



Doctoral candidates

Rights and obligations


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Contents

- The Swedish labour market
 - SULF and the SULF Doctoral Candidate Association, SDF
 - Terms and conditions for doctoral candidates
 - Doctoral candidate employment
 - When your doctoral employment ends
 - Unemployment insurance
 - Pensions
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New rules may apply in the future

This presentation gives a brief summary of current rules and systems, but please be aware that these may change over time





The Swedish labour market

**Governed by agreements negotiated
between employers and unions**

The Swedish labour market

- In Sweden, the labour market is governed by agreements negotiated between employers and unions.
 - Salaries and working conditions are mostly regulated by collective agreements. Minimum standards for working employment conditions are regulated by legislation.
 - 70 percent of all Swedish employees are members of a union.
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Examples of public sector collective agreements

- Salary Agreement (RALIS 2010-T)
- General Salary and Benefits Agreement (Villkorsavtal-T)
- Pension Agreement (PA 16)




The difference between a professional union and a student union

- Student unions

Monitor and participate in the planning of the education provided at each university. Also social issues such as student housing, sports clubs and cultural activities.

- Professional unions

Employment conditions are regulated in collective agreements. Unions negotiate these employment conditions. Also deal with work environment issues. Doctoral candidates are employees.


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Union membership


- Membership is optional.
- Employers have no say on employees' right to join a union.
- Unions are independent, non-aligned organisations.
- Unions are open to all, regardless of nationality.
- Membership is not dependent on type of employment.




The Swedish Association of University Teachers and Researchers, SULF

- The professional association for university teachers, researchers and doctoral candidates.
 - No political affiliation.
 - Over 21 000 members.
 - A member of Saco-S (Swedish Confederation of Professional Associations).
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Key issues for SULF

- Doctoral candidates must be offered doctoral employment when their study application is accepted.
 - Greater resources for high-quality basic education, research and PhD programmes.
 - Increased collegiate influence.
 - Equality in higher education.
 - Restrictions on the number of fixed-term employment contracts.
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SULF membership brings you

- Advice and support on matters such as salary, benefits and social insurance issues.
 - Advice and support concerning migration issues.
 - Income insurance that is specially adapted to the needs of SULF members.
 - Advice and support on matters of labour law.
 - Access to a range of material on our website on issues related to regulations within the higher education sector.
 - Insurances and loans at preferential rates.
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Examples of what SULF has achieved as concerns important issues of principle for doctoral candidates

- Protection of income-based benefit qualification level while completing a doctoral degree without an employed position.
 - Removal of educational grants.
 - Improved conditions for those with scholarships.
 - Easier for foreign doctoral candidates and their families to get a personal ID number.
 - Entitlement to social insurance benefits for foreign doctoral candidates.
 - Increased opportunities for foreign doctoral candidates to stay in Sweden and be granted permanent residence and citizenship.
 - Tenure track after PhD graduation (assistant professor positions).
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The SULF Doctoral Candidate Association

By doctoral candidates – for doctoral candidates!

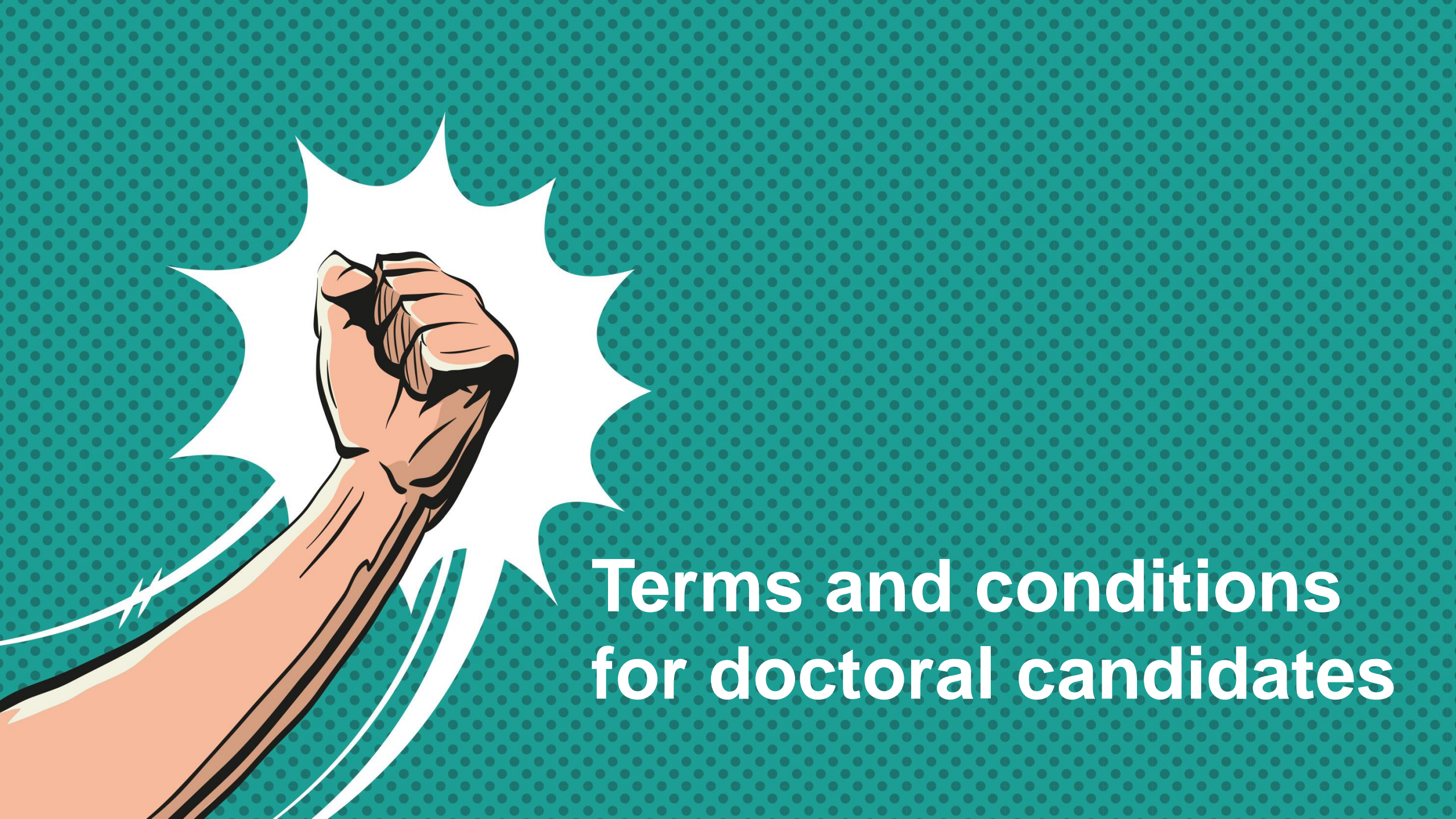
SDF is the SULF doctoral candidate section.

SDF works actively to improve conditions for doctoral candidates at Swedish universities.

- Around 4900 members.
- The SDF newsletter.
- [www.sulf.se/doctoral candidate](http://www.sulf.se/doctoral%20candidate)
- Facebook page - [@Sulfsdoctoral candidateforeningSdf](https://www.facebook.com/Sulfsdoctoral%20candidateforeningSdf)



**Become a member of
SULF *before* you need
our help!**



**Terms and conditions
for doctoral candidates**

Terms and conditions for doctoral candidates

- Legislation and agreements.
- Local agreements.
- The Higher Education Ordinance.
- Study plans.
- University Vice-Chancellor/President responsibility - delegation.



How long can I be a doctoral candidate?

- Difference between funding and the doctoral position.
- 2 or 4 years (licentiate or doctoral programme).
- Parental leave, sick leave etc. and teaching are not to be counted as part of the period of doctoral study.
- Departmental duties
- Extensions may be granted for specific reasons.




Thesis supervision


- The university Vice-Chancellor/President appoints the supervisor - can be delegated.
- Primary supervisor – assistant supervisor.
- Changing supervisor.
- The role of the supervisor – supervisor training?




Individual study plans

- Guide the doctoral programme.
 - University Vice-Chancellor/President is responsible (delegation procedures).
 - Updated regularly.
 - Templates available on Internet.
 - Contents
 - *Schedule (research and courses)*
 - *Supervision*
 - *Commitments*
 - *Education goals*
 - *Funding*
 - *Conferences*
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Intellectual property rights for doctoral candidates

- Copyright Act applies (upphovsráttslagen).
 - As an employed doctoral candidate the customary teaching exception applies as it does to all whit an teacher or researcher employment.
 - As the primary aim of doctoral candidate employment is studies, doctoral candidates probably enjoy stronger copyright protection than other employees.
 - Doctoral candidates whit scholarship are not employees and have a stronger copyright protection than employees
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Intellectual property rights for doctoral candidates, cont.


- Limitations to doctoral candidates' copyright must be specially agreed by contract or regulated in individual study plans.
 - Doctoral candidates often enjoy joint copyright together with, for example, their supervisor.
 - Transfer of right of use requires permission from all copyright holders.
 - Copyright does not protect ideas – theft of ideas can be impossible to regulate in research.
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Doctoral candidate funding

Scholarships
Doctoral employment



Scholarship – not a form of employment

- Tax-free – unconditional
 - Does not qualify for sickness benefit
 - No rules regarding leave
 - No rights under collective agreements
 - Not pensionable income
 - Does not qualify for unemployment benefit
 - New regulations from 1 July 2018
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Insurance for doctoral candidates with scholarships

- Mandatory for state universities from 1 January 2014
 - Compensation if scholarship is withdrawn due to illness or parental leave
- Accidents at work



Doctoral candidate employment


Gives you the same rights as other fixed-term employees,
e.g.

- Salary
- Insurance cover
- Pensions (state pension and occupational pension)
- Unemployment insurance (A-kassa) – fulfils the requirements for membership and is counted as work.



Rights according to the state sector collective agreement

Your rights according to the Villkorsavtal-T Collective Agreement include:

- Salary
 - Travel expenses and per diem compensation
 - Working hours (local agreements)
 - Paid vacation – 28, 31 or 35 days
 - The right to save vacation days (local agreements)
 - Sick pay, sickness benefit and parental leave benefit
 - Notice periods
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Accidents at work/work-related long-term illness

- Covered by legislation and collective agreement.
- Also covers accidents when travelling to and from the workplace.
- If the accident occurs, you should report it to your manager or talk to your work environment representative



Can I be laid off?


- Termination regulated by the Higher Education Ordinance, not the Employment Act (LAS).
 - University Vice-Chancellor/President's decision.
 - Termination between appointments.
 - Appointment not extended.
 - Union representation (Saco-S).

 - SULF helps its members!
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Parental leave

As a doctoral candidate, you have the same parental leave rights as other employees.


If you are employed:

- Up to 90% of your salary in benefits
 - A ceiling of 38 750 SEK per month in 2019
 - The Parental Leave Act
 - Extended period of employment
 - Be careful about part-time parental leave. (Seek advice before taking parental leave)
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What happens if I become ill?

- Notify the Social Insurance Agency (Försäkringskassan)/your employer
 - Contact with occupational/student health service
 - Employers rehabilitation responsibility
 - Trade union support (Saco-S/SULF)
 - *Right to union support at rehabilitation meetings*
 - *Adjustment of individual study plan*
 - *Extension of doctoral candidate period*
 - *Support if the Social Insurance Agency rejects an application for sickness benefits*
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Protection of Benefit qualification income level (SGI)

- *study on an education that entitles to student finance (studiestöd) from CSN*
 - *protected for one year in the event of further education within your own professional field.*
 - Parental leave
 - Illness
 - The Job Security Foundation
 - Unemployment benefit
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The Swedish pension system



Three types of pension

1. National pension (legislation) – Swedish Pensions Agency
2. Occupational pension (collective agreement) – SPV
3. Optional private pension savings



When your employment ends


- **Unemployment insurance (A-kassa)**
- **Job Security Foundation (Trygghetsstiftelsen)**
- **SULF income insurance**

Membership of A-kassan, the unemployment insurance fund

Akademikernas Erkända arbetslöshetskassa (AEA).

- Eligibility for membership of AEA:
 - *You are a university graduate or member of a Saco association.*
 - *You work or have worked in Sweden.*

Please note! You have to apply separately for membership of AEA.

- Apply today for membership of AEA at www.aea.se if you are not already a member!
 - Fee: SEK 110 per month from 1 January 2018.
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Rights to benefits from AEA when employment ends

Conditions to receive benefits:


- *The membership condition: you must have been a member of AEA for at least 12 months.*
- *The employment condition: During the 12 months prior to unemployment, you must have been employed for at least 80 hours for at least 6 months.*



Unemployment benefit

- Work permit required
 - The Basic regulation: 80% level
 - Benefit ceiling: SEK 25 025 for the first 100 days
 - The compensation period is a total of 300 days
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Doctoral studies and unemployment benefit

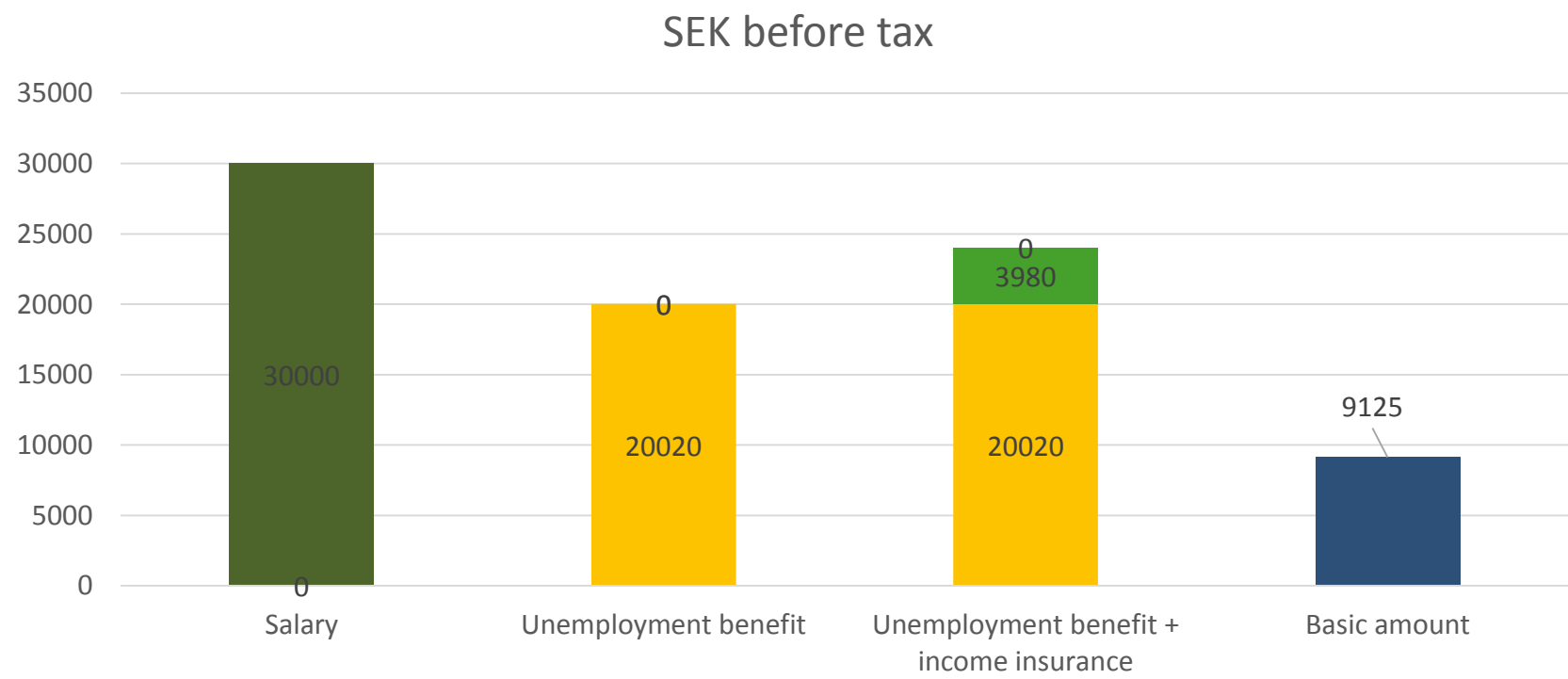
- Studies may not be funded by unemployment benefit. In order to receive benefit, your doctoral studies must have been completed or interrupted.
 - Doctoral studies are regarded as completed when the thesis has been submitted for publication (documentation required). All course components must also have been completed.
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Two ways of getting a financial top-up (more than AEA)


- The Transition Agreement
- SULF's income insurance



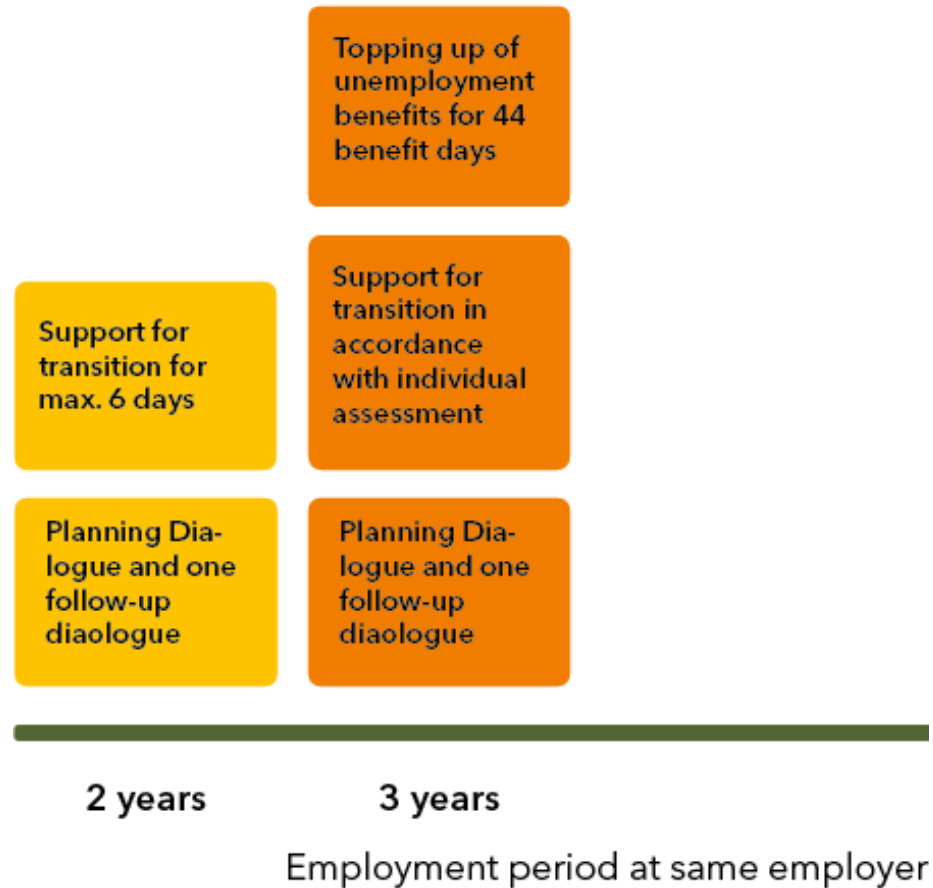
Income insurance, unemployment benefit and basic social security amount




The Transition Agreement

- The Transition Agreement is a collective agreement. All employees contribute a percentage of their income to the management and funding of the agreement.
 - The Transition Agreement applies both to employees who are made redundant and to employees whose fixed-term contracts expire. However, qualifying periods and support levels differ.
 - The Transition Agreement is managed by the Job Security Foundation (Trygghetsstiftelsen), see www.tsn.se.
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What can the Job Security Foundation do for doctoral candidates?



SULF income insurance

- Included in your membership fee.
 - Doctoral employment qualifies!
 - **Requires membership of SULF and AEA** for at least 12 months before you become unemployed.
 - Pays up to 80% of salary up to SEK 80 000 per month.
 - 7 day qualification period.
 - Maximum 150 working days.
 - Additional cover can be purchased for a further 150 days of benefits.
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How do I find a job

- The Job Security Foundation (Trygghetsstiftelsen)
- SULF's income insurance includes coaching
- Job ads in SULF's magazine Universitetsläraren
- The Swedish Public Employment Service (Arbetsförmedlingen)



Your protection

Voluntary individual insurance

Income insurance via membership

Collective agreement

Legislation

Membership
of SULF

Union
negotiates

Parliament
establishes



Membership insurance

In cooperation with Folksam we offer, for example:

- Accident insurance
- Life insurance
- Medical insurance
- Insurance for children/insurance during pregnancy

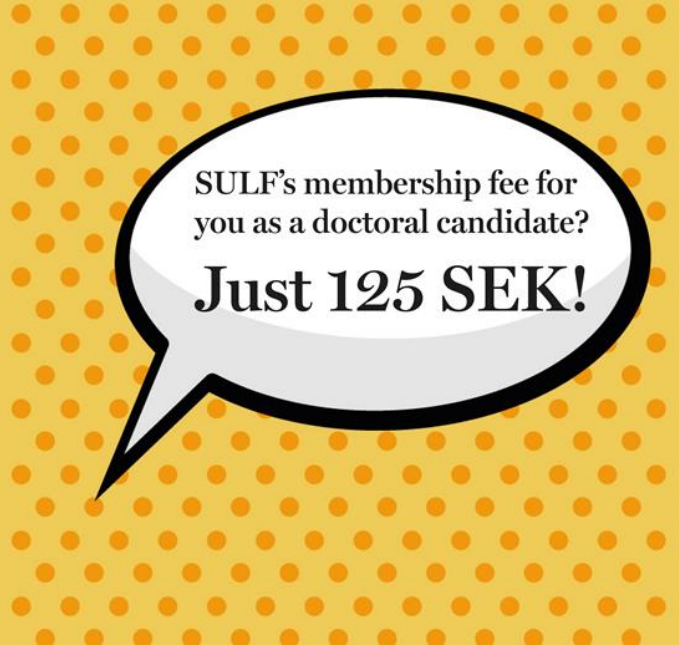
In cooperation with Trygg-Hansa we offer, for example:

- Home insurance
 - Car insurance
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Join SULF today!

Membership of SULF


A yellow rectangular area with a pattern of small orange polka dots. In the center is a white speech bubble with a black outline and a tail pointing towards the bottom-left corner.

SULF's membership fee for
you as a doctoral candidate?

Just 125 SEK!

- Normal full membership fee: SEK 250 kr per month, including income insurance.
- ***Members with doctoral candidate employment pay only SEK 125 per month.***
- Membership of the unemployment insurance fund requires a separate application. Membership of Akademikernas erkända arbetslöshetskassa (AEA - the unemployment insurance fund for graduates) is not compulsory. Membership fee: SEK 110 per month.

What's in it for me?

- SULF income insurance.
 - Advice and support regarding salaries and benefits, including social security benefits and migration issues.
 - Advice and support regarding employment conditions and legislation.
 - Access to SULF's extensive bank of information material (e.g. the SULF Parental Leave Manual).
 - Membership helpline.
 - The SULF magazine *Universitetsläraren*.
 - Membership in your local association and section.
 - Discounts on insurance, electricity, magazines & newspapers, as well as preferential loans.
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How do I become a member?

Fill in the form here today


or go to www.SULF.se

Join now!



Become a member at www.sulf.se/en/membership/

Thanks for listening!

- Now, question time!
 - Here are some useful links:
 - **sulf.se**
 - **uhr.se** (for the English version of the Higher Education Ordinance)
 - **kammarkollegiet.se** (insurance for scholarship holders)
 - **forsakringskassan.se** (Social Insurance agency)
 - **arbetsformedlingen.se** (Swedish public employment service)
 - **AEA.se** (the unemployment insurance fund for graduates)
 - **tsn.se** (the job security foundation)
 - **pensionsmyndigheten.se** (national pension)
 - **SPV.se** (occupational pension)
 - **migrationsverket.se** (Swedish Migration Agency)
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