



We represent Sweden's  
academics!

# This is Saco

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*Saco, Sveriges akademikers centralorganisation (the Swedish Confederation of Professional Associations), is a confederation of 22 autonomous trade union associations. Together, we represent around 650 000 academics including students, researchers, employees, managers and entrepreneurs.*

## We believe in knowledge and education

Saco wants Sweden to become a leading knowledge nation. Knowledge and learning are obvious prerequisites for development and welfare. We work to promote high quality in education and research. We also work towards a tax and social insurance system that will promote work and education.

The associations within Saco represent members who have professions that are of utmost importance to the knowledge society. Education is the foundation of academics' contributions, but it is in their careers that this knowledge becomes professional expertise.

## Education should be rewarded

Education is an investment that must be rewarded and one way of doing this is with good working conditions. Increased responsibility must give a higher salary. This means being able to follow a performance-related pay progression and receiving a good lifetime salary. Salaries must encourage good performance, as both society and the individual benefit from this.

In order to strengthen the link between individual performance and salary, Saco believes that salaries should be decided locally, at the workplace. Expertise, performance and responsibility should govern salary levels. In order for this to work, all employees must have individual performance appraisals with the manager responsible for their salary. To support the local academics' associations and our members, we have long worked to gather information about academics' salaries. Saco also publishes current analyses and statistics, such as Saco Lönesök (Saco Salary Search).

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## SACO STUDENTRÅD – SACO STUDENT COUNCIL

Saco Studentråd is Sweden's largest union organisation for students, and is run by students for students. The member associations have a total of around 100 000 students in the majority of educational areas. The members range from those who are in their first year of higher education to doctoral students. Saco Studentråd influences education and labour market policies to improve the situation of students and new graduates.

[www.saco.se/student](http://www.saco.se/student)

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## SACO LÖNESÖK – SACO SALARY SEARCH

Knowing how much to ask for when applying for a new job or negotiating with your manager is not always easy. Your salary should reflect your expertise, performance and level of responsibility; your salary negotiation should evaluate your work over the year. The starting point is the demands placed by your employer and the results that you have achieved. As a member, you can contact your association for support and advice relating to salary issues and prior to employment interviews or salary negotiations. As part of these preparations, you can also study salary statistics. Saco and the associations have created the Saco Lönesök service, which you can use to make comparisons based on labour market sectors, gender, age, year of qualification or education.

You can benefit from Saco Lönesök when you:

- apply for a new job
- are preparing for salary talks
- move to a new position or receive new tasks
- are changing profession.

[www.saco.se/sacolonesok](http://www.saco.se/sacolonesok)

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## Better terms and conditions

Saco works to develop the rights and working conditions of academics. This includes looking at job security, forms of employment, discrimination in working life, workplace influence and stress in the workplace. We exert an influence by investigating and producing factual reports that are published in journals and as articles. The results are also presented at seminars, as replies to enquiries and in places where we can influence legislation and other important decision-making procedures.

Each association builds its activities on the basis of its members' specific needs. Membership in a Saco association is an insurance policy for your working life. Members benefit from traditional trade union services combined with expert knowledge of your education and professional area. Access to salary statistics, personal advisory services and income insurance policies are just a few of our valuable member services.

## An international labour market

Increasing numbers of academics work and study abroad for a period. At the same time, there is growing coordination of higher education, professions and labour market rules between different countries. Saco works with issues at Nordic, European and international levels. We think that recognition of degrees and social security when working abroad are important issues. Involvement in issues relating to expertise, the labour market and equality are also of great importance.

Saco has partners in a handful of international bodies, including the European Trade Union Confederation. EU regulations influence the terms and conditions on the Swedish labour market. We therefore monitor activities from our office in Brussels and are part-owner of Europaportalen.se, which provides information and debate about current European issues.

## Saco members have the right expertise

Saco believes in the abilities of Sweden's academics. As a member, you will receive individual support that is tailored to your situation, your education and your experience. Saco believes that individual solutions provide the security that academics need in today's changeable labour market.





Fredrik Larsson  
Technical director  
Photo: Kalle Assbring

## An association for your entire career

Saco's member organisations are organised on the basis of education and profession. The contemporary workforce is constantly changing and many people work in different industries throughout their working lives, moving between private and public employers. Despite this, there is no need for members to change their union. The associations can provide support and advice through your entire career.

Saco associations work to boost the status of your education and that of your profession and its conditions in the labour market. Regardless of whether you are new to the job or have many years of experience, we know how working life is and we know your value. As a member of a Saco association, you will receive better terms and conditions throughout your career - and security if you should end up out of work. Naturally, you can be a member whatever your position in the workplace or if you choose to start a company.

## The academic as manager

Moving into management is a natural step for many Saco members. With 140 000 managers among its members, Saco is one of Sweden's biggest organisations for managers. So it is natural for Saco to work with issues relating to leadership and management. We support academics at every point of their careers, whatever position they are in. Saco associations make a range of contributions to supporting and helping members develop and in their management roles. And of course, managers also need help with their working conditions.

## The academic as entrepreneur

It is important that people with good ideas who want to start businesses receive the right opportunities and support. Increased entrepreneurship boosts the growth and development of individuals and society. Many academics combine roles as a business owner and employee, and many change roles throughout their careers. Almost ten per cent of Saco's members run their own businesses. This makes Saco one of Sweden's biggest organisations for business people. So we naturally provide support and advice for people who are or wish to become entrepreneurs.

Most Saco associations also have special services for business owners. These may include financial and legal advisory services, insurance, training courses and networks.

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## SACO ARBETSMARKNADSDATA – SACO LABOUR MARKET DATA

Saco has produced Saco Arbetsmarknadsdata to provide members, journalists, information officers, administrators and researchers with an easily accessible tool to use when following the labour market for academics. Using this tool, it is quick and easy to produce tables and diagrams with unemployment figures based on age, gender, education and region.

[www.saco.se/arbetsmarknadsdata](http://www.saco.se/arbetsmarknadsdata)

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## SACO INCOME INSURANCE

The idea is that you should be able to live on your salary even if you are unemployed. Many Saco members earn more than what is provided by normal unemployment insurance (a-kassa), which means a drastic cut in income for those who only receive this. This is why all Saco associations have taken a joint decision to offer their members an insurance that provides additional payments. Most of the associations have a collective insurance policy that is included in the membership fee. Please contact your association for more information.

[www.inkomstforsakring.com](http://www.inkomstforsakring.com)

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## SACO OMSTART

Omstart gathers information for those with non-Swedish qualifications who wish to work in Sweden. Omstart helps newly arrived professionals/academics to find relevant information about their professions and their education. The aim is also to improve knowledge of how the Swedish labour market works. Omstart is unique in including general information about the Swedish labour market and specific information that is important to a range of professions.

[www.saco.se/omstart](http://www.saco.se/omstart)

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## Politically independent

Saco is politically independent. We concentrate on issues relating to academics' employment, education, research and the labour market. By debating and creating opinion, we increase understanding about academics' conditions and the importance of academic expertise.

## Do you want to join us?

Saco consists of 22 independent associations, and you can become a member of one of these. The contact details for all Saco associations are given below. If you are unsure which one is best for you or if you want to know more about them, please visit [www.saco.se](http://www.saco.se).

## Low fees

What does membership cost? As member benefits differ between the associations, it is difficult to give an exact answer. However, the associations' fees are generally low when compared to other trade unions. We also have a low AEA fee (unemployment insurance for academics). Read more at [www.aea.se](http://www.aea.se).





Cecilia Sundberg  
Construction engineer  
Photo: Peter Rosén

# Saco associations

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Akademikerförbundet SSR (The Union for Professionals)

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

+46 (0)8 617 44 00

Civilekonomerna

(The Swedish Association of Graduates in Business Administration and Economics)

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

+46 (0)8 556 912 00

DIK (DIK Association)

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

+46 (0)8 466 24 00

Fysioterapeuterna

(Swedish Association of Physiotherapists)

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

+46 (0)8 567 061 00

Förbundet Sveriges Arbetsterapeuter (The Swedish Association of Occupational Therapists)

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

+46 (0)8 466 24 40

Jusek

(The Swedish Union of University Graduates of Law, Business Administration and Economics, Computer and Systems Science, Personnel Management and Social Science)

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

+46 (0)8 665 29 00

Kyrkans Akademikerförbund

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

+46 (0)8 441 85 60

Lärarnas Riksförbund

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

+46 (0)8 613 27 00

Naturvetarna (The Swedish Association of Professional Scientists)

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

+46 (0)8 466 24 80

Officersförbundet

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

+46 (0)8 440 83 30

Reservofficerarna

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

+46 (0)8 613 48 50

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Saco-förbundet Trafik och Järnväg

[www.tj.nu](http://www.tj.nu)

+46 (0)8 14 29 65

SRAT

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

+46 (0)8 442 44 60

Sveriges Arkitekter (The Swedish Association of Architects)

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

+46 (0)8 505 577 00

Sveriges Farmaceuter (Swedish Pharmacists Association)

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

+46 (0)8 507 999 00

Sveriges Ingenjörer (The Swedish Association of Graduate Engineers)

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

+46 (0)8 613 80 00

Sveriges läkarförbund (The Swedish Medical Association)

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

+46 (0)8 790 33 00

Sveriges Psykologförbund (The Swedish Psychological Association)

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

+46 (0)8 567 064 00

Sveriges Skolledarförbund

(The Swedish Association of School Principals and Directors of Education)

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

+46 (0)8 567 062 00

Sveriges Tandläkarförbund (The Swedish Dental Association)

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

+46 (0)8 666 15 00

Sveriges universitetslärarförbund (The Swedish Association of University Teachers)

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

+46 (0)8 505 836 00

Sveriges Veterinärförbund (The Swedish Veterinary Association)

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

+46 (0)8 545 558 20

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Saco, the Swedish Confederation of Professional Associations, is the umbrella organisation for Sweden's academics. We are a politically independent trade union organisation. Saco's 22 independent associations represent professional and educational groups from the entire labour market, including business owners. What our member associations have in common is academic education, knowledge, expertise and professional pride. Total membership is 650 000 academics. As a representative of Sweden's academics, it is natural for Saco to exert a constant influence on the level of knowledge in Sweden. Education and research generate knowledge, which is an investment in both society and the individual - and is one of the most important factors in a society's growth and development.



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