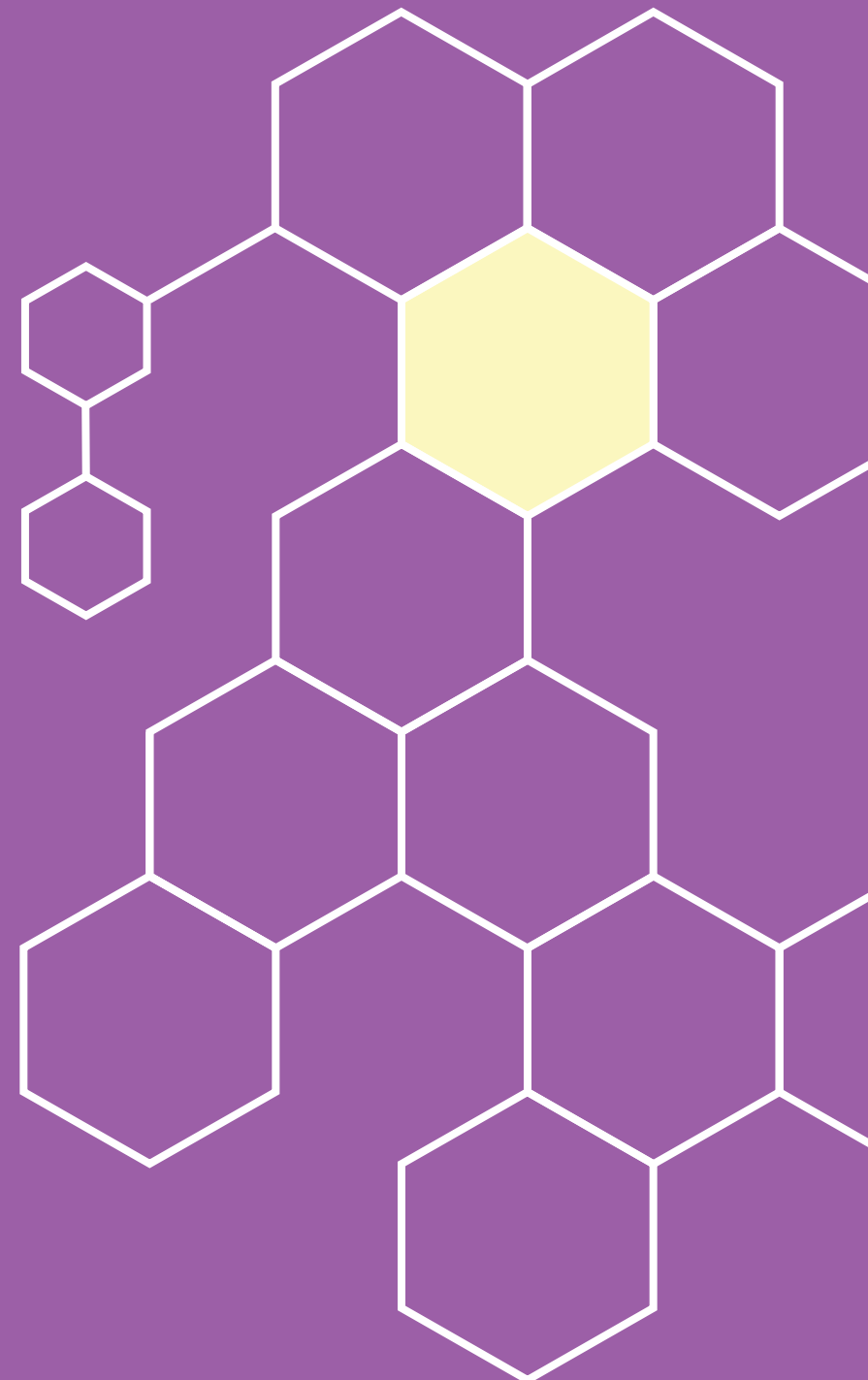
- You must be a registered jobseeker
- Monthly membership fee: 130 SEK/month
- AEA [www.aea.se](http://www.aea.se)
- Parted from the Union / Register separate
- Up to 80% of your previous salary, at most 33 000 SEK/month
- Compensation based on:
  - Previous salary
  - How much you've worked
  - How long you've been a member of a-kassa





# Naturvetarna's income insurance

- Included in Naturvetarna's membership fee
- Member of Naturvetarna at least 12 months
- Need to fulfill requirements for AEA
- Adds on top of unemployment benefits



# Types of employment

Permanent employment

Fixed term employment:

- **'Regular' fixed term employment (12 months):**  
with a start and end date of the employment.
- **Substitute employment (24 months):**  
a fixed term employment for temporarily replacing another employee.



# Salary

- Individual and differentiated
- Annual review if collective bargain agreement
- Set after a dialogue with the manager

**For members only:** access to salary statistics



# Social security system

## Two parts

### A residency-based element

- E.g. child allowances, housing benefit, parental leave at the minimum or basic level, dental care allowance

### An employment-based element

- Based on sickness benefit qualifying income (sjukpenninggrundande inkomst, SGI) and gives, for example, parental leave benefit above the minimum level and compensation during sick leave
- Our collective agreements provide supplementary cover

# | EU-citizen

## EU citizen

You are insured:

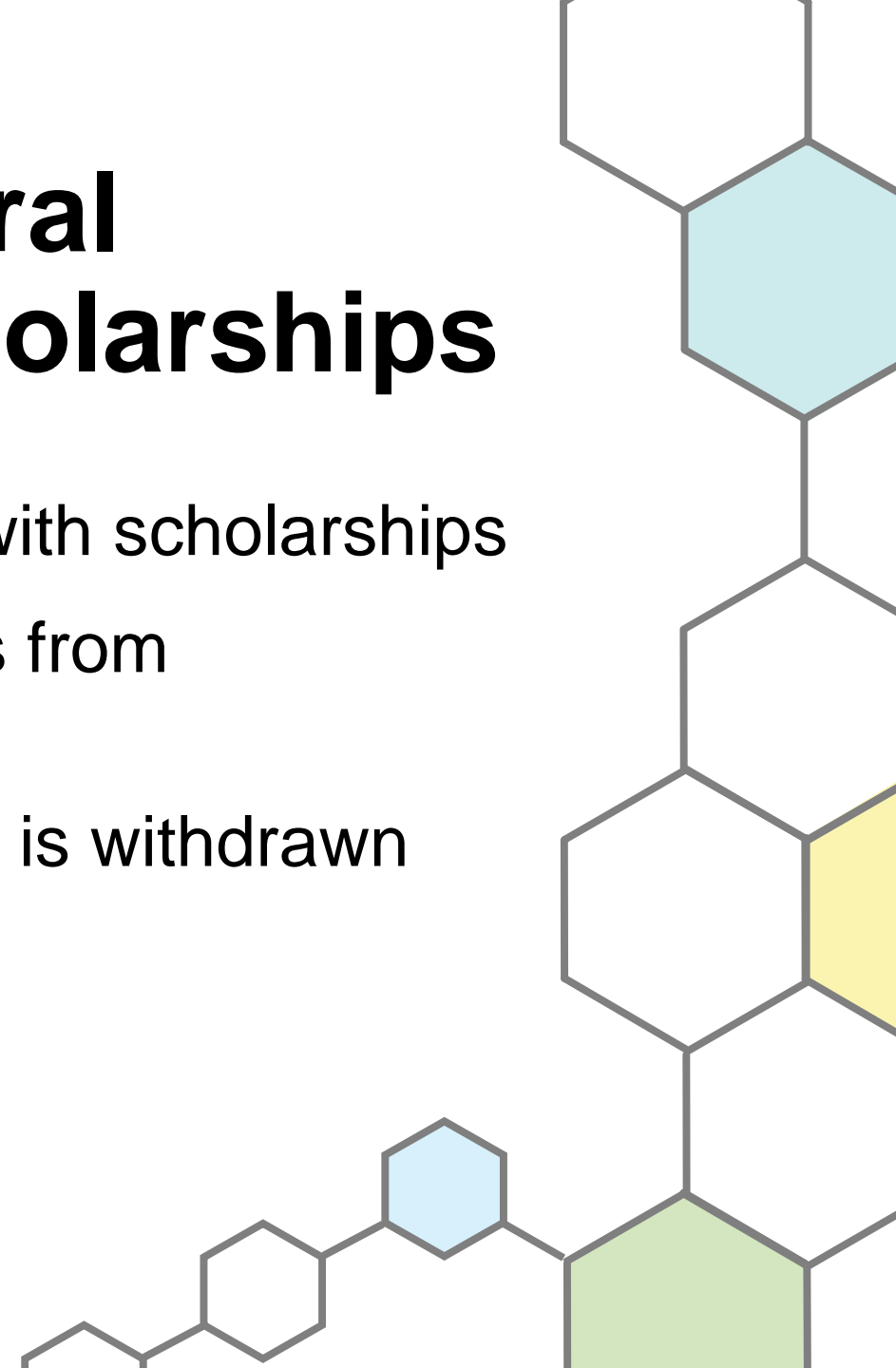
- In the country you work/are employed
- If not employed, then in the country where you are considered to be resident



# Insurance for doctoral candidates with scholarships

Insurance for doctoral candidates with scholarships

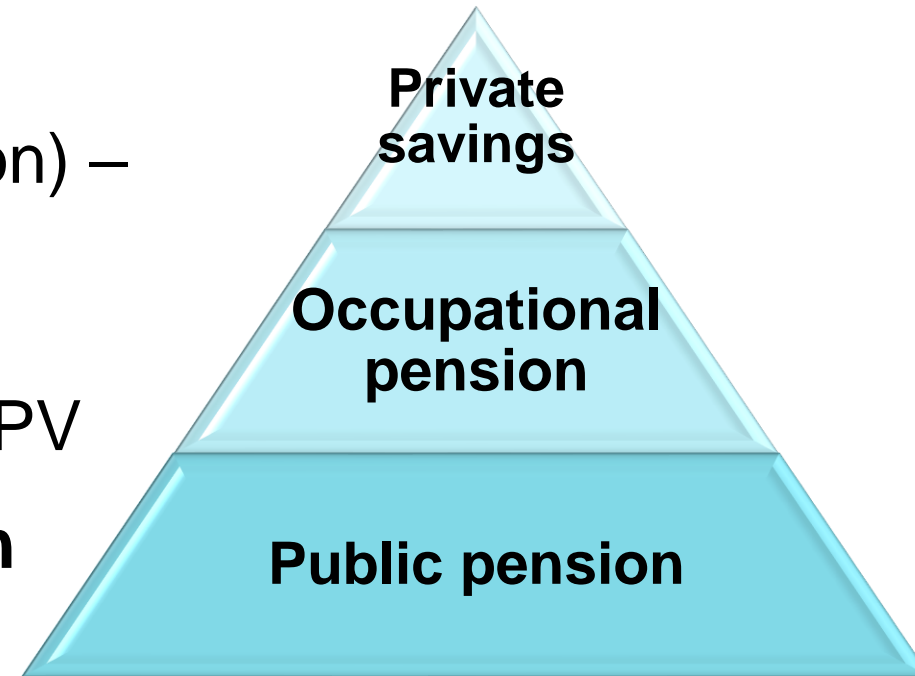
- Mandatory for public universities from January 1, 2014
- Compensation if the scholarship is withdrawn due to illness or parental leave



# The Swedish pension system

## Three types of pension

1. **Public pension** (legislation) –  
Pensionsmyndigheten
2. **Occupational pension**  
(collective agreement) –SPV
3. **Optional private pension savings**



# National registration

- National registration (folkbokföring)
- The Swedish Tax Agency = Skatteverket

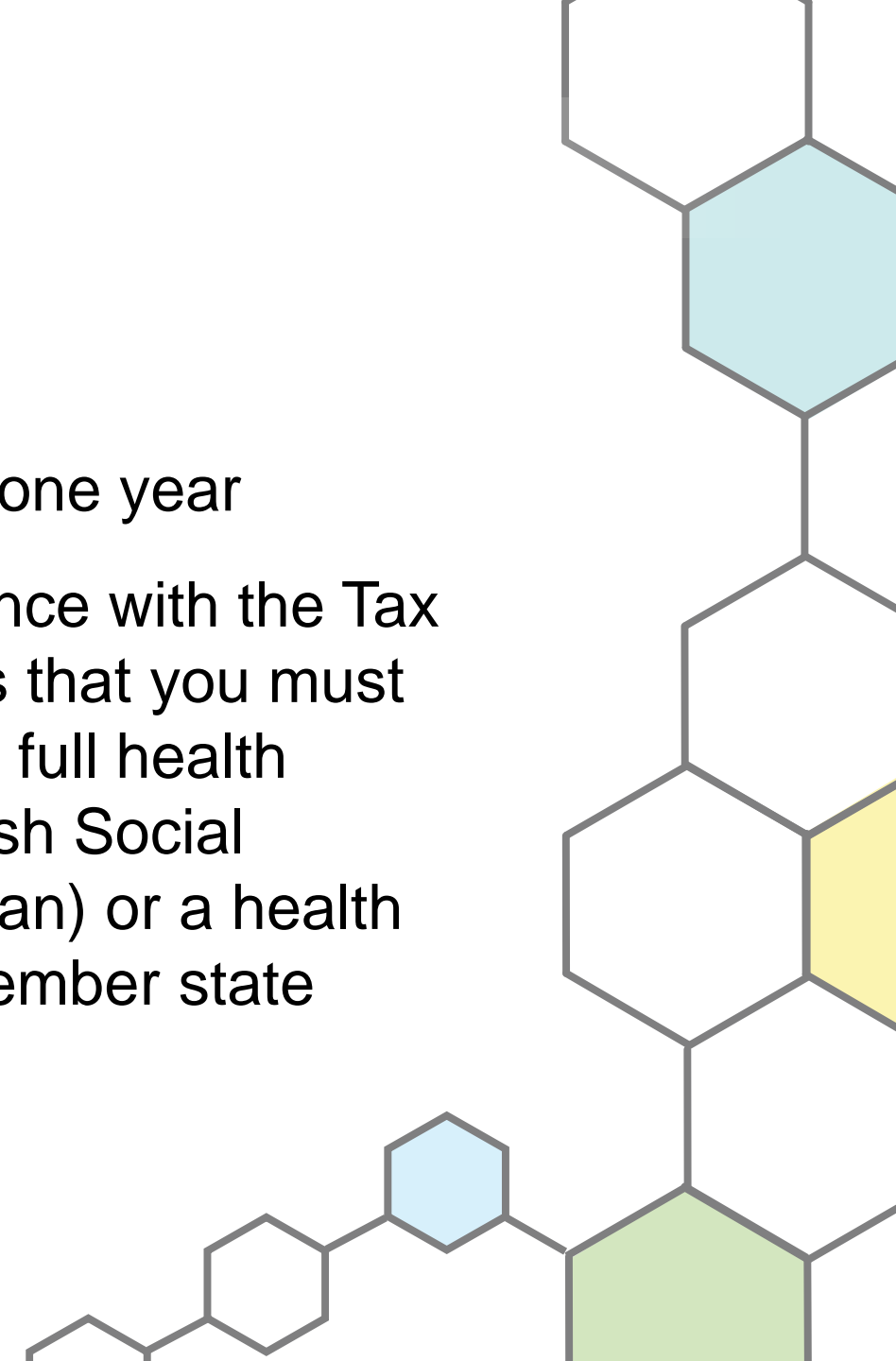




# EU-citizen

## To register you must:

- Intend to live in Sweden for at least one year
- Have a residence permit in accordance with the Tax Agency's assessment, which means that you must have means to support yourself and full health insurance, either through the Swedish Social Insurance Agency (Försäkringskassan) or a health insurance scheme in another EU member state



# Non-EU citizen

- You have the right to register in Sweden if you intend to live here for at least one year and can support yourself
- A residence permit is required but does not need to be valid for at least one year for doctoral candidates and accompanying family members.



# Naturvetarna works for you!

## Positions we actively work for:

- Universities should offer secure and long-term positions.
- Livable wages, not relying on grants
- Equal working conditions
- Immigrations laws should facilitate settlement of international experts and their families
- Expedite permit applications
- Assign coordinators to guide highly educated workers when moving to Sweden

## Naturvetarna – what we do

- Represent & support members in union issues
- Good working conditions
- Promote scientific competence
- Education should pay off
- Increased work life connection in educations
- Increased job security in academia





# Why Become Member?

- **Support & advice**  
Career, Working conditions, Salary
- **Security**  
Negotiation support, Insurances
- **Knowledge & inspiration**  
Labour market, Magazine, Newsletters
- **Networks**
- **Increase our influential impact**  
Local and central representation  
Promote scientific competence
- **Specialists on scientists!**  
Representation and support throughout your whole career

250 SEK/month  
(employed)

100 SEK/month  
(scholarship)



# For our members:



Monthly fee 250 SEK



Phone and e-mail support Monday – Friday



Help understanding collective bargaining agreements



Help reviewing contracts



Advice and support on matters of labour law and/or employment



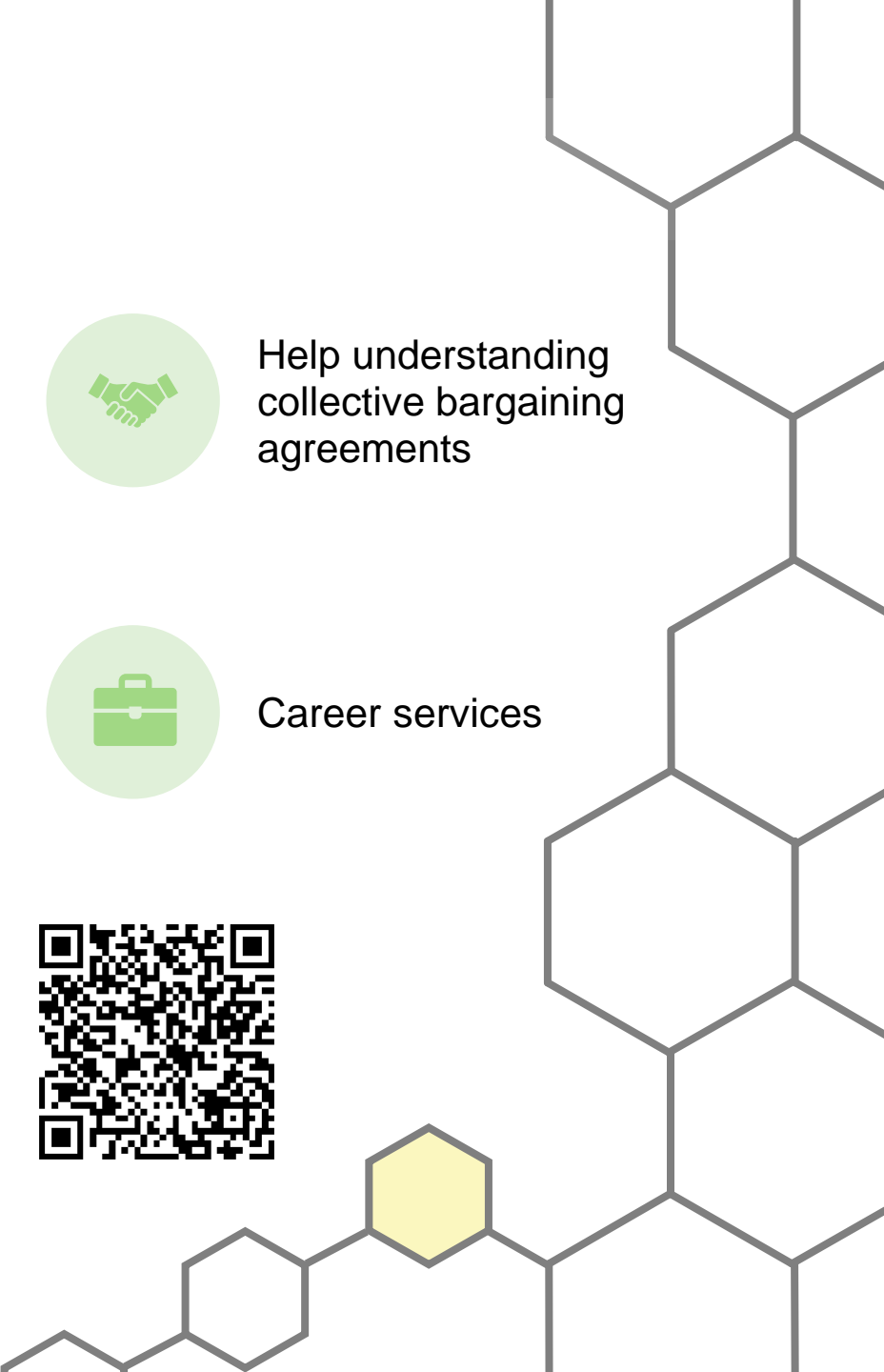
Career services



Salary support



Income insurance



# Want to know more?



Naturvetarna



Naturvetarpodden



Naturvetarna



Naturvetarna, naturvetarna\_student

[www.naturvetarna.se](http://www.naturvetarna.se)

Contact:

**Membership helpline:**

[radgivning@naturvetarna.se](mailto:radgivning@naturvetarna.se)

**Administration**

[info@naturvetarna.se](mailto:info@naturvetarna.se)

**Phone number: 08-466 24 80**

Become a member here!



# Thank you!

Emilie Beckman Bosson –  
Environmental Scientist  
Member of Naturvetarna