

You benefit from the collective agreement

Member with collective agreement

- Entitled to pay review
- Good terms and conditions for everyone at the workplace
- Occupational pension and insurance
- Support from transition organisation if you are made redundant
- Right to exert an influence at work
- Right to influence your terms and conditions
- Advice and help with negotiations
- Income protection insurance
- Career programme
- Discounts and benefits

Member with no collective agreement

- Entitled to pay review
- Good terms and conditions for everyone at the workplace
- Occupational pension and insurance
- Support from transition organisation if you are made redundant
- Right to exert an influence at work
- Right to influence your terms and conditions
- Advice and help with negotiations
- Income protection insurance
- Career programme
- Discounts and benefits

Not a member but have a collective agreement

- Entitled to pay review
- Good terms and conditions for everyone at the workplace
- Occupational pension and insurance
- Support from transition organisation if you are made redundant
- Right to exert an influence at work
- Right to influence your terms and conditions
- Advice and help with negotiations
- Income protection insurance
- Career programme
- Discounts and benefits

Not a member and with no collective agreement

- Entitled to pay review
- Good terms and conditions for everyone at the workplace
- Occupational pension and insurance
- Support from transition organisation if you are made redundant
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Find out more at
unionen.se/in-english

Power over terms and conditions

Employers and trade unions agree on the terms and conditions for each industry, not the Riksdag (Swedish Parliament) or the Government. As a member you are entitled to participate and exert an influence. When it comes to the rules of your industry, you have more power than the Prime Minister!

Everyone is in agreement

When the agreement has been finalised, you, your colleagues and your employer know what applies, exactly the same as with any other agreement. Employers covered by a collective agreement can always improve the terms and conditions beyond what is stated in the agreement – but cannot make them worse.

Good terms and conditions for all

An employer can't employ someone who agrees to worse terms and conditions than those in the agreement. Otherwise, if there's a job shortage, the market can easily turn into an employer's market, with people starting to take jobs regardless of how little they're paid.

Get paid for what you do

Your salary is to be reviewed each year, as stated in the agreement. You are also entitled to a pay review with your manager at which you talk about how you perform your work and what you can do to improve your salary even more.

Extra remuneration

If you work overtime, at weekends or during evenings, are on call or travel a great deal in your work, you get paid extra. This is regulated in the collective agreement.

Extra pay during parental leave

When you're on parental leave and receiving parental benefit, you can receive parental pay for a few months in addition to parental benefit.

Insurance in the event of injury and sickness

If, for example, you're sick for a long period or if you injure yourself in your work, you'll get financial compensation thanks to the insurance included in the collective agreement.

Higher pension

You get some form of pension savings through your work, known as occupational pension. Your employer deposits money each year with an insurance company that manages your occupational pension funds at a low fee, meaning that you have more left over for your pension.

Personal development

The right to a performance appraisal is included in most collective agreements. The importance of skills development is also stressed.

More influence in the workplace

The collective agreement gives you the opportunity to participate in decision-making that concerns your workplace. If you appoint a workplace representative or form a branch, your employer is obliged to provide you with information and negotiate major changes in the business.

Support on redundancy

If you should be given your notice in connection with staff cutbacks, you can get professional and financial support from the transition organisation, which helps many employees each year find a new job, start their own business or begin studying.

You benefit from the collective agreement

Pay rises, extra remuneration and occupational pension – the total content of the agreement is worth on average SEK 80 000 per year. See how we have made our calculations and how much a collective agreement can be worth for you at unionen.se/kollektivavtal (in Swedish).