

Datum

2018-08-17

Språk: Engelska

Faktablad för arbetssökande  
Extratjänst

## Special Employment

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

### What is special employment?

As an employee in the special employment programme, you work for an employer within the welfare, public, cultural or non-profit sector. You serve as an extra resource for your employer, and at the same time you get a regular job with good working conditions and a chance to enter the workforce.

### Am I eligible for special employment?

You are eligible for special employment if you are a jobseeker and are registered with Arbetsförmedlingen. You must also meet at least one of the following requirements:

- You have participated in the Job and Development Guarantee programme for 450 benefit days.
- You have recently arrived in Sweden and are at least 20 years of age, and have had an establishment plan sometime within the last 12 months.
- You have recently arrived in Sweden and are at least 20 years of age, and are participating in the establishment programme or have been assigned to the programme at some point in the last 12 months.

- You have recently arrived in Sweden and are at least 20 years of age, and have been granted a residence permit or residence card as a family member of an EU/EEA citizen within the past 36 months.

### **Which employers can hire me through the special employment programme?**

You can be hired through the special employment programme if the employer's business falls into one of the following categories:

- Healthcare, education, child care, elderly care and disabled care that is publicly funded, and the company is privately or publicly run.
- Municipal and government authorities, provided that the business or organisation does not offer goods and services within a market.
- Cultural activities and activities to preserve cultural heritage, athletics associations with activities aimed at children and young people, registered religious communities and non-profit organisations that promote social aid or provide care for children and young people.
- The employer may not have terminated employees due to lack of work within the last 12 months.

### **What kinds of jobs can I get through the special employment programme?**

Special employment can be permanent or temporary. If you have permanently reduced working capacity, you can also be hired to work part-time through the special employment programme.

### **How much will I receive in wages, and what benefits will I have?**

You have the right to the wages and employee benefits that are specified in the collective agreement. The Employment Protection Act (LAS) does not apply if you are employed through the special employment programme. On the other hand, you are covered by the employment protection that is regulated in the industry's collective agreement. A

special employment position does not entail the right to compensation from the unemployment insurance fund (A-kassan).

### **How much money does my employer receive?**

Your employer is compensated for 100 per cent of the cost of wages. A maximum of 20,000 SEK of the gross monthly wages (for a full time position) and the fees that are payable on this portion constitute the basis for the financial support. The employer may also receive compensation for the training you receive at work.

### **How long can I be employed through the special employment programme?**

You can be employed through the special employment programme for up to 12 months. Arbetsförmedlingen can then extend the special employment by another 12 months if it is our assessment that this would be good for you.

### **What happens after special employment?**

If you lose your job when the compensation is discontinued 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?**

We make an agreement between you, the employer, and the relevant trade union(s). The agreement must contain a description of work tasks, working hours (specified in hours and days of the week), the job site location, and the support and training that will be provided to the employee. If the employee will be studying in parallel with his/her employment, then the course of study must also be described.

Arbetsförmedlingen then decides how much financial compensation the employer will receive and how long the employer can receive this compensation. You cannot start your job until all of the necessary decisions have been made.

The employer is responsible for ensuring that you get started with your new job and that you receive the training you need.

## **What role do I have as an employee or employer?**

You and the employer have a normal employment relationship, and are thus contracting parties as regards the employment contract and compliance with that agreement during the period of employment. The employer undertakes to provide collectively agreed employment benefits. The employer must therefore stay up to date about which benefits must be provided, as well as their scope. As an employee, you are personally responsible for protecting your rights during the period in which you are employed. Any labour law-related disputes will be dealt with by the contracting parties (you and your employer) and any representatives of these parties.

## **Regulations**

**The Ordinance (2018:42)** on Special Employment Support

## **Do you wish to know more?**

Call us at 0771-416 416 if you are interested and wish to know more. You can also visit your local Arbetsförmedlingen office or go to [arbetsformedlingen.se](http://arbetsformedlingen.se)