

Information på engelska om

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Kollektivavtal

Collective agreements

Collective agreements provide the framework for modern working life in Sweden, providing both a safety net and basic rights for employees. The agreement regulates your general working conditions: working time, occupational pension, salary supplements during sick leave and parental leave, holiday pay, insurances, overtime, working environment issues and redundancy processes.

Collective agreements are negotiated and signed by the employers' association and the trade union, and they act as a complement to legislation and general ordinances.

Your salary discussion, in which you discuss salary, benefits etc, is your own responsibility. But the collective agreement ensures a secure, solid foundation and guarantees that everything is included.

Local agreements

The central agreement may be complemented by local agreements, covering areas such as competence development and parental leave. Your local union representative knows what conditions apply at your workplace.

Employment contracts

Your employment contract includes matters you have agreed individually with the employer – your title, type of employment, salary, benefits not covered by the collective agreement etc. If your employer does not have a collective agreement, your employment contract should include everything that is covered by a collective agreement.

Agreement areas

The Swedish Association of Graduate Engineers negotiates and signs collective agreements in all sectors and many agreement areas.

Application agreements

An employer that does not belong to an employers' organisation can sign an application agreement.

Lönestatistik

Salary statistics

Each year, Sveriges Ingenjörer, the Swedish Association of Graduate Engineers, carries out a salary survey among its employed members living in Sweden. This survey forms the basis of salary statistics, which in turn provide information for central and local salary negotiations. Members can see competitive salary levels of different types of engineer within different sectors, regions, disciplines and management levels.

The salary statistics are a useful tool when preparing for salary discussions and negotiations.

The salary statistics database

You can find the results of the Swedish Association of Graduate Engineers salary survey on Saco Lönesök, which contains salary statistics compiled from salary surveys conducted by 15 Saco associations, as well as salary information from public sector employers. You can look at salaries for members of the Swedish Association of Graduate Engineers only or include statistics from the other 14 Saco associations.

Saco Lönesök is available in Swedish only.

All individual data in the salary statistics database is anonymous. Restrictions in the system prevent it showing information if the statistical group is too small. Individual salaries are never shown in diagrams and tables.

Salary statistics tables

The results of the salary survey are also available in the form of tables, for different categories of member:

- Graduate engineers – Master of Science
- Graduate engineers – Bachelor of Science
- Engineers with other university education equivalent to three years' full-time study
- Technical college graduates
- Managers
- Ph Ds and licentiates
- Higher education staff

The statistics show total monthly salaries unless otherwise stated. As well as fixed monthly salary, they include variable salary components and benefits in kind.

Salary statistics are available for logged-in members at www.sverigesingenjorer.se.

Semester, semesterlön, semesterersättning

Holiday

The Annual Leave Act decrees that all employees are entitled to at least five weeks' (25 days') paid holiday per year. The law entitles you to four weeks' continuous holiday during the period June to August. Beyond this, your employer has the final say on holidays. Your collective agreement may contain other rules.

The aim of the legislation is to give all employees the right to paid leave. Any employment agreement with worse conditions is therefore illegal. You have the legal right to 25 days' paid holiday per year.

For the purposes of the legislation, the year runs from 1 April to 31 March the following year. In certain collective agreement areas, the holiday year is the same as the calendar year. During the holiday year in which you commence your employment, you are only entitled to five days' paid holiday if your employment begins after 31 August. For employment periods of three months or less, there is no legal right to paid holiday.

Holiday taken in advance

You can agree with your employer to take out holiday entitlement in advance. If you leave your employment within five years, the advanced holiday can be deducted from any holiday entitlement you have remaining. This does not apply, however, if your employment is terminated due to illness or redundancy due to a shortage of work. Holiday advances may also be regulated in the collective agreement.

Holiday during a period of notice

Holiday may not be allocated during a period of notice without your approval. If the holiday has already been agreed and you are given notice of redundancy due to a shortage of work, you may refrain from taking leave if your notice period is less than six months.

Saved holiday

If you are entitled to more than 20 days' paid holiday during a holiday year, any days not taken may be saved. These are to be taken within five years. The collective agreement may contain other provisions.

Holiday pay

Holiday pay is the salary that is paid during holiday leave. Holiday pay is earned during the year prior to the holiday year. If you begin a new job during the holiday pay qualifying year, you may have the right to take holiday, but only some of the days may be paid.

Holiday pay and holiday compensation

The right to paid holiday is regulated by the Annual Leave Act and collective agreements regarding general terms of employment.

The right to holiday leave and the right to holiday pay are not directly linked. You are only entitled to paid holiday in proportion to the period of time you have worked for your employer. Days you have been absent without pay are not counted.

Paid holiday

The number of paid holiday days is calculated as follows:

- $25 \times \text{the number of days employed during the holiday pay qualifying year} / 365$ (366 in a leap year). Fractions are rounded upward. For employees with more than 25 days' holiday, the number 25 is replaced by the higher figure.

The number of days employed = the number of calendar days of employment during the qualifying year minus the number of days you have been absent without pay. Unpaid holiday and absence that qualifies for holiday pay are not deducted. Work-free days during a period of leave of absence are not counted as employment days.

Holiday pay

If your workplace has a collective agreement, you will receive your normal monthly salary during your holiday leave plus a supplement of 0.8 per cent per paid holiday day. If you have also received variable pay components you will also receive 0.5 per cent of that amount.

You will receive the holiday pay supplement of 0.8 per cent with your normal salary payment during or directly after your holiday. The holiday pay supplement of 0.5 per cent is to be paid no later than at the end of the holiday year.

If there is no collective agreement, your holiday pay is regulated by the Annual Leave Act. This stipulates that your holiday pay is 12 per cent of your salary during the qualifying year.

Holiday compensation

If you leave your employment and have accumulated paid holiday leave, you will receive holiday compensation.

- Covered by a collective agreement:

If you are covered by a collective agreement, your holiday compensation is 5.4 per cent of your current monthly salary for each outstanding paid holiday day. For variable salary components, the holiday compensation level is 0.5 per cent of the variable salary that has been paid.

The collective agreement stipulates that holiday compensation is to be paid no later than one month after the employment has ended.

- Without a collective agreement:

If there is no collective agreement, holiday compensation is regulated by the Annual Leave Act. The compensation level is the same as for holiday pay.

For employees who have given notice of resignation and taken out holiday and holiday pay in advance, the holiday compensation is reduced by the equivalent amount. This does not apply to advances paid more than five years previously.

Föräldraledighet

Parental leave

All parents have a legal right to take leave when their child is born/adopted and then to take care of the child. In order to make this financially possible, Sweden has a general insurance cover in the form of parental insurance. In addition, many collective agreements provide additional cover to supplement parental benefits.

Leave when a child is born or adopted

The right to take leave to care for a newborn or newly adopted child is regulated by the Swedish Parental Leave Act. Parental leave may be taken in a single block, divided into three periods per year or take the form of reduced working hours. Mothers are entitled to leave from the sixtieth day before the expected date of birth. Fathers are entitled to ten days' leave in connection with the birth of the child.

Plan your parental leave

You may need to agree certain aspects of your parental leave with your employer, e.g. when you will return to work. We recommend that you make a plan for your parental leave.

Leave for temporary care of a child - VAB

Parents are entitled to 120 days' leave per year for temporary care of a child until the child is 12 years old, e.g. if the child is ill, if the child's day care provider is ill or for visits to the child's school or pre-school. Parents then receive temporary parental benefit. This benefit can also be delegated to other persons. Temporary parental benefit is paid by Försäkringskassan, the Swedish Social Insurance Agency.

Parental benefit

Following the birth of a child, the parent who is at home with the child is entitled to parental benefit. This is paid for a maximum of 480 days in total per child for both parents. Sixty of these days are reserved for each parent, while the rest can be allocated as the parents choose.

For the first 390 days, the benefit paid is the same as the sickness benefit level (*sjukpenningnivå*) and is based on your sickness benefit qualifying annual income. The remaining 90 days are paid at the minimum level, which is currently SEK 180 per day for children born on or after 1 July 2006 and SEK 60 per day for children born before 1 July 2006. Parental benefit can be drawn until the child's eighth birthday.

Full details on parental benefits can be found in several languages on Försäkringskassan's website. (www.forsakringskassan.se)

Parental leave pay

Parental benefit can be supplemented by parental leave pay through collective agreements. This is paid by the employer and varies according to the collective agreement concerned.

Local parental leave pay agreements

Certain employers have local parental leave pay agreements. In these cases, the stipulations in these agreements apply parallel to the collective agreement. Contact your workplace union representative or the company's HR department to find out what applies at your workplace.