

Report on the implementation of the European Framework Agreement on Telework

Introduction

In the European Framework Agreement on Telework (hereinafter called the Framework Agreement), which was signed on July 16, 2002 by the ETUC, CEEP and UNICE/UEAPME, it is stated that the members of the organisations should report on the implementation of the Framework Agreement to the ad hoc group which, under the responsibility of the social dialogue committee, was set up by the European parties to the Agreement. Within four years of signing the Framework Agreement, this group is in turn required to prepare a report on the measures that have been taken for implementation.

On May 28, 2003, the Confederation of Swedish Enterprise, the Swedish Association of Local Authorities, the Federation of Swedish County Councils, the Swedish Agency for Government Employees, LO, TCO and SACO reached agreement on common guidelines for the parties regarding the implementation of the Framework Agreement. Prior to this, these parties had made a joint translation of the English wording of the Agreement into Swedish. In the common guidelines it is stated, *inter alia*, that the European Framework Agreement should serve as a guideline when telework agreements are reached on the Swedish labour market. It is stated that due consideration ought to be given to the special conditions that exist for different industries, sectors, companies, authorities and individual employees. The common guidelines are enclosed, see appendix.

In addition, the following measures taken within different sectors ought to be mentioned.

The private sector

In certain branches of industry addenda have been made to collective agreements. In these addenda the parties have recommended that the Framework Agreement should serve as a guideline when a telework agreement is reached within the parties' common agreement area. In other branches rules have been included in the minutes taken during collective agreement negotiations regarding the employer organisation informing about the Framework Agreement so that the member companies could take this into account when telework agreements are entered into with individual employees. In some areas the parties have agreed that the employer organisation should inform its member companies in writing – in a circular or in some other way – about the common guidelines. In certain areas telework does not occur and consequently it has not been necessary to regulate this matter. In other cases, the parties have ascertained that in general there has not been any need to regulate the question of telework in a collective agreement and nor have any agreements come into being for other reasons. In certain sectors there are guidelines, brochures and other information dealing with telework.

Municipal and county council sector

The regulation of telework was already included in certain collective agreements within the sector prior to the Framework Agreement. During the agreement negotiations in 2005 these rules were supplemented and they have now been included in all main agreements reached between the parties within the sector since

April 1, 2005. The stipulations refer to the Framework Agreement and state a number of matters that should be taken into account when a telework agreement is reached between an employer and an employee.

Central Government Sector

In conjunction with the translation into Swedish, local parties were informed about the Framework Agreement and its content. A central collective agreement regarding telework was reached in the Central Government Sector on December 15, 2005. This collective agreement states, inter alia, that the Framework Agreement should serve as a guideline for telework in the central government agreement area and that at those authorities that choose to organise work on a teleworking basis there should be general guidelines for this.

Stockholm, December 22, 2005

/Signature/
Confederation of Swedish Enterprise

/Signature/
Swedish Trade Union Confederation

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Swedish Association of
Local Authorities

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Swedish Confederation of
Professional Employees

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Federation of Swedish
County Councils

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