

QA – Employment agency employee agreement

What is it that you could not agree on?

Unfortunately, LO (The Swedish Trade Union Confederation) is unwilling to implement the pension agreement on offsetting the cost of introduction of occupational pension entered into by themselves and the Confederation of Swedish Enterprise. They want more than everyone else on the Swedish labour market. We have an agreement on the labour market, concerning pay levels, the “[marker](#)”, but this is clearly not enough for LO.

According to LO, employment agency employees have less favourable conditions than regular employees. Is it true?

No, employees in the employment agency sector are covered by the same rules on holiday entitlement, pension conditions, working hours etc. as most others in the Swedish labour market. Employment agencies affiliated to Kompetensföretagen (the Competence Agencies of Sweden) are signed up to collective bargaining agreements that regulate these issues.

How are pay rates set for employment agency employees covered by the LO agreement?

The LO agreement for the employment agency sector sets pay rates as an average of the pay rates for the agreements already in force at the customer where the employee is working. To many, that represents a higher level of pay than they would have had if they had been regular employees.

What does the advance notice to Kompetensföretagen mean?

Initially, the notice represents a block on new recruitment, overtime and part-time employee overtime at all companies affiliated to Kompetensföretagen. The first stage of any dispute will take effect at 6.00 a.m. on 18 December. In a second stage, on 7 January, a selection of companies will be affected when around 1,000 employment agency employees in all will stop work.

What happens now?

We would very much like to have continued negotiating and believe that we could have reached an agreement without advance notice of dispute, but LO did not want that. What happens now is that the **Swedish National Mediation Office** will now propose and appoint mediators who will endeavour to help the parties to reach agreement.

At the workplaces where advance notice had been given, the dispute will begin at the time stated in the notice. During a dispute, Almega (the Employers’ Organisation for the Swedish Service Sector) informs the companies served with advance notice about the dispute, discusses what can be done to prevent the dispute causing more damage than intended and offers proposals for practical measures. Our members are at all times in contact with the member companies who are directly affected, and offer advice.

9 December 2020

If your company is affected by the dispute or if you as a member have any questions, you are welcome to contact Almega's disputes desk (konfliktjour) at [Arbetsgivarguiden.se](https://arbetsgivarguiden.se)