

Trygghetsfonden

Ms Caroline Söder, CEO, Trygghetsfonden TSL

Agenda

- The Swedish Model
- The Landscape of Social Partners and the Collective Agreement Landscape
- The Purpose of Job Security Councils/Agreements
- The Biggest Labour market reform in 40 years
- Job Transition Support
- Skills Support
- Questions

The “Saltsjöbaden Agreement”: A Historic Partnership for Industrial Development and Welfare

- The "Saltsjöbaden" Agreement
- An agreement was reached between the social partners in 1938.
- The agreement was based on the shared understanding that industrial development is an important foundation for maintaining a welfare society.

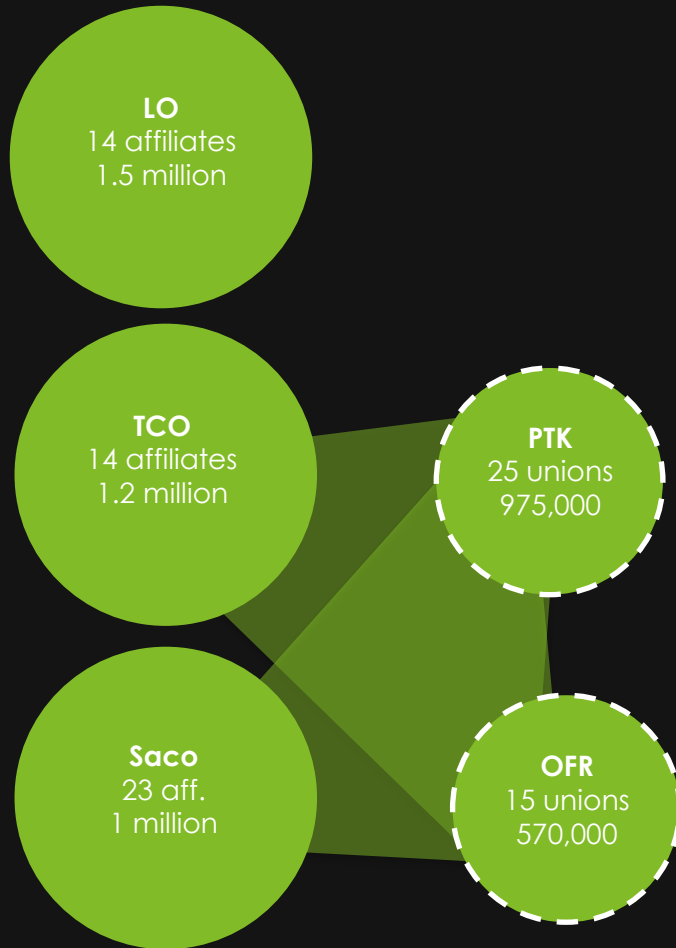


Collective Agreements: Balancing Security and Flexibility

- Collective agreements between the social partners.
- The unions seek security for their members.
- The employer organisations desire flexibility for their members.
- Each job transition foundation has its own agreement.
- The job security councils are financed by the social partners.

The Landscape of Social Partners and the Collective Agreement Landscape

Trade Union Confederations



Employers' Confederations



Job Transition Foundations

Trygghetsfonden TSL

TRR Trygghetsrådet

Trygghetsrådet TRS

Trygghetsstiftelsen

Omställningsfonden

Purpose of Job Transition Foundations/Agreements



To assist those whose contracts have been terminated, or whose fixed-term employment has ended, in finding a new job, starting their own business, or beginning studies.



To provide companies and unions locally with a tool that enables them to work more constructively with change.



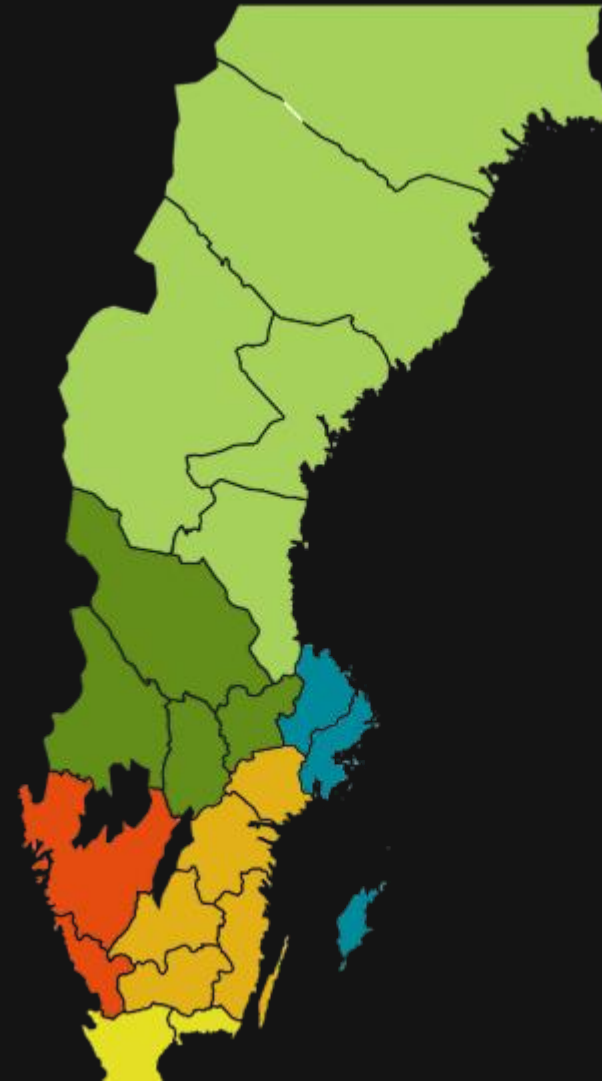
To support the structural transformation that is important for competitiveness.



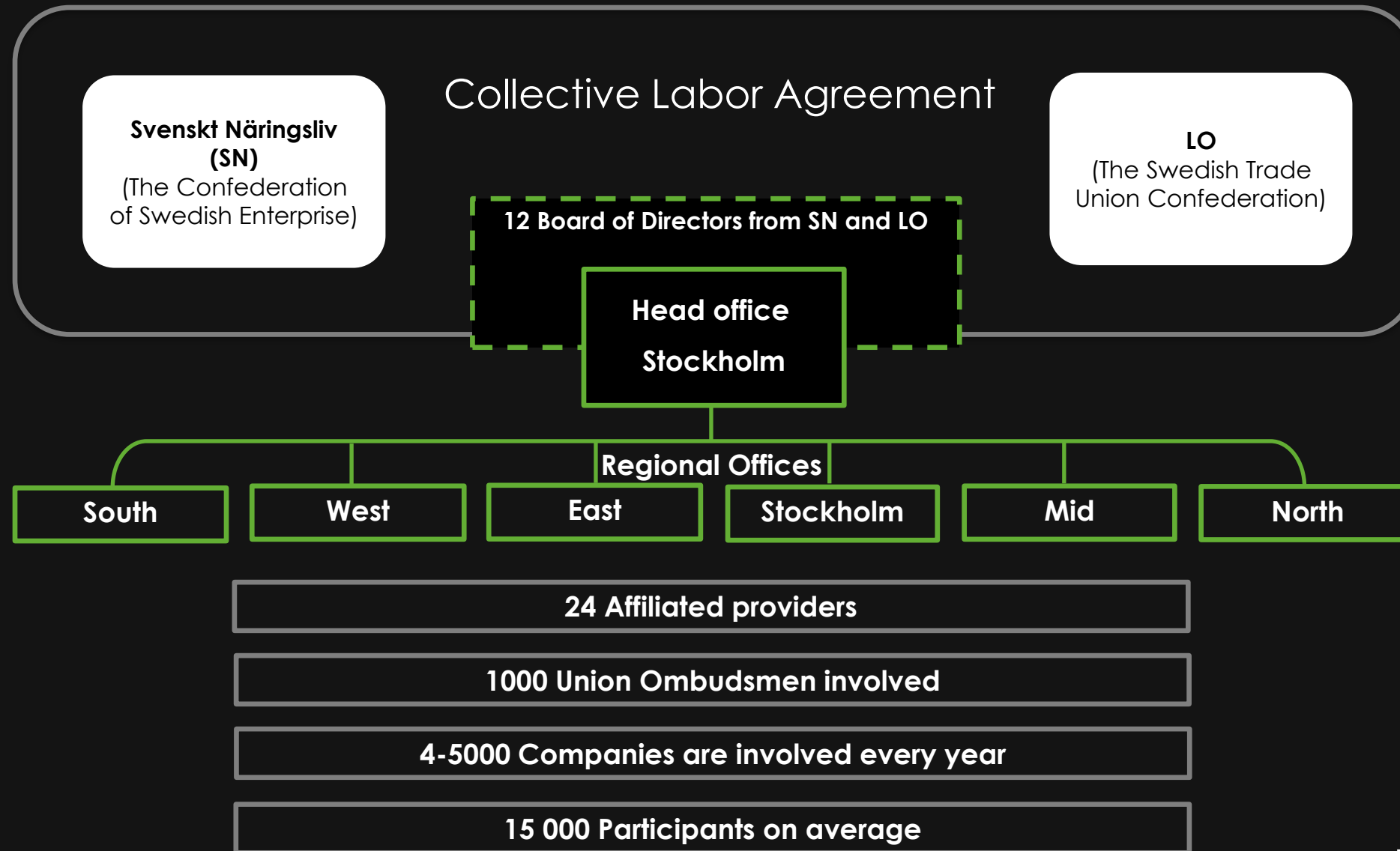
To offer skills support so that individuals (including those who are employed) can strengthen their future position in the labour market.

About Trygghetsfonden TSL

- Founded in 2004 by The Confederation of Swedish Enterprise and The Swedish Trade Union Confederation
- Operating all over Sweden with about 60 employees
- 9 out of 10 get a new job, and just as many are happy with our help
- 4 out of 5 get an equally or more qualified new job
- 300,000 have received our help since the start, an average of 15,000 per year
- The insurance covers 80,000 companies with collective agreements and 2 million employees



Our ecosystem



The Biggest Labour Market Reform in 40 years

The Biggest Labour Market Reform in 40 years

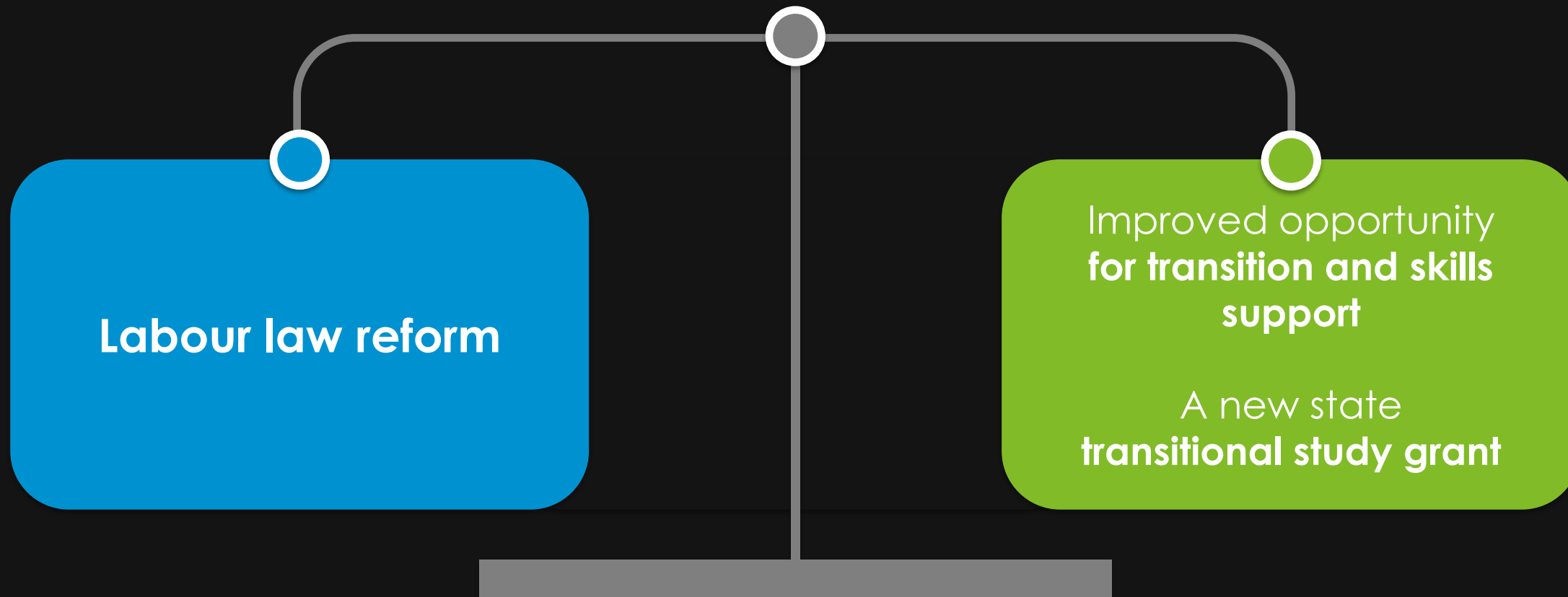
- The reform places a central role on the Swedish Job Security Councils and their career guidance to support lifelong learning.
- The reform enables the strengthening of competitiveness for individuals, companies, and Sweden as a nation amidst the ongoing transition in the labour market.

New Main Agreement and Regulations for a Changing Swedish Labour Market

- New main agreement negotiated by Confederation of Swedish Enterprise, Swedish Trade Union Confederation, and PTK.
- Focus on work life security, transition, and employment protection.
- Amendments to the Employment Protection Act decided by the Riksdag (Swedish parliament).
- New agreement and regulations effective from 1 October 2022.
- Increased need for flexibility and adaptability in the entire labour market.



A Reformed Labour Law and a New System for Transition and Skills support



Key components of the New Job Transition and Skills Support

Guidance and Counselling including Career Guidance

- From 1st of October 2023 most of the employees on the Swedish labour market can receive career guidance.

Overview of Support Measures by Agreement

Main agreement on security, transition and employment protection

Supplementary collectively agreed unemployment insurance fund

Insurance regarding severance pay (AGB)

Purchased training and validation

Additional collectively agreed study grant

Short duration collectively agreed study grant

Public student finance for transition and retraining

Reinforced support in cases of illness

Guidance/counselling

Topicality condition

You need to have worked an average of at least 16 hours per week over a calendar month, for at least 12 out of the last 24 months.

Establishment condition

For financial study support you must also have worked the same average for 96 months (8 years) out of the last 14 years.

▲ Collectively agreed support

▼ Basic support

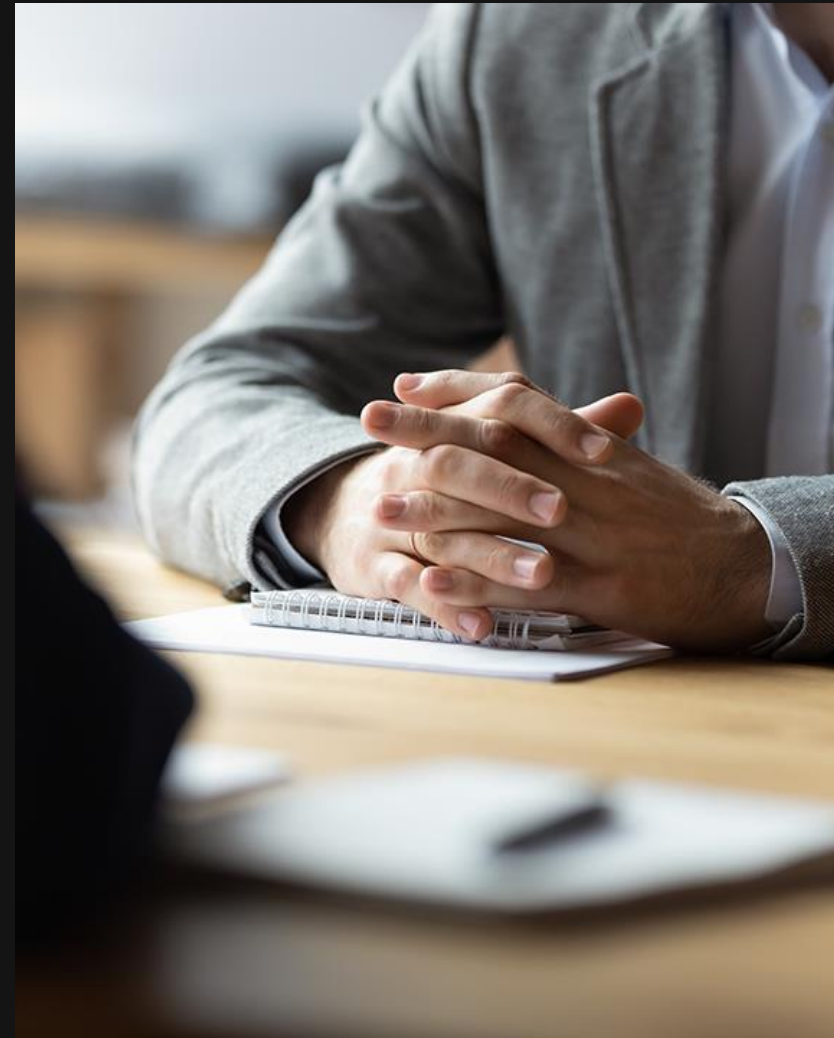
Job Transition Support

Personalised Employment and Career Guidance

An active, personalised support tailored to each individual's needs and possibilities. Interpreter support is included when needed.

Examples of intervention areas:

- Assessment of skills and qualities
- Motivational conversations
- Assistance in finding and applying for jobs
- Interview coaching
- Liaising with employers
- Workplace visits and work-based activities
- Educational and career guidance



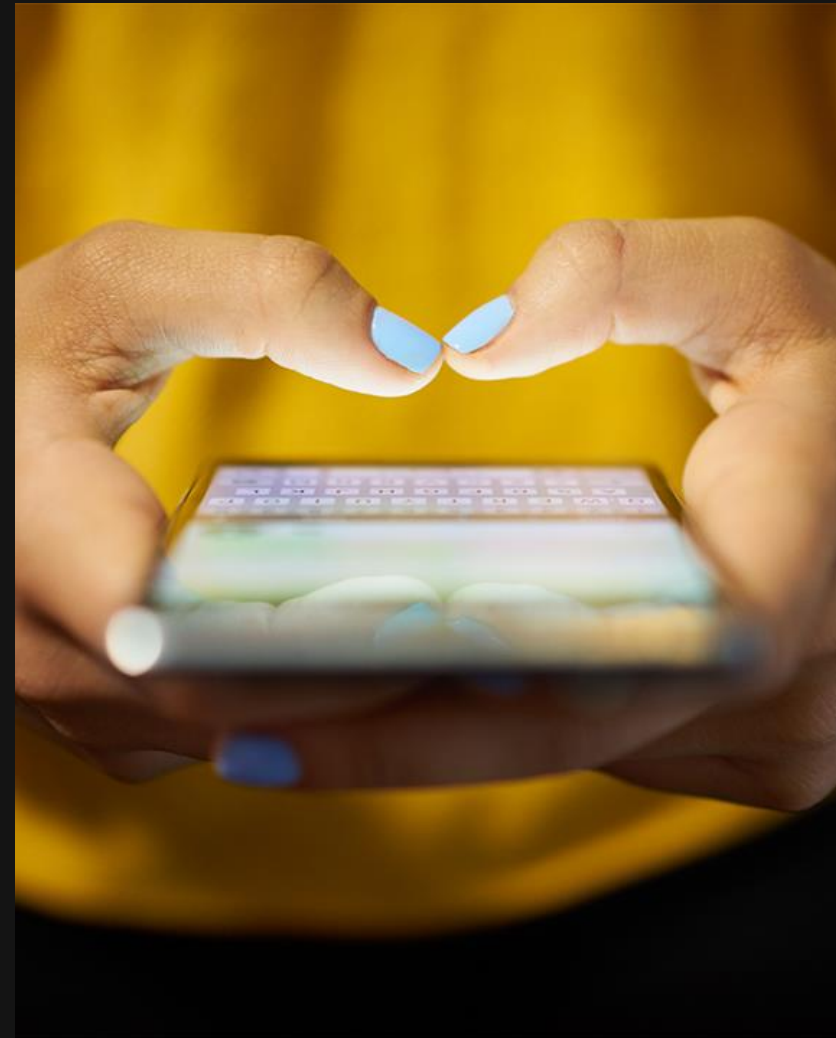
Several of Sweden's authorities have initiated a joint collaboration on issues of skills provision and lifelong learning

- Within the framework of this, we have a steering group with several authorities represented, along with representatives from transition organisations and the social partners, focusing on guidance issues in Sweden.
- We meet once a week and discuss continuous training opportunities for counsellors, especially considering that many who are now involved in counselling due to the reform need more knowledge about the labour market.

When to Contact TSL?

The Employer and the Trade Union Representative

- In case of notice of termination due to lack of work
- In case of termination due to illness and when fixed-term employments have ended (the employee can also apply independently)
- For information on transition and skills support and when organising information activities



The Individual

- In case of termination due to illness or after a fixed-term employment has ended, to receive transition support
- In case of interest/need for career and study guidance and skills development, to receive skills support
- To ask questions and obtain information about their opportunities for transition and skills support



Skills Support



Supporting Career Growth and Adaptability with Education and Financial Assistance

- Competence development to strengthen future positions in the labour market
- Career and study guidance based on personal interests and labour market needs
- Public student finance for transition and retraining (CSN) and collectively agreed study grants (TSL) for up to 44 weeks full-time, which can be divided to attend multiple shorter courses throughout a career



Financial Study Support – Examples in EUR

Monthly salary	Study grant* (taxed)	Study loan (not taxed)	Total compensation
2,500	1,846	291	2,137
4,000	2,400	814	3,214
5,500	3,301	1,116	4,417

*Public student finance for transition and retraining (CSN) +
Additional collectively agreed study grant (TSL)

How it works

Start

1.
The individual applies at TSL.se

2.
We process the application and check eligibility

3.
We contact the individual for an initial talk

4.
If needed, we provide in-depth study and career guidance

5 a.
TSL issues its opinion to CSN, and the individual applies to CSN

Training
≥ 5 days

5 b.
TSL decides on short duration collectively agreed study grant

Training
< 5 days

6.
CSN processes the application and decides

7.
TSL decides on additional collectively agreed study grant

8.
The studies begin and the person receives their financial support

Finish

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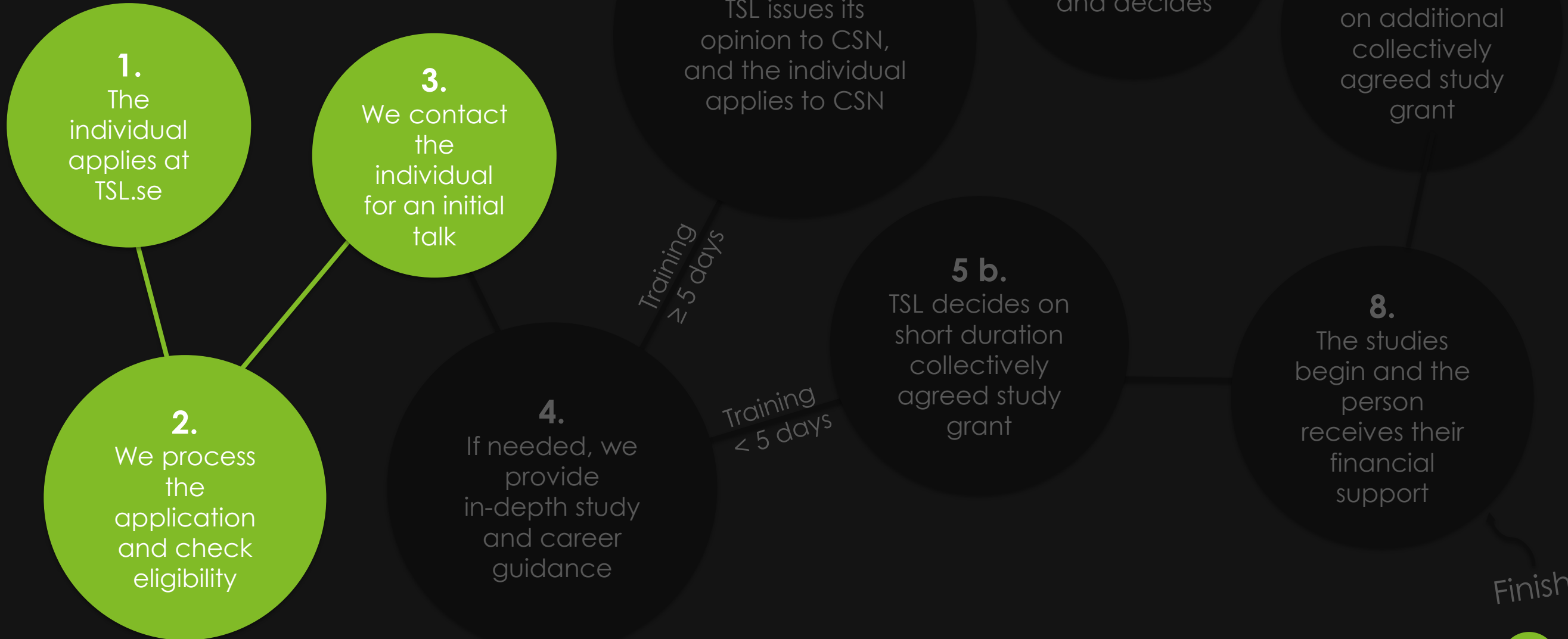
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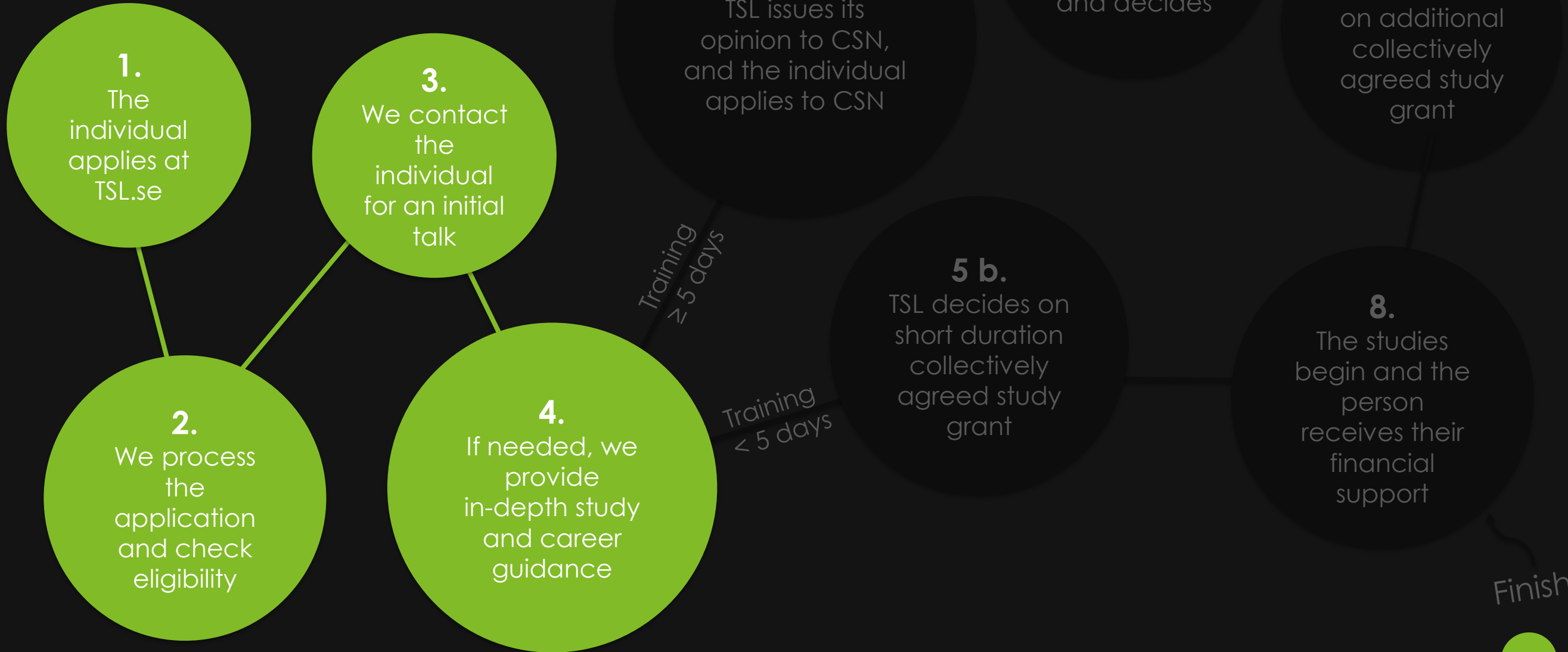
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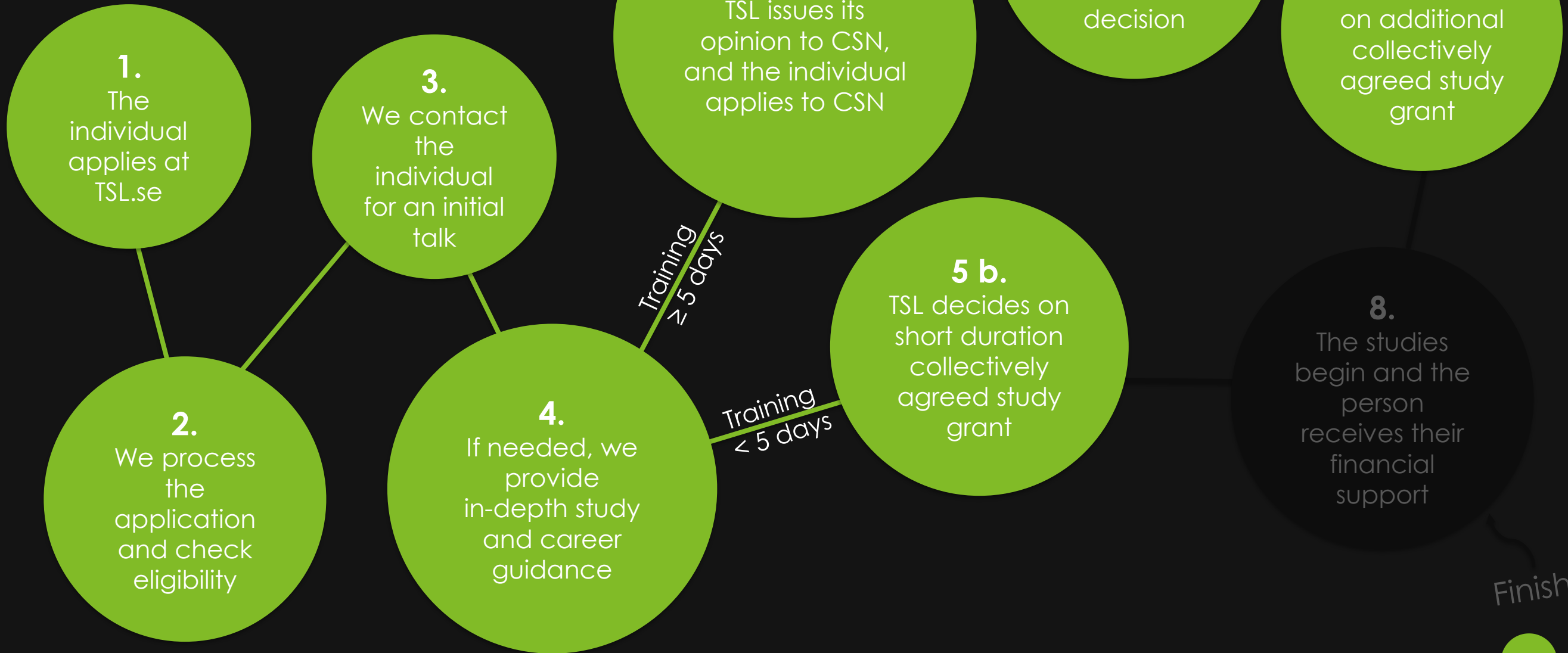
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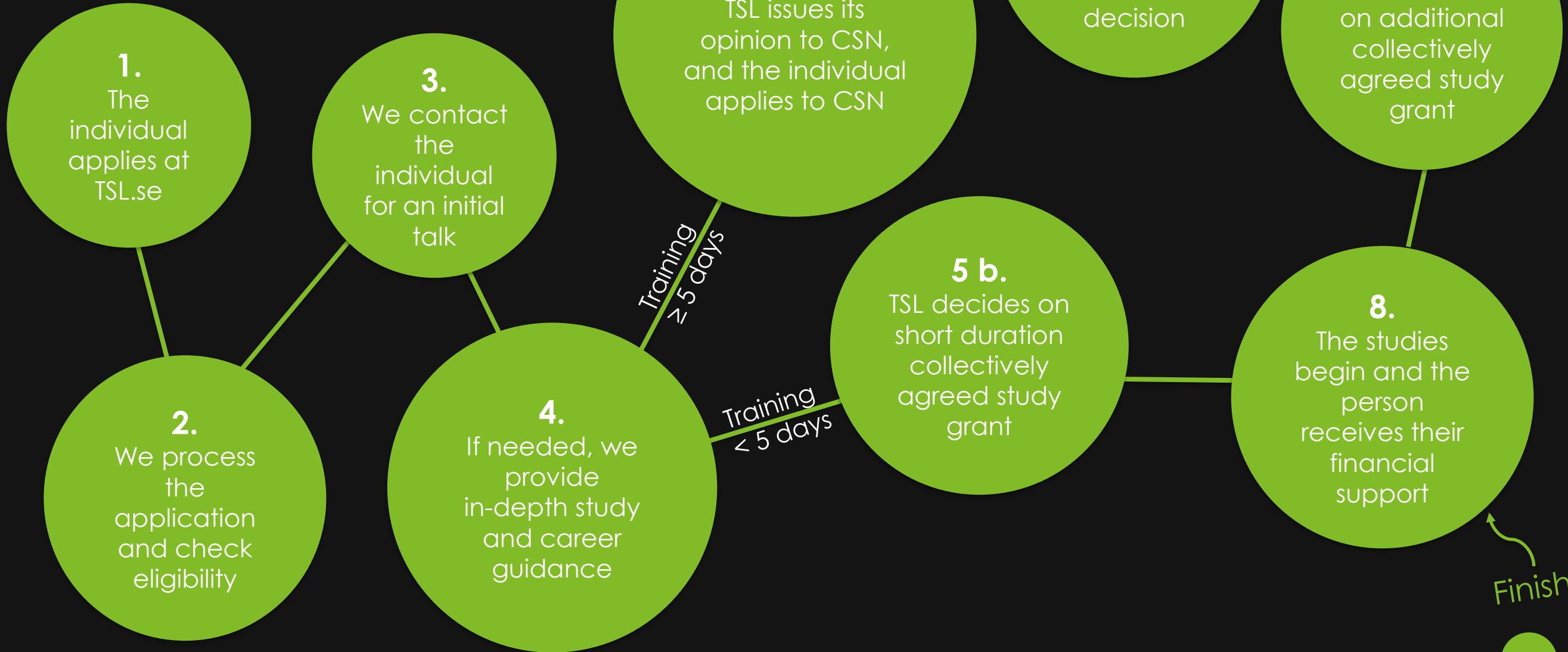
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Finish

How it works

Start



Finish

Thank you!

Any questions?

Contact Information



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