

Collective agreement on work life security, transition and employment protection

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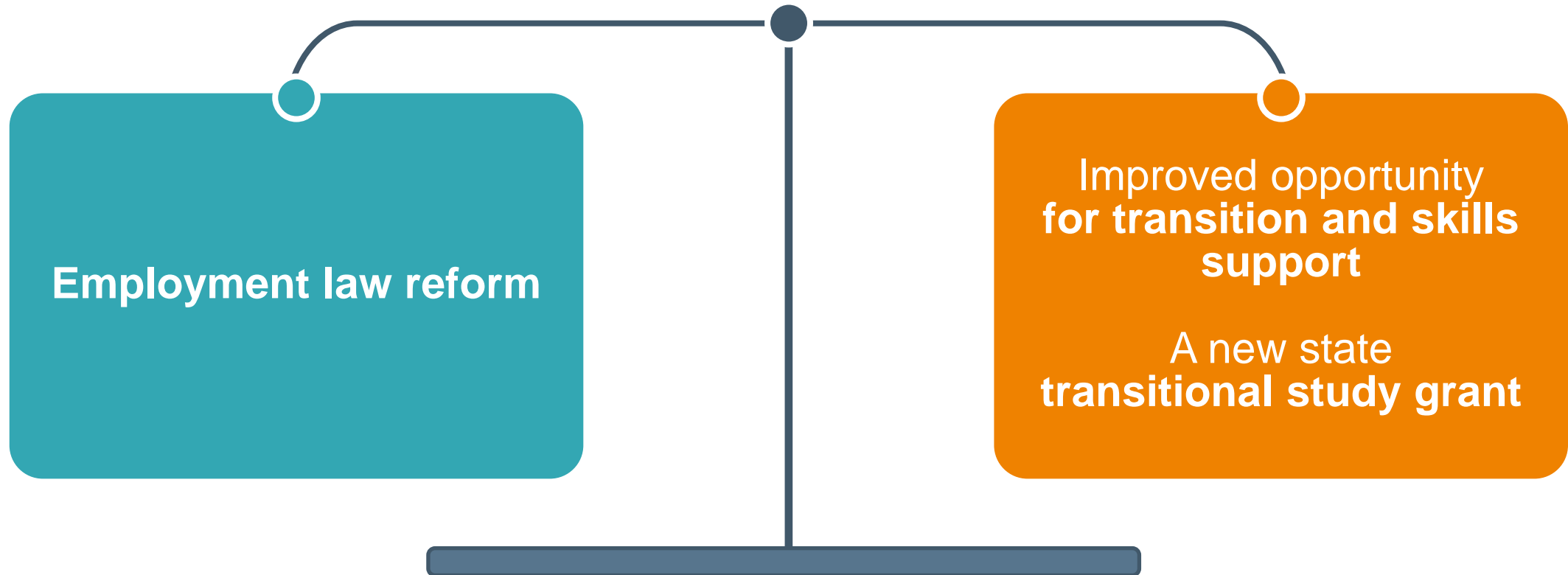
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Background

- Government official investigation on reformed employment → negotiations between the parties
- The social partners reached a collective agreement that is complemented with the biggest employment law reform during the last fifty years
- The new agreements and the new legislation entered into force 1 October 2022
- The agreements are seen as an achievement for the Swedish social partners



A reformed employment law and a new system for transition and skills support





The employment law reform – major impact for the MET industry

- Exceptions from the order of senior priority in case of redundancy
 - Exempt three blue collars and three white collars per operating unit, or
 - 15 percent of the blue collars and white collars who may terminate their employment
- Agency workers who have worked for the same company for more than two years shall be offered a permanent employment by the user undertaking or an agreed remuneration
- Objective reasons for termination can be defined in collective agreement
- Objective reasons for termination of employment in the event of a dispute:
 - Makes it more predictable in case of termination of employment due to personal reasons
 - As a rule, employment will no longer continue during any dispute over invalidity
 - A supplementary unemployment benefit will be introduced



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The employment law reform – minor impact for the MET industry

- Turn order and a transitional period
- Full-time as a default
- Further limitation of fixed-term contracts



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Basic transition and
skills support

State transitional
study grant

Agreed support in
collective
agreement

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New reinforced system for transition and skills



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Reimbursement rates

- State Transitional Study Grant
 - 80 % of income, capped at 1 939 EUR/month

- The Main Agreement provides for additional support:
 - 80 % of income, capped at 2 368 EUR/month
 - 65 % of income, capped at 4 207 EUR/month

+ the possibility to access student loans