

## iGlobal Law : 2022 Annual Update : Sweden

Legal Change	Effective Date	Action required
<p><b>Modernizing of the Swedish labour law</b></p> <p>Since 2019, there have been on-going discussions between several parties (i.e. expert groups that assist the investigation and the labour market parties) regarding legislative changes to the Swedish Employment Protection Act.</p> <p>Changes will be made regarding the number of employees allowed to be exempted from the "priority list" during a redundancy situation, the employer's responsibility for developing employees and the "priority right" to re-employment for fixed-term employees.</p>	<p>The suggested changes have been proposed to come into force on the 30 June 2022.</p>	<p>Keep an eye out for the new legislation.</p>
<p><b>New act on better protection for whistleblowers</b></p> <p>On 17 December 2021, the new act on protection for whistleblowers (implementing the EU Directive) came into force.</p> <p>The new act requires that private and public entities with 50 or more employees have internal whistleblowing functions. The mandatory introduction of whistleblowing functions will apply gradually during 2022 and 2023, depending on the size of the legal entity.</p> <p>Furthermore, under the new act, a wider range of individuals are covered from reprisals. What is considered as a "matter to report" under the law has also been extended.</p>	<p>17 July 2022 or 17 December 2023 depending on the number of employees in the legal entity.</p>	<p>Conduct a review of the current internal policies regarding whistleblowers and internal whistleblowing functions in order to ensure that HR and managers are up to date with the new regulations and follow the obligations stipulated for employers. Ensure that the new regulation is communicated to all employees.</p>