

Competence Agencies of Sweden

A proud history of strong female entrepreneurs



The first Swedish staffing agencies were started and run by women

One of the industry's foreground figures became Ulla Murman, founder of what is today the Swedish part of Manpower Group

In 1993, the labor brokerage monopoly was liberalized. Over the past 20 years, the staffing industry has been Sweden's fastest growing industry

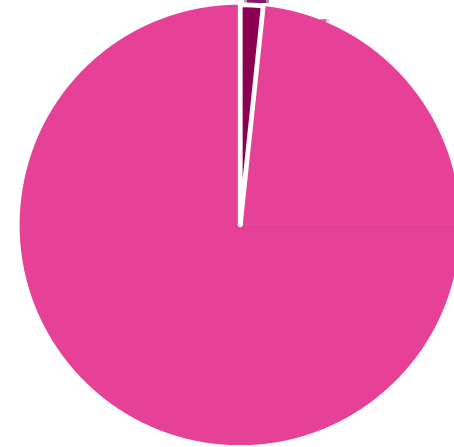
Competence Agencies of Sweden in numbers

appx

93 100

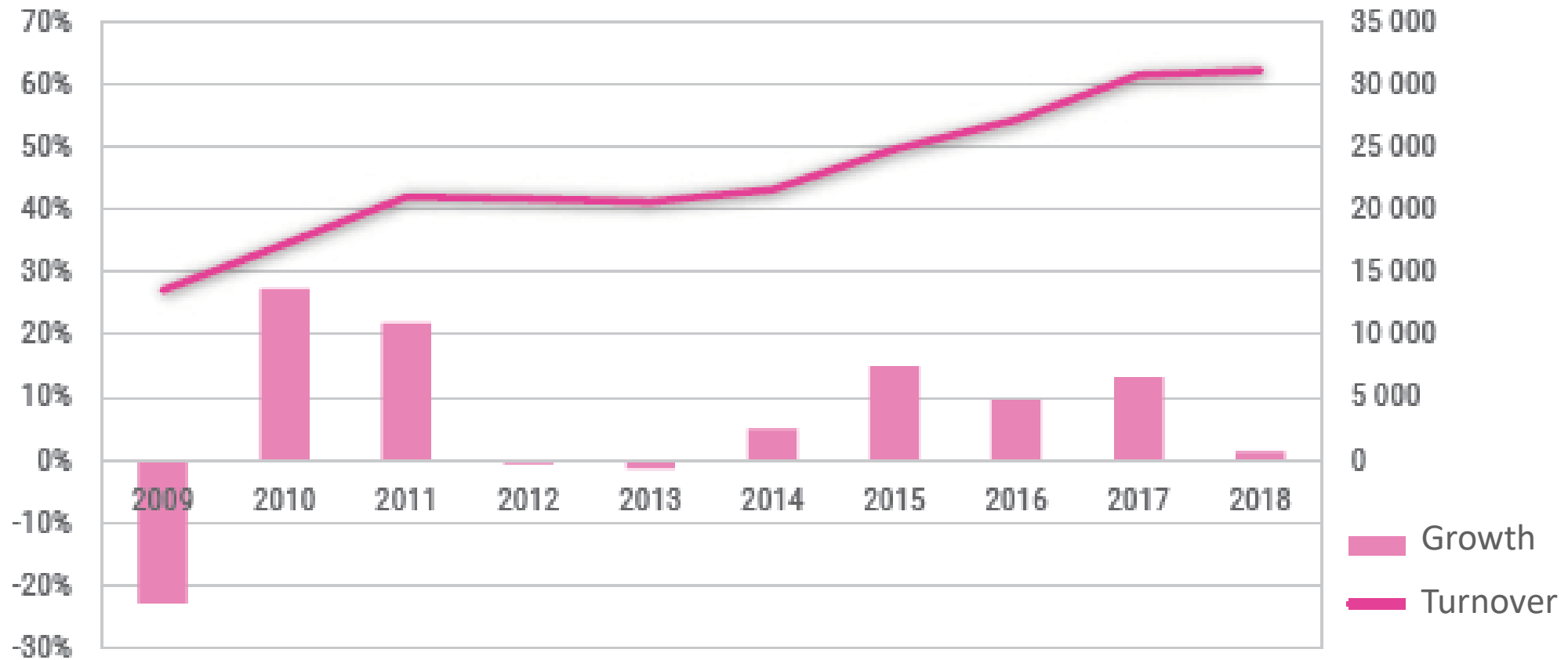
people are employed full time on an annual basis.

2%

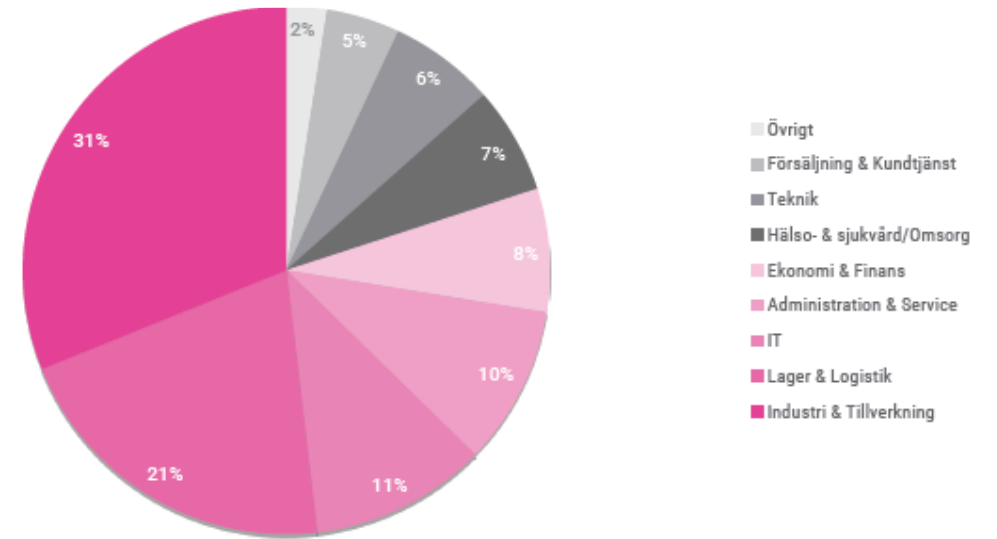
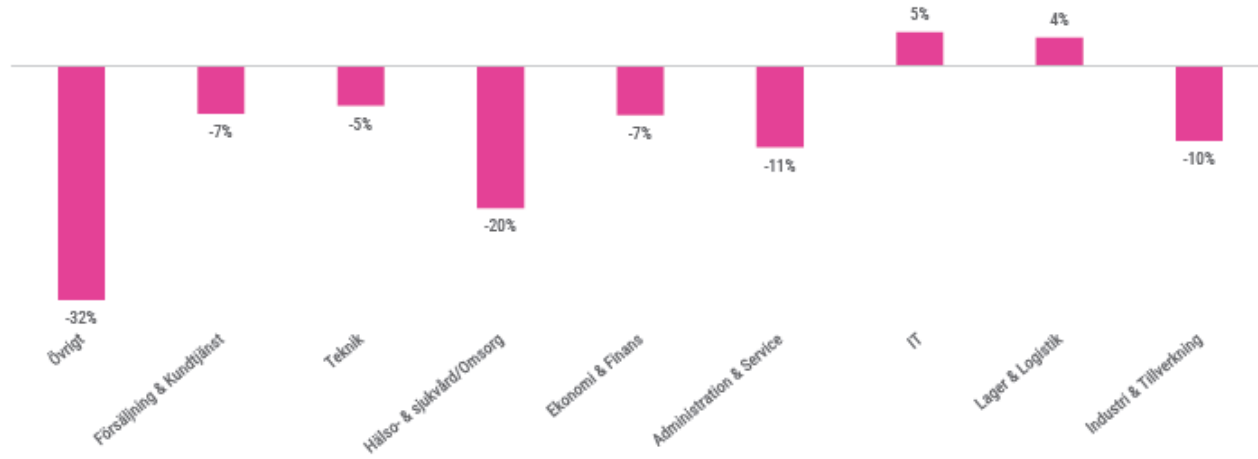


of the working population is
employed in the staffing industry.

Industry turnover 2018



Turnover by profession



An industry for everyone



Connections available for everyone

- ✓ Twice as many immigrants as in the rest of the labor market
- ✓ The proportion below 30 is 40 percent - almost three times as high as for the labor market as a whole

Stepstone for immigrant graduates

- ✓ 40 percent leave staffing within a year - usually for another industry

Meritocratic recruitment

- ✓ Name and background are separated from assessments of competence
- ✓ Databases and electronic matching

Organization of the Swedish Competence Agencies

The Managing Board

Secretariat

Agreements
& regulations

- Collective ag
- Bargaining
- EU-directives
- Legislation

Policy &
Lobby

- Business policies
- Stakeholders
- Politics
- Unions

Membership
service

- Authorization
- Insurance
- Advice/counsel
- Member networks

PR &
info

- Press
- Info
- Web

R&D

- Statistics
- Projects
- New markets

Decision-making

**General
Assembly**

Conditions for Authorization and Membership

Managing Board

Ethical guidelines
*General Provisions on
Staffing Services*
Interpretation of conditions
Decision

Secretariat

Administration
Assessment

**Authorization
Committee**

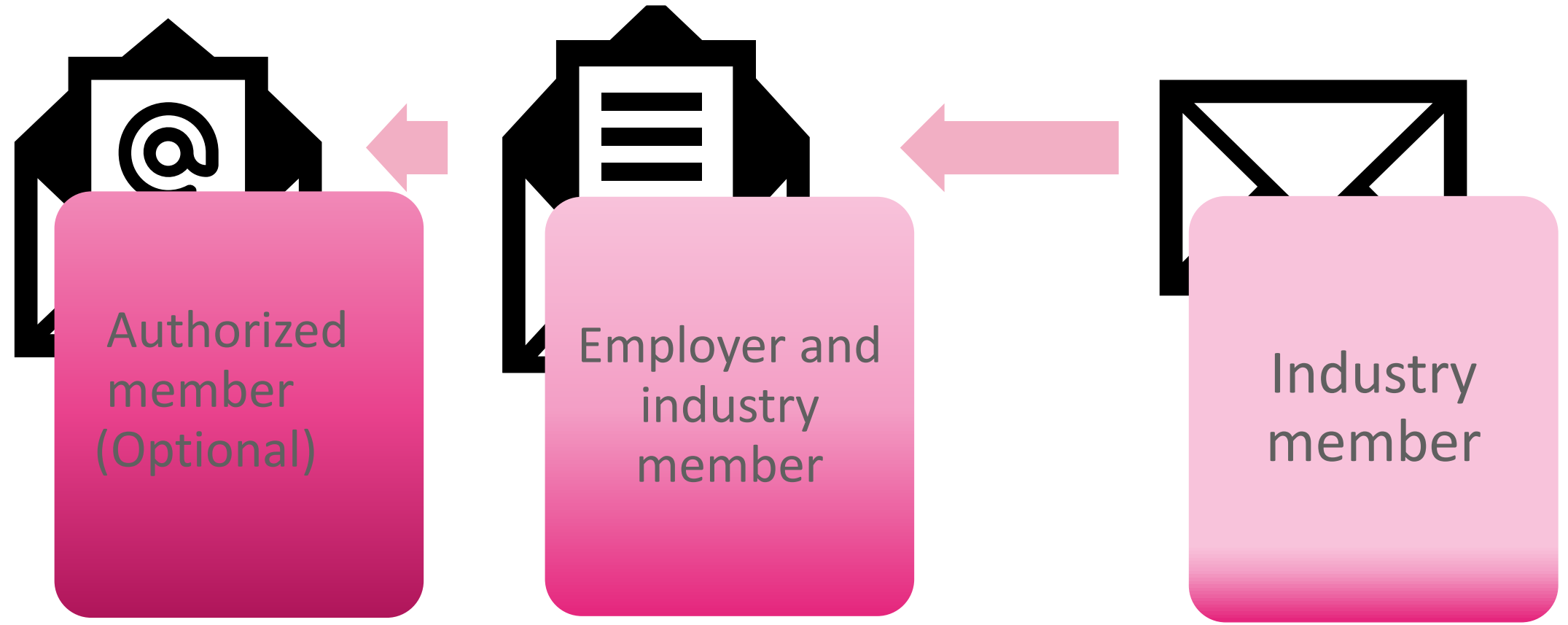
Procedure
Application of conditions
Recommendation

General Conditions for Membership

By person authorised to sign for the firm:

- Submission of documentation evidencing no owing of back taxes or duties.
- Valid registration certificate and F-tax card
- Proof of registration as an employer.
- Proof of registration for VAT (not applicable to staffing agencies in the health care sector).
- Assurance of compliance
- Follow the Statutes

Three types of memberships



Industry authorization guarantees safety

Member companies can apply for industry authorization. Companies are reviewed at the time of entry and thereafter once a year. The review takes place in the Authorization Committee, where trade unions and employers are represented and chaired by an external chairman. Decisions on authorization are taken by the Managing Board.



Staffing



Outplacement



Recruitment



Kompetensföretagen
• almega

UNIONEN

akademiker
förbunden



Authorization - Background

- **1997:** State-run authorization scheme?
- "SPUR Authorization"
- **2004:** SSA, HTF and LO accord (basis for current scheme)
- **2007:** SSA annual meeting decides to make authorization compulsory for membership (conditions laid down)
- **Feb 2009:** Deadline for implementation
- **May 2019:** Authorization becomes voluntary

Twelve Conditions for Authorization

1. A minimum of twelve months of staffing related operations.
2. Compliance with the federation's bylaws:
 - Compliance with the bylaws of the Confederation of Swedish Enterprise (CSE)
 - Observance of Swedish Law
 - Provision of statistics and other information as requested by the federation, Almega or CSE
3. The business need to be conducted through a Swedish legal entity.
4. Submission of the most recent annual report.
5. Adherence to the collective agreements of the sector in which the company is operating (if applicable).
6. Application of delivery terms at least on par with the federation's *General Provisions on Staffing Services*

7. Coverage by the federation's liability insurance or the equivalent.
8. Complying with the federation's ethical standards.
9. Assurance that all subcontractors are registered for VAT, pay taxes and duties and are covered by subcontractor insurance.
10. Completion of the federation's special authorisation programme by at least one person in a managerial position within the company.
11. Exposure of the federation's authorisation logo in all job advertisements and marketing activities.
12. Completion of the authorisation Committee's annual assessment

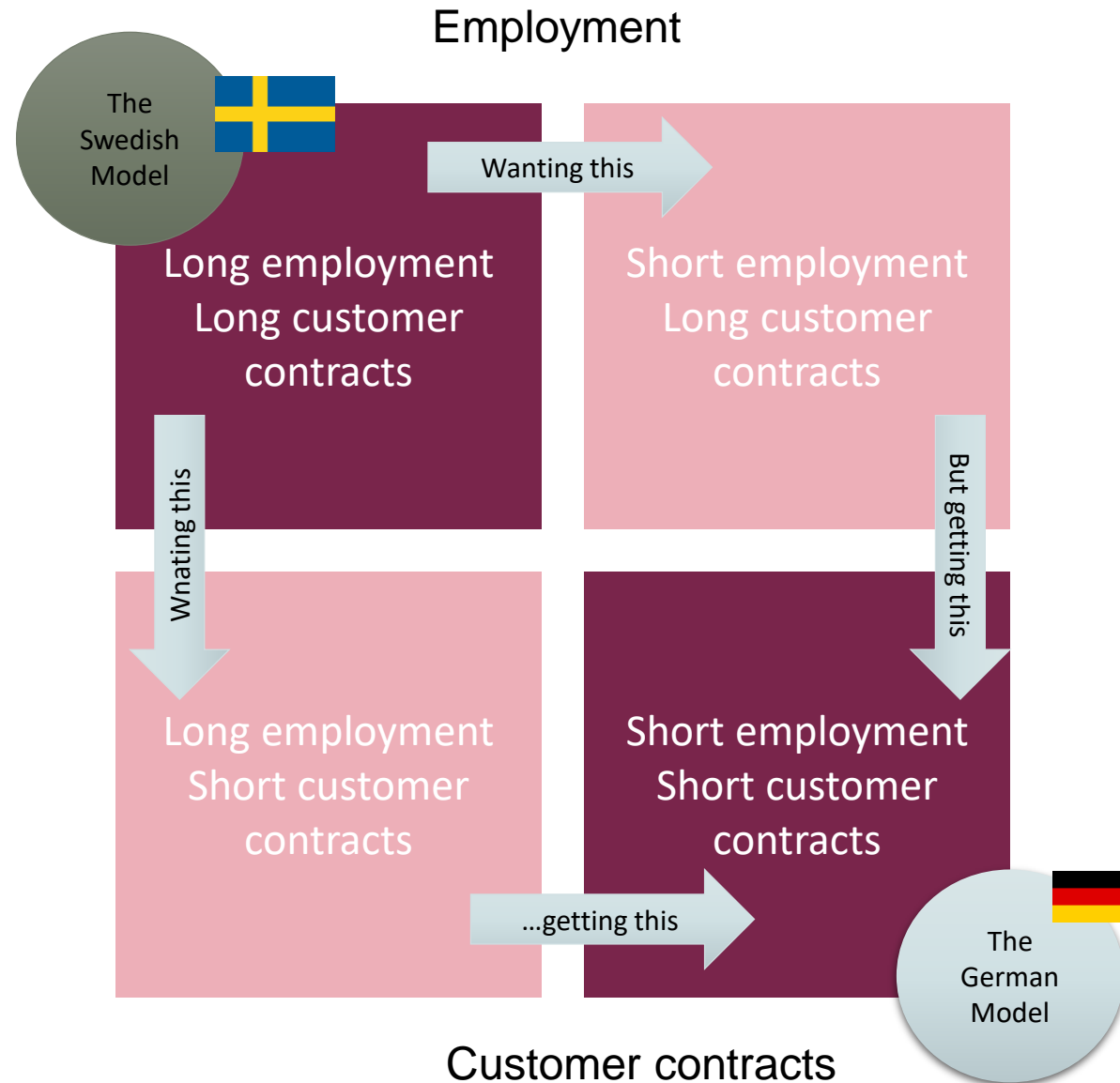
General Provisions on Staffing Services

- Placement of Professionals Agreement - ABSS-10
- Recruitment Agreement - ABRE 10
- Staffing Services Agreement - ABPU-10
- Outplacement agreement - ABOU 10



Employee surveys show that eight out of ten are quite or very happy with their job

Open-ended contracts – the Swedish staffing model



Transparency

tryggakompetensen.se

Sweden's New Government



The January agreement – 73-point program

The January agreement is an agreement between four parties. S, MP, C and L. They have agreed on a budgetary co-operation and on one cooperation that is limited by the political issues stated in the agreement.

Through this agreement, the Center Party and the Liberals accept that Stefan Löfven is elected as Prime Minister to lead a government consisting of the Social Democrats and the Green Party.

17. Establishment jobs

18. Total reformation of the Swedish public employment service

20. Modernization of the Swedish labor law