

Working Time and Competitiveness in Sweden

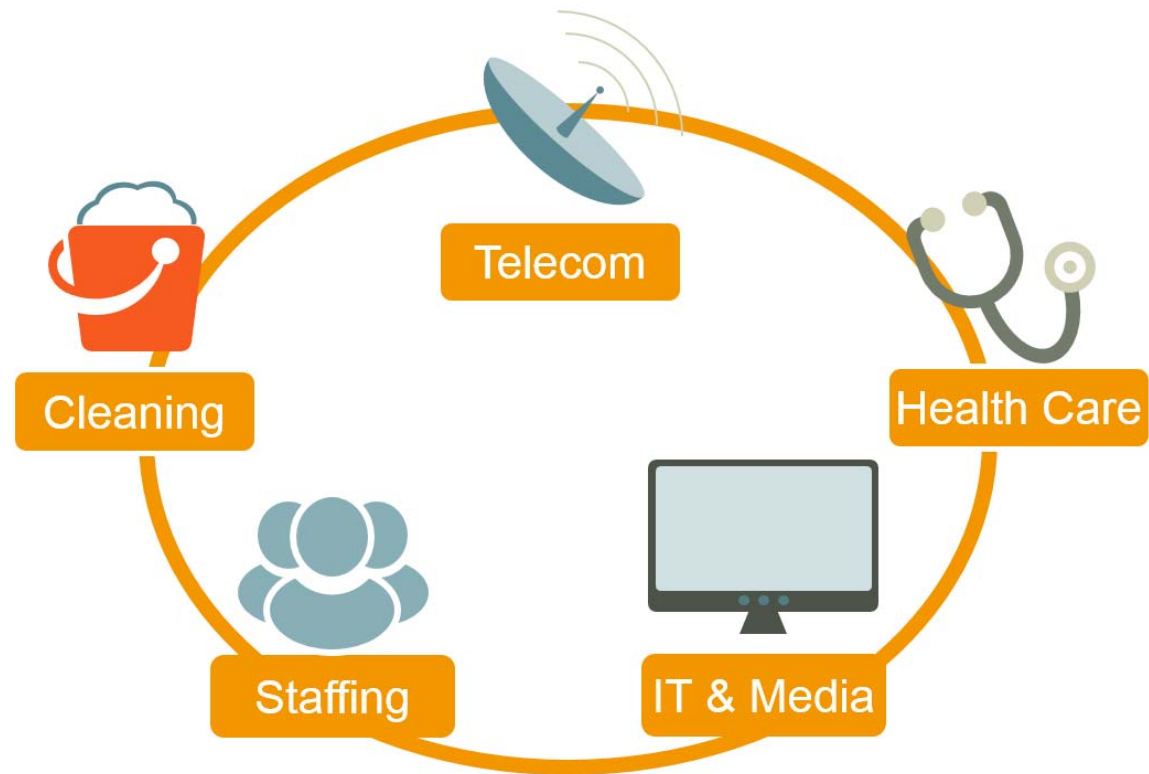
CMKOS Conference

29 May

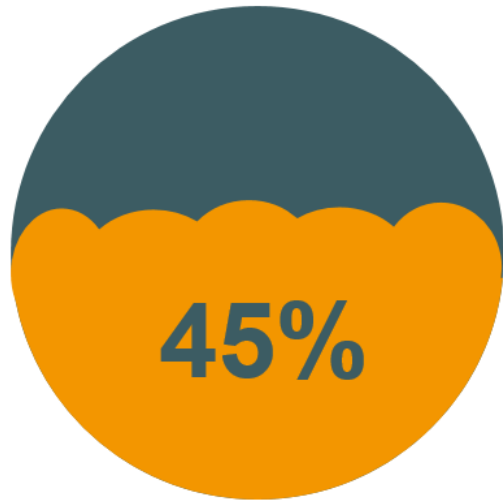
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Our industries

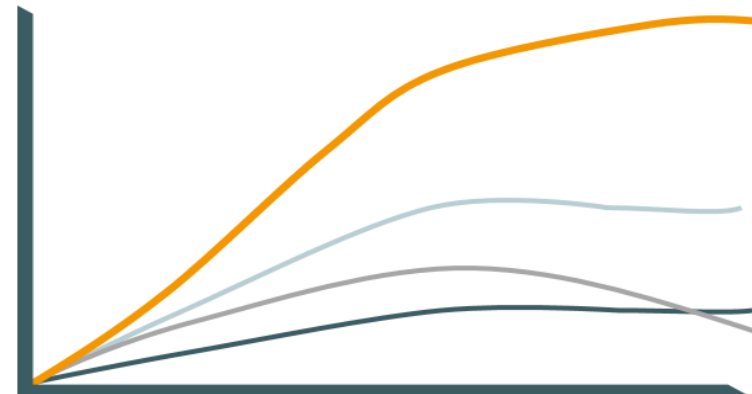


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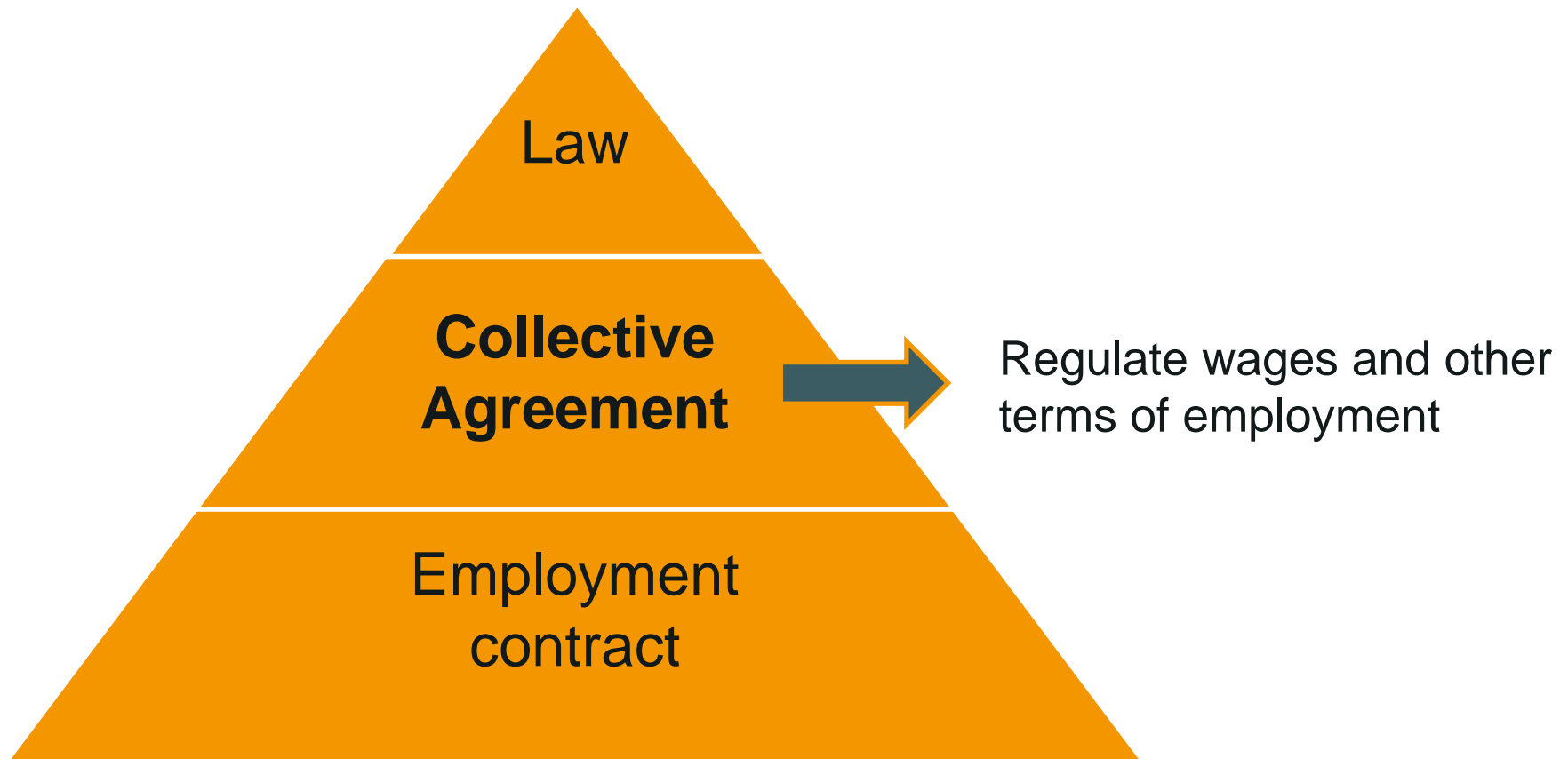
The private Service Industry
employs more than 45 % of the
Swedish work force

The Knowledge Intensive
Service Industry has had the
highest employment increase
the last 20 years



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The Swedish Labour Market Model



Working time regulation - law

Main rule: 40 hour working week

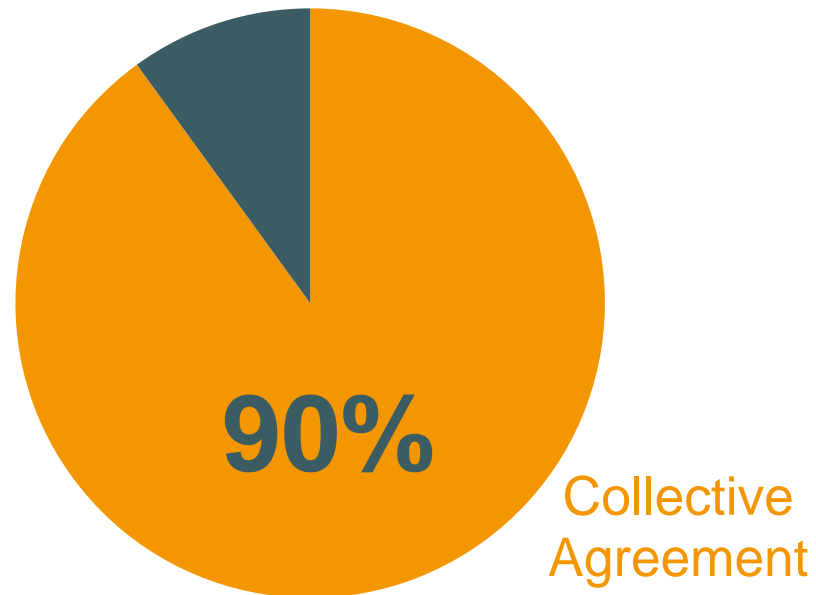
25 vacation days

Employer can request overtime work within the limits of the Collective agreement or (EU)-law

Collective agreement can replace the Working Hours Act

Collective Agreements regulate working time

Working Hours Act

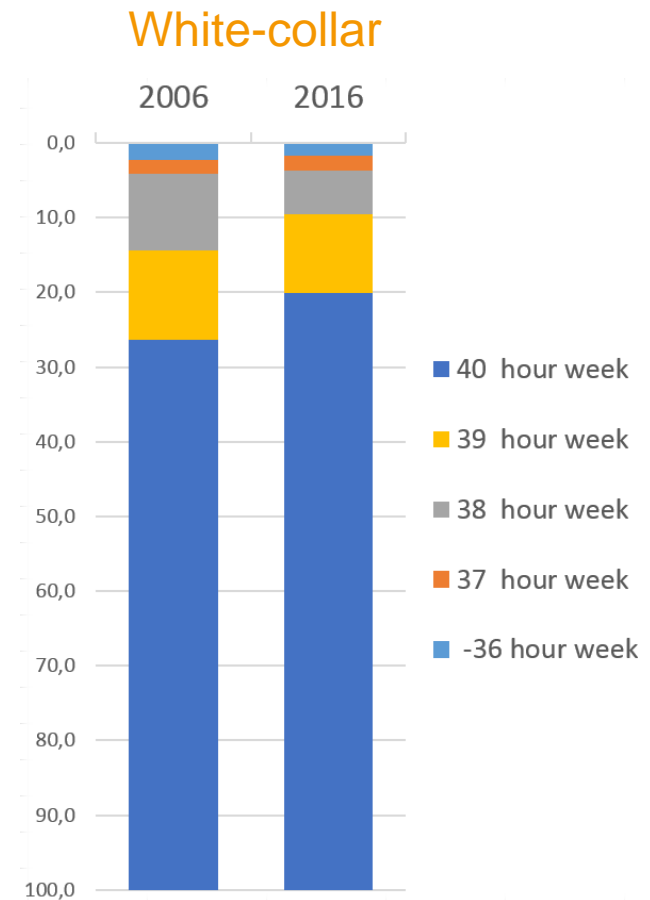
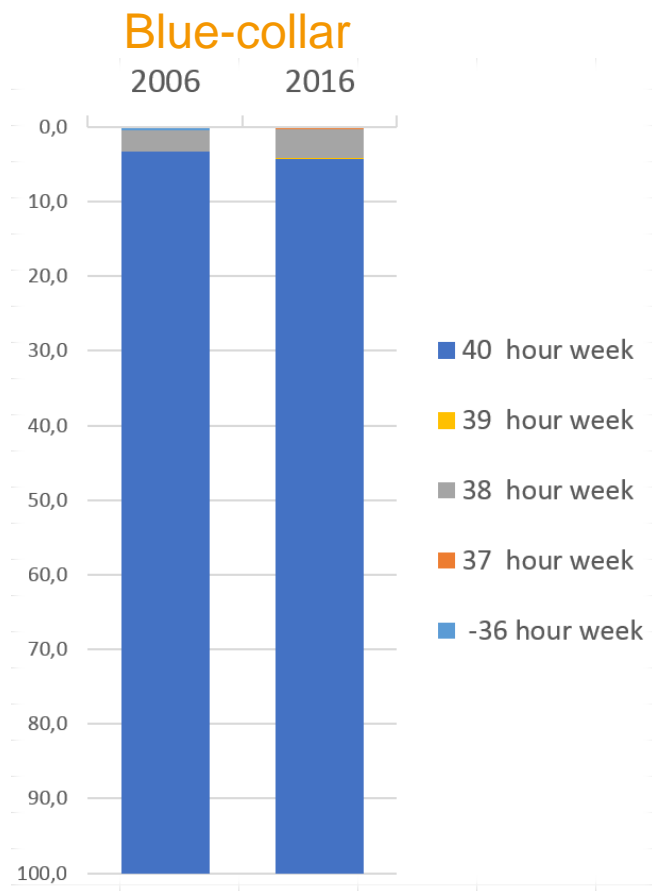


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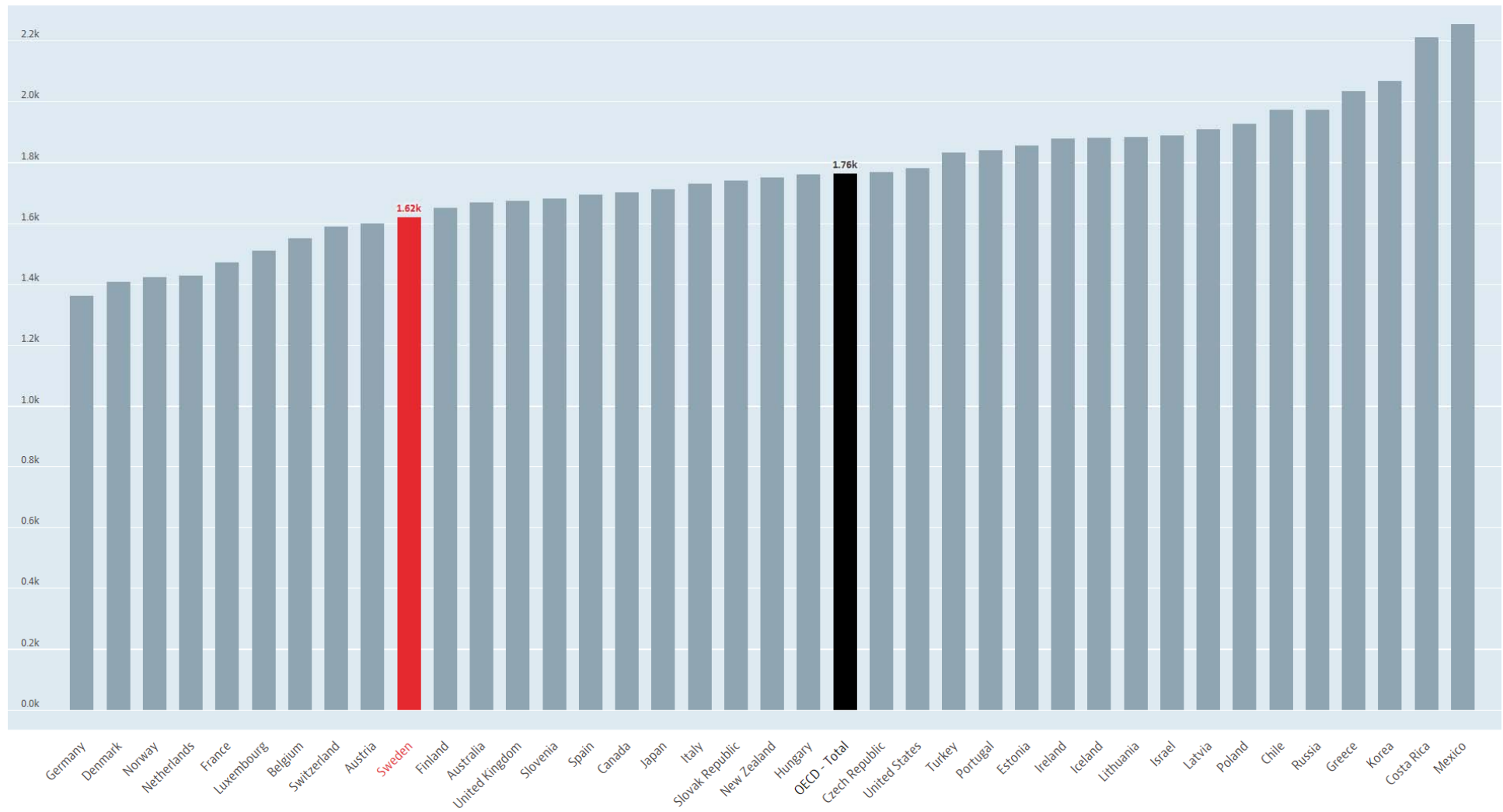
Collective Agreement

- **White-collar:** flexible working time with less limitations in Collective agreement
- **Blue-collar:** rigid working time regulations and working time reduction in some agreements (up to 40 h per year)
- Common to exchange overtime compensation for five additional vacation days
- Increasing on call duty

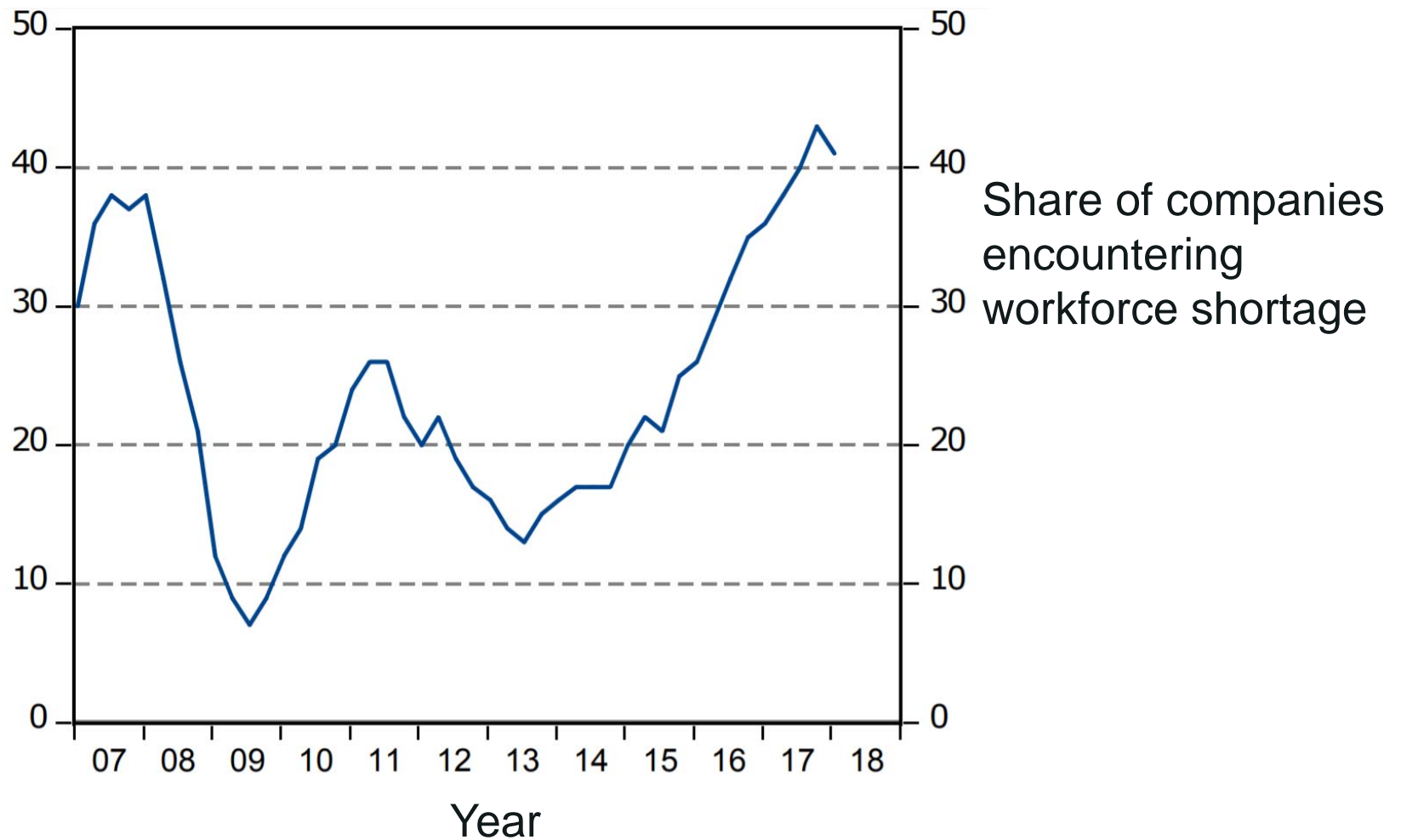
Toward longer working hours



A comparison



Workforce shortage



Concept of working hours – out of date?

Complete a task instead of working specific hours

- Flexible working hours
- Distance work
- Digital tools

Variable pay more common

- Bonus
- Commission
- Option programs

Changing employment relationship

- Rising platform based economy
- Self-employed
- Short-term contracts

**The question isn't about how
to work less, but rather how to
work smarter**

