

Grow even
stronger with us



NATURVETARNA .SE



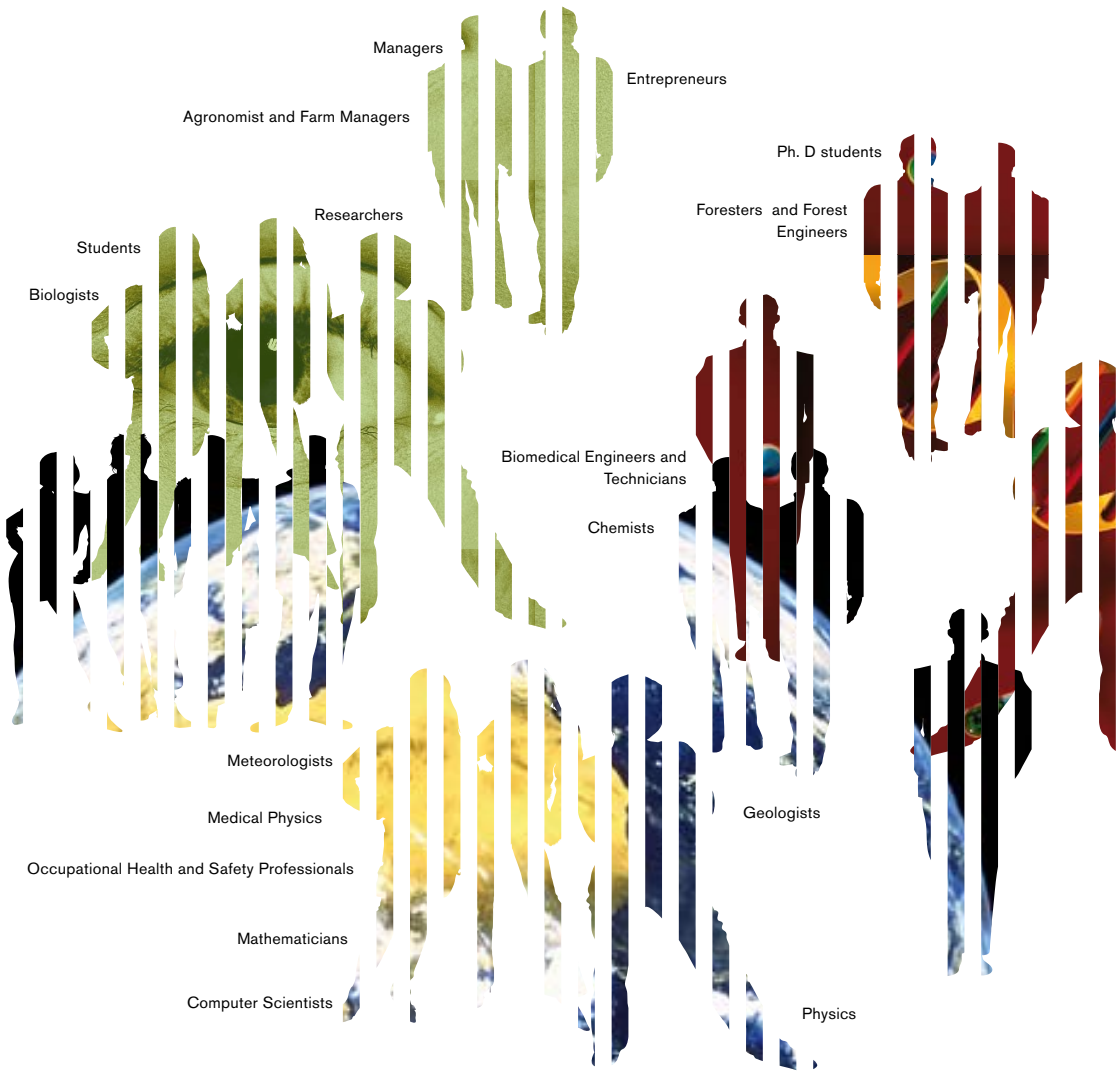
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The highway to professional development and security

The Swedish Association of Scientists is one of Sweden's fastest growing trade union organisations. Many science graduates have already discovered the benefits of belonging to an organisation that is politically free and specialised in representing and supporting them.

Our work involves typical union issues, such as salaries, work conditions and negotiations, but we also focus on providing career support. Our aim is to ensure that our members feel secure in their working environment and have an opportunity to develop professionally. Your support is important. With more members our influence increases. We are currently pursuing an intensive socio-political programme to enhance the working conditions of our members, and to support scientific research and education.

The Swedish Association of Scientists now includes close to 31.000 university and college educated scientists. The Swedish Association of Scientists is one of 23 independent trade union organisations that are members of The Swedish Confederation of Professional Associations, Saco.



Managers

Entrepreneurs

Agronomist and Farm Managers

Ph. D students

Researchers

Foresters and Forest Engineers

Students

Biologists

Biomedical Engineers and Technicians

Chemists

Meteorologists

Medical Physics

Geologists

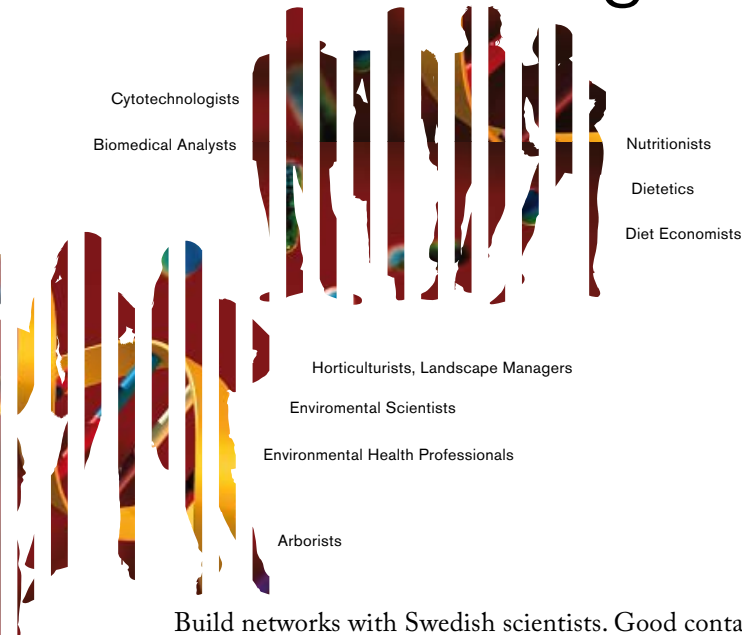
Occupational Health and Safety Professionals

Mathematicians

Computer Scientists

Physics

Strong individuals are unbeatable together



Build networks with Swedish scientists. Good contacts will help you in the job and to move forward in your career. This applies whether you are staff, manager, entrepreneur or student.

In the Swedish Association of Scientists questions of professional development and work situation are closely linked. With good conditions, you have a better opportunity to do a good job with benefits for both yourself and your workplace. By acting against politicians, the public and employers, we implement improvements.

By focusing our arguments on how science graduates develop society we often manage to reach a broad support. That applies especially to research and education policy, which is crucial for scientist's success on the labour market. If Sweden is to be competitive, vigorous research efforts and market-based salaries for science graduates are required. Equally obvious is our demand that science education should be of good quality, to ensure that there is a high demand for the graduates on the labour market.

In a changing labour market the Swedish Association of Scientists offers security and development. This applies regardless of your current position, situation and where you work. We operate through collective working agreements, individual employment contracts, negotiation, training, personal counselling and by influencing public opinion. All based on a solid knowledge of our members' skills and what they can accomplish.

ESPECIALLY FOR:

STUDENTS

COUNSELLING Our student ombudsmen strive to provide you with a solid foundation for your professional life.

KNOWLEDGE We inspire and develop you through seminars, information and our magazine – Naturvetare.

CAREER SERVICE Our professional help includes CV-coaching and interview training.

INSURANCE Our student accident insurance covers you around the clock. In addition, we offer a favourable home insurance.

NETWORKS Gain from experienced scientists' advice.

INFLUENCE You can change your own and other scientists' future. Get involved as a student ambassador or join our student council.

PH.D STUDENTS

COUNSELLING Our doctoral ombudsman provides advice, support and negotiation assistance.

CAREER SERVICE We prepare you for life after the dissertation.

INSURANCE Our income insurance supplements our unemployment fund and existing collective agreement regarding security. In addition, you are covered by an accident insurance.

INFLUENCE Join us and support our work to improve conditions for graduate students and junior researchers.

WORKING CONDITIONS With our salary statistics and practical tools you are better prepared for a constructive dialogue with your manager.



Regardless of position and where you work



MANAGERS

LEGAL ADVICE Responsibility for operations, budget and work conditions, etc. makes you vulnerable. Our labour lawyer provides you with a good legal support.

WORKING CONDITIONS With our advice on wages and how to negotiate, the result is often improved.

CONTRACT AUDIT As a manager you should always let our experts review your employment contract before signing.

PERSONAL DEVELOPMENT We offer qualified speakers, seminars and training courses to develop your leadership.

ECONOMIC SECURITY Our income insurance supplements our unemployment fund so that you don't have to worry about your economy in periods between jobs.



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There are plenty of career coaches, but our strength is our experience in supporting science graduates. As a scientist your career is rarely given, but in return you face broad opportunities that allow you to grow and take on new challenges. Perhaps you want to change your line of business? Become a manager or simply find more rewarding and challenging tasks? Naturally we also offer support to those who go from studies to work. With our backing you can improve your chances of getting the job that you want. Your skills, together with a membership is your best security against a changing labour market. The importance of this can not be overestimated.

OUR CAREER SERVICE

CAREER COUNSELLING Personal advice about your career opportunities.

CAREER PLANNING To identify your skills as well as your strengths and weaknesses. Useful exercises when you are looking for a new job, want to develop in your present job or before a salary negotiation.

CAREER PROFILE ANALYSIS Clarifies your motivation. You receive personal feedback from our certified career counsellors.

LABOUR MARKET We analyze the labour market for science graduates and know which employers to approach. Valuable information and inspiration as you face a crossroad.

CAREER DAYS Seminars and workshops that inspire and develop you in your professional role.

JOB SEARCH We provide support and tools throughout the processes.

CV COACHING A effective application takes you to the interview.

NETWORKS Help a colleague, and gain support when you need it.

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Career on your own terms



Together we can increase the value of scientific knowledge by making it clear to each and everyone what a scientist can accomplish. Introduce yourself as a science graduate next time and explain why your work is important. This is also an excellent preparation for any discussion regarding your professional development and salary. In this and in many other situations, it is wise to consult with us first. It can result in several thousand Swedish kronor more in your wallet every month. To provide you with quick and qualified advice our service is staffed with an attending ombudsman every working day during office hours. As we see it; it should pay to be a scientist.

OUR SERVICE

AGREEMENT We negotiate collective working agreements and with our support you can achieve a good employment contract even if you work at a workplace without collective agreement. Obviously, we can also help you negotiate individual arrangements with the employer in addition to existing agreements

SALARY INCREASE A collective agreement generally entitles you to a yearly salary increase. Sweden's best salary statistics for scientists and our tools prepare you.

WORKING HOURS With our help you can come to an agreement with your employer and receive compensation for overtime.

SECURITY AGREEMENT A collective benefit which entitles you to support and help if you face downsizing and reorganizations.

HEALTH INSURANCE A collective benefit that can give you sick pay and disability pension if you face an accident or illness.

SUPPLEMENTARY PENSION A collective benefit and an important complement to public and personal pensions. Ask us for advice on how to proceed if your workplace lacks a collective working agreement.

PARENTAL SALARY A collective benefit that supplements social security when you are on parental leave.

Achieve your true market value



Ivar de la Cruz is President of the Academic Association at Astra Zeneca in Södertälje. For him, it is obvious that with more members we have a better chance to negotiate good collective working agreement. Your support is especially important today with a more international labour market. While we need a common framework, it is very important to defend the Swedish model. Contrary to legislation, collective agreements can be adapted to the line of business. In addition, you get good protection at a relatively low cost for your employer. Most employers are well aware of this and support the Swedish model.

THE VALUE OF A COLLECTIVE WORKING AGREEMENT (in swedish: *KOLLEKTIVAVTAL*)

AN EXAMPLE Anders is 39 years old and he has been working for a year and a half at a relatively new biotechnology company. He has a son that attends kindergarten since a few months.

COLLECTIVE AGREEMENT Industry and Chemistry
MONTHLY SALARY 39 000 SEK
WORKING HOURS Full-time without overtime pay
PARENTAL LEAVE 90 days
SICK LEAVE 15 days on one occasion
LEAVE WITH PAY BECAUSE OF ILLNESS IN FAMILY Two days

THIS IS WHAT ANDERS IS ENTITLED TO BY COLLECTIVE WORKING AGREEMENT

ABRIDGED ANNUAL WORKING TIME 9 400 SEK
COMPENSATION FOR OVERTIME 12 000 SEK (an extra vacation week)
HOLIDAY BONUS 9 400 SEK
PARENTAL SALARY 23 100 SEK (paid up to four months)
SICK PAY* 3 400 SEK
LEAVE WITH SALARY 4 000 SEK
SALARY INCREASE CIRKA 3 per cent 14 000 SEK

Fees that are paid for by the employer

INSURANCE FOR THOSE INJURED AT WORK, TFA 4 680 SEK
INSURANCE FOR SITUATIONS OF CHANGEOVER 4 680 SEK
AGE-, ILLNESS- AND FAMILY PENSION, ITP 51 825 SEK
AGE PENSION, ITPK 9 516 SEK
LIFE INSURANCE, TGL 600 SEK

TOTAL 146 601 SEK/YEAR

*For longer periods of illness the collective agreement is even more important. At six months' sick leave Anders would receive a compensation of about 70 000 kronor in the example above.

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Don't take collective agreements for granted



We offer security that increases your career possibilities. Your expertise is an obvious pillar. Instead of lifetime employment, we want to see lifelong learning. This assumes of course that your employer has a responsibility to develop your skills during your employment. Sometimes it is simply better or necessary to leave your present employment. If you are faced by downsizing or reorganization, we can help you to see the possibilities down the road. With our income insurance there is no need to worry about your economy when you stand in between jobs.

NATURVETARNA BETWEEN JOBS

CAREER SERVICE You receive support and help to advance in you career.

NETWORKS Contacts within your field of work are always important, but when you're looking for a new job, your professional organization can be of extra value.

UNEMPLOYMENT FUND Our members can join our unemployment fund, AEA. AEA has low fees and good service.

INCOME INSURANCE Our income insurance is included in the membership to complement the compensation from our unemployment fund. You may retain as much as 80 percent of your income during the first half year as unemployed.

SECURITY AGREEMENT A collective agreement that gives you the right to career support and financial compensation if you are dismissed from a covered workplace.

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Are you safe enough to
take a chance?



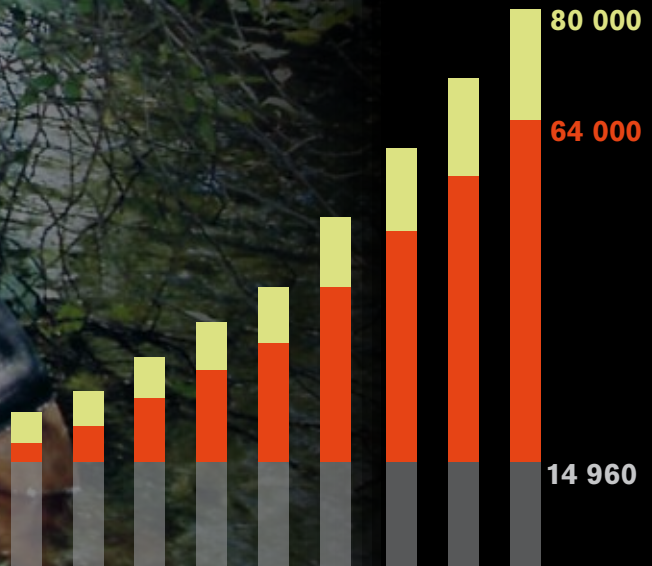
If you are worried about your economy it's difficult to concentrate on finding a new job. Our income insurance supplements our unemployment fund, AEA, so that you may get as much as 80 percent of your previous income during the first half year as unemployed. Our income insurance covers salaries up to 80 000 SEK per month instead of the 18 700 SEK per month limit in the unemployment fund. Those who wish to prolong the period of protection can also sign up for an additional insurance.



Secure your income between jobs

NATURVETARNA INCOME INSURANCE

SALARY	AEA	SUPPLEMENT	TOTAL
22 000	14 960	+2 640	17 600
25 000	14 960	+5 040	20 000
30 000	14 960	+9 040	24 000
35 000	14 960	+13 040	28 000
40 000	14 960	+17 040	32 000
50 000	14 960	+25 040	40 000
60 000	14 960	+33 040	48 000
70 000	14 960	+41 040	56 000
80 000	14 960	+49 040	64 000



JOIN US NOW



THE SWEDISH ASSOCIATION OF SCIENTISTS
Planriavägen 13 Box 760 S-131 24 Nacka
+46 (0)8 466 24 80 info@naturvetarna.se

NATURVETARNA ^{STUDENT}

10 SEK

The first year is free of charge and the fee thereafter is 10 SEK per month as long as you remain a student.

NATURVETARNA ^{PH.D}

110 SEK

If you have employment and receive a salary you pay 110 SEK per month. Otherwise you pay the student fee of 10 SEK per month.

NATURVETARNA ^{ENTREPRENEUR}

85 SEK

Much of what we offer is also interesting for those who operate their own business. You pay only SEK 85 per month to belong to an unbeatable network.

NATURVETARNA ^{REGULAR}

230 SEK

Our membership fee is lower than most other unions. You pay only 230 SEK. If your income is below 20 000 SEK per month you can apply for a reduction.

Application:

First Name _____ Last Name _____

Civic Registration Number(10 digits) _____ Phone _____

Address _____

Postal Code _____ City _____

E-mail _____

Employed Unemployed Entrepreneur Student Ph. D with employment Ph. D without employment

EDUCATION

University Degree

5 years or more 4 years 3 years 2 years Not concluded

Year of conclusion _____ Main Subject _____ University/College _____

Higher Degree

Ph. D Other Not concluded

Year of conclusion _____ Main Subject _____ University/College _____

WORK

Work Sector

Private Municipality Country Council State Entrepreneur

Employer _____

City _____ Company Registration Number _____

Title _____

OUR UNEMPLOYMENT FUND (AEA)

I want to join AEA, send me an application I am already a member of AEA

REMEMBER!

- ¹ We negotiate collective working agreements to provide you with better working conditions.
- ² We offer you the ability to influence your employment through workplace associations.
- ³ We provide personal support in all matters related to work.
- ⁴ We offer the best career services for science graduates.
- ⁵ We market science skills.
- ⁶ We offer financial security when you are between jobs.
- ⁷ We also offer low fare subscriptions, training, insurance and pension advice.

NATURVETARNA^{.SE}

NATURVETARNA

Kundnummer 201 132 73
131 20 Nacka

SVERIGE
PORTO BETALT
PORT PAYÉ