

## Special Recruitment Incentive in the shape of Entry Recruitment Incentive

If you are new in Sweden and have a residence permit, the employer can, in some cases, receive financial compensation when you are employed. While you are working, you shall study Swedish for immigrants (sfi). The support is called *Special Recruitment Incentive in the shape of Entry Recruitment Incentive*.

### Can the employer receive compensation for me?

The employer can receive the compensation if one of the following applies to you:

- you have an ongoing introduction plan with Arbetsförmedlingen as per the (2010:197) Act Regarding Introduction Activities for Certain New Arrival Immigrants
- you are over 20 years of age, and have a residence permit no older than 36 months that is due to a need of protection or because you are related to a person residing in Sweden
- you are over 20 years of age, have a residence card, and are a family member of a EU/EEA citizen (but you are not allowed to be a Swedish citizen)
- you have applied for a new residence permit before the old one has run out

You also have to

- be over 20 years of age and registered as a jobseeker at Arbetsförmedlingen
- study Swedish for immigrants (sfi), professional Swedish, or Swedish as a second language while working.

It is not possible for the employer to combine entry recruitment incentive compensation with other compensation for the same. The employer cannot receive the compensation if you are an EU/EEA citizen or a Swiss citizen. If the employer is already in receipt of a government allowance for you, the compensation can also not be paid out.

## **What employers can receive the compensation?**

Both private and public employers can receive the compensation if they are registered in The National Tax Board of Sweden's employer register. The employers may not be banned from business operations or have tax debts that have been handed in to the Swedish Enforcement Authority. They may also not have any significant record of non-payment.

It is not possible to receive the compensation if the employer has fired employees less than nine months ago due to lack of positions.

## **Which types of employment does the compensation apply to?**

The compensation applies to permanent and temporary employment. It also applies to part-time employment.

## **What compensation and insurance do I get?**

Your wage and other employee benefits shall be in accordance with the collective agreement of the industry. If the employer does not have a collective agreement, you shall still receive a wage and benefits equal to the collective agreement. This means that the employer must also take out insurance for you.

The Job Security Act (LAS) does not apply to those who are employed through the Special Recruitment Incentive in the shape of Entry Recruitment Incentive. The job security that is regulated by the industry's collective agreement does, however, apply. Entry recruitment incentive employment does not give you access to the unemployment insurance fund.

## **How big a financial compensation can the employer receive?**

The support is 80 percent of the wage cost, but no more than 800 SEK per working day. The employer also receives compensation for the guidance you receive in the workplace.

## **For how long can the employer receive compensation?**

If your working hours are less than 51 percent, the employer can receive the compensation for as long as your residence permit is valid, but for no longer than 24 months. If your working hours are more than 50 percent, the employer can receive the support for a maximum of 6 months. After that, there will be a new assessment. If you are new in Sweden, and have an ongoing introduction plan, the employer can receive compensation for as long as the introduction plan is ongoing.

## **Who does what?**

The employer applies for the compensation with us here at Arbetsförmedlingen. We then assess whether the workplace and the work is suitable. We also decide on the size of the compensation and the length of time for which the employer can receive it.

The compensation has to be approved by us prior to the commencement of the employment. We will then come to an individual agreement with you, the employer and the union organisations. In the agreement, your duties and your needs in terms of guidance and introduction shall be outlined.

The employer shall make sure that you are introduced to your new duties when commencing your employment. The introduction is to adhere to the Work Environment Act. You shall also receive the guidance you need.

## **Rules**

Regulation (2015:503) regarding special recruitment incentive.

Call us on 0771-416 416 if you are interested and would like to know more. You can also visit your nearest employment office or go to [arbetsformedlingen.se](http://arbetsformedlingen.se).