

Your working environment in Sweden

Engelska/English

The following is the information about the working environment if you have a temporary job in Sweden.

We run a check on the work places

The Swedish Work Environment Authority is the government body that makes sure that work places in Sweden adhere to the work environment act regulations and other work environment regulations. We publish the regulations and spread information on the working environment.

Responsibility for the working environment

In Sweden the employer has the main responsibility for the working environment. It is the employer who takes measures to obviate ill health and accidents and achieve a satisfactory working environment. Should the employer not fulfil his obligations according to the work environment act, the Swedish Work Environment Authority inspectors can impose demands. We inform the employer the shortcomings found by us and we exhort the employer to remedy them by a specific date. Sometimes we can impose sanctions or fines if the shortcomings are not rectified.

The employees have the responsibility to adhere to the safety regulations on the work site. Negligence to do so can in some cases be a reason for dismissal.

Immediate prohibition

If the employer does not adhere to the regulations we can, e.g., prohibit a specific handling or a specific work. If there is a danger that someone might be seriously injured, the Work Environment Authority can stop the work with immediate effect.

Posting

A posted worker is sent by his or her employer to work in Sweden for a limited period. For the duration of the work in Sweden, the worker shall be subject to certain provisions in Swedish legislation or collective bargaining agreements. The employer's obligation to ensure that posted workers are guaranteed a certain level of protection is based on provisions in the EC Posting of Workers Directive. In Sweden, the rules apply to all posted workers, regardless of their nationality.

Posting refers to someone who usually works and is employed in another country but works in Sweden for a limited period. His or her employer shall provide cross border services. The services can be provided on behalf of another company, a customer, a financial cooperative partner, or a company within the same corporate group.

The Swedish provisions that apply to posted workers include regulations concerning working hours, work environment, minimum rates of pay and vacations.

The Swedish Work Environment Authority is Sweden's liaison office concerning regulations about posting. It is also an official source of information concerning labour and employment conditions that apply to posting to Sweden. For more information on posting look up www.posting.se.

Additional copies of this publication
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We investigate accidents

The employer is obligated to report deaths, more serious personal injuries or serious accidents to the Swedish Work Environment Authority. It should be done without delay (normally this means the following day at the latest). We then decide on priority in which accidents are first in line for examination, investigation or are handed over for legal proceedings.

Even if we investigate the accident, the employer is obligated to find out the reasons for the accident and carry out measures necessary to prevent it from happening again.

For more information on the working environment in English and other languages look up our web site www.av.se.

Who may work in Sweden?

A foreign citizen who works in Sweden may either be self-employed or employed by another employer.

Work and residence permit

Requiring a work and residence permit will depend on whether you are from a country outside the EU, or are a citizen of Norway or an EU-citizen. Work and residence permits are granted by the Migration Authority. To know more about applicable regulations, look up the web site of the Migration Authority www.migrationsverket.se.

If you wish to work as self-employed

If you do not have any employment in Sweden and want to work here instead as self-employed, you will require a Swedish F-tax card. To read more about this, look up the Inland Revenue web site www.skatteverket.se.

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