

FAQ - English

Who can receive the gratuity?

1. Everyone who has worked more than 25% on average in the last 12 months **(excluding extra time and overtime)**.
2. Employed no later than 2020-10-01 and continued employed 2021-10-25.

Does this only apply to permanent employees?

No, this applies to all forms of employment where the time worked over the past 12 months equals at least an employment rate of 25%.

How much is an employment rate of 100%?

The working time measure is 174 hours per month for an employment rate of 100%. An employment rate of 25% equals 43.5 hours per month.

What if I worked less than 25% a month?

We are counting the last 12 months, so there is no requirement to achieve an employment rate of 25% each month, but the total over the last 12 months must equal 25%.

What applies in the event of absence?

Holidays, sick leave day 1-14 and parental leave (120/180 days) are counted as hours worked and added to your total hours worked.

How much is the gratuity?

SEK 5,000 for an employee with an employment rate of 100% over the last 12 months. Then falling down to an employment rate of 25%. The minimum outgoing gratuity is SEK 1,250.

Do I have to pay tax on the gratuity?

Yes, the gratuity is taxable and will be taxed with a lump sum.