

Date

01/05/2018

English

Fact sheet for Jobseekers -
Subsidised employment

Subsidised employment

If you have a reduced capacity for work due to a disability, you can get a job that is suited to your circumstances. When you get a job, your employer will receive a subsidy at the same time. The purpose of the subsidy is to improve your chances of getting and keeping a job where your skills and abilities are taken into account. The employment is in a regular job under what is known as subsidised employment.

The subsidy is to compensate the employer for adapting the work and the workplace.

With which employers can I get subsidised employment?

You can get subsidised employment with both public and private sector employers that are registered in the tax agency's employer register. Employers may not be disqualified from commercial activities or have tax liabilities submitted for collection. They must not have a record of significant non-payments.

What do I need to do to get subsidised employment?

You can get subsidised employment if you are a job seeker with a reduced capacity for work and meet one of the following conditions:

- You are jobseeker and registered as a jobseeker with Arbetsförmedlingen (Swedish public employment service).
- You have subsidised employment and get to continue employment with the same or a new employer
- You get to continue employment with the same employer following sheltered employment with a public sector employer
- You change employer after a sheltered employment with another employer.
- You return to work after having received full activity compensation.
- You have had subsidised pay in the same employment previously and suffer an impaired capacity for work within three years.
- You want to start a new job after being on sick leave from a job that you cannot go back to due to your disability.

What pay and what insurance will I get?

You are entitled to pay and other employment benefits under the collective agreement applicable in the industry. If the employer does not have a collective agreement, you will receive pay and benefits that are substantially equivalent to the

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collective agreement. This means employers must take out insurance policies for you. However, the employer need not take out supplementary sickness benefit insurance or career readjustment insurance for you.

What forms of employment may I have?

You may have permanent or temporary employment. You may work either full-time or part-time.

How much does the employer receive as a subsidy?

Arbetsförmedlingen decides on the amount of subsidy the employer can get. This amount is influenced by two factors:

- *Your pay.* Employers may receive a subsidy for a gross pay of up to SEK 18,300 per month (full-time). Of course, your pay must still follow the industry's collective agreement, but your employer will not receive a greater subsidy.
- *Your ability to work.* To work out how much your disability affects your capacity for work, Arbetsförmedlingen carries out a study together with you and your employer.

How long may I stay in subsidised employment?

Your employment may be subsidised for a period of up to eight years. The first decision on subsidised employment covers a maximum of one year. If you have a continued need for adaptation, we will extend the decision.

Who does what?

The employer applies for a subsidy with us at Arbetsförmedlingen. We then assess whether the place of work and assignments are well suited to you. Next we decide how much the employer will receive in subsidy and for how long. Employment may not begin before we have decided on a subsidy.

Once that is done, we draw up an agreement together with you, the employer and union representatives. The agreement must include a plan for how you can improve your capacity for work and how the employer will in the long term no longer need a subsidy to employ you. Skills development, instruction and work aids are examples of things that make be included in the agreement.

Arbetsförmedlingen regularly monitors subsidised employment in support of both you and the employer.

You and your employer have a normal employment relationship and as such are contracting parties concerning the employment agreement and compliance with it

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during the period of employment. The employer is committed to offer employment benefits in accordance with the collective agreement. Therefore, the employer should keep up to date on which benefits are to be offered and to what extent. You must yourself monitor your rights as an employee throughout your employment. Any labour disputes are handled by the contractual partners and your potential representatives.

Regulations

Regulation (SFS 2017:462) on special measures for persons with disabilities who have reduced working capacity

Regulation (SFS 2000:628) on labour market policy

Act (SFS 1982:80) on employment protection

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 nearest Arbetsförmedlingen office, or visit our website at arbetsformedlingen.se.