

## Sweden: update Unionen

On 18 March, Unionen, the Swedish white-collar trade union and Swedish Confederation of Enterprise have agreed on a national wide collective agreement on short-term work.

The two social partner organisations acknowledged that while they have long sought a new system for short-term work, the serious consequences of the corona virus for Swedish companies and jobs have made this even more important. The agreement concerns approximately 500,000 private sector officials and is based on the forthcoming legislation on short-term work presented by the government on March 16. In practice, this means that the employer's wage costs can be reduced by half, while the employee receives more than 90 percent of the salary.

Martin Wästfelt, the Head of Negotiations at Unionen, stated that this is very good to have an agreement in place so quickly. Short-term work will result in fewer job losses and fewer companies being eliminated in this crisis. This is a serious situation and it is then important that both the political level and the social partners take joint responsibility in this way.

The national agreement is valid during the period 16 March - 31 December 2020.

This is a unique situation with legislation that has never been applied before. This means that there are some questions on the concrete implementation that are still open whereas others have been clarified.

Based on this national agreement, social partners for different sectors (around 100) will conclude specific agreements. So far, the following sectors/specific activities have been covered:

- All contract areas within the transport companies.
- All contract areas within Swedish Trade.
- Teknikarbetsgivarna. (~ MET)
- Technology Service employers.
- TEKO, Sweden's Textile and Fashion Company.
- All contract areas within Almega, except for the contract for ambulatory officials within the Competence Companies (Note in particular that the Healthcare Companies are preliminary pending delegation treatment).
- All contract areas within the Industrial Employers.
- All contract areas within Green employers, except the Timber Survey.
- All contract areas within KFO, except Samhall Assigned Officials
- Wood and furniture companies
- Graphic companies
- Idealt
- Ikem
- Idea
- Visita (Hospitality sector, Tourism, Hotels etc.) <https://visita.se/other-languages/>
- Food Companies The Swedish Food Federation <https://www.livsmedelsforetagen.se/in-english/>
- EFA, Employers' Association of Energy Companies
- Swedish Stage Art
- Construction companies <https://byggforetagen.se/in-english/>

In a next step, the social partners at local and company agreements have to implement the agreement through negotiations.

Some practical questions need to be negotiated locally i-e at company level such as:

- Whom to include?
- How long the short-term work should last?
- How to allocate the working hours?
- When to terminate the agreement?
- Whether any skills development shall be planned?

Edited by industriAll Europe, 3 April 2020