

Datum

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Språk: Engelska

Faktablad för arbetssökande
Introduktionsjobb

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If you have been unemployed for a long time or have recently arrived in Sweden and you are given employment, the employer receives financial compensation. The purpose of this payment is to make it easier for those having difficulty finding work to be given a job. This support is known as an introductory job.

Which employers can receive this compensation?

Employers in both the private and the public sector can receive this compensation if they are registered in the Swedish Tax Agency's employer register. The employer must not have a significantly poor credit rating, be subjected to a ban on business activity or have tax debts that have been passed on to the Swedish Enforcement Authority. Nor can the employer receive the compensation if they have dismissed employees due to shortage of work less than twelve months previously. The employer shall also pay your wage directly into your account.

Which forms of employment does the compensation apply to?

The compensation applies to permanent employment, fixed-term employment and probationary employment. It also applies to part-time employment.

Is it possible to combine an introductory job with training and education?

Where there is a need and where appropriate, you can combine your introductory job with training and education. The purpose of this may be both to improve your chances of getting work and to meet the skills requirements set by the employer. If you need supplementary measures to consolidate your standing in the labour market in the longer term, you

can study part-time while still working. Since the purpose of the introductory job is for you to be given employment, the focus is on work, by which we mean that most of what the introductory job involves consists of work. Training and education in combination with an introductory job can be a standard vocational course, upper secondary school studies in order to take the upper secondary school exam, studies in Swedish or another suitable form of supplementary training and education.

How much remuneration will I receive and which kinds of insurance will be taken out on my behalf?

You are entitled to wages and other employment benefits in accordance with the collective agreement in the industry. If the employer does not have a collective agreement, you must nonetheless receive wages and employment benefits that are essentially equivalent to the employment benefits coming under the industry's collective agreement. This means that the employer must also take out insurance for you.

The Employment Protection Act (LAS) does not apply if you have an introductory job, but you are covered by employment protection that is regulated by the industry's collective agreement. The introductory job does not entitle you to an unemployment insurance fund.

When your introductory job comes to an end, you have the opportunity to return to the programme you were previously participating in at the Public Employment Service if your employment has not been extended. You must still fulfil the conditions for participating in the programme you were on before taking the introductory job. Contact the Public Employment Service if you have questions regarding the conditions.

Can the employer receive compensation for employing me?

The employer can employ you and receive financial support if you are a registered job-seeker at the Public Employment Service and you fulfil one of the following conditions:

- you are participating in the job and development guarantee programme
- you have turned twenty and have participated in the job guarantee programme for young people for at least 200 days
- you have recently arrived, have turned twenty and are participating in an establishment programme, or at some point during the past twelve months you have been referred to the establishment programme

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- you have recently arrived, have turned twenty, are participating in an ongoing establishment programme or have completed your establishment programme
- you have recently arrived, have turned twenty, and during the past 36 months you have been granted a residence permit or residence card as a family member of an EU/EEA citizen.

The employer cannot combine compensation for special recruitment support with other payments for the same employee.

How much compensation does the employer receive?

The amount of compensation is 80 per cent of the wage cost including sick pay, holiday pay and employer's contributions. Only the portion of the wage cost for full-time work that amounts to SEK 20,000 per month and the contributions that are to be paid for this portion form the basis of the compensation received by the employer. If you work part-time, the compensation paid to the employer is reduced in relation to the hours worked.

The employer may also receive a subsidy for supervision or other measures during the first six months of your employment in the post if you need this in order to carry out the tasks. It is the Public Employment Service that assesses whether this is appropriate and whether the employer shall receive financial support for supervision or other measures.

How long can the employer receive compensation?

The employer can receive compensation for twelve months with the option of extension if you are assessed as needing a longer period of time for support in order to establish yourself on the labour market. The Public Employment Service assesses how long this period of time shall be, but the maximum time such support can be provided is a total of twenty-four months. If your period of employment is shorter, the employer receives compensation for that period.

Who does what?

We draw up an agreement together with you and the employer. The agreement shall include details of tasks, working hours (between which times and on which weekdays you are to work), the location of the workplace and the support and supervision you will receive.

The employer is to ensure that you are introduced to your new tasks when you begin. The introduction is to comply with the Work

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Environment Act. You shall also, if necessary, be given the supervision agreed on between you, the employer and the Public Employment Service.

The Public Employment Service makes an overall assessment and decides whether or not to grant you the introductory job.

Remember that you are not allowed to begin the job before Public Employment Service has made the decision on the introductory job. You should also be provided with an employment contract by the employer. Note that the agreement for the introductory job is not an employment contract.

What role do I have as an employee with my employer?

You and the employer have a normal employer-employee relationship and are contracting parties as regards the employment contract and conditions attached thereto during the period of your employment. The employer undertakes to offer collectively agreed employment benefits. The employer must therefore stay up to date on what benefits are to be offered and to what extent. As an employee you yourself have to safeguard your rights during your employment. Any labour law-related disputes are dealt with by the contracting parties and between your representatives, if any.

Regulations

Ordinance (2018:42) on special recruitment support.

Would you like to know more?

Call us at 0771-416 416 if you are interested and want to know more. You can also visit your local Public Employment Service office or go to arbetsformedlingen.se