

Sweden (SN) (last update 4 May)

Overall approach and state of play

The latest data shows that 26,000 refugees are registered as refugees by the Swedish migration board. The majority are women and children (83%).

Coordination of joint social partner or social partner and government actions

The “entry agreement jobs” is a good example of a joint social partner initiative that aims to support the labour market integration of refugees. As a response to the refugee crisis in 2015 social partners in Sweden closed a preliminary agreement in 2017 introducing a new scheme called “entry agreement jobs”. This is targeted at newly arrived immigrants (unemployed > 12 mths) and long-term unemployed (> 24 mths). Among the provisions is that the employer pays a fixed amount of 8.400 sek/mth incl. social contributions. (on average approx 30-35% of regular minimum labour cost in collective agreements). The state provides, directly to the employee a tax-free, individual state benefit. The amount will vary between sectors, (up to 9 870kr/mth). Hence, the employee receives a salary equivalent to minimum standards in the relevant collective agreement.

Company impact

Ukrainian workers in Sweden are found in the forestry and agriculture sector as seasonal workers. There is also a smaller number of Ukrainians in the construction- and IT- sectors.

Initially some IT-companies evacuated their staff from their offices in Ukraine and brought them to Sweden. The companies arranged transport and accommodation in Sweden by themselves. Tech-companies in Sweden are also looking at how to utilise the skills of Ukrainian refugees that are arriving in Sweden. There are many different initiatives from companies that are targeted to help ukrainian refugees to find work, for example, www.justarrived.se

The most affected sectors are agriculture and forestry. There will be a severe and urgent labour shortage for these sectors and it will be a challenge for companies to recruit employees with relevant skills. There are some ongoing initiatives targeted to help Ukrainian women to work in the forestry sector.