



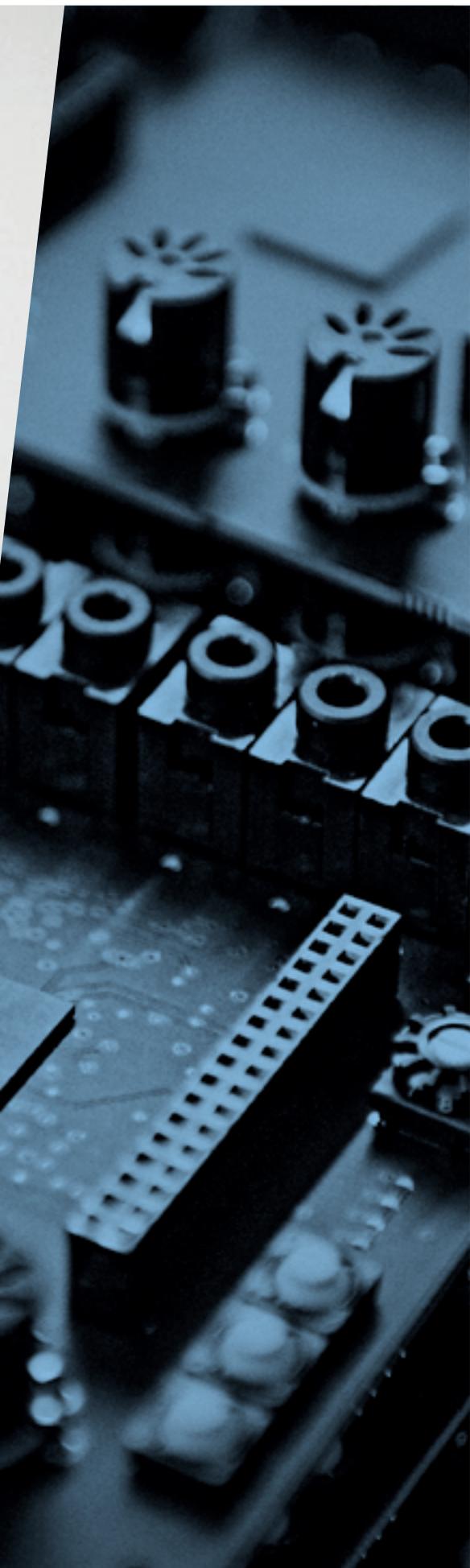
Teknikföretagen

THE POWER TO GROW

"We want to focus on what's most important, like development and manufacturing. Teknikföretagen's experts help us with the rest."

Teenage Engineering: Jens Rudberg, Head of Development





Let Your Energy Flow and Grow as a Company

Growth requires flexibility, support, nourishment and, not least of all, strong roots. That is exactly what we can offer you.

We give you access to guidance by experienced advisors through well-established networks, access to practical aids and support that offers you more flexibility. You also receive nourishment through analytical reports and courses adapted to suit your needs.

Your needs and wishes determine how you take advantage of our offers. That said, it's often just a matter of time before you need help with matters of labour law concerning your relationship with your employees. Or our business law support. Regardless of whether it's HR issues or purely business-related, and even if you require more extensive help or some quick advice over the phone, we are always close at hand through our website and local offices throughout the country.

Let us simplify and improve your work situation. Let us help you with burdensome tasks so that way you can maintain your joy and your enthusiasm for the things you're passionate about. The things you're best at.

Doing so will help not only your business to grow, it will help you grow too.



Be Where the Action Happens, When It Happens

As a member of our active networks, you have the opportunity to learn more and gain more insight into the rapid development happening around us. You will receive updates on current trends, the labour market, competition and the state of the market through reports and economic analyses. You and your colleagues can also expand your knowledge by attending

courses, conferences and needs-adapted training. We make our broad, solid expertise and experience accessible to you through several channels – everything from quick information through our web TV channel to advanced seminars.

Grow through knowledge, grow through expertise.

Grow Using Our Knowledge and Insight

WITH THE HELP OF:



Business law guide – help with contract law and more.

Product Requirement Wizard – intelligent rules to quickly understand what applies to your product.

Network gatherings – throughout the country. A forum for members to share ideas and experience.

Market reports – updates on the economic situation.

Exclusive web TV – interactive broadcasts on topical issues.

The Employer Guide – information and support about employer issues, forms, collective agreements with comments etc.

You can find information about our seminars and courses at:
teknikforetagen.se

33.3%

Did you know that more than one-third of all the money spent on research in Sweden comes from one of our member companies? What's more, more than 30 per cent of all Swedish exports are generated by engineering companies.



Through our e-magazine, t:, we aim to inspire and engage, but also provide nuance on how engineering and industry is viewed. We do this by showcasing the rich, innovative capacity that exists in the industry. We provide plenty of space to discuss creativity and highlight the people behind it.

“Teknikföretagen is the network for industry, for real.”

Johan Söderström, CEO of ABB Sweden





Teknikföretagen:

Annika Arpfors

Regional Manager, East

THE TOP 8 QUESTIONS PEOPLE ASK ME:

1. I have an employee who's not doing their job well, what should I do?
2. What should I consider when hiring?
3. We sell to Italy, what delivery terms apply?
4. Can I require my staff to work on weekends?
5. How do I calculate holiday pay?
6. Which pension solution should I choose for my employees?
7. Could you explain something about this year's salary revisions?
8. I have an employee who is a union member. How do I handle interactions with the union?

”Flexible contracts and serious expertise make Teknikföretagen the right partner for us.”

ÅF AB: Emma Claesson,
Vice President Human Resources



A New Industry with a Bit of Everything

Our industry includes everything from small businesses with few employees to global giants with thousands of employees. It includes traditional industry players, software companies and businesses offering engineering services. What's more, an increasing number of businesses involve more than one of these aspects. For example, today, many companies that formerly worked

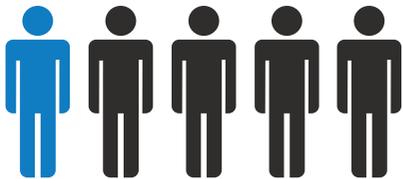
only in production now offer a wide range of different services. Regardless of the nature of your business or what segment of the industry you belong to, Teknikföretagen can provide the support you need. We organise the industry and adapt our work to suit your needs and circumstances so you can grow stronger both here at home and abroad.

SWEDEN SUBMITS
THE SECOND MOST
PATENT
APPLICATIONS
PER CAPITA
IN THE WORLD

6/10 MEMBERS
HAVE FEWER THAN
25 EMPLOYEES



2 600 MEMBER COMPANIES
WORK WITH MANUFACTURING
1 400 ARE SERVICE
COMPANIES

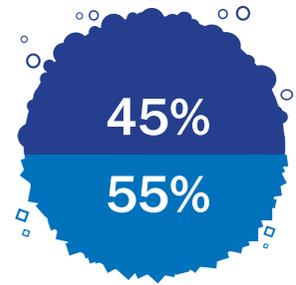


ONE
IN FIVE

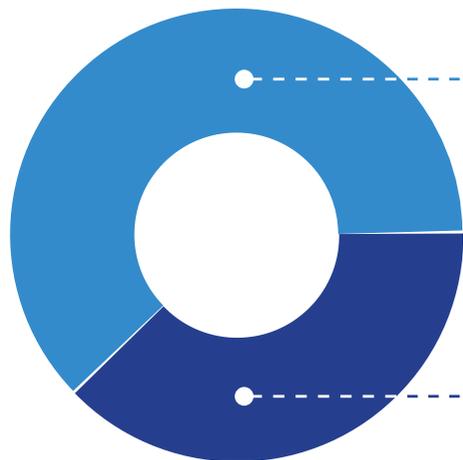
ENGINEERING COMPANIES TODAY
EMPLOY ONLY
OFFICE WORKERS



SWEDEN'S ENGINEERING
COMPANIES EMPLOY
300,000
DOMESTICALLY
AND MORE THAN
600,000
ABROAD



45% OF MEMBER COMPANIES'
REVENUE IS GENERATED
FROM **SOFT** REVENUE
55% FROM **HARD** REVENUE



SWEDISH ENGINEERING
COMPANIES EMPLOY

60%

WHITE-COLLAR EMPLOYEES

40%

BLUE-COLLAR
EMPLOYEES

ENGINEERING COMPANIES
IN SWEDEN
RECORD SALES OF
SEK 1.25
TRILLION



MORE THAN **30%**
OF ALL MONEY SPENT
ON RESEARCH
COMES FROM
ENGINEERING COMPANIES

”Teknikföretagen is my sounding board when it comes to labour law, but also offers good networks for different industry-related issues.”

Thule: Anna Petersson, Human Resource Manager



Size Means Strength

By joining a large, growing network that is firmly established, you'll become a part of something bigger and stronger. By getting involved in the network, you not only become stronger in supporting your own success, but together we also actively shape opinion and create the right conditions for improving success for engineering companies in Sweden on the global market – both now and in the future.

As the world shrinks and the future approaches ever more quickly, competition is increasing, with higher

demand for specialist expertise to develop innovative products and services. For this reason, we need to be actively involved in schools, universities and public authorities. Not just so that our influence will create an attractive and progressive industry, but also to attract young people and to ensure a continued, stable, world-class supply of skills and expertise.

It is together that we will generate the power needed to grow.

The fast and safe route to work permits for our members

A membership in Teknikföretagen puts you and your employees in the fast lane through Migrationsverket's (the Swedish migration authority's) handling process. We help our members with the handling of work permits, free of charge – with the turnaround often being about two weeks. Instead of up to a year.

The labor market is increasingly internationalized and many Swedish employers look for talent all over the globe. But the so-called 'competence expulsions' have become an increasing problem in Sweden. For example, many key figures at Swedish tech-companies have been forced to leave the country, due to minor errors during the hiring process.

We can help you retain important staff members since our collective agreements meet the requirements for personnel born outside the EU. This makes us the first employer organization allowed to file for work permits on behalf of its members.

“With our help, you can hire from abroad today – not in a year.”



Björn Widert,
Member acquisition
manager



Thanks to our local offices located throughout the country, we are always close at hand, no matter where you are. Drop by or give us a call and we'll book a meeting with one of our member advisors – for inspiration, guidance and coffee.

We're happy to help. Just call +46 (0)8-782 09 90.



”Engaging and influencing the technology industry’s prospects strengthens our competitiveness.”

Henrik Henriksson,
President and CEO Scania

Help Strengthen the Engineering Industry

Do you want to help improve the business climate? As a member of Teknikföretagen, you have access to a network and a platform where you can influence the issues that interest you and thereby help strengthen the entire industry’s competitiveness.

At the national level, you can participate in reference groups in a wide range of areas, including research and how we lobby the EU. You can also make a difference locally thanks to our more than 100 regional employers’ groups and can get involved in labour supply and contractual issues, or whichever issues you feel strongly about.

We welcome your involvement. Together, we can grow.



TeknikföretagenPlus

TeknikföretagenPlus gives you access to pre-negotiated purchasing agreements that give you better prices in a long list of areas, including business insurance, fuel, hotels and transportation: a good example of how the effect of our bargaining power translates into reduced costs for you.

Services that Meet Your Needs

Our industry includes many different types of companies, both large and small. Mainly those that are more focused on manufacturing and some that focus mostly on services. To give you the best possible support in staying competitive, we offer three options that have been developed in cooperation with all our members. You decide which alternative best suits your needs and business. Each alternative gives you the service you need, so you can focus on development and growth.



Collective bargaining agreements

Collective bargaining agreements set the terms and conditions that apply to things like wages, holidays and working hours. In this way, they streamline negotiations between you and your employees. Moreover, with our agreements, you can conclude more tailored contracts than what the law provides for, which can boost your competitiveness.

To support industry development and the needs of different types of businesses, we offer two different agreements: One for manufacturing-based and the other for service-based engineering companies. When you sign collective bargaining agreements with us, you become a full member of Teknikföretagen, which give you great benefits. The following is included when you become a member:

For Engineering Companies:

- A collective bargaining agreement with basic terms and conditions for those who employ staff at a manufacturing company.
- Advice and support from our experts on issues concerning labour law, workplace environment, contracts, etc.
- Help with negotiations during conflicts and disputes as well as support if a labour dispute is taken to court.
- Network gatherings that increase opportunities for development and new business.
- Competitive solutions for insurance related to injury, extended sick leave, restructuring and pensions.
- TeknikföretagenPlus: Access to purchasing agreements that lower your costs for business insurance, fuel, hotels and transportation.
- Help with work permits.

For Engineering Service Companies:

- A collective bargaining agreement with basic terms and conditions suited to those who offer services within the engineering industry.
- Advice and support from our experts on issues concerning labour law, workplace environment, contracts, etc.
- Help with negotiations during conflicts and disputes as well as support if a labour dispute is taken to court.
- Network gatherings that increase opportunities for development and new business.
- Competitive solutions for insurance related to injury, extended sick leave, restructuring and pensions.
- TeknikföretagenPlus: Access to purchasing agreements that lower your costs for business insurance, fuel, hotels and transportation.
- Help with work permits.



Service agreements

If you need support in employer issues but you don't want to be a part of collective bargaining agreements, you can sign a service agreement. Our service agreements give you access to expertise, networks and support that will help you develop and grow.

The following is included:

- On-going access to Teknikföretagen's expertise in labour law
- Advice from Teknikföretagen's experts
- Help with contracts and a measure of support in disputes and negotiations
- The opportunity to attend network gatherings where you can learn from the experience of others and make new contacts
- TeknikföretagenPlus: Access to purchasing agreements that lower your costs for business insurance, fuel, hotels and transportation.

	Membership Engineering Company	Membership Engineering Services Company	Service agreements
Collective bargaining agreements	✓	✓	
Insurance solutions	✓	✓	
Advice	✓	✓	✓
Network gatherings	✓	✓	✓
TeknikföretagenPlus	✓	✓	✓
Work permits	✓	✓	

The Downside of Running a Business

Your chosen profession also involves choices you may be less enthusiastic about making: some difficult, others time-consuming, and some less than pleasant. Let us provide you with aids, support and help through:

- Advice on labour law
- Employer's guide
- Workplace environment guide
- Standard contracts online
- Contract aids
- Interpretation of contracts
- Negotiation support
- Forms for download
- Courses and seminars
- Shaping opinion
- Market reports
- Dealings with trade union organisations
- Networks
- Work permits

Teknikföretagen is the employers' organisation supporting creative companies that are responsible for a third of all Sweden's exports. Throughout the country, we provide assistance to engineering companies concerning labour law and other industry matters so that they can focus on developing world-class goods and services.

www.teknikforetagen.se



Teknikföretagen