



# saco-s AKADEMIKER I STATEN

Are you an academic graduate?

## Join a Saco-S union



THE SACO-S UNIONS COVER THE WHOLE LABOUR MARKET. WE ARE EXPERTS ON YOUR EDUCATION AND PROFESSION.



# Saco-S for academic graduates

Salary and employment conditions are common to all academic graduates employed in the state sector. This is why 18 independent unions, all members of Saco (the Swedish Confederation of Professional Associations) have formed a negotiations organisation: *Saco-S Akademiker i staten*. All together we represent about 90 000 members. This creates an efficient organisation, supporting and strengthening our members. Your membership in a Saco-S union is based on your education and profession. Each union is expert on the issues vital to their membership group.

## **We create better conditions for academics**

Saco-S creates a platform for good working conditions for you. We negotiate collective agreements covering areas such as pensions, general employment conditions, holidays, sick leave, and parental leave.

We are convinced that satisfied employees and well-functioning governmental organisations go hand in hand. Our policy and our approach is consequently characterized by a desire to contribute to the development and performance of the state sector. The organizational goals and missions must be made visible and linked to the employees' responsibilities, competence, interests, and career opportunities.

Our salary policy is based on the assumption that your personal contribution to the organizational goals and mission is directly linked to the development of your salary. Salaries must be individual and differentiated, and salary levels and salary development must be competitive. Through our collective agreements, we also want our members to be able to influence their own work situation and work conditions based on personal preferences and priorities. This may involve issues such as salaries, working hours, number of vacation days or pension contributions.

The Saco-S unions do not only work with union issues, they are experts on professional issues that are of particular interest to your academic degree and employment labour market sector. Together, the Saco-S unions cover the whole labour market. We stand by you throughout your career, so you never have to change union if or when you get a new job in a different sector. In some cases, you can be a member of two unions at the same time without having to pay double fees.



## Saco-S in your workplace

In most government agencies there is a local Saco-S branch with a board that represents its members. The local branch is the hub of Saco-S activities, working to influence and develop your particular workplace. The members of the different Saco-S unions at a government agency come together under the umbrella of the local Saco-S branch.

### Membership that pays off

A considerable number of graduates employed in the state sector are members of a Saco-S union. This makes us a strong social partner with the resources to negotiate, provide support and advice when required.



#### Individual counselling

Are you going to apply for a new job, become a parent or are you facing a reorganisation at work, you may want to contact your union. We provide advice and support based on your unique situation. Our officials are experts on issues such as wage formation, conditions for holiday and overtime, employment contracts, redundancy and leave of absence.



#### Latest salary statistics

We have the largest database on graduate salaries – *Saco Salary Search (Saco Lönesök)*. A goldmine when it's time for the annual salary negotiations or when you are offered a new job.



#### Professional career support

We are serious about your career. We organize seminars, networking meetings, CV development, personal counselling, and employment interview training, all of which provide you with better opportunities in the labour market.



#### Insurance at advantageous rates

Having many members means we get good discounts. We can therefore offer generous insurance cover in areas such as home, health and life insurance.



#### Pension experts

We can guide you through the jungle of pension regulations.



#### Safety-net during unemployment

The graduates' unemployment insurance fund ([www.akademikernasakassa.se](http://www.akademikernasakassa.se)) provides one of the market's most cost-effective unemployment insurance solutions. *Please note that there is a separate application form for Akademikernas a-kassa.* Most Saco-S unions also offer an income insurance that is included in the membership fee. This insurance offers you an additional compensation in cases of involuntary unemployment and provides extra security for those on fixed-term contracts.

**Become  
a member!**

[www.saco-s.se](http://www.saco-s.se)



# Saco unions for state-employed academics



Akademikerförbundet SSR

## The Union for Professionals

Organizes professionals within behavioural sciences, economics and finance, HR sciences, social sciences and social work. [www.akademssr.se](http://www.akademssr.se)



## Akavia

Organizes graduates in business administration, economics, law, social sciences, computer and systems science, HR management and PR/communications. [www.akavia.se](http://www.akavia.se)



## The DIK Association

Organizes graduates in the culture and PR/communications fields. [www.dik.se](http://www.dik.se)



Fysioterapeuterna

## The Swedish Association of Physiotherapists

Organizes physiotherapists. [www.fysioterapeuterna.se](http://www.fysioterapeuterna.se)



## The Church's Graduate Association

Organizes priests, deacons, parish educationalists and all graduates employed within the Church of Sweden. [www.kyrka.se](http://www.kyrka.se)



Naturvetarna

## The Swedish Association of Professional Scientists

Organizes science graduates working in e.g. life sciences, soil, forestry and environment, the physical sciences, maths and data. [www.naturvetarna.se](http://www.naturvetarna.se)



PSYKOLOGFÖRBUNDET

## Swedish Psychological Association

Organizes psychologists, students of psychology programs, and PhD in psychology and education. [www.psykologforbundet.se](http://www.psykologforbundet.se)



SRAT

## Maritime Officers' Association

Organizes catering, engineer and nautical officers within the Swedish merchant fleet and on foreign-registered ships with Swedish officers serving on board. [www.sjobefalsforeningen.se](http://www.sjobefalsforeningen.se)

## SRAT

Organizes specialists, qualified executives and managers within the health, communications and management sectors. [www.srat.se](http://www.srat.se)



SVERIGES  
ARBETSTERAPEUTER

## The Swedish Association of Occupational Therapists

Organizes occupational therapists. [www.arbetssterapeuterna.se](http://www.arbetssterapeuterna.se)

Sveriges  
Arkitekter

## The Swedish Association of Architects

The professional and business organisation for all Sweden's architects. [www.arkitekt.se](http://www.arkitekt.se)



Sveriges  
Farmaceuter

## Swedish Pharmacists' Association

Organizes pharmacists, dispensing pharmacists and graduate pharmacists. [www.sverigesfarmaceuter.se](http://www.sverigesfarmaceuter.se)



Sveriges Ingenjörer

## The Swedish Association of Graduate Engineers

Organizes engineering graduates within all professional categories. [www.sverigesingenjorer.se](http://www.sverigesingenjorer.se)



Sveriges  
läkarförbund

## The Swedish Medical Association

Organizes doctors. [www.lakarforbundet.se](http://www.lakarforbundet.se)



SVERIGES  
SKOLLEDARE

## The Swedish Association of School Principals and Directors of Education

Organizes school principals and directors of education. [www.sverigesskolladare.se](http://www.sverigesskolladare.se)



## The Swedish Association of University Teachers and Researchers – SULF

The professional association for university teachers, researchers and doctoral candidates. [www.sulf.se](http://www.sulf.se)



## The Swedish Veterinary Association – SVF

Organizes veterinarians and veterinary students. [www.svf.se](http://www.svf.se)



Tjänstetandläkarna

## The Swedish Association of Public Dental Officers

Organizes Swedish dentists. [www.tjanstetandlakarna.se](http://www.tjanstetandlakarna.se)



Join a Saco-S union and get collective agreements, income insurance, personal advisory services, and salary statistics. **saco-s.se**