UNIONEN

Collective agreements for employers

Dear Employer,

A collective agreement is the easiest way for you as an employer to achieve decent terms and conditions for your most important resource – your employees. You also observe the rules of play for the Swedish labour market, receive a hallmark of quality and an opportunity to access new markets.

Cooperation always pays off in the long run. It's the actual basis for what is usually called the Swedish model, with collective agreements between employers and employees. Through collective agreements, you as an employer get clear, simple and fair rules that apply in your unique industry while having the chance to come to an agreement on adapting the rules to your particular workplace. A flexible model that focuses on us cooperating and identifying joint solutions that everyone benefits from. Collective agreements are therefore not only valuable for your employees but also for you and your business:

Simplicity. Hiring new staff? Great, we know what it's important to regulate in the employment arrangement so that the company doesn't have to set up everything itself.

Clarity. Creates engagement and sustainable growth with clear rules of play, i.e. everyone knows what applies even before they have commenced employment.

Stability. Industry-specific collective agreements provide long-term, stable rules agreed on by employers' organisations and trade unions in the industry.

Satisfaction. With a collectively agreed occupational pension solution, the management fees are extremely competitive, which benefits employees as there is more left over for their pensions.

Peace of mind. Support from a job security council for managers and employees in the event of a situation involving redundancies.

Hallmark of quality and new business. Many bodies that procure services in the public sector and the world of organisations specify collective agreements as a requirement for their prospective suppliers.

Find out more here

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Collective agreements for employees

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Peace of mind as an employee

With a collective agreement at work, you as an employee have a package that safeguards your terms and conditions. Occupational pension, parental allowance, guaranteed annual wage increases, sick pay and a job security council are some examples of valuable, much-appreciated parts of a collective agreement. You can focus on doing a good job – the rest is already in place.

A collective agreement is a voluntary agreement between employer and employee about your rights at the workplace. If there is a collective agreement where you are working, you can rest assured that wages, form of employment, occupational pension, hours of work, holidays, period of notice and much more besides are all regulated. The great thing is also that the terms and conditions in the collective agreement serve as a floor – not a ceiling. So if you've performed well at work – and can convince your manager of that – there's nothing to stop you getting even more in your pay packet.

What is the difference between workplaces with and without collective agreements?
A collective agreement democratises the workplace. The employer will be obliged to negotiate major issues before decisions are made, giving you the opportunity to have your say. This increases workplace satisfaction and makes for better informed decisions, leading to greater productivity. Without a collective agreement, the employer can decide on most issues without taking the employee perspective into account.

Collective agreements provide long-term security. Many employers without collective agreements offer various benefits in the form of policies, which are not binding agreements. This means that highly appreciated benefits can be withdrawn or changed from one day to the next. Collective agreements protect key benefits so you can feel confident that what you have today, you will also have tomorrow.

Find out more here

Collective agreements do not shield you from tougher times, but if things go badly for your company and you are made redundant, there is a transition organisation that specialises in helping you to take the next step in your career as a white-collar employee.