

Datum

2018-02-28

Engelska

Faktablad för **arbetsökande** -
Extratjänst

Special Employment

Have you been taking part in the Job and Development Guarantee programme for some time and need help getting into the labour market? Or did you recently arrive? If so, you can get a job at the same time as your employer receives financial payment. This is known as special employment.

What is special employment?

Special employment means that you work for an employer in the welfare, public, culture or non-profit sector. You are an extra resource for the employer and at the same time you get a regular job with good conditions and a chance to get into working life.

Can I get a special employment?

You can get a special employment if you are a job-seeker and registered at Arbetsförmedlingen. You also have to satisfy one of the following conditions:

- You have taken part in the Job and Development Guarantee programme for 450 benefit days.
- You have recently arrived and are over 20 years of age and have or have had an establishment plan.
- You have recently arrived and are over 20 years of age and are taking part in an establishment programme.
- You have recently arrived and have been granted a residence permit or residence card as a family member of an EU/EEA citizen during the past 36 months.

With what employers can I get a special employment?

You can get a special employment with employers in the following areas:

- healthcare, school, child care, elderly care and disabled care that is publicly funded.
- municipal and government authorities provided that the employment is not in an operation that offers goods and services in a market.
- cultural activities and activities to preserve the cultural heritage, non-profit-making sports associations aimed at children and young people, registered religious communities and non-profit-making associations that promote social support activity or care of children and young people.

The employer must not have dismissed employees due to shortage of work during the last twelve months.

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For what forms of employment does special employment apply?

A special employment can be both a full-time and time-limited job. You can also have a part-time special employment if your ability to work is permanently impaired.

How much am I paid in wages and what insurance do I have?

You are entitled to wages and employment benefits stated in the collective agreement in the industry. The Employment Protection Act (LAS) does not apply if you have special employment, but you are covered by the employment protection provided for in the industry's collective agreement. Nor does special employment give entitlement to unemployment benefit.

How much money does the employer receive?

The employer receives 100 per cent of the wage costs, subject to a maximum of 1,213 kronor per work day if you work full-time. The employee also receives payment for the guidance you receive at the workplace.

For how long can I have a special employment?

You can have a special employment for twelve months. Arbetsförmedlingen can then extend the special employment by twelve months if we assess that this would benefit you.

What happens after special employment?

If your employment ends when payment stops and you become unemployed again, you can return to the Job and Development Guarantee programme if you satisfy the terms and conditions.

Who does what?

It is we at Arbetsförmedlingen who together with you and the employer assess whether a workplace is suitable and what tasks are good for you. Arbetsförmedlingen then draws up an agreement together with you and the employer and consults the trade union. The agreement defines what tasks you are to have and what support and guidance you need.

Arbetsförmedlingen then decides how much the employment will be paid and for how long the employer will receive the payment. You cannot begin your employment until we have made all the decisions.

The employer is responsible for ensuring that you get started in your new job and that you are given the guidance you need.

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What role do I have as employee and employer?

You and the employer have a normal employment relationship and are thus contracting parties as regards employment contracts and adherence to them during the period of 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.

Rules

Ordinance (2015:503) 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