



We are  
Sveriges Ingenjörer



# While our members are developing Sweden, we are developing them

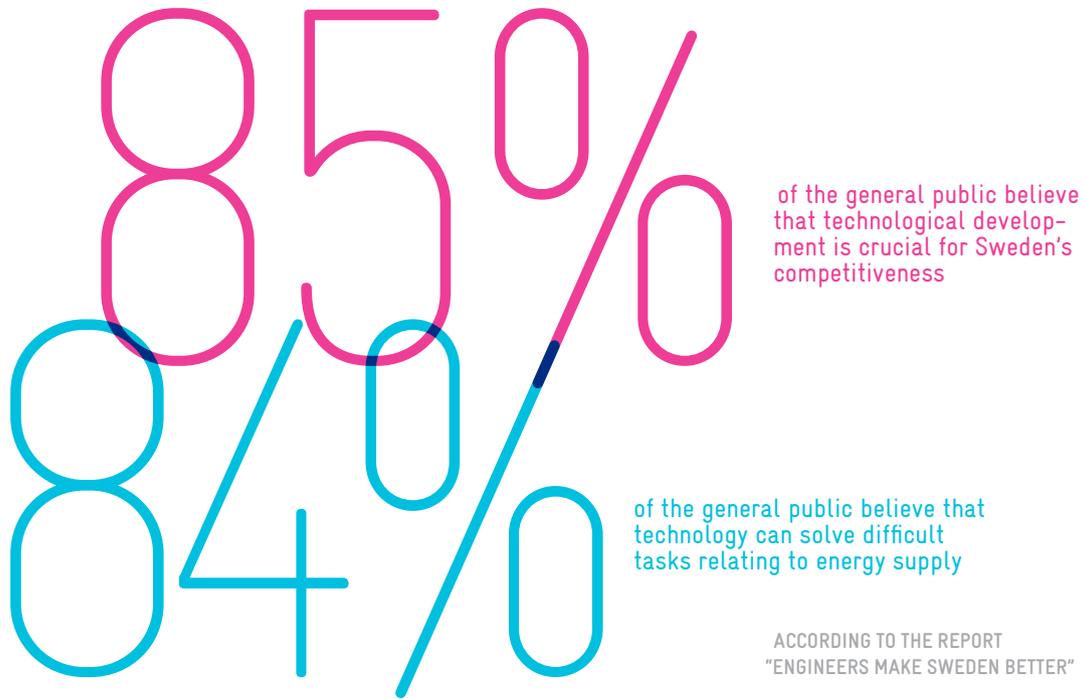
The visions of our engineers lead us step by step towards a better society. It is their innovative powers that solve our common problems, raise standards, generate growth and create more jobs along the way. Sveriges Ingenjörer - the Swedish Association of Graduate Engineers - is the only trade union with total focus on engineers, and exists in order to support our hopes of the future in this important mission. We are constantly working to ensure our members have good working conditions, the opportunity to develop in their professional roles and, most of all: That they are valued highly, which they deserve.

# We see the opportunities that develop Sweden

As the foremost representative of Swedish engineers and Swedish innovative power, Sveriges Ingenjörer works on developing the prerequisites for our members to contribute to a sustainable society. Because wherever engineers work, they work for the benefit of our common well-being, growth and societal development. We know this, as we have carried out and published innumerable surveys and reports with an engineering perspective on the challenges facing society.

## WHY WE HAVE A BUSINESS POLICY PROGRAMME

In an ever more competitive and changeable world, with increasingly frequent and rapid economic fluctuations, we consider it important to have a long-term and future-oriented business policy. Our business policy programme has the importance of engineers for the well-being of society and development as its starting point, and forms the core of our influencing work. The programme concerns issues such as the opportunities for engineer-driven companies to grow and remain in Sweden, and the prerequisites for individual innovators to develop and realize their ideas.



## THIS IS WHY WE FOCUS ON ISSUES RELATING TO RESEARCH AND INNOVATION

Sweden is a leading innovation country, but the innovative ability needs to be reinforced in order to meet future challenges. Many of our members work in research and development, and in order for them to have even greater opportunities to contribute to societal development, we need to see increased collaboration between universities, associated businesses, industry and research institutes. The synergy effects are great at individual, company and societal level when engineers switch between different workplaces. That is why we put emphasis on issues relating to how individual engineers can more easily be credited with experience and qualifications when moving between academia, public life and private business.

## WHY WE HAVE AN EDUCATION POLICY AGENDA

The emergence of the engineers and scientists of the future does not occur in a vacuum. In order for us in Sweden to meet the technical and natural science challenges of the future, future generations need to be tempted to study technical subjects. We therefore work towards creating schools of the highest standard, focusing on technology, mathematics and natural science. Much depends on the teachers, and we therefore strive to strengthen their role and to ensure modern teaching methods are developed and implemented. And in order to increase the attraction of technology subjects, it is important that the country's universities and colleges are run in a successful way.

# We take responsibility for reinforcing the engineering profession

As the country's greatest specialists in engineers, we put our profession first, and do not need to consider competing interests.

## WHY WE FOCUS ON THE WORKING CONDITIONS OF ENGINEERS

Because our members spend a lot of their time at work, it is important that they have good terms and conditions, can influence their work situation and feel that they have a good balance between work and leisure. It is our task to create opportunities for a more secure working life by negotiating good collective agreements, relating to issues such as working conditions, development, parental leave and pensions. If problems arise at work, our members have the right to help with negotiating and legal issues.

## WHY WE ARE REPRESENTED IN MANY WORKPLACES

Employers who invest in a good work environment and good working conditions for their employees, for example via collective agreements, have a lot to gain. Reduced sickness absence, higher income and increased goodwill are just a few examples. We have elected representatives at most employers with collective agreements, and they are the everyday link between us, our members and the employers. Their tasks are, among other things, to represent our members in the workplace, and to make the value of engineers clear to the business. To prepare our elected representatives for their important tasks, they receive initial basic training, and thereafter have the opportunity to receive regular competency development.



## WHY WE MAKE SURE ENGINEERS ARE VALUED AS HIGHLY AS THEY DESERVE

Engineers contribute to societal development, growth and well-being – and they should be rewarded for this in pay and other benefits. This is why we work to ensure engineers are valued as highly as they deserve. It is our mission to create better understanding among employers of the contribution of engineers towards development and profitability. We consider pay to be a means of control, and that employers must regard pay as an investment that is strategically justified through the engineers' contribution towards productivity, development and profitability. Engineers must be able to influence their own pay development through their own performance and contribution to the operation. For this reason, it is important that engineers have well-conducted and annually repeated pay interviews with the pay-setting manager about performance in relation to goals set.

# We make it possible for all members to develop in their professional role

Our members shall have the opportunity to develop throughout their professionally active lives – on their own terms. Without specialist knowledge about the conditions and prerequisites of engineers on the labour market, we support all members who want to increase their knowledge, feel greater security in their professional roles or get inspiration to reach further in their careers. Our two member magazines, *Ingenjören* and *Ny Teknik*, provide development and inspiration relating to technology and engineering-related news in everyday life.

## WHY WE PROVIDE A MAP AND A COMPASS ON A CHANGING LABOUR MARKET

Engineers are attractive on the labour market, and our engineer-specific pay statistics, based on more than 70,000 engineer salaries, provide our members with good, fact-based arguments for their value, irrespective of where they live. Our advice, which gives members access to individual guidance, works as a supplement to the statistics. Members who are facing a turning point in their careers, or who are ready for the next challenge, are offered career coaching by a certified coach, free of charge.

## WHY WE OFFER BASIC SECURITY THAT MAKES OUR MEMBERS MORE DARING

In case of dispute or conflict in the workplace, we provide support to our members. Thanks to our elected representatives, ombudsmen and lawyers – all of them experts in the rights of engineers – we can offer exactly the help and the input required. Membership also includes an advantageous income insurance scheme, which pays 80 % of a monthly salary of up to SEK 100,000 per month. The insurance provides extra security in the event of involuntary unemployment.

82% of our members are professionally  
12% are students  
6% are retired

### WHY WE HAVE SHARPENED TOOLS THAT STRENGTHEN OUR MEMBERS IN THEIR PROFESSIONAL LIVES

Because we specialize in engineers, we know what they want. For this reason, every year we offer lots of different seminars for engineers in various roles all over the country, for example on themes such as being a new manager, starting your own business, achieving work/life balance or understanding group dynamics. In conjunction with Ny Teknik, we also offer the meeting place Ingenjörskarriär, which makes it possible for members to meet employers who are searching for the right competency.

### WHY WE MAKE EXCLUSIVE NETWORKS FOR ENGINEERS AVAILABLE

As the only union which purely focusses on engineers, we can offer our members a unique engineer network, with special contact areas for managers, the self-employed and women, for example. Managers also have the opportunity to take part in a mentor programme, where more experienced people are matched with newly qualified engineers, so that both parties can grow and develop in their roles. Through us, it is also easy for a member who is considering working abroad to get in touch with others who have working life experience from the country in question.

### WHY WE MAKE SURE STUDENTS' ENGINEERING LIVES START ALREADY WHILE STUDYING

With a discounted membership rate for engineering students, we give the professionals of the future the opportunity to start shaping their professional roles already before qualifying. Because of our network, they can easily get in touch with professionally active engineers, who can provide them with guidance and inspiration, for example. We also scrutinize lots of engineer CVs, and carry out simulated recruitment interviews as well as study visits for students who are about to join the workforce. Sveriges Ingenjörer is also represented at all major technical seats of learning, and offer locally adapted activities.

# Welcome to Sveriges Ingenjörer

Sveriges Ingenjörer is a trade union and an interest organization offering membership to graduate engineers. We are the largest union within Saco, the Swedish Confederation of Professional Associations. Our organisation is democratic and based on member influence. The work we do is on behalf of and carried out together with our members.

As a trade union, we represent our members in relation to their employers. We also take responsibility for and play an active part in developing the Swedish model, with the aim of reinforcing the prerequisites for a sustainable and equal labour market. As an interest organisation, we work on forming opinion and exercising influence on issues relating to and strengthening the engineering profession. We also work to promote sustainable businesses at individual, company and societal level, as this benefits our members.

Do you want to become a member of Sveriges Ingenjörer?  
Please visit [sverigesingenjorer.se/medlemskap](https://sverigesingenjorer.se/medlemskap).

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