



Hire employees in Sweden
simply, compliantly, and hassle-free

Table of contents

 **What you need to know for employing in Sweden**

 **Benefits**

 **Employment Contracts**

 **Onboarding**

 **Leaves**

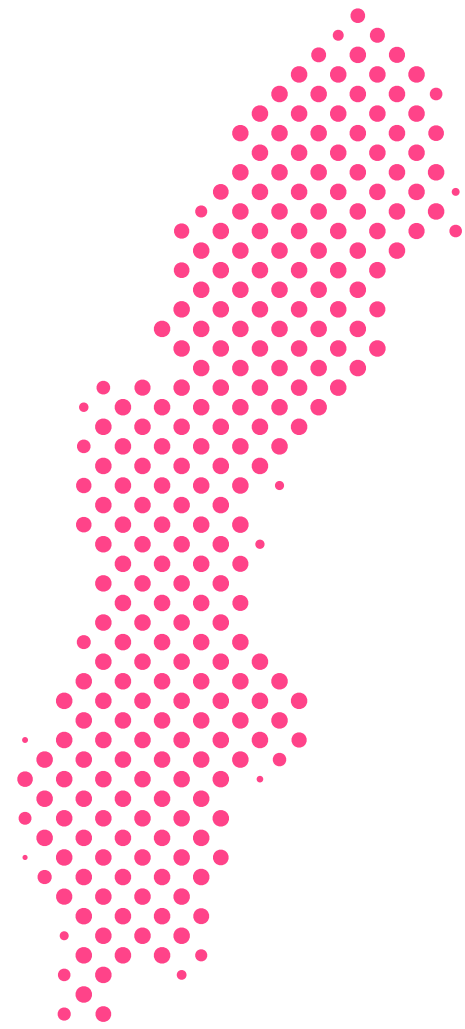
 **Payroll & Tax**

 **Terminations**

 **Invoice Schedule**



What you need to know for employing in Sweden



Employ remote teams worldwide with Omnipresent's Employer of Record (EOR) service. We combine human expertise with automation to deliver your compliance, payroll, benefits, and HR support needs.



Currency: Swedish krona (kr, SEK)



Language(s): Swedish



Employer costs: High



Termination: Hard



Onboarding Timeline: ~17 calendar days



Payroll Frequency: Monthly

Other Benefits

Employer and Employee Social Security contributions provide state benefits including death, disability and workers compensation. In addition, local employment regulations require employers to provide supplementary benefits to their employees.

Omnipresent Benefit Offering

We have designed 3 benefit packages that clients can choose from namely Bronze, Silver and Gold. The packages include supplementary Pension, Life, Accident and Disability Insurance. The Silver and Gold packages include supplementary Health, Home and Travel Insurance. It is a requirement for all employers to provide at minimum the Bronze benefit package to their employees.

Benefits

What we offer	Mandatory	Supplementary
Healthcare	✓	✓
Retirement & Pension	✓	✓
Accident Insurance	✓	
Disability Insurance	✓	✓
Life Insurance	✓	✓
Workers' Compensation	✓	
Employee Assistance Programs		✓
Travel Insurance		✓

It is important to note that due to local employment regulations, all employees through Omnipresent are required to receive the basic mandatory supplementary benefits. Health insurance is discretionary.

Health & Dental

The state Health system in Sweden is financed through local taxes and employer Social Security contributions. Employees do not contribute. Though it is not a requirement to offer supplementary Health Insurance in Sweden, it is common.

Retirement

State Retirement benefits are covered through Employer and Employee Social Security contributions. It is a requirement to offer supplementary Retirement benefits in Sweden in alignment with Collective Bargaining Agreements and local employment regulations.

Employment Contracts

We offer indefinite, fixed-term, and part-time contracts in Sweden.

Contract Requirements

Written employment contracts are mandatory and should outline the terms and conditions of employment and provide clarity for both employers and employees. Omnipresent ensures that all necessary key terms are included in the employment contracts we provide.

Contract language: English

Signature requirement: Simple electronic signature

Backdating: Not possible as per Omnipresent's policy

Contract Customisation

We provide optional clauses for customisation when adding an employee to our platform. This allows you to tailor certain contract aspects, such as additional holidays or extra-legal sick days. However, certain contract elements cannot be customised due to compliance risks or Omnipresent's policy. Examples include overtime, restrictive covenants, and stylistic changes.

Probation

During the probation period, employers evaluate an employee's suitability for the role they have been hired for. It gives the employer an opportunity to assess their performance and determine if they are a good fit for the company. We believe that this process benefits both the employer and the employee.

Here are some key points to know about the probation period:

- The probationary period can last up to 6 months in Sweden.
- If the employer intends to notify the employee that the probationary employment is to be terminated prematurely or terminated without converting into permanent employment, the employer must notify the employee **at least two weeks prior to the end of the probationary period.**
- A probationary period is not permissible for fixed-term contracts

Please note that the only exception to our policy is in the case of a transfer of the employment relationship.



Onboarding

Timeline

Our normal onboarding timeline for Sweden is ~17 calendar days. The onboarding steps involved are: Platform Setup, Right-to-Work Check, Employment Contract, Benefits and Payroll enrollment. This timeline does not include exceptions such as visas and medical & background checks.

Registration & Approvals

The employer has to notify the Swedish Tax Agency if hiring citizens outside of the European Union (EU), European Economic Area (EEA), or Switzerland.

Immigration & Visas

We currently don't offer visa support in Sweden.

Right-to-Work

We will carry out right to work (RTW) checks on all prospective employees before they are employed.

When moving your employees from another EOR to Omnipresent

If the employee has previously worked for you, whether in another country or through another EOR provider, we can recognise their length of service. This recognition of seniority will need to be mentioned in the employment contract.

Leaves



Annual Leave Entitlement

All full-time employees are entitled to take at least 25 days of leave per year (exclusive of public holidays), after completing 1 year of employment. An employee has the right to take 20 days (or 3 weeks) of continuous leave from June to August, unless the CBA states otherwise. An employee can carry over up to 5 days of unused vacation per year.

Parental Leave

Parents are jointly entitled to 480 days to use when the child is between 0 and 12 years old. Statutory parental benefit is provided by the Social Insurance Agency and is financed by taxes. Compensation during parental leave is typically based on the employee's income.

Maternity Leave

Employees on maternity leave are entitled to 7 weeks of leave before birth and 7 weeks after birth. It is mandatory to take at least 2 weeks of maternity leave before and/or after the birth.

Paternity Leave

Paternity leave is 10 working days. Both parents can jointly use parental leave for up to 480 days.

Sick Leave

Employers must pay 80% of the employee's salary for the first 14 days of sick leave. From day 15 onwards, the employee may be entitled to compensation payable by the state. After the seventh day of sick leave, the employee must show a medical certificate.

Public Holidays

Sweden currently has 13 regular holidays. According to Swedish law, public holidays that fall on a weekend are not celebrated on another day. The exception to this law pertains to Ascension Day, which usually falls on a Thursday. The Friday after Ascension Day is typically granted by employers as an additional paid holiday.

1. New Year's Day (Nyårsdagen)
2. Epiphany (Trettondedag jul)
3. Good Friday (Långfredagen)
4. Easter Monday (Annandag påsk)
5. Labor Day (Första Maj)
6. Ascension Day (Kristi himmelfärds dag)
7. Pentecost (Pingstdagen)
8. National Day (Sveriges nationaldag)
9. Saturday, 24th Jun, 2023 - Midsummer Day (Midsommardagen)
10. All Saints' Day (Alla Helgons dag)
11. Christmas Day (Juldagen)
12. Boxing Day (Annandag jul)
13. New Year's Eve (Nyårsafton)



Payroll & Tax

Payroll Cycle

The payroll cycle in Sweden is monthly.

- Payroll runs from the **1st of the month** to the end of the month.
- Payroll cut-off date is **6th of the month** (any changes to payroll or variables must be shared with Omnipresent by this date).
- Payment date is the 25th. If the 25th falls on a weekend, then the payment is made on the last working day preceding the 25th (this is when employees will receive their salary payment).

Extra Payments (Bonus, Commission etc.)

Although not mandatory, a 13th month of salary is common in Sweden.

Hourly Wage

Omnipresent is unable to accept employees on an hourly wage.

Minimum Wage

There is no minimum wage determined by law, however, it can be provided by a collective bargaining agreement (CBA).

Standard Work Schedule

The Standard work schedule in Sweden consists of 8 hours per day and 40 hours per week, with the work week running from Monday to Friday.

Employer Costs

The employer costs depend on a variety of employee variables. A guiding number is **31,42%** of the employee salary. To get a more detailed estimate based on the employee salary use the [OmniCalculator](#), or contact us for further information.

Terminations

Termination Process

Before proceeding with a termination (including verbal discussion with the employee about the risk of termination) you must first get in touch with Omnipresent. We will then provide guidance on next steps. You can read our [full guidance here](#). To initiate a termination, you need to submit a termination request through the OmniPlatform after which our relevant teams will assess the case and plan a compliant termination process.

Involuntary Termination

Legal grounds (i.e., just cause) are required to terminate an employee's employment contract. Grounds for termination include redundancy, employee's performance or behavior, and lack of permission to work or immigration permission in Sweden. It is very hard to terminate due to poor performance.

Severance Pay

The employer has no obligation to pay any severance pay but it may be included in an employment agreement.

Notice Period

The statutory notice period ranges from 1 to 6 months depending on the length of service:

- 1 month's notice in case of 0 - 2 years of service
- 2 months' notice in case of 2 - 4 years of service
- 3 months' notice in case of 4 - 6 years of service
- 4 months' notice in case of 6 - 8 years of service
- 5 months' notice in case of 8 - 10 years of service
- 6 months' notice in case of 10 years of service or more

Payment in lieu of notice is possible with the employee's consent.

Invoice Schedule

Setup Fees:

Once Terms are signed, Omnipresent begins deploying resources for the setup process.

Trigger [*Employee Details Added*]

Deposits:

Payable when the local employment contract is ready for signature. The deposit enables Omnipresent to move forward securely to sign the local employment contract with the employee.

Trigger [*Employee Details Added*]

Initial Salary Prepayment:

The first month's estimated labour costs are invoiced on the first day of employment.

Trigger [*Employment Start Date*]

Ongoing monthly Employment Costs and Fees:

Thereafter, we invoice monthly in arrears for labour costs - once the final payroll, taxes, insurance, social security contributions, expenses and deductions have been calculated. Each monthly invoice will include our monthly service fee, deposit insurance (if applicable), and an FX fee (if applicable).

Trigger [*Payroll Date*] Typically the last working day of the month, but varies by country.



Explore how Omnipresent simplifies global team growth.

Explore the effortless solution for your global hiring, payment, and management needs with Omnipresent. We simplify complex processes like onboarding, legal contract drafting, expense management, benefits allocation, and a whole lot more.

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