



European
Social
Charter

Charte
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EUROPEAN SOCIAL CHARTER

Responses to the ECSR additional questions
on the
23rd National Report on the implementation of the European
Social Charter

submitted by

THE GOVERNMENT OF SWEDEN

Articles 2, 3, 4, 5, 6, and 20

Responses registered by the Secretariat on
25 August 2026

CYCLE 2026



Ministry of Employment

Additional information to the 23rd national report of Sweden

Article 3.1

Question: Please provide information/ more specific information on the content and implementation of national policies on psychosocial or new and emerging risks in (i) jobs requiring intense attention or high performance, (ii) jobs affected by climate change risks.

Requested information: In June 2026 the Government decided on a new work environment strategy for 2026-2031¹. With the strategy "A good work environment in a changing working life,"² occupational illness, accidents, and fatalities in the workplace are to be reduced. The strategy contains four sub-goals aimed at strengthening the work environment in Sweden.

- (i) A sustainable working life,
Everyone should be able to work a full working life. The skills of older workers are better utilized, and the work environment contributes to strengthening the skills supply. The work begins already in schools through an increased focus on the work environment of pupils and students, while knowledge about the work environment increases in society.
- (ii) A healthy working life,
Knowledge about what creates thriving workplaces needs to increase and cooperation between employers and employees needs to be strengthened. Work-related deaths and mental ill-

¹ At the time of the report's submission in December 2025, the strategy had not yet been adopted.

² [En god arbetsmiljö i ett föränderligt arbetsliv – regeringens arbetsmiljöstrategi för 2026–2031](#)

health decrease, while sick leave falls through better rehabilitation and adaptation.

- (iii) A safe working life,
No fatal workplace accidents occur in working life. Workplace accidents decrease and work-related crime is counteracted.
Violence, threats and harassment are prevented and knowledge about how violations and discrimination can be combated is strengthened.
- (iv) An innovative working life.
Work environment efforts shall develop with a changing working life. The work environment is integrated into the green transition and in the introduction of new technology, including AI. At the same time, digital systems become more user-friendly and remote work is developed in a sustainable way.

The Government has assigned the Swedish Work Environment Authority (hereinafter SWEA) the responsibility for a national coordination function to coordinate, support, and follow up the implementation of the strategy. The SWEA shall annually provide the Government Offices (Ministry of Employment) with an oral account of the progress of the assignment's implementation. At these briefings, other stakeholders concerned by the account shall be given the opportunity to participate. The SWEA shall, following consultation with the authorities assigned to participate in the work, submit a written final report on the assignment to the Government Offices (Ministry of Employment) no later than 31 March 2032.

Moreover, and in light of the comments made by the Swedish Institute for Human Rights to the 23rd report, the Government would like to inform the committee about a remit given the 30th of July this year. The Government has commissioned the SWEA to analyse how remote and hybrid working affect the work environment and the conditions for employment among persons with disabilities. The SWEA shall also develop guidance to support employers in how these forms of work can be used effectively. Flexible working arrangements may contribute to increased employment and to the competitiveness of society. The SWEA shall submit a written account of the assignment to the Government Offices (Ministry of Employment) no later than 31 July 2028.

Article 3.3

Question: Please provide information on the specific measures taken to ensure the supervision of implementation of health and safety regulations by the labour inspection or other competent authorities concerning domestic workers, including information on inspections carried out by the Swedish Work Environment Authority and information on awareness raising activities to inform workers and employers of their rights and obligations.

Requested information: Domestic work, in the meaning of private individuals directly employing domestic workers to carry out work in their own home, is relatively uncommon in Sweden compared with many other countries. Household workers in Sweden are, to a greater extent, employed by companies, with the private household acting as a customer rather than an employer.

However, household work does occur, and the SWEA has published information on employers' responsibilities toward household workers on its website. This makes it clear that a private individual becomes an employer if they employ a household worker, which means that they must comply with the requirements of the Work Environment Act regarding a fully sound working environment. Emphasis is in particular placed on employers ensuring that workers have sufficient knowledge of the risks that may exist at the locations where they carry out their work.

The information also links to further webpages on risks such as threats and violence, ergonomic strain, and infection risks.

Links to information pages:

<https://www.av.se/inomhusmiljo/arbete-i-nagon-annans-hem/ansvar-for-arbetsmiljon-vid-hushallsarbete/>

https://www.av.se/inomhusmiljo/arbete-i-nagon-annans-hem/?utm_source=chatgpt.com

The SWEA has limited opportunity to carry out inspection visits in private homes. This can only take place at the request of the employer or employee concerned, or if there is some other special reason (Section 15, paragraph 3, of the Work Environment Ordinance (1977:1166)). Such a special reason could be a concrete and well-founded suspicion of serious exploitation.

Supervision is, however, broader than mere inspection visit. The Authority can, for example, investigate the employer's obligations, request information and documents, and assess whether the employer has taken the measures required for a safe working environment. Digital inspection is also an option.

The SWEA also have a strong overall focus on preventing and combatting exploitation of workers across all sectors, including household work. The exploitation of foreign labour is highly prioritized both at agency level and at government level in Sweden. The SWEA works against labour exploitation primarily through inspections of the working environment, working hours, and posting-of-workers rules, but also through broader and well-established inter-agency cooperation against work-related crime, in which agencies such as the Swedish Police Authority and the Swedish Tax Agency also participate.

The SWEA also conducts extensive outreach and information activities to raise awareness of this issue among employers, workers, and the general public, including on their website:

<https://www.av.se/arbetsmiljoarbete-och-inspektioner/arbetslivskriminalitet/?hl=arbetslivskriminalitet>

Article 5

Question: Please provide information on measures that have been taken to encourage or strengthen the positive freedom of association of platform workers.

Requested information: The right of individuals to associate with others for general or specific purposes is enshrined in Chapter 2, Article 1.5 of The Instrument of Government (1974:152). This includes forming or becoming a member of an organisation as an employer or employee. This right is further specified in the Act (1976:580) on Co-determination in the Workplace. This right is universal and does not differentiate regarding employment status (self-employed, employed etc.) or sector within which the person is economically active.

Since the right to associate is universal no further measures has been taken to strengthen this right for a specific group.

Question: Please provide information on whether and to what extent members of the police and armed forces are guaranteed the right to organise.

Requested information: As mentioned above the right to organise is universal and thus includes the police and the armed forces. There are several trade unions that organize employees within the police and the armed forces. For example, the Swedish Police Union (Polisförbundet) for police officers and the Swedish Association of Military Officers (Officersförbundet) and the Swedish Union of Defence Employees (Försvarsförbundet) within the armed forces.

Article 6.1

Question: Please provide information on any joint consultations on matters related to the green transition.

Requested information: In the context of the green transition in Sweden, there are several examples of joint consultations at national, sectoral and local level. In Sweden, consultations on the green transition, as on any emerging issue, are often integrated into established structures for social dialogue and collective bargaining, rather than being addressed through separate or temporary arrangements.

National Level

A Swedish Main Agreement (Huvudavtal), signed in 2022 between the trade union confederations (LO, PTK) and the Swedish Enterprise confederation (Svenskt Näringsliv), is an example of a permanent structure for joint consultations at the national level. The parties across virtually the entire labour market subsequently followed suit and entered into similar agreements.

- The Transition Study Support (Omställningsstudiestödet) was established as a result of the 2022 Main agreement, through bipartite joint consultation. It allows workers mid-career to pursue further education with income maintenance (up to approximately 80% of their previous salary). The transition study support scheme is not specifically targeted at the green transition but can support it by enabling workers to acquire new or updated skills in response to changing labour-market needs, including those arising from the green transition.

The Social Partners' transition organisations (e.g., TRR and TSL) are important actors when realizing green transition. They support workers to adapt to changing conditions within an existing employment. They also function as an ongoing consultative body, analysing which jobs are likely to disappear and which green competences will be needed in the future, as they issue opinions on applications for transition study support. They also provide support to companies and employees undergoing structural change.

The collectively agreed occupational pension schemes involve substantial amounts of capital, and how these funds are invested can have an impact on the green transition. A common feature of all pension schemes is that individuals are provided with information about the sustainability practices of the pension providers available to them when choosing a pension provider. In addition to information on the historical returns and fees of the available options, the central pension selection platforms also provide links on their websites to the pension providers' own information on sustainability.

Under at least the private sector occupational pension schemes (the SAF-LO and ITP schemes), the central pension selection platforms also indicate whether a pension provider has signed the UN Global Compact, thereby committing to its ten principles relating to the environment, human rights, labour standards and anti-corruption, and whether it adheres to the Principles for Responsible Investment (PRI), a UN-supported initiative that, among other things, promotes the integration of sustainability considerations into investment decision-making and investment processes, as well as the promotion of sustainable principles in the financial market. Under both the SAF-LO and ITP schemes, all available pension providers meet both of these criteria.

Sectoral Level

In specific sectors heavily impacted by the climate transition, trade unions and employers' organizations have formed joint councils to secure both industry viability and employee security.

The Industrial Council (Industrirådet) consists of trade unions and employer organisations in the industrial sector. It develops joint strategies to maintain the competitiveness of Swedish industry. The Council discusses various aspects of the green transition, including electrification, how the working

environment is affected by new risks (e.g. the handling of chemicals in battery manufacturing), and how the education and training system needs to adapt to the green transition.

The electrical installation sector (Elinstallatörsföretagen and Svenska Elektrikerförbundet, SEF) provides an example of cooperation between the social partners on skills development and vocational training. The main task of the jointly managed vocational council ECY is to ensure that electrical training programmes in Sweden meet the quality standards required by the industry to recruit competent employees. The 2025–2027 Installation Agreement also contains specific provisions on work on solar energy installations, illustrating how the social partners can adapt collective agreements to new skills and occupational requirements arising from the green transition.³

Local level

The Swedish Employment (Co-Determination in the Workplace) Act (*lag (1976:580) om medbestämmande i arbetslivet*), Consultation and cooperation agreements (*Samverkansavtal*)⁴ between employers and trade unions, Board Representation (Private Sector Employees) Act (*lag 1987:1245 om styrelserepresentation för privatanställda*), the Trade Union Representatives (Status at the Workplace) Act (*lag (1974:358) om facklig förtroendemanns ställning på arbetsplatsen*), as well as Swedish practice, provide established rules and procedures for consultation and cooperation. These give employees potentially significant influence over climate and environmental issues in workplaces where a trade union branch is present.

A notable example of joint consultations on local level is steel manufacturer SSAB's transitions to fossil-free production together with LKAB and Vattenfall. (HYBRIT). Management and local union branches (IF Metall, Unionen, Sveriges Ingenjörer (Engineers of Sweden)) sit in joint working groups to map out how employees' tasks will change as blast furnaces are shut down and replaced by electric arc furnaces. In 2022, the Swedish Trade

³ <https://www.sef.se/49ebe6/siteassets/stod-pa-jobbet/kollektivavtal/kollektivavtal-2025-2027/installationsavtalet-2025-2027-digitalt.pdf>

⁴ Consultation and cooperation agreements complement the Swedish Co-Determination in the Workplace Act (MBL) by establishing structures for ongoing dialogue and consultation between employers and trade unions.

Union Confederation LO was awarded the Dorje Khatri award for climate justice by the ITUC as a result of this green transition social dialogue.⁵

In April 2026, the progressive, non-partisan think tank Arena Idé published a report ('Gröna kollektivavtal' – Green collective agreements). The report provides additional examples of joint consultations on green transition. Furthermore, the report categorises green collective agreement clauses into eleven main areas: (1) participation, committees and trade union representatives; (2) production; (3) procurement and purchasing; (4) reuse, repurposing and recycling; (5) workforce reductions; (6) training; (7) travel to and for work; (8) the right to refrain from or refuse work; (9) extreme weather; (10) whistleblower protection; and (11) social responsibility for climate change, a healthy environment and a sustainable society.⁶

Article 6.4

Question: Please provide information as to whether members of the armed forces have the right to strike.

If the right to strike is prohibited for members of the armed forces, do they have means, other than the exercise of the right to strike, allowing them to effectively negotiate the terms and conditions of employment, including remuneration?

Requested information: As a general rule, the armed forces are entitled to take industrial action. The right to take industrial action, including the right to strike, is protected by the constitution and can only be restricted by law or agreement. There is no law that prohibits the right to strike in certain sectors, this includes the armed forces.

⁵ [Pris för fackligt klimatarbete - IF Metall - Förbundet](#)

⁶ Lundquist Tobias (2026) *Gröna kollektivavtal*, Arena Idé, <https://arenaide.se/wp-content/uploads/sites/2/2026/04/v3-lundquist-grona-kollektivavtal.pdf>