

## Appendix 4 Labour standards – no collective agreement – Sweden

*This is to certify that all employees who carry out transport within the logistics network to be Nordic Swan Ecolabelled are covered by terms and conditions under labour law (salary, holidays, working hours, collectively agreed insurance cover and collective pension provision) at least on a par with one of the following collective agreements:*

### Sweden

- Swedish Transport Workers' Union, Transport Agreement: [Arbetsrättsliga villkor för godsförare](#)
- SEKO agreement for Postal Services: [Avtal Kommunikation](#)

Fill in the details in the table below:

Terms of employment	Tick yes/no and enter amount/number	
<b>1. Salary</b>		
Supplement for unsocial working hours	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Overtime pay	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Hourly bonus	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Starting salary (hourly salary, weekly salary and/or monthly salary)	Stockholm, Gothenburg: _____ SEK	Rest of the country: _____ SEK
Salary after 2 years in the profession	Stockholm, Gothenburg: _____ SEK	Rest of the country: _____ SEK
Salary after 4 years in the profession	Stockholm, Gothenburg: _____ SEK	Rest of the country: _____ SEK
Salary after 6 years in the profession	Stockholm, Gothenburg: _____ SEK	Rest of the country: _____ SEK
<b>2. Holidays</b>		
Holiday days at 100%	No. of days: _____	
Holiday pay/holiday compensation	_____ SEK	
<b>3. Working hours</b>		
State ordinary working hours per week (with no public holidays), breaks not included	_____ hours/week	
Specify how rules and compensation are applied for night work, shift work, overtime and public holidays		
<b>4. Complete insurance declaration below or attach an insurance certificate, e.g. verification of Fora's insurance agreement for workers</b>		
AGS (Group sickness insurance)	Yes <input type="checkbox"/>	No <input type="checkbox"/>
TSL (Redundancy pay insurance and redundancy support)	Yes <input type="checkbox"/>	No <input type="checkbox"/>
TFA (Occupational injury insurance)	Yes <input type="checkbox"/>	No <input type="checkbox"/>
TGL (Group life insurance)	Yes <input type="checkbox"/>	No <input type="checkbox"/>
FPT (Parental benefit insurance)	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Collective pension	Yes <input type="checkbox"/>	No <input type="checkbox"/>

**Norway**

//A similar table as above, will be inserted after consultation process//

**Denmark**

//A similar table as above, will be inserted after consultation process//

**Finland**

//A similar table as above, will be inserted after consultation process//

**Licence applicant's signature**

Place and date	Company
Name of contact person	Signature of contact person
Tel. no.	E-mail