

Terms and conditions as a postdoc

Rights and obligations

Sacoförbunden för dig som är akademiker i staten



Akademikerförbundet SSR



Fysioterapeuterna



KyrkA

KYRKANS AKADEMIKERFÖRBUND



NATURVETARNA



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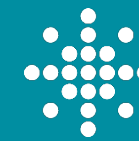
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Tjänstetandläkarna

The local Saco-S union at SLU

- Turn to Saco-S at SLU if you are a member and have any questions about your situation at SLU
- Local web page
- Central web page www.saco-s.se

Contents

- Difference between scholarships and employment (time limits, access to social benefits, etc.)
- Collective bargaining rights and the postdoc agreement
- “Särskild visstidsanställning”
- Social insurance after a postdoc in Sweden or abroad
- Additional insurances you might need
- Unemployment insurance
- How to be able to stay in Sweden after a postdoc (residence permit)

/SULF/

**Stipends vs
employments?**

Scholarship/Stipend

- A tax-free payment under certain conditions
- Normally maximum two years
- “No duties/No rights”
- No pension
- Restrictions when it comes to benefits within the social security and unemployment insurance
- Not covered by collective agreements



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Collective bargaining and the postdoc agreement

Collective agreements (examples)

- Salaries (RALS-T)
- General working conditions (working hours, vacation, compensation during parental leave etc; Villkorsavtal-T)
- Occupational pension (PA-16)
- Transition agreement (omställningsavtal/Trygghetsstiftelsen)
- Postdoc agreement

- Central and local agreements



Insurances regulated in collective agreements

- Work related injuries or sickness (Personskadeavtalet, PSA)
- Occupational group life insurance (TGL-S)
- Survivors' pension (Pensionsavtalet, PA-16)
- Sickness pension (Pensionsavtalet, PA-16)
- Salary during sickness (Villkorsavtal-T)
- Salary during parental leave (Villkorsavtal-T)
- Compensation under unemployment (Omställningsavtalet)
- Insurances during work related travels (Kammarkollegiet)

Optional insurances

- Unemployment insurance
(Akademikernas A-kassaa)
- Additional income insurance (on top of the one included in the membership)

Through your union

- Accident insurance for your time off work
- Child insurance
- Health insurance (for long term illness)
- Life insurance
- Home insurance



Postdoc Agreement

- Regulates some conditions for postdocs
- Fixed-termed contract for 2-3 years (in addition to other regulation)
- Within three years from doctoral degree (exceptions exist)
- Minimum 80 percent research
- Full-time employment
- Extension for parental leave, sickness etc
- Automatic leave of absence if you work abroad under an URA-contract
- The new agreement is valid from 1 February 2022
- The agreement is valid at Universities and other organisations within the state sector

arbetsgivarverket.se/avtal-och-skrifter/avtal/avtal-om-tidsbegransning-anstallning-som-postdoktor



URA-contract

- A contract when you are posted abroad
- Individual contract that regulates the conditions when you work abroad for the University
- Possibility to agree on compensation for additional costs, travels, child care etc
- When you work abroad for an employer within the state the time is considered as work in Sweden when it comes to social security and unemployment insurance



”Särskild visstidsanställning”

- A general fixed-term employment
- Can last for up to 12 months for the same employer within five years
- Converted to a permanent employment if longer

- Can be combined with other fixed-term employments (postdoc, doctoral candidate etc)

Financing?

- As long as you have an employment it does not matter where the money comes from in terms of employment conditions
- If international postdoc grant you will however have to work abroad for some time



Social security

The Social Insurance Agency
Försäkringskassan

Who may get benefits from Försäkringskassan in Sweden?

Residency-based benefits

- Postdocs included no matter of financing if you intend to stay for more than a year
- Do not call yourself a student!
- If employed as doctoral candidate – not to be considered as a student

• Employment-based benefits

- requires an employment (now or before)
- The employment may have been in another member state in EU/EEA
- In between residence permits

Meet Omar from Pakistan – post doc on a scholarship for 2 years

Non-EU citizens that intend to stay in Sweden for more than 1 year and have a residence permit are entitled to residency-based benefits

Non-employees are not entitled to employment-based benefits (unless in some cases if you have worked before)

If Omar instead would have an employment in Sweden he would have access to all benefits from Försäkringskassan



Meet Indira from Italy – Postdoc with an employment in Sweden for 2 years

- EU/EEA citizens that work in Sweden is covered by the Swedish social security system without any restrictions and previous work within EU/EEA* should also be considered if needed
- If Indira had been from a country outside EU/EEA but had worked in EU/EEA before?
- If you work in Sweden now and start to work in another state within EU/EEA?

* In many cases Switzerland is also under the same regulation as EU/EEA states (EU members plus Norway, Iceland and Lichtenstein)



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Unemployment insurance

Unemployment fund (a-kassa)

An optional insurance – not mandatory or automatic with union membership

- Has its own rules and regulations
- **You must make your own application for membership!**
- Fee: SEK 130 per month
- 25 percent of the fee to a-kassan will be returned as tax reduction the year after (if you have a taxable income)
- Who can be a member?
- Individual insurance

akademikernasakassa.se/en



Unemployment benefit

- Work permit required (which you usually have if you have applied for a new residence permit in time)
- Fulfil requirements for benefit
 - Membership requirement
 - Work requirement
- The compensation level is about 80%
- Benefit ceiling: SEK 33 000 for the first 100 days then 27 500 SEK
- The compensation period is a total of 300 (450) days



Unemployment benefit – post doc stipend

- A stipend will not give a right to unemployment benefits
- Such a period is normally considered as studies and omissible time
- Stay as a member in a-kassan

Example

- If you have had an employment and then a full-time stipend as postdoc for not more than five years:
 - Compensation can be provided based on the previous employment

Two ways of getting up to 80 percent of your full income

- The Transition Agreement
- Income insurance through your union membership



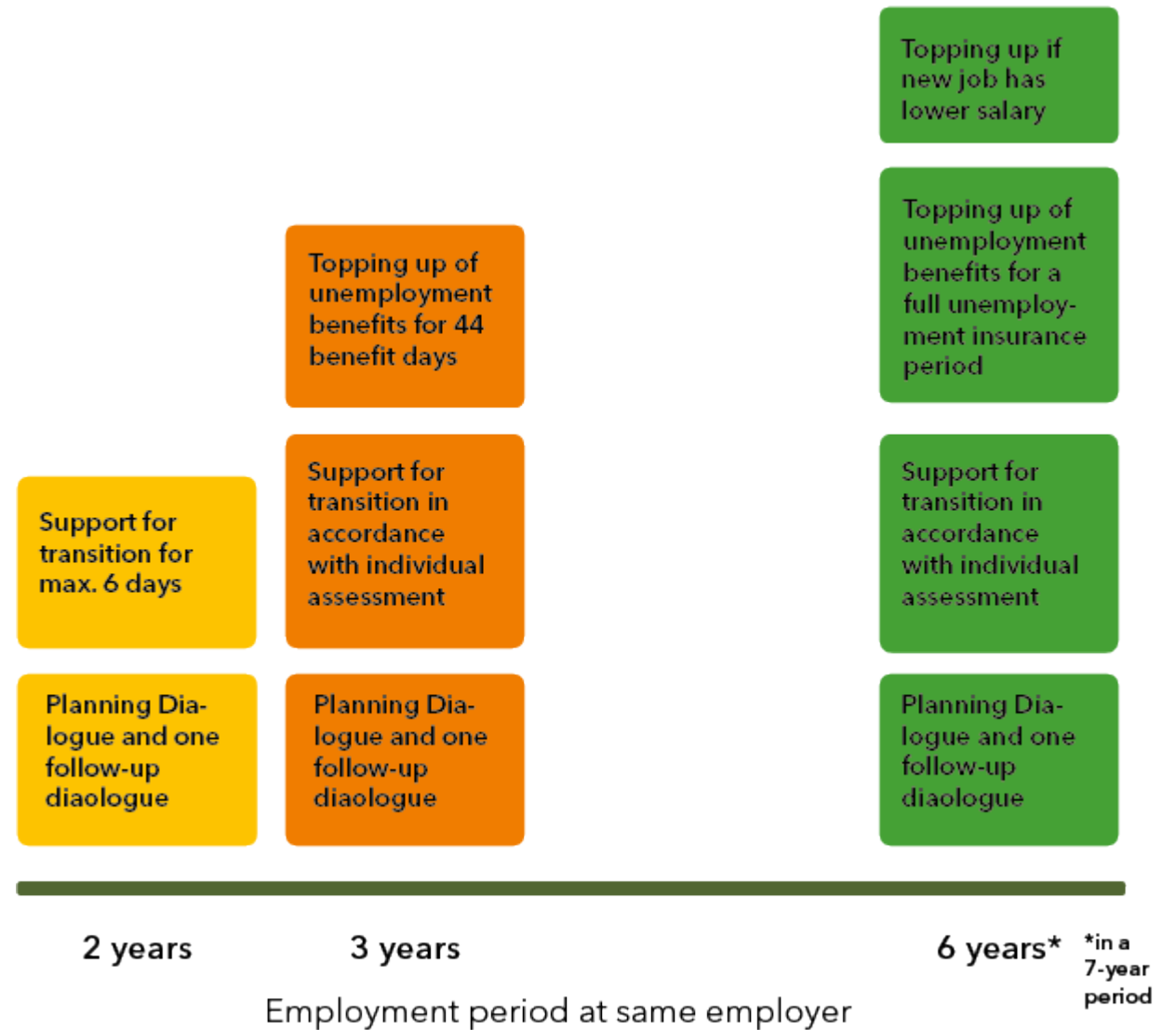
The Transition Agreement

- The Transition Agreement is a collective agreement
- Job security foundation (Trygghetsstiftelsen)
- Two different situations
 - If an employee is made redundant
 - When a fixed-term contract expires



What can the Job Security Foundation do for you?*

* From October 1st 2022 employment for two years will give the same benefits as after three years



Income insurance

- An income insurance is included in the membership fee (check with the specific union)
- Usually 12 months membership in the union and a-kassa is required
- Benefit: ca 80 percent of your previous income
- Waiting period 2 days (as a-kassa)
- Covers 120 working days or more (depends on the union)
- Additional insurance may be purchased to cover additional days
- You need to apply for the benefit
- If you are entitled to similar compensation from Trygghetsstiftelsen for 44 days you may have up to 194 days in total (depends on the union)

When you work abroad?

- If you are posted abroad by a state employer or work abroad for an employer in Sweden you can stay as a member in Akademikernas a-kassa
- If you work in EU/EEA for an employer there you should join a-kassan in that country (usually automatic)
- When you return join Akademikernas a-kassa again directly
- Work in EU/EEA can be considered when you return

you can get unemployment benefits when you return if the conditions are met

- Stay as a member in a-kassan
- **Always contact Akademikernas a-kassa before you leave to find out**
- Our income insurance will work if you get unemployment benefit based on income in Sweden and have stayed as a member in SULF



Residence permits/ Right of residence

Swedish Migration Agency
Migrationsverket

Residence permit (non-EU)

- As a postdoc you will normally get a residence permit for research
- You can have an employment or a stipend
- The new rules from November 1st 2023 regarding a minimum salary does not apply for a residence permit for research
- Learn more at <https://sulf.se/en/work-salary-and-benefits/residence-permit/>

When you work abroad?

- Make sure if you need residence permit and work permit in that country
- If you work in EU/EEA and you are a citizen in EU/EEA – no problem!
- If you work outside EU/EEA you will probably need a work permit
- If you are a non EU/EEA citizen you will need a residence permit and work permit also in EU/EEA
- If you have long-term residency in Sweden as a non EU/EEA-citizen you should be able to work in most other EU-countries and easily get a residence permit there
- If you have permanent residency in Sweden you can stay abroad for up to two years if you inform Migrationsverket in advance
- Long-term residency can be upheld even longer if you stay within EU

Welcome as a member in a union within Saco-S!



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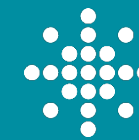
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