

Security employment

If you have a reduced working capacity due to a functional impairment, an employer can receive financial compensation when you become employed. The job is a regular employment, but it must be adapted to your specific needs. This support is termed “*security employment*”.

Which employers can receive payment?

Both private and public employers can receive payment if they are registered as being an employer with the Swedish Tax Agency. The employer may not have a trading prohibition or have a tax debt that has been reported to the Enforcement Agency. The employer may also not have a substantial record for payment default.

Can an employer receive payment for me?

An employer can receive payment if you

- are a jobseeker
- have a reduced working capacity due to a functional impairment
- require a work situation that is more adapted to your needs.

If the employer is already receiving a state allowance for you, this additional payment cannot be paid.

What forms of employment can the payment be made for?

The payment can be made for indefinite-term employment and for fixed-term employment. It can also be made for part-time employment.

How much payment will I receive and what insurance will I have?

You have the right to receive a salary and other employee benefits in accordance with the collective agreement in force in the sector. If the employer is not part of a collective agreement, you should nevertheless receive a salary and benefits that to a substantial extent are equivalent to those of the collective agreement. Consequently, the employer must

insure you. However, the employer does not have to sign a supplementary health insurance or an adjustment insurance for you.

How much payment will the employer receive?

Arbetsförmedlingen decides on the size of the payment that the employer may receive. The amount is affected by two factors:

- *Your salary.* The employer can receive payment for a salary cost of up to 16 700 SEK per month, but you can of course still have a higher salary.
- *Your working capacity.* To determine how much your functional impairment affects your working capacity, Arbetsförmedlingen conducts an investigation together with you and your employer.

For how long can the employer receive payment?

An employer normally receives payment in four-year terms.

Who does what?

The employer applies to receive payment with us at Arbetsförmedlingen. We then assess if the work place and the work are suitable. We also decide on the size of the payment and how long the employer can receive it.

The payment must be approved by us before the employment begins. If it is approved, we then make an agreement, together with you, the employer and the trade unions. The agreement must specify the tasks that you are to undertake and how your work situation is to function in as good a manner as possible. It can also include information about working hours and any need for vocational aids or other forms of adaptation in the work.

Arbetsförmedlingen follows up the employment on a regular basis and acts as a support for both you and the employer.

Regulations

The ordinance (SFS 2000:630) on special measures for persons with functional impairments and reduced working capacity

The ordinance (SFS 2000:628) on labour market policy operations

Call us at 0771-416 416 if you are interested and would like to know more. You can also visit your nearest employment office, or visit us at arbetsformedlingen.se.