

## iGlobal Law 2021 Annual Alert : Sweden

Legal Change	Effective Date	Action required
<p><b>Short-time Work Allowance</b> Employers who face financial difficulties due to Covid-19 are, since March 16<sup>th</sup> 2020 able to receive financial support from the central government for employees on furlough.</p> <p>The government has announced that this allowance will be extended to June 31<sup>st</sup> 2021. This extension will be regulated in a new temporary legislation. Changes will also be made in the existing Act. These changes will come into force on February 15<sup>th</sup> 2021 but it will be possible for employers to apply for the allowance retroactively from December 1<sup>st</sup> 2020. The new allowance differs in some respects from the existing one. For instance, it is proposed that the central government will pay a larger part of the costs during this extended period.</p>	February 15 <sup>th</sup> to June 30 <sup>th</sup> 2021	Keep up to date with the regulations and deadlines in the new temporary legislation and the existing Act. The Swedish Agency for Economic and Regional Growth's website provides clear guidance.
<p><b>Modernising Swedish Labour law</b> Since 2019 there has been on-going work and discussions from several parties (e.g. the expert group that will assist the investigation and labour market parties) regarding legislative changes in the Employment Protection Act (<i>Sw. Lag (1982:80) om anställningsskydd</i>).</p> <p>Changes will be made regarding: the number of employees allowed to be exempted from the priority list, the employer's responsibility for employees updating of skills, priority right to re-employment for fixed-term employees and reduced employment rate. The publication date has not yet been announced but it is expected in September 2022 at the latest.</p>	Publication date has not yet been announced but is expected during 2021-2022. At the latest before the next parliament election in September 2022.	Nothing at this stage but keep an eye out for the new legislation.
<p><b>Increased Protection for Whistleblowers</b> On June 29<sup>th</sup> 2020, it was proposed that the EU directive on protection for whistleblowers (which was adopted on 7<sup>th</sup> October 2019) should be implemented into Swedish law by replacing the existing Act on whistleblowers. The new Act will apply to more categories of individuals in a workplace and companies with 50 plus employees must implement 'whistleblower channels' where whistleblowers can provide information. The new Act is expected to come into force on December 1<sup>st</sup> 2021.</p>	December 1 <sup>st</sup> 2021	Conduct a review of the current internal policies regarding whistleblowers and ensure that HR and managers are up to date with the new regulations and follow the obligations stipulated for employers. Ensure that the new regulations are communicated to all employees.
<p><b>Exemption in the Rehabilitation Process</b> The government has proposed that the temporary exemption (implemented during 2020) from the regulation that employees on sick leave shall be compared to normally occurring work in the labour</p>	Extended to June 30 <sup>th</sup> 2021	Conduct a review of the current internal policies and procedures regarding rehabilitation and ensure that HR and managers are up to date with the exemption.

<p>market from day 180 and day 365 in the rehabilitation process, shall be extended. Originally set to end on December 31<sup>st</sup> 2020 but proposed to be extended for another 6 months.</p>		
<p><b>Reinforcement of Unemployment Insurance</b> Several changes made to the unemployment insurance scheme during 2020, such as more individuals being entitled to receive unemployment benefits and temporarily raised benefit levels, is proposed to be extended through 2021 and 2022.</p>	<p>Extended through 2021-2022</p>	<p>Ensure that HR and managers are aware of the reinforcement of unemployment insurance.</p>
<p><b>Temporary Measures Regarding Social Insurance</b> The government has also proposed an extension of the following temporary regulations regarding social insurance:</p> <ul style="list-style-type: none"> <li>• compensation for qualifying period deductions (standard amount of SEK 810),</li> <li>• compensation to self-employed individuals for the first 14 days of the qualifying period (standard amount of SEK 810),</li> <li>• compensation to employers for the part of sick pay costs that exceeds the normal; and</li> <li>• deferred requirement for a medical certificate from day 8 to 15 in a sick period.</li> </ul> <p>Originally set to end on December 31<sup>st</sup> 2020 but proposed to be extended until April 30<sup>th</sup> 2021.</p>	<p>Extended until April 30<sup>th</sup> 2021</p>	<p>Conduct a review of the current internal policies and procedures regarding sick leave and ensure that HR and managers are up to date with the temporary regulations.</p>