

Working in Sweden?

Information for persons with a temporary job in Sweden



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This folder contains information on some of the most important rules applying to people working in agriculture, horticulture, etc., in Sweden.

We hope you'll like the work and that you will get the most out of your period of employment in this country.



Kommunal – who are we?

Kommunal – the Swedish Municipal Workers' Union – negotiates with employers about wages and other conditions of employment.

We are the trade union for agricultural and horticultural workers. We also have members in riding schools, at trotting tracks, golf courses, etc.

Kommunal, with more than 500,000 members, is Sweden's largest trade union. Our members work in both the green sector and the municipal sector: in municipalities, county councils, churches and numerous private companies.



How much pay should you receive?

The lowest wage payable to agricultural workers is listed in the table (it is also permissible to agree to a higher wage). If you work overtime, your hourly wage will be higher.

Your employer will also be expected to pay 13% holiday compensation on all wages (including overtime) that you receive. Holiday compensation is payable no later than at the time when you cease your employment.

Your employer is also liable to deduct tax from your wages and pay it to the authorities (if you work for less than six months in Sweden, you pay tax at a rate of 25%).



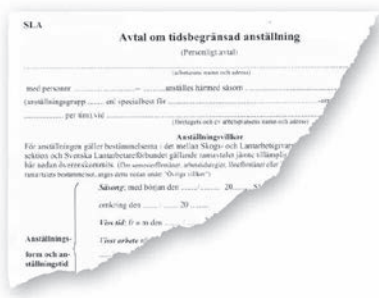
How long are you expected to work?

Normal working hours are 40 hours per week.

You will normally work eight hours per day between 7.00 a.m. and 5.00 p.m. from Monday to Friday. Other times may apply for stockmen and other people working with animals. All time outside ordinary working hours is counted as overtime, for which you will be entitled to extra compensation.

Under the terms of Kommunal's wage agreement, you are entitled to work up to 70 hours overtime per month. If no agreement has been reached with your employer, you are legally entitled to work 50 hours overtime per month.

It's a good idea to keep a daily record of the hours you work, since we must have access to this information if we are to help you in the event of a dispute over your wages. Therefore, always make a note of the time you start and finish work and the length of any breaks you may take.



Certificate of employment

If you will be working for at least one month, your employer is legally bound to provide you with a written certificate of employment.

THIS CERTIFICATE MUST AMONG OTHER THINGS SPECIFY:

- The name of your employer.
- Your name.
- The location of your place of work and the type of work you will be doing (or your position).
- The type of employment. If you are hired on a temporary basis, the certificate must state your last day of employment.
- Your wage and any other benefits you will be receiving – and how often your wage will be paid.
- Working hours.
- Paid holiday.
- The collective wage agreement that is to apply to your work.



Work environment

Your work environment must be safe and secure. Much of the responsibility, however, lies with you: you must adhere to any and all rules put in place to prevent accidents and ill health.

Any personal protective equipment that you may need, e.g. for animal management, crop spraying, or for protection against noise, must also be available at your place of work.

Kommunal employs a safety officer whose job it is to ensure that the working environment is safe. You can reach the regional safety officer via your local union branch.



If you fall ill

If you fall ill, your employer is expected to pay you 80 percent of your wage in sick pay as of the second day of your illness. On the first day of your illness, you will not be paid for the time you did not work.

You are entitled to sick pay until the 14th day of your illness. Sickness benefits are then paid out by the Insurance Office (to receive sickness benefits, you must be living in and be officially registered as residing in Sweden).



How do you benefit from the agreement?

Kommunal's collective wage agreement is your guarantee that your employer will abide by his promises: wages, compensation for overtime, holiday pay, etc.

Remember: unless your place of work is covered by a collective wage agreement, your employer has promised you nothing!

Kommunal's collective wage agreement also incorporates a number of insurance policies that will cover you in the event that anything happens to you at work. The most important is TFA insurance, which will provide you with coverage if you suffer an accident at work. If the employer is a temporary work agency, the so called Agreement on temporary work applies.



Time to join Kommunal?

Anyone working in the agricultural sector can become a member of Kommunal, even if their employment is only temporary.

As a member, you are entitled to assistance during negotiations on your terms of employment. If a dispute with your employer should lead to legal action, you may qualify for free legal protection.

TWO TYPES OF INSURANCE ARE AUTOMATICALLY INCLUDED IN YOUR KOMMUNAL MEMBERSHIP FEE:

- personal accident insurance that covers injuries sustained during your leisure time; and
- home insurance that covers moveable property in your Swedish residence.

Minimum agricultural wages

Kr/hour	Agricultural work/field-scale vegetable cultivation, incl. strawberry picking	Skilled worker: stockman, tractor driver, machine operator
	Fr o m 1 june 2012	Fr o m 1 june 2012
Hourly wage during normal working hours	104,55	113,20
Hourly wage during other working hours, rescheduled working hours.		
Weekdays 17.30-22.00	138,55	147,35
Weekdays 22.00-06.00	149,55	158,20
Saturday-Sunday, holidays 06.00-17.30	149,55	158,20
Saturday-Sunday, holidays 17.30-06.00	159,55	168,20
Certain public holidays*	193,55	202,20
Hourly wage, overtime.		
Weekdays	155,85	168,60
Saturday-Sunday, holidays	191,75	207,75

The above table indicates the starting wage for employees who have reached the age of nineteen.

Persons with a longer period of employment or who are better qualified are entitled to higher wages as specified in the wage agreement.

If the employer is a temporary work agency, the so called Agreement on temporary work applies. This agreement applies regardless of occupation. According to the Agreement on temporary work, the lowest monthly salary is 18 495 SEK.

*These public holidays are: New Year's Day, Good Friday, Easter Eve, Easter Sunday, Easter Monday, May Day, Whitsun Eve, Whit Sunday, National Day, Midsummer Eve, Midsummer Day, Christmas Eve, Christmas Day, Boxing Day and New Year's Eve.

Need more information?

Kommunal is represented all over Sweden, with sections in every municipality. Most branch offices are open during normal business hours.

UNION OFFICE
010 - 442 70 00



Local contact information also available on:
www.kommunal.se/avdelningar

 **Kommunal.**
www.kommunal.se