

## iGlobal Law Annual Alert 2023 : Sweden

Legal Change	Effective Date	Action required
<p><b>Modernizing of the Swedish labour law</b></p> <p>Since the beginning of 2022, the then on-going discussions regarding the modernizing of the Swedish labour law have led to new legislation. The changes have mainly been done in the Swedish Employment Protection Act.</p> <p>Changes have been made regarding i.e., the number of employees allowed to be exempted from the priority list during a redundancy situation, the employer's responsibility for employees updating of skills, priority right to re-employment for fixed-term employees and a shortening of the qualification period for transition from a fixed-term employment to a permanent employment.</p>	<p>The changes started to apply on the October 1st 2022.</p>	<p>Make sure to check the new rules before making a decision regarding, for example, recruitments of fixed-term employees or in the event of termination due to personal reasons or redundancy.</p>
<p><b>New rules on the employer's obligation to inform</b></p> <p>Due to the EU Directive on Transparent and Predictable Working Conditions, changes have been made in Swedish legislation as regards to the employer's obligation to provide information regarding the employment is extended. For example, the employer will be obliged to inform that employer contributions are paid to the state and information on the protection of social security provided by the employer, the regulations that must be followed if the employer or the employee wishes to end the employment relationship, whether overtime payment is paid and any conditions for a probationary employment.</p> <p>Further, certain groups of employees that are currently completely exempted from the application of the Swedish Employment Protection Act, shall be subject to certain specific provisions in the law. This applies, for example, to employees with managerial positions and employees belonging to the employer's family. For example, they are now subject to the employer's obligation to inform about the terms and conditions of the employment.</p>	<p>The changes entered into force on June 29<sup>th</sup> 2022.</p>	<p>Review current employment agreement template in order to ensure that the employer fulfils its obligation to inform the employees about the terms and conditions of the employment.</p>
<p><b>Flexible working arrangements</b></p> <p>Due to the EU Directive on Work-Life Balance for Parents and Carer, changes have been made in Swedish legislation as regards to the employees' right to request flexible working arrangement, such as distance work of flexible working hours. If an employee makes such a request, the employer must respond to the request within a reasonable time. If the request is rejected or</p>	<p>The changes entered into force on August 2<sup>nd</sup> 2022.</p>	<p>Establish procedures/routines for handling such requests.</p>

<p>postponed, the employer must justify the decision.</p>		
<p><b>The right to remain in employment</b></p> <p>The age requirement in the Swedish Employment Protection Act for the right to remain in employment will be changed from 68 years to 69 years as of 1 January 2023.</p>	<p>January 1<sup>st</sup> 2023.</p>	<p>To be taken into account in the event of termination of an employee that who meets the age requirement.</p>
<p><b>New act on better protection for whistleblowers</b></p> <p>A new act on protection for whistleblowers came into force on December 17<sup>th</sup> 2021.</p> <p>The obligation for private companies with 50-249 employees to set up internal reporting channels, etc. comes into effect December 17<sup>th</sup> 2023.</p>	<p>December 17<sup>th</sup> 2023.</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 with all employees.</p>