

A good choice for PhD students



FACKFÖRBUNDET ST



Fackförbundet ST (The Union of Civil Servants) is the union for everyone working within the state sector. As a PhD student you are therefore more than welcome to join us! We offer expert advice and support throughout your career—whether you continue in academia at a university or college, or pursue a professional role within the wider public sector.

Why should you join Fackförbundet ST?

Working as PhD student is both important and demanding. We at Fackförbundet ST are here to support you with advice on your working conditions, salary, employment terms, and workplace environment.

Our elected workplace representatives are on hand to offer guidance and answer your questions and give advice. You can also contact our support team by phone on weekdays.

As a member of Fackförbundet ST, you're never alone. With our strong commitment and extensive experience in the higher education sector, we provide tailored support that reflects the realities of your workplace.

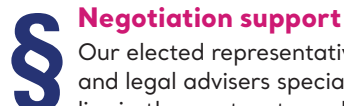
“ I got great help from ST when I looked for employment after my disputation. The best thing was probably that I received the tools necessary to explain my skills so that they were understandable to other employers.”

We work to improve your conditions—locally and nationally

- Fackförbundet ST actively campaigns to shape research policy and improve working conditions for PhD students. Our key demands include:
- Employment from day one: All PhD students should be offered formal employment from the start of their doctoral studies.
- Attractive working conditions: Universities must offer competitive salaries and fair terms of employment to attract and retain PhD students.
- A healthy work environment: Employers must prioritise the wellbeing of PhD students and take concrete steps to improve their working conditions.
- Reducing stress: Departments must take action to prevent and reduce harmful stress levels among PhD students.
- Qualified supervision: Employers must introduce mandatory training for supervisors, and thus ensure that all PhD students are guaranteed high-quality supervision.
- Clear career paths: Career development opportunities—both within and beyond academia—must be made transparent. The number of early-career positions, such as postdoctoral roles and assistant lectureships, should be significantly increased.

What you gain as a member

Joining Fackförbundet ST makes a real difference to your professional development, job security and finances.



Negotiation support

Our elected representatives and legal advisers specialise in the contracts and legislation that apply to those working in government departments and public authorities. We know your rights—and we're here to represent you if you face dismissal, discrimination, or issues such as unpaid wages.



Income insurance

If you lose your job, our income insurance helps ease the financial pressure. You can receive up to 80% of your salary for 150 days, giving you the space to focus on your next steps without the immediate worry of making ends meet.



Coaching for PhD's

Doctoral studies come with unique challenges and situations which require specific expertise. As a member of Fackförbundet ST, you have access to free, personalised coaching from experts who understand the academic environment and can guide you through complex situations.



Union Advice

As a member, you always have someone to turn to for advice on your employment terms, salary, and working environment. ST representatives are close at hand, and our advice service – ST Direkt – is available by phone or email for quick, reliable support.



Insurance

We partner with Folksam to offer specially negotiated insurance for you and your family. As a new member, you receive three months of free life, accident, and health insurance. After these first three months you can choose to continue, expand, or cancel your coverage—it's entirely up to you.



Career services

Thinking about your next career step? Our career coaches are here to guide you and help. We offer: Personalised career guidance CV, cover letter, and LinkedIn profile reviews Simulated interviews to help you prepare with confidence Whether you're staying in academia or exploring other paths, we'll help you present your skills at their best.



Salary advice

We hold the most accurate and up-to-date salary statistics for the state sector. When working outside academia we can support you in negotiating a fair salary—whether you're applying for a new role or reviewing your current pay. We also partake in negotiating tariff salary levels specifically for PhD graduates.



Discounts

As a member, you gain access to a wide range of discounts on products and services, including: Favourable mortgage and loans with favourable interest rates Legal support for private matters Deals on books, courses, training, travel, and holiday accommodation

Find more information about ST and your benefits at www.st.org

Why PhD students choose ST

Our Values in Action

We actively promote democracy, justice, human rights, and solidarity—both in Sweden and internationally.

Political independence

Fackförbundet ST is politically independent. Our positions are always guided by the interests of our members—not by party politics.

We are where you are

At universities and colleges across the country, ST representatives are always close by and ready to support you whenever you need it.

Your Voice Matters

Our union is shaped by the needs and priorities of our members. Everyone is encouraged to get involved, to participate and help influence the issues we work on.

Stronger Together

We are 100,000 members working together to improve conditions in the workplace. Together, we make a difference.



Notice the difference as a member

We believe everyone should be part of a union — because it truly makes a difference. Join Fackförbundet ST today and gain the support, protection, and community you deserve. As a PhD student, you benefit from a special membership rate of just 100 SEK per month.

Become a member at st.org

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