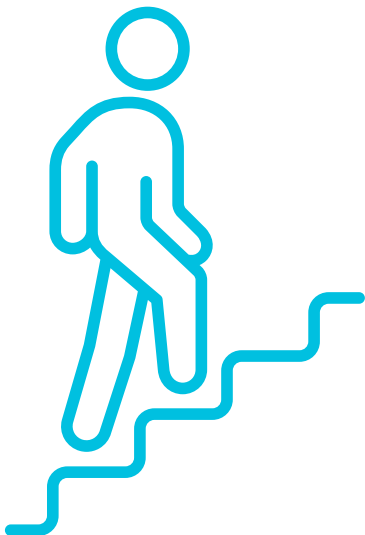




The Swedish Model

The Swedish Model- (at) National level

- Trade Unions and Employers cooperate and negotiate the conditions in the labour market independent of the government
- Labour conditions are set in collective agreements at national and company level
- Low involvement of government; laws set minimum standards and support the model by establishing social partners equal position and negotiation rights
- Industrial peace, dispute resolution and co-determination through the CBAs give few labour market conflicts
- The model functions well through a high level of trust and a high rate of unionization on both sides



The Swedish Model at Company Level

- The local trade union cooperates and negotiates with the management of the company to adapt sectoral CBA's to working conditions at company level
- The working conditions are set in local (company level) collective agreements
- The local employer shall negotiate with the local trade union before taking any decisions regarding significant changes in working or employment conditions for trade union members
- The employees are represented by a representative of the local trade union at company board level
- A dispute resolution system and CBA's based on the Co-Determination in the Workplace Act give that most issues are solved through company level negotiations and agreements

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