

1



**Åsa Rybo Landelius,  
Ombudsman SULF**

arl@sulf.se

08-505 836 34

www.sulf.se



2



## Contents

- SULF and the SULF Doctoral Candidate Association
- Local union at LiU
- Student union for doctoral candidates
  - *LiUPhD & Domfil*
- The Swedish labour market – collective agreements
- Terms and conditions for doctoral candidates
- Doctoral candidate employment vs scholarship
- When your employment ends

3



### **SULF's Association of Doctoral Candidates**

**SULF:s Doktorandförening, SDF**

4

## 2019 Board Members



- Asreen Rostami, Chair, Stockholms University
- Erik Bergenholtz, Blekinge universitet
- Magne Torbjörnsson, Lunds universitet
- Malin Podlevskikh Carlström, Göteborgs universitet
- Megha Bendre, Uppsala universitet
- Rebecca Gmoser, Högskolan i Borås
- Sharmin Ahmed, Umeå universitet
- Somayeh Aghanavesi, Högskolan Dalarna
- Tim Roberts, Karlstads universitet
- Amineh Ghaderi, Karolinska institutet
- Asif M Huq, Högskolan Dalarna
- Jacob Sommer, Stockholms universitet
- Tohidul Islam, Umeå universitet

5

## What is SULF's Association of Doctoral Candidates?



- Saco (Sweden's Academic Central Organization) is one of three umbrella labor unions in Sweden.
- SULF (Sweden's University Teachers and Researchers) is the Saco union for people working at universities.
- Each of the Saco professional unions has a student section, for future dentists, engineers, pharmacists, etc.
- SDF is the "student" association for SULF.

6



## What's good about union membership?

- Union-negotiated salaries and benefits help even non-members, but don't be a free rider ;-)
- Help from your local union representatives if you experience a problem related to your employment
- Enhanced unemployment insurance and help with academic job hunting
- Access to better mortgage conditions if you want to buy a home
- Other benefits: <https://sulf.se/en/membership/membership-benefits/>

7



## Who we are and what is our mission as a board member:

- **The board: PhD candidates just like you, elected to serve for one year.**
- **Our working groups deal with things like**
  - Work environment issues and supervision issues
  - Sick leave, parental leave and prolongation
  - Internationalization – language questions and problems with Swedish public agencies
  - Information and outreach to members – social media, video materials, starter kit, publishing articles

8



## **SULF's Association of Doctoral Candidates' Recent Contributions**

- 2-year residence permits for PhD candidates from outside Sweden
- Employment contracts for PhD candidates
- Shadow PhD candidates

9



## **SULF's Association of Doctoral Candidates' Current Work**

- Mental health and working conditions
- Right to sick leave
- Prolongation of contracts
- Social insurance issues for PhD candidates
- Permanent residency and citizenship for international PhD candidates
- The role of different languages in an internationalized university

10



## SULF's Association of Doctoral Candidate' Big Annual Events

- **Annual Contact Day**
  - Full Day activities in Stockholm, 2020, TBA
  - You are all welcome to attend. SULF and SDF will cover your cost of attendance
  - Details will be shared on FB and in SDF newsletter
- **SULF Day**
  - The first Thursday of October, Every year
- **Annual General Meeting and Board Elections, (April-May), TBA**

11



## Annual General Meeting

- Motions for the AGM must be sent in January 2019
- If you're interested in joining the SDF Board or want to nominate someone, contact the nominations committee:
  - [phdnomination@sulf.se](mailto:phdnomination@sulf.se)

12



## Contacts

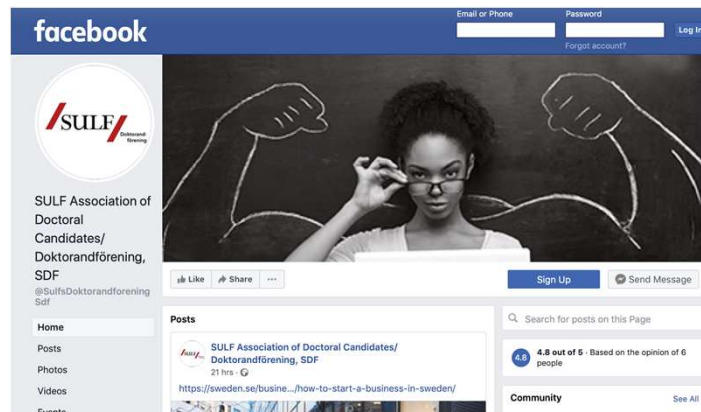
- Your local SULF representative
- SULF Member's Helpline:
  - 08-505 836 00
  - [radgivning@sulf.se](mailto:radgivning@sulf.se)
- SDF Board: [sdf@sulf.se](mailto:sdf@sulf.se)
- Facebook: SULF Association of Doctoral Candidates/ Doktorandförening, SDF
- Website: <https://sulf.se/en/sdf/>

13

## Contact SULF's Doctoral Candidate Association



- Asreen Rostami, Chair: [SDF-ordf@sulf.se](mailto:SDF-ordf@sulf.se)
- SDF Board's Mutual Email: [SDF@sulf.se](mailto:SDF@sulf.se)
- Join Our Face Book Page



14

Linköping: seminar for doctoral x In English - Saco x

saco.se/lokala-webbplatser/saco-s-vid-liu/in-english/

In English

About Saco-S at LIU

Contact

What we can do for you

## Saco-S at Linköping University

Saco-S is a labour organization for federally employed academics and consists of 21 Saco Unions. Together we represent nearly 90 000 graduates. As a member of a Saco trade union you are included in our collective negotiations.

Senast uppdaterad: Tisdag 14 maj 2019

saco@liu.se

li.u  
LINKÖPINGIS UNIVERSITET

SVERIGES  
saco-s  
AKADEMIER

15

SULF Linköpings universitet - SULF x SULF Linköping - Startside x

facebook.com/sulflinkoping/?ref=page\_internal

SULF Linköping

Åsa Startside Hitta vänner Skapa

Sida Inkorg Hantera jobb Aviseringar Statistik Public... Mer Redig... Inställningar Hjälp

Gillar Följer Dela Redigera sidinformationen Skicka e-post

Publicerat av Åsa Rybo Landelius [?] · 14 november kl. 15:32

A look back at our seminar on fixed-term employments in October. Thanks to Karin from SULF who shared her expertise in the field and to our very active audience! In 2020 SULF/LIU plan to arrange an English version of the seminar!

59 Personer som nåts 5 Interaktioner Marknadsför inlägg

Testa knapp Redigera knappen Ta bort knappen en lokalförening av Sveriges universitetslärare och forskare. Här publicerar vi ak... + Gör klart din händelse för att berätta mer om ditt företag.

Sidtips Visa alla

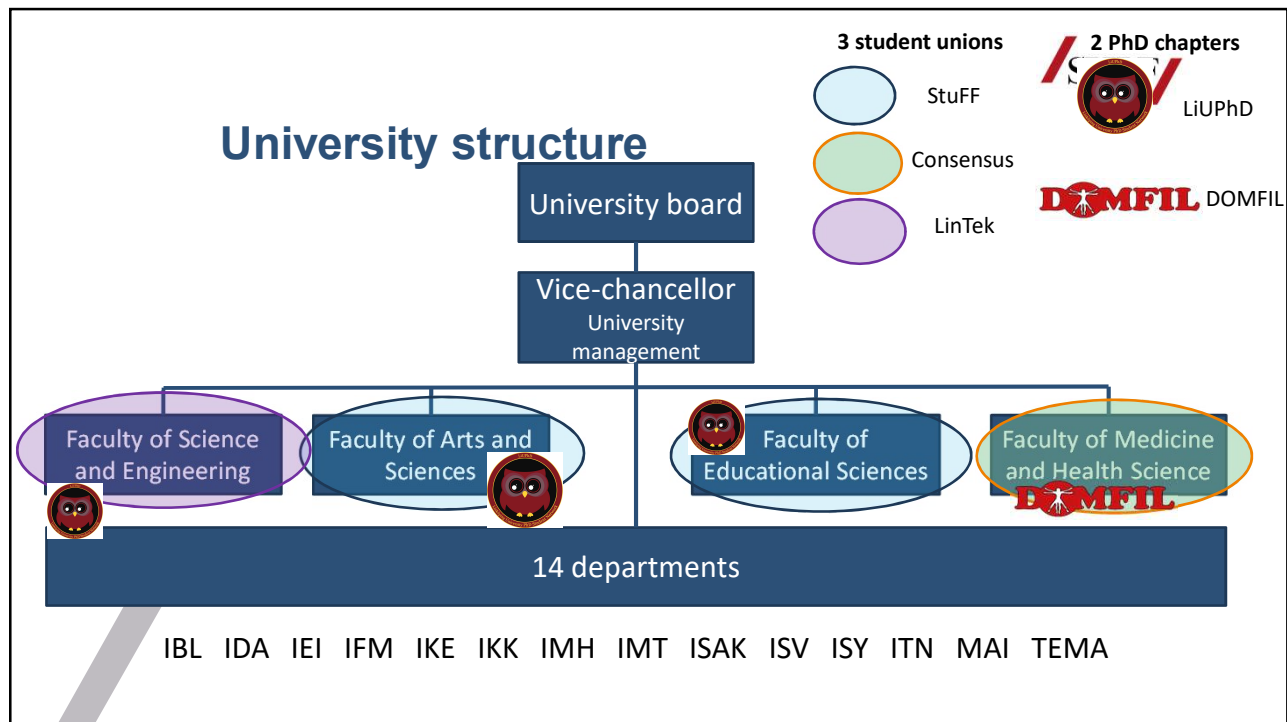
Har du vänner som kanske skulle gilla din sida? Bjud in vännerna att gilla SULF Linköping och hjälpa dig att få kontakt med fler.

Hantera din sida enkelt var du än är Skaffa appen Sidhanteraren för att publicera och interagera med sidbesökare när du är på språng.

Skapa en grupp f Hjälp målgrupper Chatt (4)

16






17

## What does LiUPhD do?

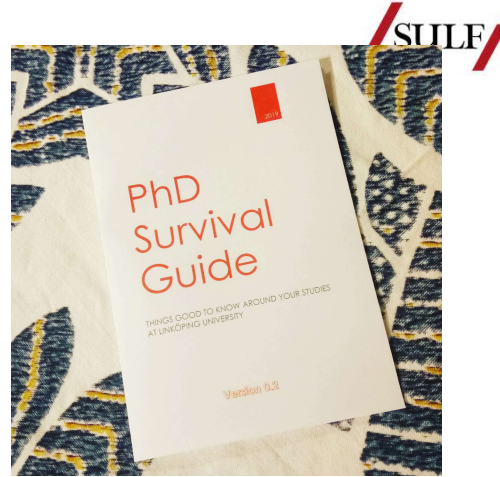
- PhD representation
- Inter faculty/department networking
- Improving PhD education at LiU
- Social activities



18

## PhD survival guide

- Information about:
  - *PhD education*
  - *Arriving to Sweden*
  - *And more...*



- Available at:  
<http://www.liuphd.se/images/SurvivalGuide/PhDSurvivalGuide.pdf>

19



## Mjärdevi Science Pop Up Expo



20



## Pub nights

- Last Wednesday each month
- Usually at Kårhuset Kollektivet
- Norrköping pub every semester
- Next pub after the chapter meeting
  - 27/11 at 17.30 in S26, C-house



21



## Nobel Dinner

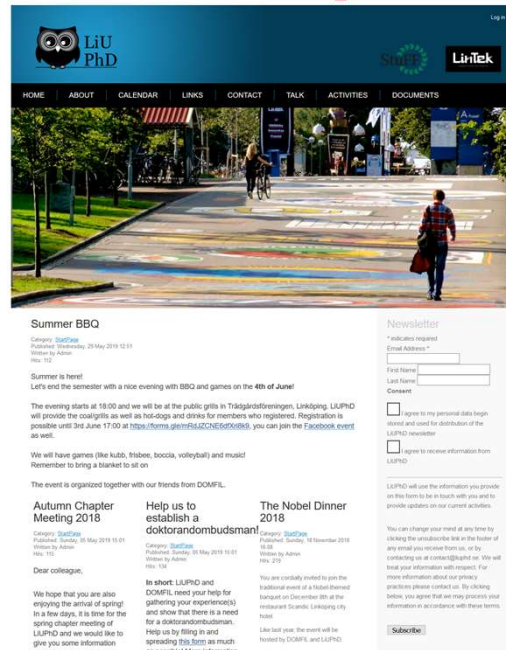


Next edition 7th  
December!

22

## Want to join?

- Get the latest information
- Influence the board activities
- Sign up to the newsletter!
  - *On liuphd.se*
  - *Free!*
  - *For every PhD student*
- Questions?
  - *Write to [contact@liuphd.se](mailto:contact@liuphd.se)*



# Welcome!

23



## DOMFIL - PhD organisation at the medical faculty

- PhD students employed at IKE, IMH or ISV

### Benefits for members:

- **HURS**: medical biology research symposium
- Regular seminars on a variety of subjects (e.g. career planning)
- Weekly Floorball
- Monthly PhD breakfasts
- Afterworks and dinners



24



## DOMFIL - PhD organisation at the medical faculty

- Contact us at: [board@domfil.consensus.liu.se](mailto:board@domfil.consensus.liu.se)
  - Sign up for our email list and receive regular updates on events
  - Send any questions
- Check out [domfil.se](http://domfil.se)
- Facebook - Updates on events!

**WELCOME**

25



## The Swedish labour market

Governed by agreements negotiated  
between employers and unions

26



## 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.

27



## 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.*

28



## 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).

29

## 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.

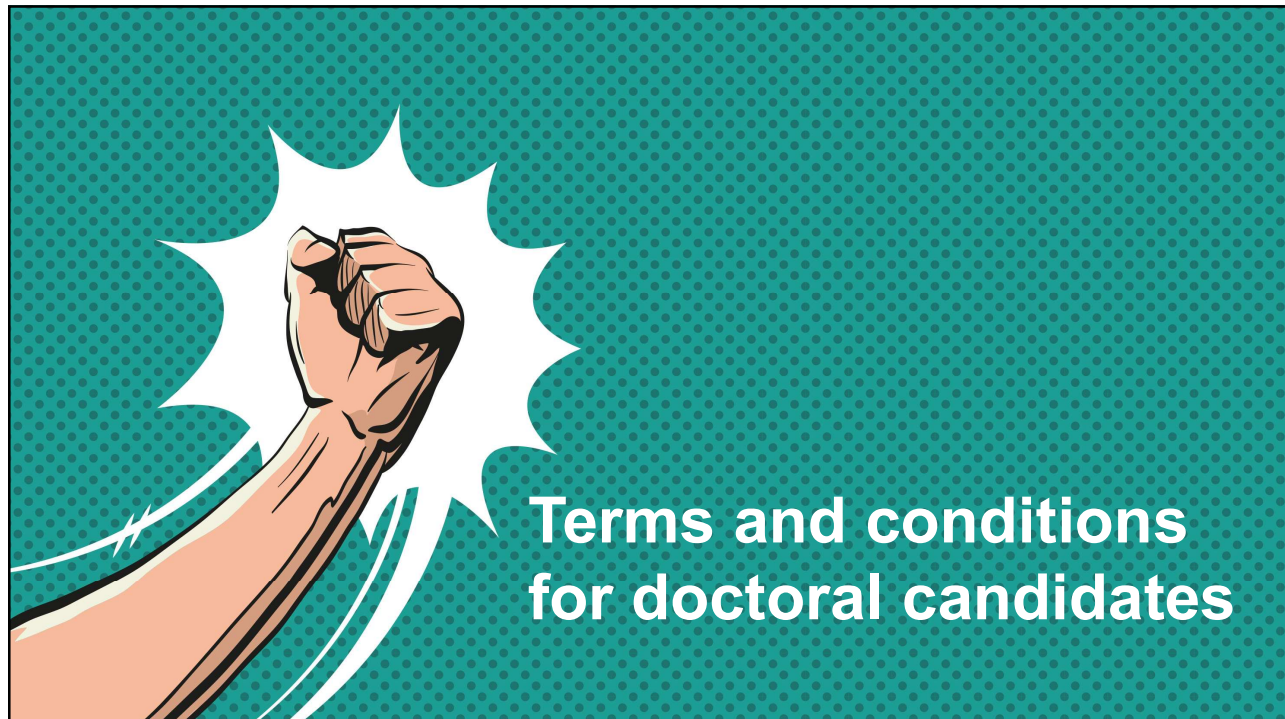
30

## 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 (replaced by employment).
- Limitation of opportunities to use scholarships.
- Inclusion in the population register and tax registration of foreign doctoral candidates and their families.
- 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).

31



32





## Terms and conditions for doctoral candidates

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

33



## 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.

34



## Thesis supervision

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

35




## 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*

36



37



## 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.

38



## Rights according to the state sector collective agreement

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

- Salary
- Travel expenses and per diem (traktamente) 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
- Reimbursement for medical costs and medicines
- Notice periods

39



## 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 10 price base amounts (SEK 38 750 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)

40



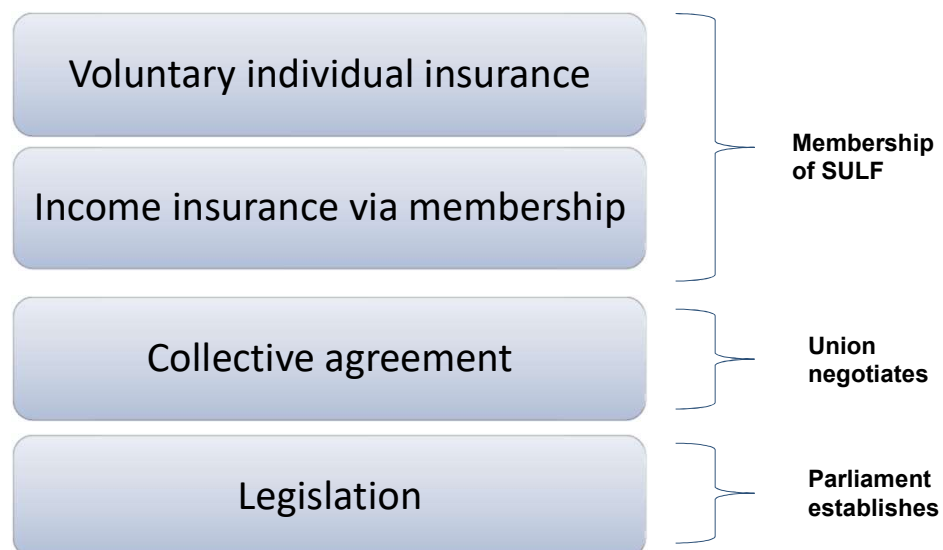
## What happens if I become ill?

- 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*

41



## Your protection



42



## Scholarship – not a form of employment

- Tax-free – unconditional
- Does not qualify for sickness benefit – previous sickness benefit qualification lost (3 months).
- No rules regarding leave
- No rights under collective agreements
- Not pensionable income
- Does not qualify for unemployment benefit
- New regulations from 1 July 2018

43



## Scholarship – what's new?

- Admitted to PhD studies after 1 July 2018
- A doctoral student in receipt of a doctoral grant shall on application be appointed to an employment no later than the date on which according to the individual study plan there remains a period of study corresponding to three years of full-time study
- Exceptions: aid and capacity building programmes and EU funded programmes with reasonable terms and conditions
- The level of the stipend must be equivalent to the pay level for doctoral students regulated by a Swedish collective agreement or standard practice in the profession, after deductions for preliminary tax

44

## Insurance for doctoral candidates with scholarships



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

45

## Membership insurance



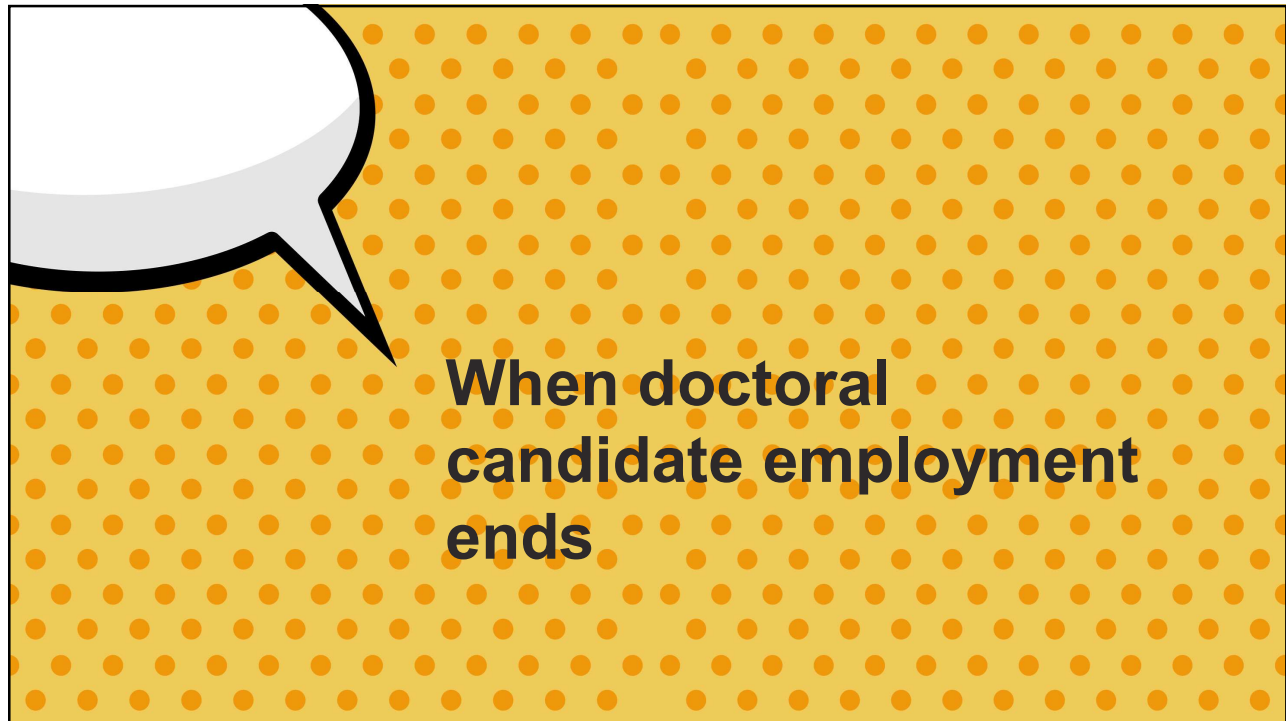
**In cooperation with Folksam we offer, for example:**

- 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

46




47

**Resources available when doctoral candidate employment ends**



- Unemployment insurance
- Trygghetsstiftelsen (Job Security Foundation)
- SULF income insurance



48





## 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](http://www.aea.se) if you are not already a member!
- Fee: SEK 110 per month

49



## 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.
- General work permit in Sweden (for non-EU citizens)

50



## 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.

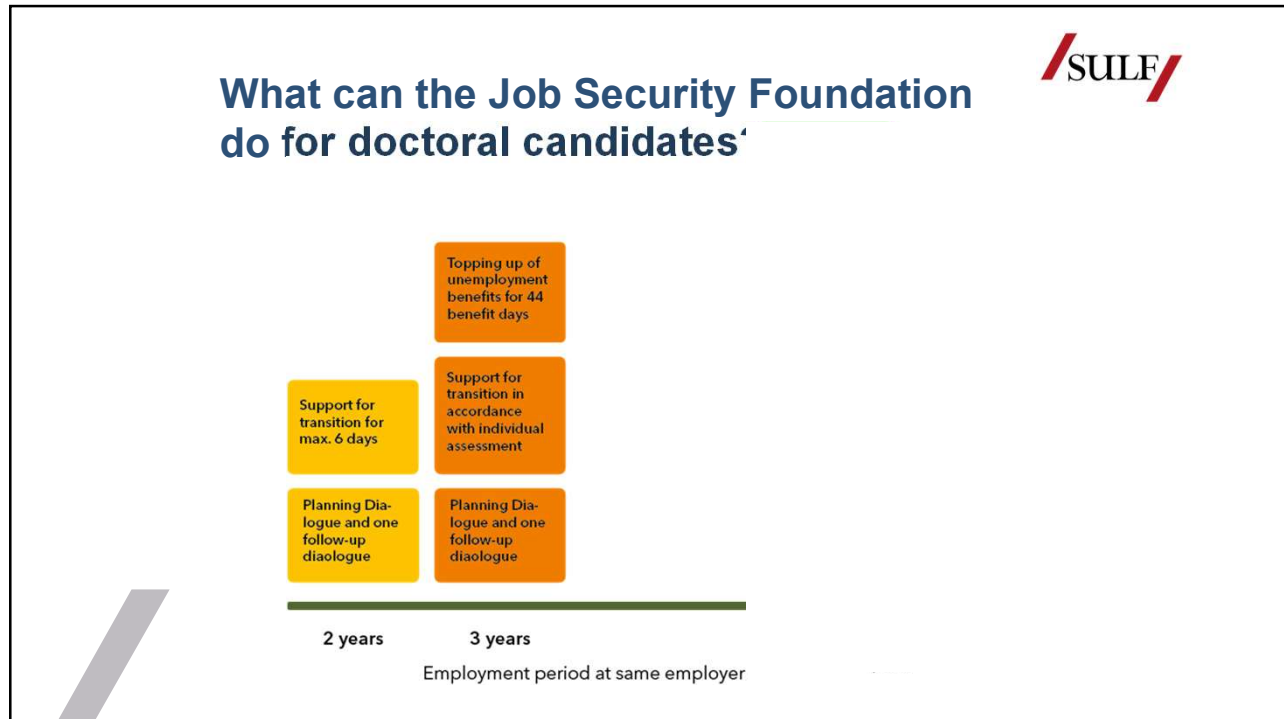
51



## 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](http://www.tsn.se).

52



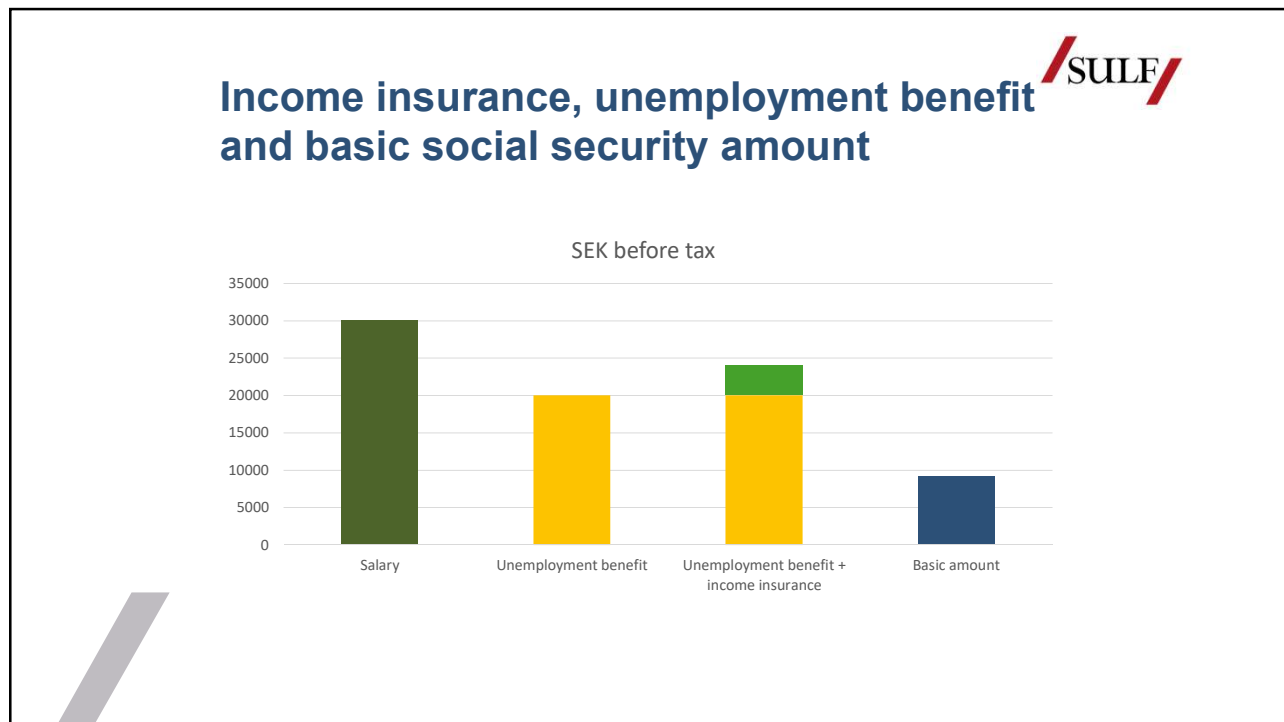
53

## /SULF/

### 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.

54



55

**SULF**

## Not finished your thesis?

- Benefit qualification income level (SGI) – protected for one year in the event of further education within your own professional field.
- Parental leave.
- Illness.
- The Job Security Foundation.
- Unemployment benefit.

56



## Membership of SULF



- Normal full membership fee: SEK 250 kr per month, including income insurance.
- *Members with doctoral candidate employment pay only SEK 125 per month. Scholarship holders lower fee.*
- 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

57



## For information and help

- **sulf.se** Fakta bank/The facts
- Local union reps in Saco-S or SULF (possible to engage in union work)
- Members' helpline

58



## 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)