



**For professionals in  
the governmental sector**

*I'm Edel Karlsson Håål, Chairman of Saco-S – The Swedish Confederation of Professional Associations within the governmental sector. We represent approximately 80,000 professionals in the public sector and are affiliated with one of Saco-S's 22 Saco (the Swedish Confederation of Professional Associations) associations.*

*Our task is to create favourable terms and good working conditions for our members. Every organisation has its own special requirements and all those who work there have different needs depending on their skills, personality and life situation.*

*A healthy organisation goes hand in hand with a good working life. As part of the trade union fraternity of Saco-S, you can contribute towards improving your workplace and help find the right solutions for your work environment. Read more about our mission and what we can do for you.*



PHOTO: OLOF HÖLDBAR

## **We focus on your development**

Saco-S focuses on creating the right conditions for your development and finding tailored solutions for your working life. Becoming a member of Saco-S adds value to your employment.

Our collective agreements provide you with the means to influence your working situation and employment conditions. You can influence your career and skills development opportunities in progress meetings with your manager, and you can exert influence on your own salary development in salary discussions with your employer.

## **Saco-S's trade union policy**

We work to promote knowledge and training that pays. Your salary should be geared to your level of expertise, your duties, your responsibilities, your experience and the results of your work.

Salaries should be set according to the company's needs and contribute to its development. While keeping the company needs in focus, salaries should be set

individually and be differentiated on the basis of your contribution at the workplace. Through local involvement, you and Saco-S's representatives contribute to the company's development.

## **Saco-S close to you**

Saco-S has associations at all public sector workplaces. As a civil servant, your local Saco-S association is your information channel, discussion partner and representative in all issues that concern your work and professional life. Our activities are tailored to our members' needs.

A Saco-S association provides you with support and advice regarding your employment terms, salary and career development inside the framework of Saco-S's trade union policy and fundamental values. All Saco-S associations have a Saco branch to help and support them in their trade union work.

Have you thought about taking part in the trade union's work and influencing development? All members have the same

fundamental possibilities for influencing and taking part.

## Saco-S's activities

To implement our trade union policy in practice, we conclude collective agreements for local salary setting – where your salary is set locally – and for locally tailored employment terms. Saco-S's collective agreements safeguard your fundamental rights such as employment security, pensions and sickness and parental leave benefits.

In our up-to-date agreements, we have provided scope for you to conclude individual agreements and have brought the power of influence closer to you. Saco-S provides advice and support in salary and employment issues throughout your whole career.

## Join our ranks

By being a member of a Saco association means you are automatically affiliated to Saco-S. The associations organise professionals by profession or qualification and each association is an expert on its members' training background and labour market. Every association has its own expertise in labour legislation, laws and agreements and provides advantageous insurance policies for its members.

If you want to know more about which association would be best for you, go to Saco-S's website at [www.saco-s.se](http://www.saco-s.se), where you can read more about our different associations and apply for membership.

*Are you interested in joining one of Saco-S's associations?  
Visit [www.saco-s.se](http://www.saco-s.se) or contact a Saco-S representative at your workplace.*

### **Camilla Robertsson, Regional representative, Saco-Försvar**



Being part of a trade union and being covered by a collective agreement and receiving advantageous insurance policies gives me a sense of security. With the cooperation agreement, we can influence changes at the workplace and help promote good working conditions and a positive organisation.

My interest in people and the significance of individual skills and development opportunities formed the basis of my decision to join the union. The personal contacts I have forged through the union's networks have made my work a pleasure.

As a member you can always get support and help in matters that can arise at the workplace. Stay informed and maintain contact with your elected union representative. Take part in membership meetings and strengthen your influence at the workplace. The optimal option, of course, is to join your local Saco-S board.



### **Roger Castefelt, Chairman, Saco-S- föreningen på Skatteverket, Södra regionen**

Being a member is my insurance that if something happens to me at the workplace, someone will negotiate on my behalf and protect my interests.

I have always been interested in the good of my fellow humans. This was the source of inspiration behind my own involvement with Saco-S. I believe I am attentive to the needs of people in different situations. As a member you can maximise the benefit of your membership best by getting involved in local union work and by discussing union issues with other members. It is also important to conduct a dialogue with the employer with a view to jointly developing the company.

## This is Saco-S

Saco-S is the negotiating body for government sector professionals. We negotiate at central level with the Swedish Agency for Government Employers as our counterparty.

We conclude collective agreements for pensions, government sector employment terms, holidays, sickness benefit and parental leave. Saco-S is made up of 22 Saco associations. Collectively we represent around 80,000 professionals. As a member of a Saco association, you are included in Saco-S's negotiating sphere.

Trade union issues regarding salary and employment conditions are common to all public sector professionals. This is why the associations have joined forces to form Saco-S. It creates an efficient organisation and enhances the strength of its members.

Visit us at [www.saco-s.se](http://www.saco-s.se).

