

The Swedish Model

SLA, The Federation of Swedish Forestry and Agricultural Employers is an organization for employers in agriculture, forestry, horticulture, landscaping, golf and animal clinics.

- 4 000 members, companies, 90% <10 employees
- 30 000 employees
- 31 collective agreements
- 6 white collar trade unions
- 2 blue collar trade unions



The Swedish Model

Rules

EU laws

Swedish laws

Bargaining agreement

Employment contract

Agree



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What is a collective agreement?

Definition in law

- In writing
- Parties
- Matters regarding employers and employees
- Parties' intention

- 670 agreement on the market,
- 69 % of workers are members in union,
- Agreement covers 90% of market



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Wages - All the collective bargaining in one year

- White collar – percentage (2%, 2%,2% + 0,5% extra pension)
- Blue collar - nearly always a sum, a figure

All follow their industry bransch (industrial employers) and the bransch commonly seen as the one bransch that have impact on the specific collective agreement for that part of the labour market. Each bransch has it's own collective agreement adapted to their specific conditions

The Swedish model

- Wages based on experience, knowledge, responsibility and liability in that employment
- Benefits - same for all employees, including seasonal workers
- Different benefits between blue and white collar workers

The Swedish model

Salary, minimum wage
1euro=10,1943 sek

| | | | | hour | month |
|----------------------|-----------------------------------|---|--|--------------------------------------|----------------------------------|
| A1 A2 | Adolescents | Young people over the age of 16, but under the age of 18 Young people over the age of 18 | 16 or 17 years 18 year | 85,85sek 102,91 | 14222sek 17289 |
| B1 B2 B3 B4 | Employees | Employees who are 19 years old. The work is less demanding, such as dog walks, driver, weed picker, pick berries and vegetables, beekeeping, dog attenants, easier tractor driving..... | Initial basic salary, 3 years of professional experience, 6 years of professional experience, 10 years of professional experience | 115,28 117,88 120,86 125,01 | 19367 19803 20305 21002 |
| C1 C2 C3 | Professional technician | Employed at the age of 18 years and been employed as a tractor driver for framing for at least 12 months. Also driver of tractors, machines and lorries..... | Initial basic salary, 3 years of professional experience, 6 yeras of professional experience | 126,07 129,28 132,47 | 21180 21718 22255 |
| D1 D2 D3 | Qualified professional technician | Machine handler who has the skills of handling and repairing machines. Have the relevant training and education. | Initial basic salary, 3 years of professional experience, 6 yeras of professional experience | 141,19 143,26 145,34 | 23720 24068 24417 |
| E1 E2 E3 | Repair and construction workers | This group includes repairers, construction workers, carpenters and painters. | Initial basic salary, 3 years of professional experience, 6 yeras of professional experience | 149,18 150,80 152,48 | 25063 25335 25617 |
| F1 F2 F3 | Professional animal | Maintain and manage affected species and who have worked with this for more than 12 months or have relevant education and have been working at least 6 months with animal husbandry, as horse riders, as fur workers, work at breeding stations, stuttries..... | Initial basic salary, 3 years of professional experience, 6 yeras of professional experience | 125,65 127,98 132,84 | 21109 21501 22317 |
| G1 G2 G3 | Qualified professional animal | This group includes carer working alone, farrier, those who works with animal caring will do that without special supervision..... | Initial basic salary, 3 years of professional experience, 6 yeras of professional experience | 134,63 136,20 137,84 | 22618 22882 23157 |
| H1 H2 H3 | Supervisor | Operative leader who leads and delays the work. Higher education is required..... | Initial basic salary, 3 years of professional experience, 6 yeras of professional experience | 143,19 144,83 146,55 | 24056 24331 24621 |



SLA

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Yearly rise

| | 2017 | | 2018 | | 2019 | | |
|-----|------|-----|------|-----|------|-----|--------------------------------------|
| A 1 | 1,83 | 307 | 1,71 | 287 | 2,02 | 339 | Adolecents |
| A 2 | 2,21 | 372 | 2,06 | 346 | 2,42 | 407 | |
| B 1 | 2,82 | 474 | 2,62 | 440 | 3,07 | 517 | Employees |
| B 2 | 2,82 | 474 | 2,62 | 440 | 3,07 | 517 | |
| B 3 | 2,82 | 474 | 2,62 | 440 | 3,07 | 517 | |
| B 4 | 2,82 | 474 | 2,62 | 440 | 3,07 | 517 | |
| C 1 | 3,05 | 513 | 2,84 | 477 | 3,33 | 559 | professional technician |
| C 2 | 3,05 | 513 | 2,84 | 477 | 3,33 | 559 | |
| C 3 | 3,05 | 513 | 2,84 | 477 | 3,33 | 559 | |
| D 1 | 3,20 | 538 | 2,98 | 500 | 3,49 | 586 | Qualified professional technician |
| D 2 | 3,20 | 538 | 2,98 | 500 | 3,49 | 586 | |
| D 3 | 3,20 | 538 | 2,98 | 500 | 3,49 | 586 | |
| E 1 | 3,99 | 670 | 3,71 | 623 | 4,35 | 730 | repair and construction workers |
| E 2 | 3,99 | 670 | 3,71 | 623 | 4,35 | 730 | |
| E 3 | 3,99 | 670 | 3,71 | 623 | 4,35 | 730 | |
| F 1 | 2,91 | 489 | 2,70 | 454 | 3,17 | 533 | professional animal |
| F 2 | 2,91 | 489 | 2,70 | 454 | 3,17 | 533 | |
| F 3 | 2,91 | 489 | 2,70 | 454 | 3,17 | 533 | |
| G 1 | 3,15 | 530 | 2,93 | 492 | 3,44 | 577 | Qualified professional animal |
| G 2 | 3,15 | 530 | 2,93 | 492 | 3,44 | 577 | |
| G 3 | 3,15 | 530 | 2,93 | 492 | 3,44 | 577 | |
| H 1 | 3,59 | 603 | 3,33 | 560 | 3,91 | 657 | supervisor |
| H 2 | 3,59 | 603 | 3,33 | 560 | 3,91 | 657 | |
| H 3 | 3,59 | 603 | 3,33 | 560 | 3,91 | 657 | |

The Swedish Model

How much does an employee cost?

The gross salary = **20 305** kr

Community tax 5 681 kr

State tax 0 kr

Extra pension fee 0 kr

Employer pay **26 685** kr

Social benefits 6 380 kr

Left after taxes **16 154** kr

Total tax on both sides 10 530

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A collective agreement is applicable on:

1. The parties to the agreement
2. Members of the organizations that entered into the agreement
3. Employees who are not members of a trade union
4. Employees who are members of other trade unions

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