

# The Swedish Association of Professional Scientists

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Nils Holmqvist - meteorolog.  
Medlem i Naturvetarna.

# Saco-s is a confederation of academic unions



# Saco-S at Karolinska Institutet



- Local board of Saco-s – Chairman Assoc. Prof. Torkel B Falkenberg
- Handles all collective questions for Saco members such as salary, PhD ladder, redundancy processes, local conflicts etc.
- 2600 members at KI – ca. 1000 Naturvetarna
- Place in Konsistoriet, board of research, board of research education, and board of education, and RU (academic positions)
- Meets with HR every second week for dialogue regarding upcoming changes at KI and also negotiations (mostly redundancy processes approx. 100 this year)
- Local representation at most departments
- <https://ki.se/en/staff/union-organisations>
- <https://ki.se/medarbetare/kontakta-saco-s-pa-ki>

# Contact union role (Naturvetarna)



- Service
- Negotiations
- Educate local representatives
- Ensure equal treatment for all Saco-S members at KI



# Member union role

- Individual cases and conflicts
- Work law related legal proceedings
- Salary advice and statistics for the Swedish job market
- Income insurance in case of unemployment
- Career advice, polishing LinkedIn profiles and personal letters etc.



**Medicinska  
Föreningen**

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# New academic track system at KI from April 2018

[https://ki.se/sites/default/files/2018/04/18/anstallningsordningen\\_beslutad\\_171204.pdf](https://ki.se/sites/default/files/2018/04/18/anstallningsordningen_beslutad_171204.pdf)

## Anställningsordning för lärare vid Karolinska Institutet

Fastställt av Konviktariatet 2017-12-04

Den 1-8/12/2017

Gäller från och med 2018-04-01

Erstatter anställningsordning för Karolinska Institutet dnr 1.7132018

# Reality for postdocs at KI and in Sweden

- PhD – 4 years (max 8 year) can be prolonged
- Stipend Post doc (2 year) if funding converted at KI (non-swedish PhD or ex-pat)
- Stipend Post doc on own funding (no time limit)
- Postdoc according to collective agreement (2 year) should be prolonged (up to 3 years after PhD)
- ALVA 2 year (non-prologated)
- BUL max 6 years – potential for sc. "psuedo-tenure" (up to 5 years after PhD)
- BUL reform – very few will be offered at KI
- Stipend holders does not qualify for unemployment benefits, sick leave, full parental leave or pensions



# Academic reality – "tenure" takes time

- PhD student 4 y
- Post doc (abroad) URA or fellowship 2 y
- Post doc (central collective agreement) 2 y
- Researcher LAS 5§ ALVA 2 y
- Bitr Lektor HF (max 6 y) 6 y
- Hopefully tenure after\* 16 y

\*If you have 2 years funding left of an ERC or Wallenberg Grant

"Simply put, most PhD students need to make plans for a life outside academic science. And more universities and PhD supervisors must make this clear." Nature 550 (429) 2017

\*Enl anställningsordningen vid KI Vetenskapsrådet, European Research Council (ERC), Wallenberg stiftelsen (WAF), eller SSF (Framtidens ledare)) som täcker kostnaderna för löner, hyra, material och övriga projektrelaterade kostnader för forskningsverksamheten i minst två år efter slutdatum för anställningen som biträdande lektor.

# Who are Naturvetarna?

- We are experts on the Swedish labor market for scientists, and the services and benefits we offer are purpose-designed for you
- We organize members in all sectors of the Swedish work market – life science and pharmaceutical industry as well as academia, as well as hospitals and laboratories
- We have ca 10000 members in the government sector, ca 5000 in academia (medicine and natural science)
- 25% of our 33000 members have a PhD

# We offer

- We offer all our individual counselling services in English. Both negotiations and career services are manned by PhD holding colleagues.
- Our fee is 90 kr/month for stipend holders
- Preferential insurance, Personal legal insurance, Membership Helpline, Contract Advice, Career dialogue, LinkedIn coaching, CV coaching, Interview coaching, Career profile analysis, Personal profile analysis, Salary statistics, Salary dialogue coaching Bank loans

# HELP – a new offering



**Juristförsäkring - your own lawyer**

## **Legal areas covered by Juristförsäkring**

- Family law
- Home & property
- Consumer rights & sale's law
- Sickness benefit & compensation
- Inheritance law
- Marriage & partnership
- Identity theft & online harassment
- HELP insurance is 35 kr/month

# What do we want

- End of stipends for post docs and PhD students
- Permanent employment offered after the first post doc
- More base funding for academic research
- Increased mobility within academia and with the private sector as well as the rest of the Swedish labor market
- International mobility for academics to Sweden and out of Sweden

# Advocating against stipends

11 artiklar • Tidning och nyheter • 2018 • Stipendier skapar A- och B-lag på labb



Forskare på semester i läroplanen: Andersson, Hultén, Kärn, Eriksson, Bengt, Jönsson, Andersson och Eke. Bilden

## Stipendier skapar A- och B-lag på labb

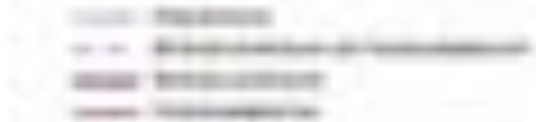
## ”Skandal att staten utnyttjar forskare”

Att staten, år efter år, ser genom fingrarna med det faktum att högt kvalificerade människor utför arbete med usla villkor på statliga myndigheter är en skandal, skriver Ivar de la Cruz, ordförande Naturvetarna och Mats Ericson, förbundsordförande SULF.

12 jun, 2018 Svenska artiklar  
Svenska artiklar







Age Group	Yes (%)	No (%)
18-24	75	25
25-34	80	20
35-44	70	30
45-54	75	25
55-64	60	40
65 and over	55	45

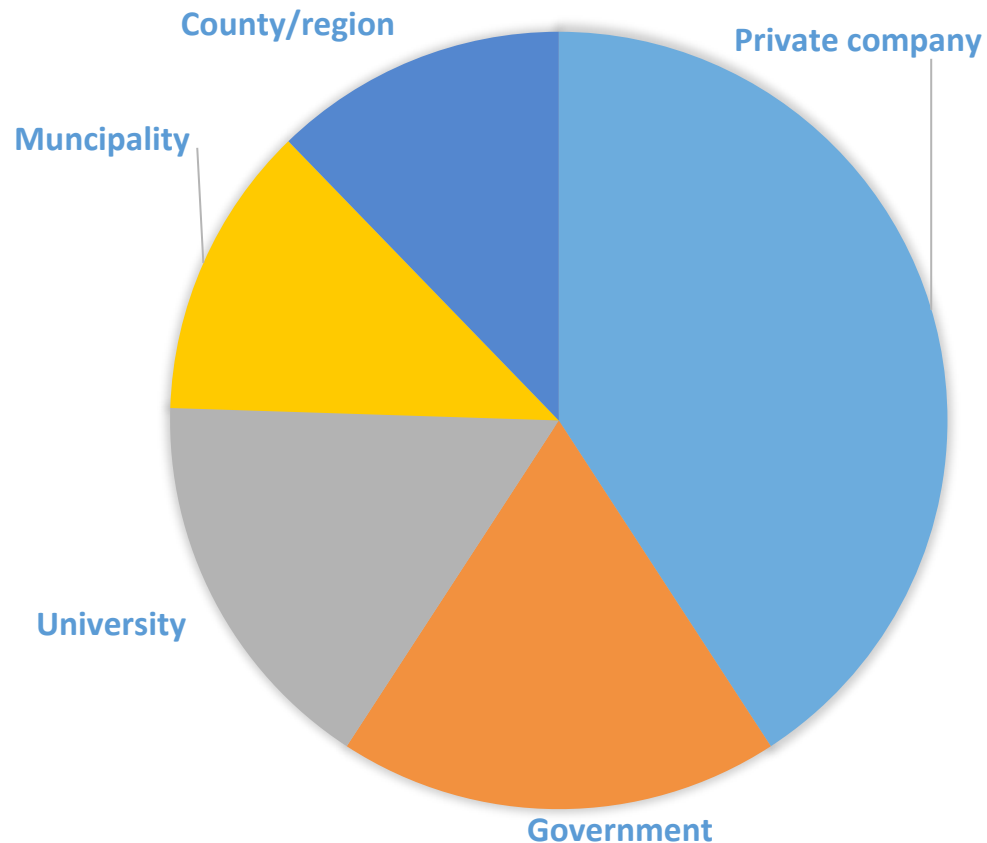
# KI in numbers

- Professor 363 (-1%)
- Associate Prof 142 (0%)
- Adjunct 159 (-2%)
- Researcher 353 (-2%)
- Assist Prof 196 (5%)
- Post doc (employ) 353 (2%)
- Post doc (stipend) ca 600 (??)
- PhD stud 879 (-6%)
- 1 bilj SEK education
- 5.8 bilj SEK research

# Outlook for the future

- Competition in the academic world has increased dramatically over the last 10 years
- Several post docs are needed to be competitive
- Funding is hard sought many PhDs especially in medical and life science graduate
- High demand for scientists outside of academia, in government sector and particularly in life science industry in Sweden
- Our members have never had a lower degree of unemployment
- Close to 90% of recent PhD in natural, medical, and life science find a new job within 3 months

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Kemikalieinspektionen  
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AstraZeneca  
GE Healthcare Bio-Sciences  
Q-Med  
RISE  
Cepheid  
Lantbrukarnas Ekonomi  
Swedish Orphan Biovitrum  
SCA Skog  
DeLaval International  
IVL Svenska Miljöinstitutet



# Thank you!

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