

Date

01/05/2018

English

Fact sheet for Jobseekers -  
Subsidised pay for development in employment

## Subsidised pay for development in employment

If you have a reduced capacity for work due to a disability, you can get a job that is suited to your circumstances. This might concern adaptation of the workplace and the assignments, and also adapted work hours. During your employment, you must be able to develop your skills and capacity to work to make it easier to get a job or study in the future. When you get a job, your employer will receive a subsidy at the same time. The employment is in a regular job with subsidised pay for development in employment.

### With which employers can I get subsidised pay for development in employment?

You can get subsidised pay for development in 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 pay for development in employment?

You can get subsidised pay for development in employment if you are a job seeker and meet one of the following conditions:

- You are jobseeker and registered as a jobseeker with Arbetsförmedlingen (Swedish public employment service).
- You're leaving employment with subsidised pay for development in employment and will be employed by another 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

### 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 equivalent to the 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. However, the Employment Protection Act (LAS) does not apply if you have subsidised pay for development in employment.

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## 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 have a job with subsidised pay for development in employment?

Your employment may have subsidised pay for development in employment for a period of up to two years. The first decision on subsidised pay for development in 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 state which assignments and development initiatives are relevant. It may also include information about working hours, instruction, skills enhancement and the need for work aids or other adaptations to the work.

Arbetsförmedlingen regularly monitors subsidised employment in support of both you and the employer. We also like to find out if any need for new initiatives arises in the meantime. In good time before the end of your employment, and together with us at Arbetsförmedlingen, you must plan the next step regarding work or training and education.

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](http://arbetsformedlingen.se).