

## iGlobal Law 2024 Annual Alert : Sweden

Legal Change	Effective Date	Action required
<p><b>Unemployment benefits</b></p> <p>During the Covid-19 pandemic, certain restrictions on unemployment benefits were lifted for employees and entrepreneurs. These changes were prolonged for 2023 and are now prolonged indefinitely.</p>	June 15 <sup>th</sup> 2023	The temporary changes instituted through the Covid-19 pandemic can now be treated as permanent.
<p><b>Wartime preparation</b></p> <p>The government has instituted a task force to investigate employment and labour matters in times of war or preparation for war. A bill has been introduced proposing new laws regarding employment matters in times of war. The overall effect of the bill would be significantly decreased employment protection and rights of employees during times of war or preparation for war.</p>	Proposed effective date July 1 <sup>st</sup> 2025.	Keep an eye on this bill and review relevant policies as and when it progresses through the legislative process.
<p><b>Work related criminality</b></p> <p>The government has instituted a task force to investigate work life criminality. No bills have yet been presented but the task group has an ongoing duty to investigate and report.</p>	Publication date has not yet been announced. The next report is scheduled for February 23 <sup>rd</sup> 2024.	Keep an eye on this bill and review relevant policies as and when it progresses through the legislative process.
<p><b>Work environment</b></p> <p>A government instituted task force has presented a bill proposal regarding an overhaul of work environment responsibility, along with a significant increase in penalty fees. The proposed bill was presented to the government in August 2022 and is still discussed in parliament late 2023. No actions have yet been taken by the government to propose a final bill or launch further investigations.</p>	Originally proposed effective date July 1 <sup>st</sup> 2024, currently indefinitely postponed.	Keep an eye on this bill and review relevant policies if it progresses through the legislative process.
<p><b>Union representatives</b></p> <p>A government instituted task force has presented a bill proposal regarding the rights of union representatives in the workplace. The proposed bill was presented to the government in August 2022 and is still discussed in parliament late 2023. No actions have yet been taken by the government to propose a final bill or launch further investigations.</p>	Originally proposed effective date January 1 <sup>st</sup> 2024, currently indefinitely postponed.	Keep an eye on this bill and review relevant policies if it progresses through the legislative process.