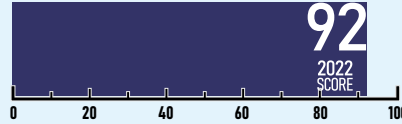




Sweden



92 2020 SCORE

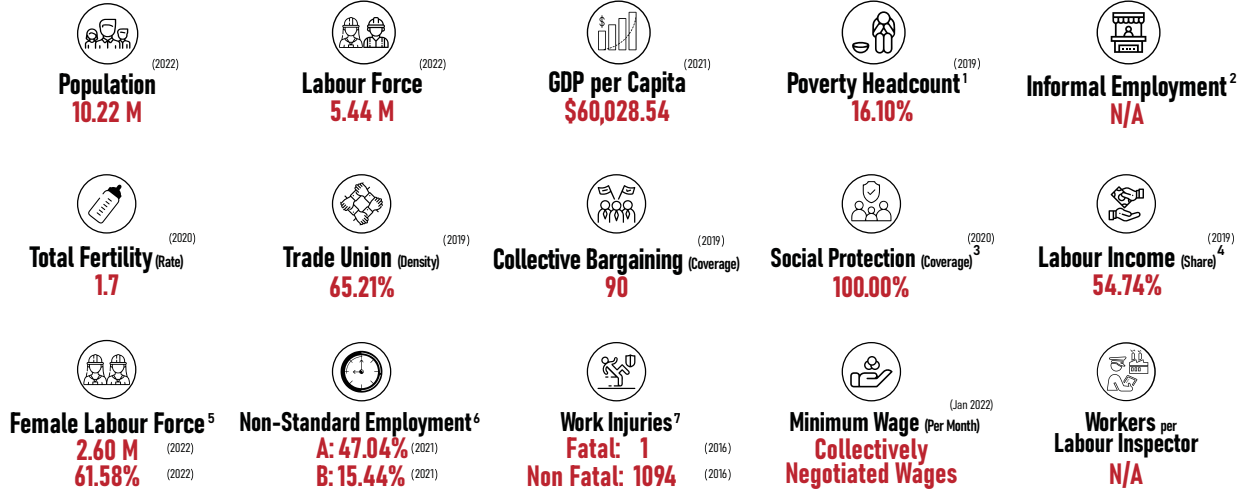
Western Europe

High Income

Decent Work

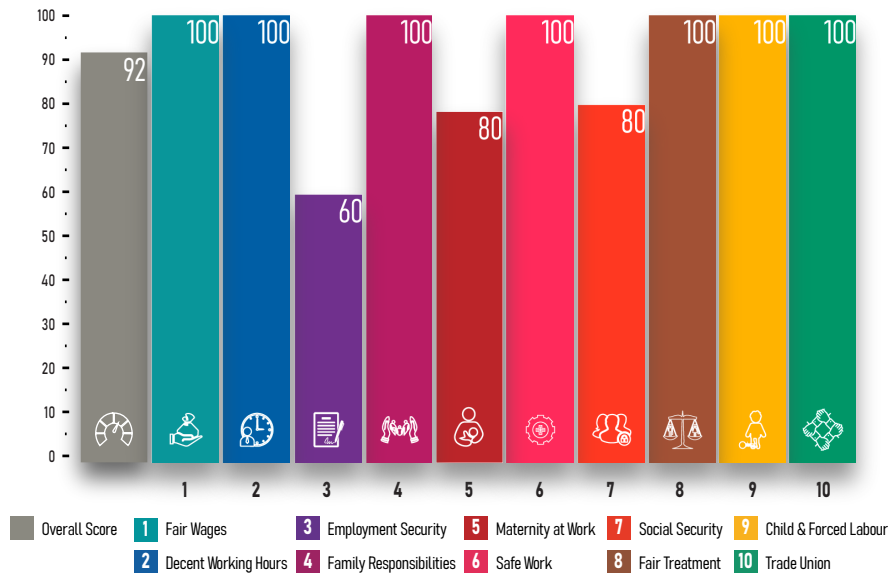


Contextual Indicators



Sources: World Bank
International Labour Organization
WageIndicator Minimum Wages and Living Wages Database
M= Million

Legislative Performance Indicators



Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Sweden's overall score is 92 out of 100. The overall score for Sweden is higher than the regional average observed across Western Europe (89). Within the Western European region, the highest score is observed for Belgium (96).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

² Share of informal employment in total employment (%), as measured under SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

⁵ The female labour force is shown in absolute number along with the female labour force participation rate

⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

⁷ Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

LABOUR RIGHTS INDEX 2022

	Question ⁹	Answer	Legal Basis	Trend ¹²
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	Working Hours Act No. 673, 1982	●
	Does the law require regular payment of wages?	Yes	Working Hours Act No. 673, 1982; IF Metall Agreement No. 16, 2013	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§5-9 of the Working Hours Act, 1982; IF Metall agreement no. 16 of 2013	●
	Does the law require additional compensation for working on a weekly rest day?	Yes	§14 of the Working Hours Act, 1982	●
	Does the law require additional compensation for night work?	Yes	§13(A) of the Working Hours Act, 1982	●
2. Decent Working hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§5-9 of the Working Hours Act, 1982; IF Metall agreement no. 16 of 2013	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§5-9 of the Working Hours Act, 1982; IF Metall agreement no. 16 of 2013	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§14 of the Working Hours Act, 1982; Regulations on the Working Environment of Minors, AFS 2012:3	●
	Does the law require paid public holidays?	Yes	Act No. 253 on Public Holidays, 1989	●
	Does the law require at least three working weeks of paid annual leave?	Yes	Annual Leave Act, 1977	●
3. Employment Security	Does the law require written employment contracts or at least written employment particulars?	Yes	§4-6 of the Employment Protection Act, 1982; §3 & 4 of the Act No. 421, 2014	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	§5 & 6 of the Employment Protection Act, 1982	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	No	§6 of the Employment Protection Act, 1982	●
	Does the law require a 30-day notice before contract termination?	Yes	§11 of Employment Protection Act, 1982	●
	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	No	TRR on Avgångsersättning (AGE)	●
4. Family Responsibilities	Does the law require parental leave for parents?	Yes	§12 & 41(g) of the Chap. 12 of the Social Insurance Act, 2010; The Parental Leave Act, 1995	●
	Does the law require at least one week of paid paternity leave for fathers?	Yes	§10 & 14 of the Chap. 13 of the Social Insurance Act, 2010	●
	Does the law require flexible work arrangements for workers with family responsibilities?	Yes	The Parental Leave Act, 1995	●
	Does the law require paid nursing breaks?	Yes	§4 of Parental Leave Act, 1995	●
5. Maternity at Work	Does the law prohibit inquiring about pregnancy during recruitment?	No	No applicable legal provisions could be located	●
	Does the law require paid maternity leave of at least 14 weeks?	Yes	§4 of Parental Leave Act, 1995	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§3-4 of the Chap. 2 and §12 & 41(g) of the Chap. 12 of the Social Insurance Act, 2010	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§3-4 of the Chap. 2 and §12 & 41(g) of the Chap. 12 of the Social Insurance Act, 2010	●
	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§16-17 of the Parental Leave Act, 1995	●
6. Safe Work	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§7, Chapter 2 of the Work Environment Act, 1977	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§3, Chapter 3 of the Work Environment Act, 1977	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	§18-21 of the Parental Leave Act, 1995	●
	Does the law provide for employment injury benefit?	Yes	Work Environment Act (1977:1160); §23-47 of the Social Insurance Code, 2010	●
	Does the law provide for an old age pension?	Yes	§53-74 of the Social Insurance Code, 2010 ; MISSOC Compa. Table for Sweden	●
7. Social Security	Does the law provide for a dependants/survivors' pension?	Yes	§75-92 of the Social Insurance Code, 2010 ; MISSOC Compa. Table for Sweden	●
	Does the law provide for unemployment benefit?	Yes	Unemployment Insurance Act 1997; MISSOC Compa. Table for Sweden	●
	Does the law require paid sick leave for the first 6 months of sickness?	No	§40 of the Social Insurance Code, 2010; MISSOC Compa. Table for Sweden	●
	Does the law provide for invalidity benefit?	Yes	§48-52 of the Social Insurance Code, 2010; MISSOC Compa. Table for Sweden	●
	Does the law require equal remuneration for work of equal value?	Yes	§4-5 of Ch. 1, §1 of Ch. 2 & Sec. 2 of Chap. 3 of the Discrimination Act (2008:567)	●
8. Fair Treatment	Does the law prohibit sexual harassment in employment?	Yes	Chap. 2, 3 & 5 of the Discrimination Act (2008:567)	●
	Does the law prohibit discrimination in employment matters? ¹⁰	Yes	§2, Chapter 2 of the Swedish Constitution, 1974; Chap. 1 & 2 of the Discrimination Act (2008:567)	●
	Does the law allow women to do the same jobs as men?	Yes	§17 of the Chapter 2 of the Swedish Constitution (Instrument of Government), 1974	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	Social Insurance Code, 2010 ; MISSOC Compa. Table for Sweden; MISSOC Compa. Table for Sweden	●
	Does the law prohibit employment of children?	Yes	Chapter 5 of the Work Environment Act (1977:1160)	●
9. Child and Forced Labour	Does the law set employment entry age equal to or higher than the compulsory schooling age?	Yes	Chapter 7 of the Education Act 2010	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	Chapter 5 of the Work Environment Act (1977:1160); Regulations on the Working Environment of Minors, AFS 2012:3	●
	Does the law prohibit forced labour?	Yes	§1(A), Chapter 4 of the Swedish Penal Code (1962:700) amended by (SFS 2010:371)	●
10. Trade Union	Does the law allow workers to form and join unions of their own choice?	Yes	§1 (Chap. 2) Constitution 1974; Trade Union Representatives (Status at the Workplace) Act No. 348 of 1974	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	§23-40 of the Employment (Co-Determination in the Workplace) Act No. 580 of 1976	●
	Does the law provide for the right to strike?	Yes	§40-62 of Employment (Co-Determination in the Workplace) Act No. 580 of 1976	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	Yes	No violative legal provisions could be located	●

Covid 19 and Labour Market in Sweden*

Total Covid Cases	2.53 Million
Total Covid Deaths	19,203
Partial Vaccinated	76.0%
Fully Vaccinated	74.0%

Wage Subsidies	✓
Social Security Contributions (deferrals/waivers)	✓
Paid Sick Leave	✓
Add. Unemployment Benefits	✓

Protection from Dismissals	✗
Telework/flexible work	✓
Improved Health Access	✓
Training (activation measures)	✓

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Sweden on SDG 8.8.2 is 0 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change