



Industrial relations and social dialogue
**Sweden: Metadata for the
Eurofound database of collective
agreements for low-paid workers**

Minimum wages for low-paid workers
in collective agreements

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This report documents the selection of collective agreements in the Eurofound database of collective agreements for low-paid workers. The database includes a sample of collective agreements for each of the selected low-paid sectors of interest. The documentation summarises how the task of identifying relevant agreements was approached, if and to what extent full registers of collective agreements with the required meta-data were available or, in their absence, which other approaches had to be taken. In addition, the documentation includes background information on the relevant member state's sectoral collective bargaining, its actors and functioning, and a description of the sampling approach, as well as basic information on the collective agreements proposed to be included in the database for each of the ten low paid sectors of interest.

Detailed information related to each collective agreement can be found online in the visual dashboard with a live connection to the database.

General information

Eurofound, in compiling the database and producing the connected report and working papers, collaborated with the National Mediation Office (in Swedish 'Medlingsinstitutet'), a government agency whose primary task is to mediate in labour disputes and to promote a well-functioning wage formation. The National Mediation Office also seeks to promote the consensus on the normative role of the manufacturing industry wage formation that exists among Swedish social partners.

To fulfil its mission, the Mediation Office has the right to request collective agreements from the negotiating parties. This translates in access to protocols for the central-level agreements on wages and other employment conditions. Access to complete agreement texts is, however, limited, and so is the information on whether any updates has been made to the agreements during the term of the agreements.

The Mediation Office take notes of start and end dates, name of the agreement, the signatory parties, often a rough estimate of the number of employees covered and where relevant, examples of lowest wage levels. Certain other variables (e.g. information about wage formation) is also included in their records, which covers all central-level agreements.

Records do not include NACE-codes, but these were added in the sampling process for the Eurofound database.

The Swedish labour market model builds on autonomy of the labour market parties. Only the signatory parties can interpret the collective agreements. For instance, in case of a dispute, the Labour Court uses the parties' joint interpretation of the agreement rather than the written agreement text. Hence, the National Mediation Office is cautious about making any analyses or descriptions concerning the content of collective agreements.

The government, and the Mediation Office, maintains a neutral stance to how the negotiating parties formulate their wage agreements. It is also important to point out that the Mediation Office does not gather information about the overall content of collective agreements. When it comes to lowest specified wage levels in collective agreements, information gathering is limited to documenting which agreements contain lowest wage levels and providing examples of lowest wage levels in the agreements. Some agreements may contain a wide range of different wage levels for different positions, ages, experience, and education. The Mediation Office does not systematically take note of all these levels. The Swedish National Mediation Office cannot provide information

about vacation days or relevant additional pay components since they do not systematically gather this kind of information.

In general, collective agreements on wages are concluded at sector-level. These sector-level agreements regulate the possibility for local wage bargaining. There are different agreements for blue-collar workers and white-collar workers. There are also separate agreements for different white-collar groups (different agreements for salaried employees and employees with higher education).

Wage formation, the different ways to decide on the wage margin, varies between different agreements. Wage formation can take place at central and/or local level.

Furthermore, the agreements also differ in terms of wage setting – how the wage margin is to be divided between the employees. Over 90% of collective agreements incorporate individual wage setting processes. This means that factors such as competence and performance affect the salary of the individual employee. These agreements usually include either individual guarantees or provisions for measures aimed at improving the wage development of employees whose wage development has been unfavourable. The remaining 10% contain a general wage margin which specifies a wage change that is applied to every employee. Tariff or piecework belong to this category.

These clauses on wage formation and wage setting regulate the wages of a large majority of employees covered by collective agreements. In parallel to these clauses, some collective agreements regulate lowest wages. These clauses specify the lowest wage levels possible for specific groups - inexperienced and newly recruited staff, young employees, or a specific occupational group or length of employment. Or a combination of these factors. Hence, the direct impact of these lowest wage clauses depends on factors such as turnover rate, the share of young employees etc.

Common for these clauses is that they are applied only for a short period of time, until the general and often individual wage setting processes described above are applied.

There is considerable variation in how the negotiating parties choose to design lowest wage systems, with differences in both level and conditions. In the white-collar agreements, the lowest wage is usually determined by age and sometimes by length of employment. The blue-collar agreements have greater variation in the design, with positions or occupational groups being used as a basis for categorising lowest wages in addition to age and length of employment. Different lowest wages for employees with or without vocational training are also common.

Hence, what characterizes the lowest wages in the Swedish collective agreements is their application to specific groups, such as newly recruited or young employees, and their limited duration over a specific time period. This is in contrast with the statutory minimum wage systems in many European countries which specify the lowest wage level the employer needs to pay, regardless of factors such as the length of the employment and performance.

In Sweden, some sector-level collective agreements do not contain wage ranges or wage levels. In these cases, wages are entirely negotiated at local level, according to procedures agreed upon at central level.

In the private sector, numerical wage ranges or levels are typically absent in agreements for mainly managers. However, these agreements clearly outline the local wage process using basic principles,

wage-setting principles and dispute resolution protocols etc. In these cases, the negotiating parties have determined not to quantify the various components relating to pay at central level, except for extra pension contributions – a form of deferred pay. Collective agreements for academics usually lack specified lowest wages.

Compared to the private sector, the prevalence of white-collar agreements without figures is more widespread in the public sector. However, wage increases in other agreements seem to be normative and have an indirect effect on wage increases for those covered by the figureless agreements.

It is important to note that neither in the public nor in the private sector do agreements without figures cover occupational groups whose pay levels are close to those envisaged by the minimum wage directive.

Views on who should determine an employee's pay and wage development over time vary between different trade unions. Trade unions for academics and other white-collar workers are generally more inclined (sometimes for ideological reasons) to support a more local and individualised wage formation, based on centrally agreed principles for wage formation. Blue-collar unions (unions affiliated to LO) usually favour more centralised models and their agreements often contain tariffs, specified lowest wage ranges and provisions on equal distribution of the agreed wage ranges among the employees. These types of provisions are rare in collective agreements that cover academics.

However, trade unions represent their members, and the aims and goals of each trade union are thus dependent on what their members want. If the members want to introduce lowest wage levels in the collective agreements, it is likely that the trade union will at least seek to include such provisions in the agreement.

For many agreements, rough estimates of number of employees covered is included. However, in some cases the number refers to the number employed while in other cases it refers to the number of full-time equivalents. And the numbers are also difficult to keep systematically updated. Hence, the numbers should be used with caution. The National Mediation Office does not have information on how many employees that are affected by the specified lowest wage levels in the collective agreements.

However, collective bargaining coverage is on average 82% in private sector. In public sector collective agreement coverage is 100% (Medlingsinstitutet, 2024).

The Swedish National Mediation Office documents which collective agreements have lowest wage levels and provides examples of lowest wage levels in the agreements. Some agreements may contain a wide range of different lowest wage levels for different positions, ages, experience, and education. The Mediation Office does not systematically take notes of all these different lowest levels.

Many lowest wages in the agreements included in our records can be seen as part of a lowest wage pay scale or pay table, in the sense that the agreement contains several lowest wage levels. However, as described above, these levels apply to specific groups, and it is often misleading to describe the wage agreement as a pay scale or pay table based on these specific lowest wage clauses.

1 - Agriculture

Background information

The key actors in this sector are the trade union Municipal Workers' Union (Svenska Kommunalarbetareförbundet) as well as the employers organisation Green Employers (Gröna Arbetsgivare). In Sweden, collective agreements on wages are concluded at sector-level. These sector-level agreements regulate the possibility for local wage bargaining.

There is no information available on the number of collective agreements related to the sector.

Sampling information

The Swedish National Mediation Office assesses these to be the most representative agreements that include specified lowest wage levels. Major agreements with specified lowest wages are included in the sample.

The Swedish National Mediation Office assesses the listed agreements to be the most relevant for the purposes of this database. When choosing the agreements, we applied the following steps:

1. Selection of most relevant sector-level social partners that conclude collective agreements on wages in the relevant sectors. For each sector, blue-collar and white-collar agreements were included (if available). Please note that matching the collective agreements to NACE codes was done for the purposes of this database and it relies on the Mediation Offices' own assessments.
2. Limiting the selection to collective agreements that have lowest wage levels.
3. If several collective agreements were assessed to be relevant for a given NACE, only the largest agreements (one blue-collar and one white-collar, if relevant) were selected. In some cases, additional larger agreements were included.

Table 1: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	18,800	18,800	Employment, number of jobs, 2020, 18-66 years old, all sectors. Source: Wage structure statistics, whole economy, Swedish National Mediation Office.
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 1 - Agriculture 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Agriculture

Eurofound identifier	CA-SE-2416
Title (native language)	Ramavtal Jordbruk
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	7,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	7,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 1 - Agriculture (as defined in the project)
- Most (more than 50% to 89%) of those workers in 1 - Agriculture (as defined in the project), which are covered by a collective agreement.

2 - Manufacture of food, leather, textiles, and clothes

Background information

In the manufacture of food products (C-10) the key actors in this sector are the trade unions Food Workers' Union (Livsmedelsarbetareförbundet) and Unionen as well as employers' organisation The Swedish Food Federation (Livsmedelsföretagen).

In C-13, C-14, and C-15 (manufacture of textiles, wearing apparel, and leather and related products respectively) the key actors are the trade unions IF Metall and Unionen as well as the employers' organisation Teko. In Sweden, collective agreements on wages are concluded at sector-level. These sector-level agreements regulate the possibility for local wage bargaining.

There is no information available on how many agreements are related to these four NACE-2 sectors of interest in total.

Sampling information

The Swedish National Mediation Office assesses the listed agreements to be the most relevant for the purposes of this database. When choosing the agreements, we applied the following steps:

1. Selection of most relevant sector-level social partners that conclude collective agreements on wages in the relevant sectors. For each sector, blue-collar and white-collar agreements were included (if available). Please note that matching the collective agreements to NACE codes was done for the purposes of this database and it relies on the Mediation Offices' own assessments.
2. Limiting the selection to collective agreements that have lowest wage levels.
3. If several collective agreements were assessed to be relevant for a given NACE, only the largest agreements (one blue-collar and one white-collar, if relevant) were selected. In some cases, additional larger agreements were included.

Table 2: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	46,400	46,400	Employment, number of jobs, 2020, 18-66 years old, all sectors. Source: Wage structure statistics, whole economy, Swedish National Mediation Office.
B. Total number of employees in the sampled sectors of interest, estimated to			

be covered by collective bargaining			
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 2 - Manufacture of food, leather, textiles, and clothes 4 collective agreements were listed, and out of these 4 were approved for coding and fully included in the database.

Manufacturing - food & drink - blue-collar workers

Eurofound identifier	CA-SE-1913
Title (native language)	Livsmedelsavtal
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	25,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Textile industry - blue-collar workers

Eurofound identifier	CA-SE-1916
Title (native language)	Teko-avtal
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	4,500
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	4,500
Quality of the figure	Numbers are rough estimates, may be unreliable

Textile industry - white-collar workers

Eurofound identifier	CA-SE-1917
Title (native language)	Tjänstemannaavtal
Bargaining level	National industry/sector level agreement

Number of workers covered by the agreement in total	1,700
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	1,700
Quality of the figure	Numbers are rough estimates, may be unreliable

Food & drink - white-collar workers

Eurofound identifier	CA-SE-2445
Title (native language)	Tjänstemannaavtal
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	6,600
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project)
- Most (more than 50% to 89%) of those workers in 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project), which are covered by a collective agreement.

3 - Construction excl. civil engineering

Background information

The key actors in NACE-2 sectors of interest F-41 (construction of buildings) and F-43 (specialised construction activities) are trade unions Building Workers' Union (Svenska Byggnadsarbetareförbundet) and Unionen as well as employers' organisation the Swedish Construction Federation (Byggföretagen). In Sweden, collective agreements on wages are concluded at sector-level. These sector-level agreements regulate the possibility for local wage bargaining. There is no information available on how many agreements are related to these two NACE-2 sectors of interest.

Sampling information

The Swedish National Mediation Office assesses the listed agreements to be the most relevant for the purposes of this database. When choosing the agreements, we applied the following steps:

1. Selection of most relevant sector-level social partners that conclude collective agreements on wages in the relevant sectors. For each sector, blue-collar and white-collar agreements were included (if available). Please note that matching the collective agreements to NACE codes was done for the purposes of this database and it relies on the Mediation Offices' own assessments.
2. Limiting the selection to collective agreements that have lowest wage levels.
3. If several collective agreements were assessed to be relevant for a given NACE, only the largest agreements (one blue-collar and one white-collar, if relevant) were selected. In some cases, additional larger agreements were included.

Table 11: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	278,400	278,400	Employment, number of jobs, 2020, 18-66 years old, all sectors. Source: Wage structure statistics, whole economy, Swedish National Mediation Office.
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 3 - Construction excl. civil engineering 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Construction - blue collar workers

Eurofound identifier	CA-SE-2447
Title (native language)	Byggavtal
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	58,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	58,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Construction - white collar workers

Eurofound identifier	CA-SE-2540
Title (native language)	Tjänstemannaavtal inom byggbranschen
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	4,500
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	4,500
Quality of the figure	Numbers are rough estimates, may be unreliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 3 - Construction excl. civil engineering (as defined in the project)
- Most (more than 50% to 89%) of those workers in 3 - Construction excl. civil engineering (as defined in the project), which are covered by a collective agreement.

4 - Retail

Background information

The key actors in this sector are the trade unions Commercial Employees' Union (Handelsanställdas Förbund) and Unionen as well as the employers' organisation Swedish Trade Federation (Svensk Handel). In Sweden, collective agreements on wages are concluded at sector-level. These sector-level agreements regulate the possibility for local wage bargaining. There is no information available on how many agreements are related to the NACE-2 sector of interest G-47 (retail trade, except of motor vehicles and motorcycles) in total.

In this sector, part-time work and on-demand work is common. This affects the reliability of the estimated number of workers.

Sampling information

The Swedish National Mediation Office assesses the listed agreements to be the most relevant for the purposes of this database. When choosing the agreements, we applied the following steps:

1. Selection of most relevant sector-level social partners that conclude collective agreements on wages in the relevant sectors. For each sector, blue-collar and white-collar agreements were included (if available). Please note that matching the collective agreements to NACE codes was done for the purposes of this database and it relies on the Mediation Offices' own assessments.
2. Limiting the selection to collective agreements that have lowest wage levels.
3. If several collective agreements were assessed to be relevant for a given NACE, only the largest agreements (one blue-collar and one white-collar, if relevant) were selected. In some cases, additional larger agreements were included.

Table 3: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	237,100	237,100	Employment, number of jobs, 2020, 18-66 years old, all sectors. Source: Wage structure statistics, whole economy, Swedish National Mediation Office.
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 4 - Retail 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Retail - blue collar workers

Eurofound identifier	CA-SE-1914
Title (native language)	Detaljhandelsavtal
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	200,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	200,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Retail - white collar workers

Eurofound identifier	CA-SE-1922
Title (native language)	Handelns tjänstemannaavtal
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	24,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	24,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 4 - Retail (as defined in the project)
- Nearly all (90% to 100%) of those workers in 4 - Retail (as defined in the project), which are covered by a collective agreement.

5 - Postal, courier, land transport and warehouses

Background information

In postal and courier activities (H-53) the key actors are trade union Union for Service and Communication Employees (Seko) as well as employers' organisation Almega Service Associations (Almega Tjänsteförbunden).

In land transport and transport via pipelines (H-49) the key actors are trade unions Transport Workers' Union (Svenska Transportarbetareförbundet) and Unionen as well as employers' organisation The Swedish Road Transport Employers Association (Biltrafikens Arbetsgivareförbund).

In warehousing and support activities for transportation (H-52) the key actors are trade unions Transport Workers Union (Svenska Transportarbetareförbundet); Commercial Employees' Union (Handelsanställdas Förbund) and Unionen as well as employers' organisation the Swedish Road Transport Employers Association (Biltrafikens Arbetsgivareförbund) and Swedish Trade Federation (Svensk Handel).

In Sweden, collective agreements on wages are concluded at sector-level. These sector-level agreements regulate the possibility for local wage bargaining. There is no information available on how many agreements are related to this sector in total.

Sampling information

The Swedish National Mediation Office assesses the listed agreements to be the most relevant for the purposes of this database. When choosing the agreements, we applied the following steps:

1. Selection of most relevant sector-level social partners that conclude collective agreements on wages in the relevant sectors. For each sector, blue-collar and white-collar agreements were included (if available). Please note that matching the collective agreements to NACE codes was done for the purposes of this database and it relies on the Mediation Offices' own assessments.
2. Limiting the selection to collective agreements that have lowest wage levels.
3. If several collective agreements were assessed to be relevant for a given NACE, only the largest agreements (one blue-collar and one white-collar, if relevant) were selected. In some cases, additional larger agreements were included.

Table 4: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining			Employment, number of jobs, 2020, 18-66 years old, all sectors. Source: Wage structure statistics, whole economy, Swedish National Mediation Office.

B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 5 - Postal, courier, land transport and warehouses 4 collective agreements were listed, and out of these 4 were approved for coding and fully included in the database.

Transport - blue collar workers

Eurofound identifier	CA-SE-1918
Title (native language)	Transportavtalet
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	45,300
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	45,300
Quality of the figure	Numbers are rough estimates, may be unreliable

Transport - white collar workers

Eurofound identifier	CA-SE-1919
Title (native language)	Tjänstemannaavtalet för Transportföretagen
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	8,500
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	8,500
Quality of the figure	Numbers are rough estimates, may be unreliable

Communication - blue-collar workers

Eurofound identifier	CA-SE-2449
Title (native language)	Kommunikationsavtalet
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	16,500
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	16,500
Quality of the figure	Numbers are rough estimates, may be unreliable

Warehouse and e-commerce - blue-collar workers

Eurofound identifier	CA-SE-2450
Title (native language)	Lager och e-handel
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	40,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	40,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 5 - Postal, courier, land transport and warehouses (as defined in the project)
- Nearly all (90% to 100%) of those workers in 5 - Postal, courier, land transport and warehouses (as defined in the project), which are covered by a collective agreement.

6 - Hospitality

Background information

The key actors in this sector are trade unions Hotel and Restaurant Workers' Union (Hotell- och restaurangfacket) and Unionen as well as employers' organisation Visita.

In Sweden, collective agreements on wages are concluded at sector-level. These sector-level agreements regulate the possibility for local wage bargaining. There is no information available on how many agreements are related to the NACE-2 sectors of interest I-55 (accommodation) and I-56 (food and beverage service activities).

In this sectors, part-time work and on-demand work is common. This affects the reliability of the estimated number of workers.

Sampling information

The Swedish National Mediation Office assesses the listed agreements to be the most relevant for the purposes of this database. When choosing the agreements, we applied the following steps:

1. Selection of most relevant sector-level social partners that conclude collective agreements on wages in the relevant sectors. For each sector, blue-collar and white-collar agreements were included (if available). Please note that matching the collective agreements to NACE codes was done for the purposes of this database and it relies on the Mediation Offices' own assessments.
2. Limiting the selection to collective agreements that have lowest wage levels.
3. If several collective agreements were assessed to be relevant for a given NACE, only the largest agreements (one blue-collar and one white-collar, if relevant) were selected. In some cases, additional larger agreements were included.

Table 5: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	123,900	123,900	Employment, number of jobs, 2020, 18-66 years old, all sectors. Source: Wage structure statistics, whole economy, Swedish National Mediation Office.
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 6 - Hospitality 3 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

Hospitality (accommodation and restaurants) - Blue collar workers

Eurofound identifier	CA-SE-1915
Title (native language)	Gröna riks
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	150,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Meal services

Eurofound identifier	CA-SE-1924
Title (native language)	Måltidsservice
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	4,500
Quality of the figure	
Number of workers covered by the agreement in the low paid sector of interest	4,500
Quality of the figure	

Hospitality - white collar workers

Eurofound identifier	CA-SE-2452
Title (native language)	Tjänstemannavtal
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	20,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Number of workers covered by the agreement in the low paid sector of interest	20,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 6 - Hospitality (as defined in the project)
- Nearly all (90% to 100%) of those workers in 6 - Hospitality (as defined in the project), which are covered by a collective agreement.

7 - Business support services

Background information

Employment activities (N- 78): the key actors in this sector are trade unions Building Maintenance Workers' Union (Fastighetsanställdas Förbund), Graphic and Media Workers' Union (GS Facket för skogs-, trä- och grafisk bransch), Commercial Employees' Union (Handelsanställdas Förbund), Hotel and Restaurant Workers' Union (Hotell- och restaurangfacket), Food Workers' Union (Livsmedelsarbetareförbundet), IF Metall, the Municipal Workers' Union (Svenska Kommunalarbetareförbundet), Union for Service and Communication Employees (Seko), Building Workers' Union (Svenska Byggnadsarbetareförbundet), Electricians' Union (Svenska Elektrikerförbundet), Musicians' Union (Musikerförbundet), Painters' Union (Svenska Målareförbundet), Paper Workers' Union (Svenska Pappersarbetareförbundet), Transport Workers' Union (Svenska Transportarbetareförbundet) and Unionen as well as employers' organisation Swedish Staffing Agencies (Kompensföretagen).

Security and investigation activities (N-80): the key actors in this sector are trade union Transport Workers' Union (Svenska Transportarbetareförbundet) as well as employers' organisation the Swedish Security Industry Association (Säkerhetsföretagen).

Services to buildings and landscape activities (N-81): the key actors in this sector are trade union Building Maintenance Workers' Union (Fastighetsanställdas Förbund) as well as employers' organisation Fastigo (Fastigo - Fastighetsbranschens Arbetsgivarorganisation).

Office administrative, office support and other business support activities (N-82): the key actors in this sector are trade union Unionen as well as employers' organisation Almega Service Associations (Almega Tjänsteföretagen).

In Sweden, collective agreements on wages are concluded at sector-level. These sector-level agreements regulate the possibility for local wage bargaining.

There is no information available on how many agreements are related to these four NACE-2 sectors of interest.

Sampling information

The Swedish National Mediation Office assesses the listed agreements to be the most relevant for the purposes of this database. When choosing the agreements, we applied the following steps:

1. Selection of most relevant sector-level social partners that conclude collective agreements on wages in the relevant sectors. For each sector, blue-collar and white-collar agreements were included (if available). Please note that matching the collective agreements to NACE codes was done for the purposes of this database and it relies on the Mediation Offices' own assessments.
2. Limiting the selection to collective agreements that have lowest wage levels.
3. If several collective agreements were assessed to be relevant for a given NACE, only the largest agreements (one blue-collar and one white-collar, if relevant) were selected. In some cases, additional larger agreements were included.

Table 6: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	213,200	213,200	Employment, number of jobs, 2020, 18-66 years old, all sectors. Source: Wage structure statistics, whole economy, Swedish National Mediation Office.
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 7 - Business support services 6 collective agreements were listed, and out of these 6 were approved for coding and fully included in the database.

Temporary employment agencies - blue collar workers

Eurofound identifier	CA-SE-2453
Title (native language)	Bemanningsavtalet
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	102,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	102,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Call centers - white collar workers

Eurofound identifier	CA-SE-2454
Title (native language)	Call/contactcenter- och marknadsundersökningsföretag

Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	5,300
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	5,300
Quality of the figure	Numbers are rough estimates, may be unreliable

Security guards - blue collar workers

Eurofound identifier	CA-SE-2455
Title (native language)	Bevaknings- och säkerhetsavtalet
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	16,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	16,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Real estate and contracting - blue-collar workers

Eurofound identifier	CA-SE-2456
Title (native language)	Fastigheter
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	6,500
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	6,500
Quality of the figure	Numbers are rough estimates, may be unreliable

Service contract - blue collar workers

Eurofound identifier	CA-SE-2542
Title (native language)	Serviceentreprenad
Bargaining level	National industry/sector level agreement

Number of workers covered by the agreement in total	30,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	30,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Temporary employment agencies - white collar

Eurofound identifier	CA-SE-2543
Title (native language)	Bemanningsavtal Tjänstemän
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	35,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	35,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 7 - Business support services (as defined in the project)
- Most (more than 50% to 89%) of those workers in 7 - Business support services (as defined in the project), which are covered by a collective agreement.

8 - Residential and social care

Background information

In NACE-2 sectors of interest Q-87 (residential care activities) and Q-88 (social work activities without accommodation), the key actors are the trade union Municipal Workers' Union (Svenska Kommunalarbetareförbundet) and the employers' organisations Association of Private Care Providers (Vårdföretagarna) and Swedish Association of Local Authorities and Regions (SALAR) (Sveriges Kommuner och Regioner (SKR)).

In Sweden, collective agreements on wages at concluded at sector-level. These sector-level agreements regulate the possibility for local wage bargaining. There is no information available on how many agreements are related to these two NACE-2 sectors of interest.

Sampling information

The Swedish National Mediation Office assesses the listed agreements to be the most relevant for the purposes of this database. When choosing the agreements, we applied the following steps:

1. Selection of most relevant sector-level social partners that conclude collective agreements on wages in the relevant sectors. For each sector, blue-collar and white-collar agreements were included (if available). Please note that matching the collective agreements to NACE codes was done for the purposes of this database and it relies on the Mediation Offices' own assessments.
2. Limiting the selection to collective agreements that have lowest wage levels.
3. If several collective agreements were assessed to be relevant for a given NACE, only the largest agreements (one blue-collar and one white-collar, if relevant) were selected. In some cases, additional larger agreements were included.

Table 7: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	487,300	487,300	Employment, number of jobs, 2020, 18-66 years old, all sectors. Source: Wage structure statistics, whole economy, Swedish National Mediation Office.
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 8 - Residential and social care 6 collective agreements were listed, and out of these 6 were approved for coding and fully included in the database.

Care, treatment and nursing activities (private sector)

Eurofound identifier	CA-SE-1920
Title (native language)	Vård- och Behandlings- samt omsorgsverksamhet
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	4,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	4,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Elderly care (private sector)

Eurofound identifier	CA-SE-1921
Title (native language)	Äldreomsorg
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	30,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	30,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Elderly care and childcare (public sector)

Eurofound identifier	CA-SE-2457
Title (native language)	Kommunalarbetareförbundet
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	500,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Number of workers covered by the agreement in the low paid sector of interest	500,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Personal assistants and carers (public sector)

Eurofound identifier	CA-SE-2546
Title (native language)	PAN
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	6,500
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	6,500
Quality of the figure	Numbers are rough estimates, may be unreliable

Personal assistants (private sector)

Eurofound identifier	CA-SE-2547
Title (native language)	Personliga assistenter
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	40,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	40,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Personal assistants (non profit)

Eurofound identifier	CA-SE-2548
Title (native language)	Personliga assistenter
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	1,600
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	1,600

Quality of the figure

Numbers are rough estimates, may be unreliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 8 - Residential and social care (as defined in the project)
- Most (more than 50% to 89%) of those workers in 8 - Residential and social care (as defined in the project), which are covered by a collective agreement.

9 - Arts, gambling and sports

Background information

The key actors in the NACE-2 sectors of interest are:

- Creative, arts and entertainment activities (R-90): the trade union Swedish Union for Performing Arts and Film (Scen & Film) as well as employers' organisation Danscentrum. As of 2023, Swedish Performing Arts Association (Svensk Scenkonst) became a signatory to the agreement, Danscentrum continues as a business association (not party to the agreement).
- Gambling and betting activities (R-92): the trade union Hotel and Restaurant Workers' Union (Hotell- och restaurangfacket) as well as employers' organisation Visita.
- Sports activities and amusement and recreation activities (R-93): employers' organisation Arbetsgivaralliansen has collective agreements in this sector. However, these agreements do not have any provisions on lowest wages. Amusement parks are organised in the hospitality sector. See the collective agreement applied in NACE-1 I (hospitality).

In Sweden, collective agreements on wages at concluded at sector-level. These sector-level agreements regulate the possibility for local wage bargaining. There is no information available on how many agreements are related to these three NACE-2 sectors of interest.

Sampling information

The Swedish National Mediation Office assesses the listed agreements to be the most relevant for the purposes of this database. When choosing the agreements, we applied the following steps:

1. Selection of most relevant sector-level social partners that conclude collective agreements on wages in the relevant sectors. For each sector, blue-collar and white-collar agreements were included (if available). Please note that matching the collective agreements to NACE codes was done for the purposes of this database and it relies on the Mediation Offices' own assessments.
2. Limiting the selection to collective agreements that have lowest wage levels.
3. If several collective agreements were assessed to be relevant for a given NACE, only the largest agreements (one blue-collar and one white-collar, if relevant) were selected. In some cases, additional larger agreements were included.

Table 8: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	57,100	57,100	Employment, number of jobs, 2020, 18-66 years old, all sectors. Source: Wage structure statistics, whole economy, Swedish National Mediation Office.

B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 9 - Arts, gambling and sports 5 collective agreements were listed, and out of these 5 were approved for coding and fully included in the database.

Dancers, coreografers etc.

Eurofound identifier	CA-SE-2458
Title (native language)	Dansare och Koreografer m fl
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Casino - blue collar workers

Eurofound identifier	CA-SE-2459
Title (native language)	Casino företag
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	250
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	250
Quality of the figure	Numbers are rough estimates, may be unreliable

Golf courses

Eurofound identifier	CA-SE-2541
Title (native language)	Golfbanor
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	2,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	2,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Gyms and recreational facilities

Eurofound identifier	CA-SE-2544
Title (native language)	Gym och friskvårdsanläggningar
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Casino - white collar workers

Eurofound identifier	CA-SE-2545
Title (native language)	Spel och internationella kasinon
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	500
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	500
Quality of the figure	Numbers are rough estimates, may be unreliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 9 - Arts, gambling and sports (as defined in the project)
- Most (more than 50% to 89%) of those workers in 9 - Arts, gambling and sports (as defined in the project), which are covered by a collective agreement.

10 - Personal services

Background information

The key actors in NACE-2 sector of interest S-96 (other personal service activities) are the trade union Commercial Employees' Union (Handelsanställdas Förbund) as well as the employers' organisation Sveriges Frisörföretagare.

In Sweden, collective agreements on wages are concluded at sector-level. These sector-level agreements regulate the possibility for local wage bargaining. There is no information available on how many agreements are related to this NACE-2 sector of interest.

Sampling information

The Swedish National Mediation Office assesses the listed agreements to be the most relevant for the purposes of this database. When choosing the agreements, we applied the following steps:

1. Selection of most relevant sector-level social partners that conclude collective agreements on wages in the relevant sectors. For each sector, blue-collar and white-collar agreements were included (if available). Please note that matching the collective agreements to NACE codes was done for the purposes of this database and it relies on the Mediation Offices' own assessments.
2. Limiting the selection to collective agreements that have lowest wage levels.
3. If several collective agreements were assessed to be relevant for a given NACE, only the largest agreements (one blue-collar and one white-collar, if relevant) were selected. In some cases, additional larger agreements were included.

Table 9: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	23,500	23,500	Employment, number of jobs, 2020, 18-66 years old, all sectors. Source: Wage structure statistics, whole economy, Swedish National Mediation Office.
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 10 - Personal services 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Laundry services

Eurofound identifier	CA-SE-2460
Title (native language)	Tvättereri
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	2,400
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Hairdressers

Eurofound identifier	CA-SE-2510
Title (native language)	Frisöravtalet
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	8,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	8,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 10 - Personal services (as defined in the project)
- Most (more than 50% to 89%) of those workers in 10 - Personal services (as defined in the project), which are covered by a collective agreement.

11 - Domestic personnel

Background information

The key actors in NACE-2 sector of interest T-97 (activities of households as employers of domestic personnel) are the trade union Swedish Municipal Workers' Union (Svenska Kommunalarbetareförbundet) and the employers' organisation Fremia. In Sweden, collective agreements on wages are concluded at sector-level. These sector-level agreements regulate the possibility for local wage bargaining. There is no information available on how many agreements are related to this NACE-2 sector of interest.

Sampling information

The Swedish National Mediation Office assesses the listed agreements to be the most relevant for the purposes of this database. When choosing the agreements, we applied the following steps:

1. Selection of most relevant sector-level social partners that conclude collective agreements on wages in the relevant sectors. For each sector, blue-collar and white-collar agreements were included (if available). Please note that matching the collective agreements to NACE codes was done for the purposes of this database and it relies on the Mediation Offices' own assessments.
2. Limiting the selection to collective agreements that have lowest wage levels.
3. If several collective agreements were assessed to be relevant for a given NACE, only the largest agreements (one blue-collar and one white-collar, if relevant) were selected. In some cases, additional larger agreements were included.

Table 10: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	23,500	23,500	Employment, number of jobs, 2020, 18-66 years old, all sectors. Source: Wage structure statistics, whole economy, Swedish National Mediation Office.
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 11 - Domestic personnel 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Domestic services

Eurofound identifier	CA-SE-1923
Title (native language)	Hushållsnära tjänster
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	1,600
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	1,600
Quality of the figure	Numbers are rough estimates, may be unreliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 11 - Domestic personnel (as defined in the project)
- Nearly all (90% to 100%) of those workers in 11 - Domestic personnel (as defined in the project), which are covered by a collective agreement.

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