

The Swedish model

A piece of cake



In Sweden the terms for the labour market can be viewed on as a cake - with great possibilities of flavours and combinations. That's what makes it so tasty. The sponge of the cake is the labour law. It's the same for everyone. The filling depends on the working segment. The industrial, public, trade segment etc. have different central collective agreements, i.e. fillings. Then you can add icing to the cake, so that it tastes better. That's the local collective agreement and it is different for each company. And finally, the cherry on the top, the individual agreement. For each element you add, the cake / working conditions, gets better. This possibility to make the cake so that it fits specific circumstances and needs is what makes The Swedish model so successful.

Individual agreements - the cherry on the top
You have the opportunity to sign individual agreements. At Scania you can, for example [exchange salary to pension](#) and exchange overtime compensation to higher salary and extra vacation days. AF can help you review the deal before signing.

Local collective agreements - the icing
At all companies, it is possible to sign local collective agreements that only apply there. The latest issues that AF and Scania have regulated are the redundancy process, short-term work and the opportunity to save vacation days during parental leave. From before the [Consultant agreement](#) regulates the proportion of consultants, that hired employees must not have personnel responsibilities etc.

Central collective agreements - the filling
All different industries have their own central collective agreement that applies to all companies within that industry. For companies in the industrial industry such as Eriksson, Sandvik and Scania, [Teknikavtalet](#) applies. It has been signed by central unions, including Sveriges Ingenjörer, and the Association of Swedish Engineering Industries. It regulates overtime compensation, reduction of working hours, vacation pay, notice periods, etc. Thanks to collective agreement, Scania pays to your occupational pension every month.

Labour law - the sponge
There are a number of laws that regulate conditions in the labour market. For example, the Employment Protection Act ([LAS](#)), the Employment Act ([MBL](#)), [Working Hours Act](#), [Annual Leave Act](#), [Parental Leave Act](#) and [Act on sickness payments](#).



Akademikerföreningen (AF) represent University graduates at Scania who are members of a trade union within Saco Swedish academics's central organisation.

Not yet a member?
Join us!

[saco.se/
scania](http://saco.se/scania)



www.saco.se/scania
brevlada.af@scania.com
08-553 826 15
@ akademikerforeningen.scania