

Training and job-to-job transition framework in Sweden. Collective agreements are turning into Labor Law thanks to Trade Union's efforts.

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In **Sweden**, collective agreements have turned into law, to provide financial support for training schemes for short- and long-term skills development, for workers either in employment or between jobs.

These agreements have driven a labour reform implemented in 2022, comprising two key components:

1. The labour law reform introduces greater flexibility for employers in redundancy situations and enhances predictability when terminating employment for personal reasons in certain circumstances. It also imposes limitations on the use of temporary agency work and improves working conditions for employees in precarious situations, while promoting full-time employment as the default option.
2. The new Transitional Study Grant, which can reach a maximum of **3822 EUR** per month when combined with public aid and additional supplements, enhances opportunities for transition and skills support. Main agreements significantly bolster support for job-to-job transitions and lifelong learning for employees, offering a crucial benefit for job security by enabling employees to upgrade or re-skill within the labour market. This also benefits companies by fostering a more productive and skilled workforce.


To qualify for this program, certain eligibility criteria must be met, such as having worked for at least 8 out of the last 14 years or being aged between 27 and 62. Individuals gain increased access to skills development both during ongoing employment and between jobs. Previously, support was limited to employees with permanent contracts, but now those with fixed-term contracts are also eligible.

The most popular courses selected include Accounting, Economics, Consulting, Nursing Specialization, Nursing Programs, Medical Secretarial Studies, Healthcare, and Special Education Teaching Programs.

However, UNIONEN highlights areas for improvement: there should be clearer requirements for accessing these programs, better anticipation of skills shortages, more specialized course offerings, and an expansion of the grant to reach a broader segment of the population.

An extended presentation of the observatory follows.

The Swedish Labour law re

A photograph of a desk setup. On a round, light-colored wooden desk, there is a silver laptop. A black microphone on a stand is positioned to the left of the laptop. In front of the laptop is a green spiral notebook with a red pen resting on it. To the right of the laptop is a white computer mouse. The desk is supported by a single grey leg. The background is a solid green color.

a new system
for transition and
skills support

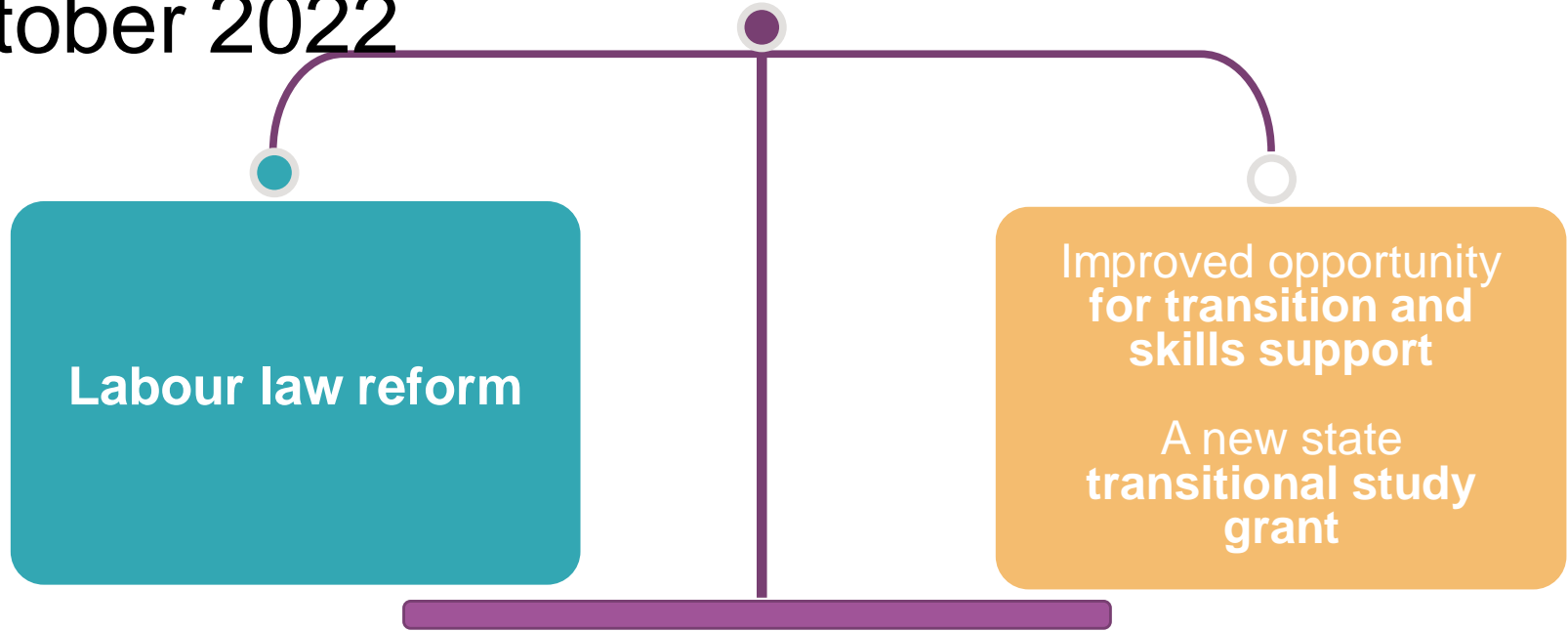
2024-03-12

Eva Franzén Marong,
Trade Union Officer

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

1st

October 2022



UNIONEN

Eligibility requirements

Worked for at least 8
years of the last 14
years

Between 27
and 62 years

Working at least 12
of the last 24
months, 16 hours a
week

Strengthen the
position on the
labour market

Basic transition and skills support

State transitional study grant

Agreed support in collective agreement

New reinforced system for transition and skills

Reimbursement rates

State transitional Study Grant

- 80% of income, capped at 1 750 EUR/month

Main Agreement = agreed additional support

- Capped at 80% of max 2 700 EUR/month
 - Capped at 65% of max 5 900 EUR/month
- + the possibility to access



61 400
people

73 500
applicati
ons

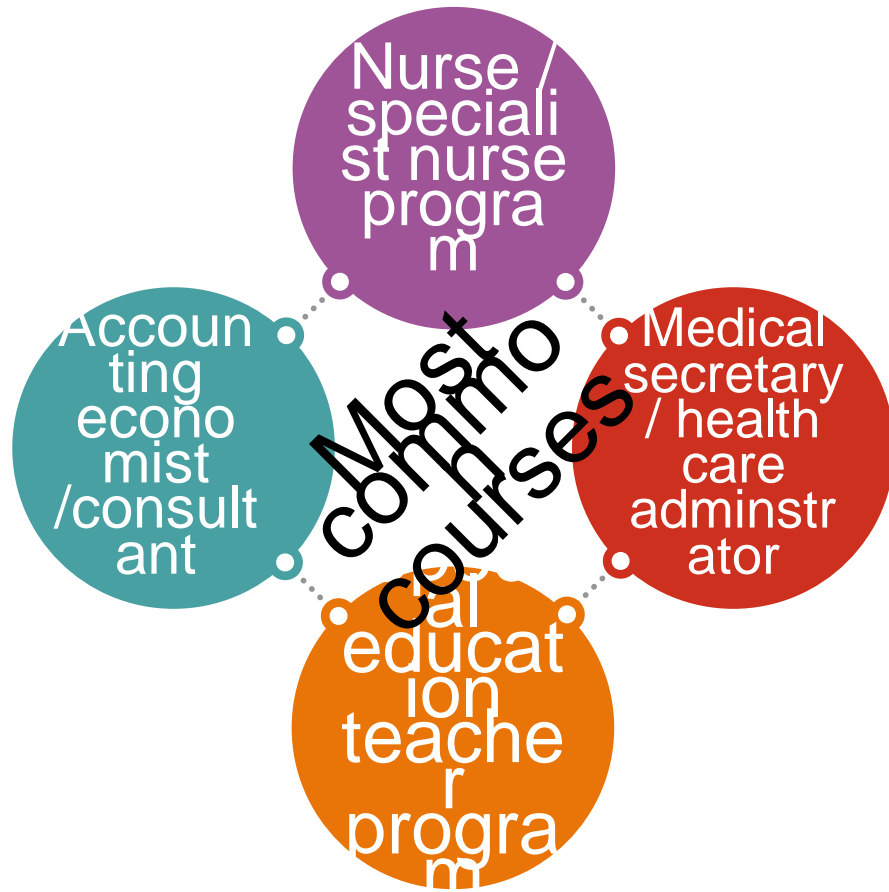
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Proposals from CSN on improvements

- priority for additional transition study support
- Change the calculations of the framework period for working conditions
- reduced and simplified administration
- automated assessment of various conditions

To be implemented

The industry council proposal

- Dimensioning courses according to labour market
- More flexible courses
- Expand number of admissions on science programmes
- Stimulate learning environments
- Reform higher education resource allocation system
- Set aside resources for education aimed at professionals

Final remarks

- Maintain quality jobs
- Fair conditions and fair pay
- Good working environment

