

Sweden

Fixed Term Contracts

Fixed-term contracts are permitted in Sweden but may not exceed two years. They may be used for general fixed-term projects, seasonal work, temporary positions, or those over the age of 67.

Probationary Periods

Probationary periods are permitted but not required in Sweden. When used, they may not exceed 6 months. During the probationary period, the contract can be terminated with two weeks' notice. If the contract is not terminated within that period, it will become permanent.

Holidays

Workers recognize 13 paid public holidays.

Vacation

Workers accrue 25 paid vacation days per year. Accrued but unused leave must be paid out at the time of termination. Vacation pay is equal to .43% of the monthly salary when a worker goes on leave.

Sick Leave

Workers are not entitled to pay on the first day of injury or illness. For the following 14 days, Workers are entitled to 80% of their usual salary. After that, the Swedish Social Insurance Agency provides sick benefits. In some cases, employers may recover a portion of the sick pay issued.

Working Hours

A regular workweek is 40 hours per week. Workers are entitled to a statutory 30 minute break after 5 hours of work.

Overtime

Overtime cannot exceed 50 hours per month. An overtime premium is not guaranteed by law but is generally paid at a 50-100% premium.

Mandatory Bonuses

There are no mandatory bonuses in Sweden.

Termination

In general, a Worker can only be terminated with just cause. Terminations that do not meet the standards of the Swedish Employment Protection Act may be considered invalid. Valid reasons include but are not limited to criminal activity, neglect of work duties, disloyalty, or regular absenteeism. Terminations require at least one month of notice.

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Resignation

Workers are required to give 1 month of notice when they resign.