

# Job Security Agreements

## Job Security Councils

- A more active support in case of redundancy

# HOPPA INTE



## FRÅN JOBB TILL JOBB

*"Hopp-Jerka" lär sig inget yrke ordentligt, han får svårt att få bra jobb längre fram och ovana vid nya maskiner ökar risken för olycksfall i arbetet ...*

## Sweden, back-ground:

Representative trade unions

A tradition of regulating labour relations through collective agreements.

Employment Protection Act

An active Labour market policy – PES

# Employment Protection Act (LAS)

## Two principles:

- Employment for an indefinite period of time is the normal type of employment
- Dismissals must be based on a just cause. Redundancy is a just cause.

## Moreover

LAS contains:

- Provisions on notification periods
- Priority rules in case of redundancy

The Swedish legislation does not include any requirements for the employer to set up a social plan.

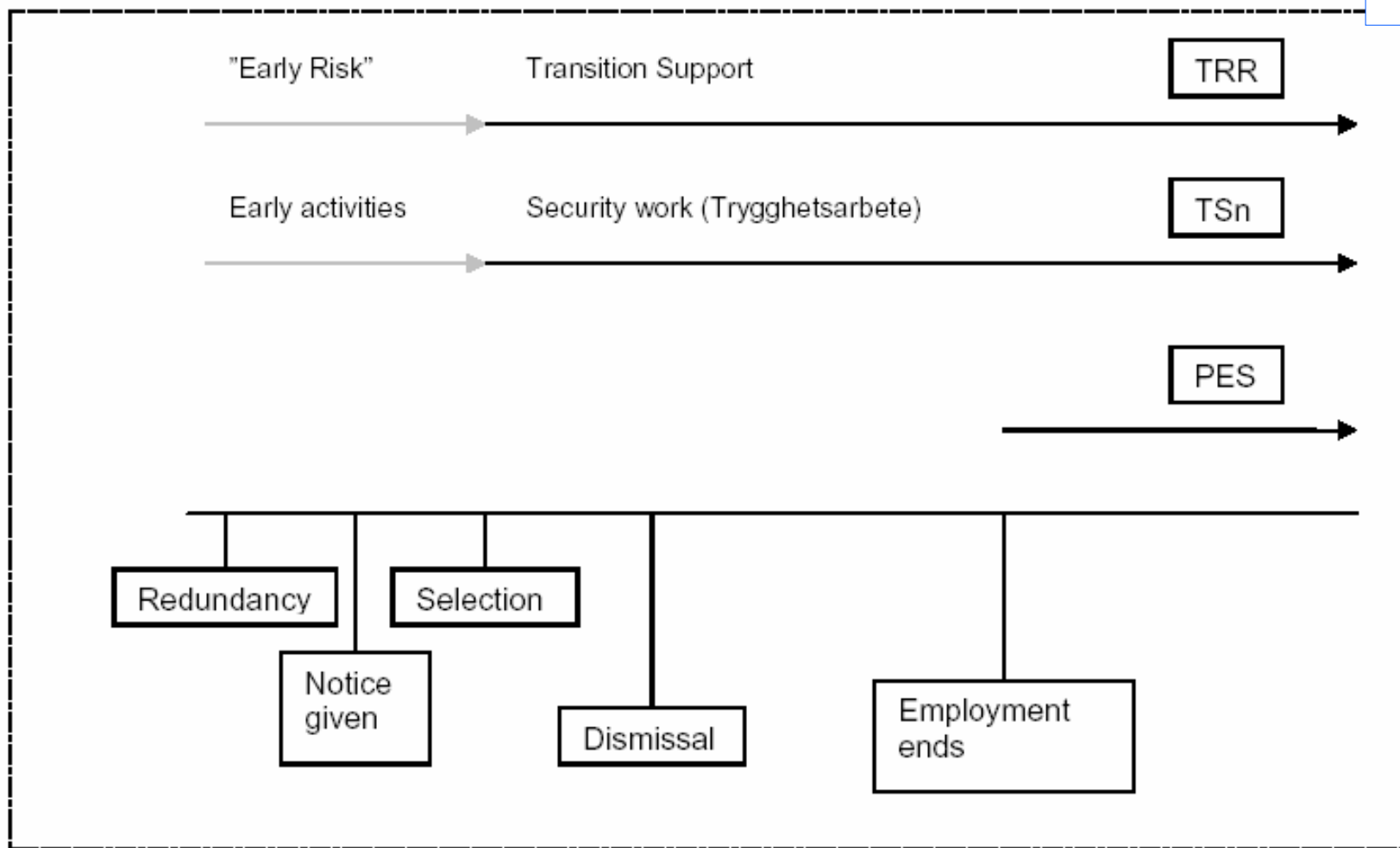


Fig. 1: The Job Security Councils and the PES (adapted from SOU 2002:59)

# 16 Trygghetsråd och omställningsförsäkringar för ca 2 milj. Anställda och 1.5 miljarder kronor/år



700.000 anställda



900.000



250.000



50.000



45.000



2 trygghetsfonder

35.000



30.000



30.000



22.000



7.500



AFO 4 trygghetsfonder

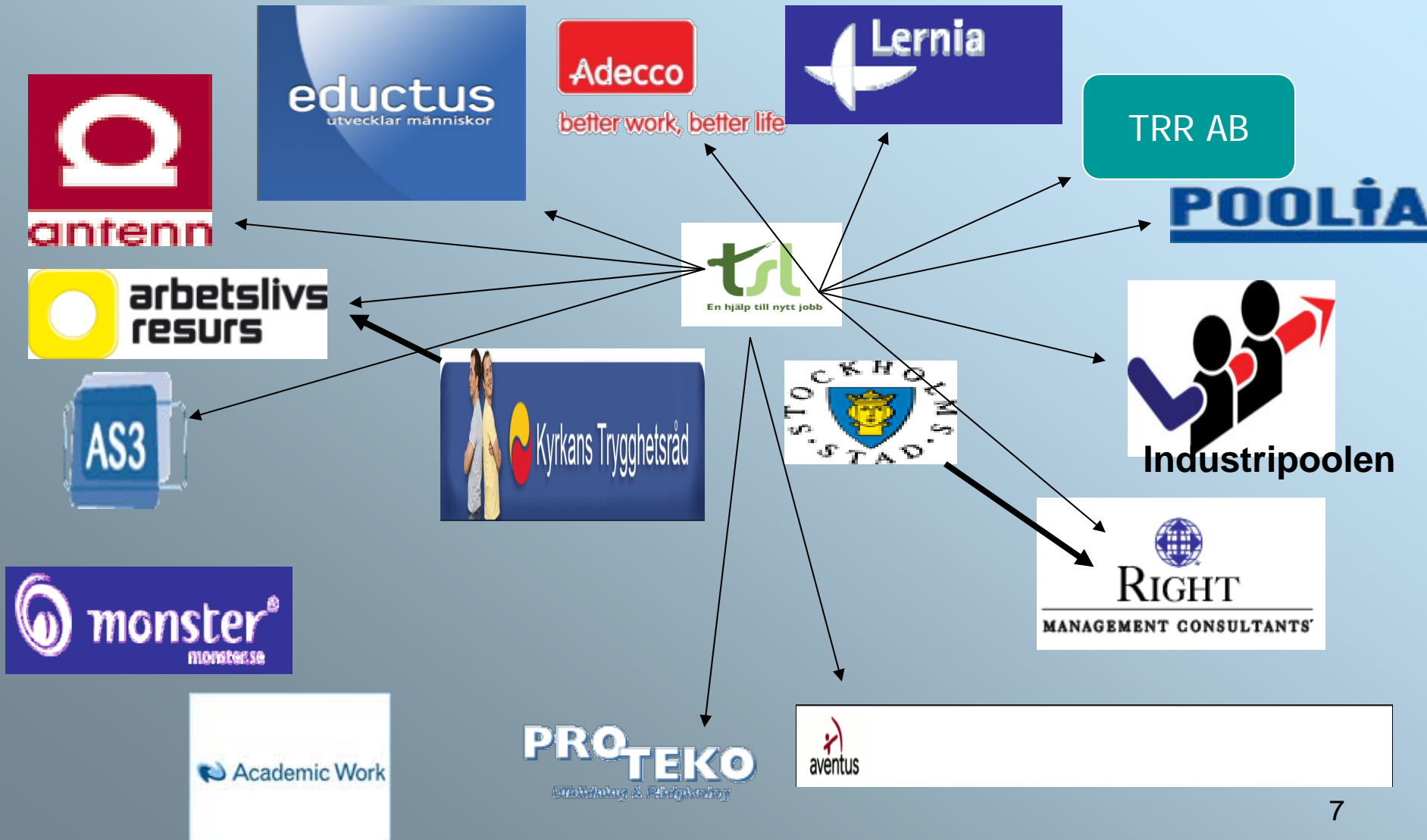
Ca 2.000



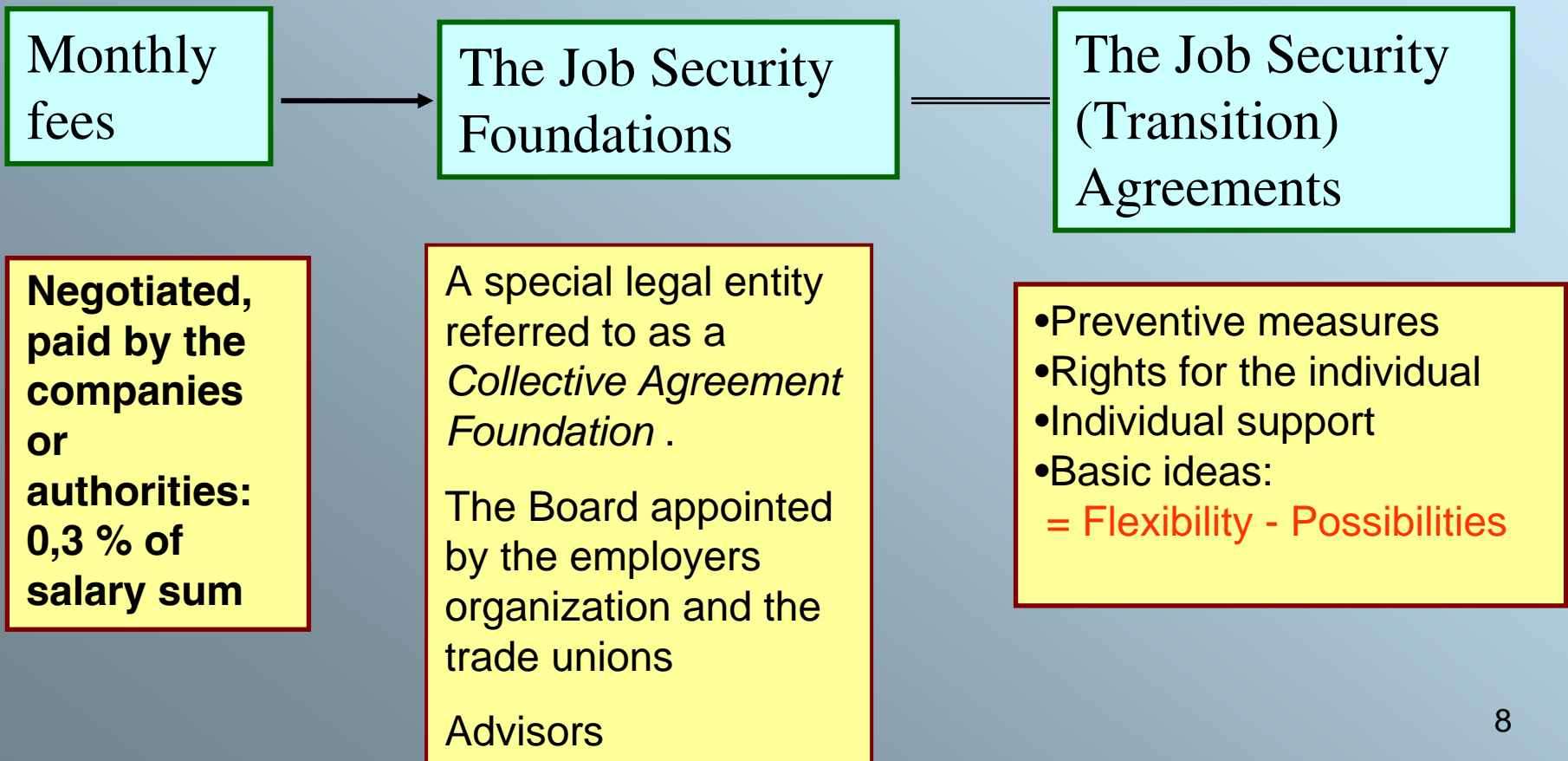
650.000  
250.000

6

# The companies of the transition market



## 2. The Job Security Systems





# Individual rights under the Agreement

- Extended period of notice
- Paid leave
- Job security income supplements
- Supplementary unemployment benefit
- Extended occupational health services
- Early retirement and pension
- Subsequent job security

**BUT:**

Most of the support given is based on individual judgements in cooperation between the redundant person and our consultants:

What support is needed for the individual to find a solution on the local labour market?

*Success factors:*

*Individual, fast, quality, don't just say no*

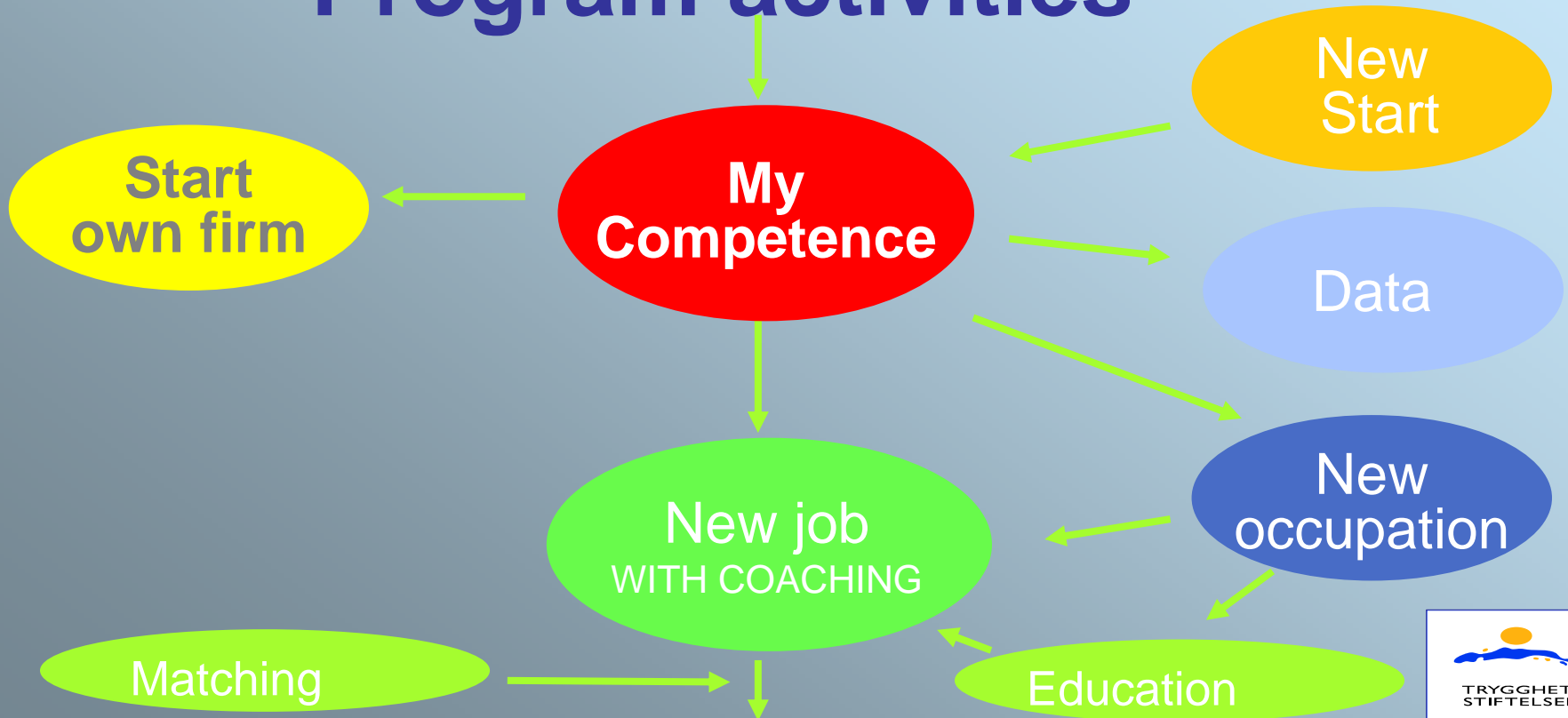
# Information

- The Job Security System
- The Labour market

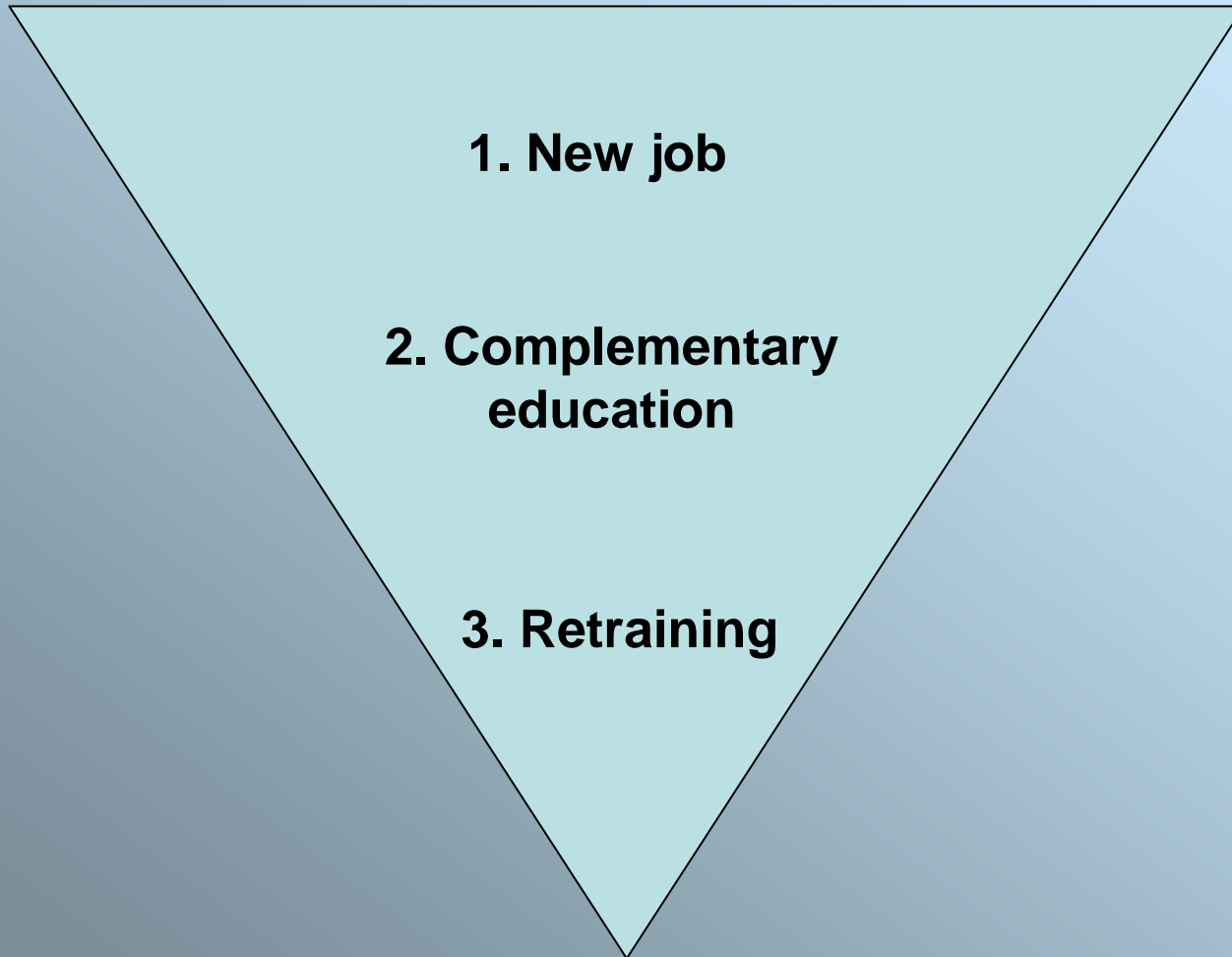
Program activities  
not necessary

Meeting redundant/ JSF  
consultant

## Program activities



# Individual measures



## 3. Results:

At the end of the period of notice:

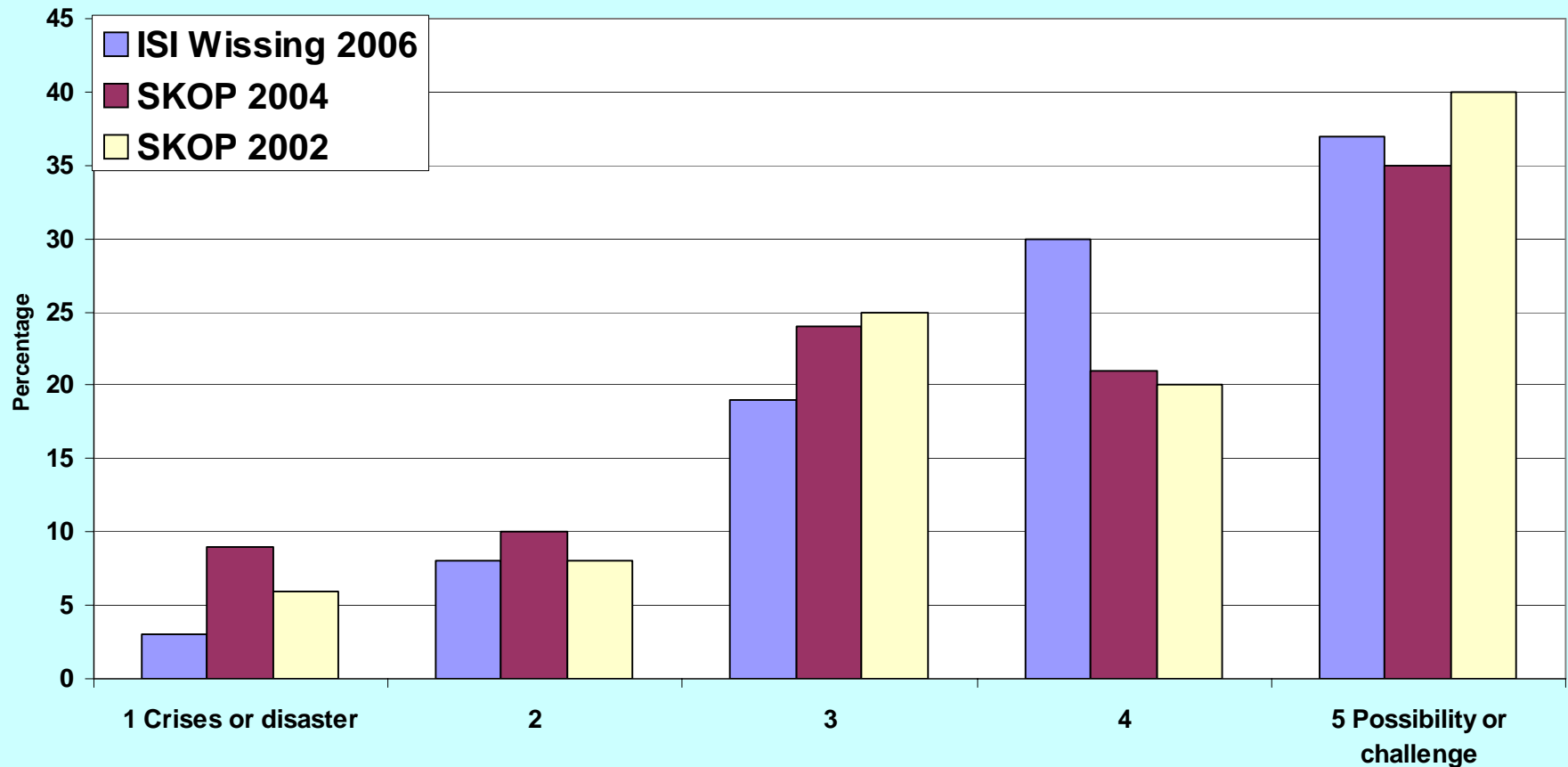
- about 70 % have left the system, most of them with new jobs
- about 18 % in measures, most of them in education or training
- about 12 % unemployed (decreases rapidly after that)

1,5 years later:

- 85 % have left the system, 11 % with pension or early pension, 3,5 % for long education, the rest have new jobs or have started their own business
- 5 % still in measures
- 10 % unemployed, most of them over 55.

### Customer surveys:

"What do you feel about the fact that you became noticed and had to try to find a new job?  
Try to give your answer on a scale between 1 and 5, there 1 means crises or disaster and 5  
possibility or challenge."



## More information:

[www.tsn.se](http://www.tsn.se)

[www.trr.se](http://www.trr.se)

[www.tsl.se](http://www.tsl.se)

[www.mire.se](http://www.mire.se)

[lars-inge.thorsson@tsn.se](mailto:lars-inge.thorsson@tsn.se)



TRYGGHETS  
STIFTELSEN

**THE END**