

FAIR PAY SWEDEN: COLLECTIVE AGREEMENT

The Swedish (Nordic) Model

- **collective agreements between the industrial partners, the employee organizations/unions and the employers' organizations**
- **minimum wages and other terms of employment and working conditions**
- **disputes are primarily negotiated between the partners, but can be brought to district court or to the Swedish Labour Court, if not resolved by negotiations.**

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Collective agreement on employment with in the independent performing arts industry:

- **INDEPENDENT PROFESSIONAL THEATRES**

**Union: The Swedish Union for Performing Arts and Film
Employers' organizations: Teatercentrum**

- **INDEPENDENT PROFESSIONAL DANCE COMPANIES & CHOREOGRAPHERS**

**Union: The Swedish Union for Performing Arts and Film
Employers' organizations: Danscentrum Sverige**

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The collective agreement for employees at independent professional theatres members of Teatercentrum

- 100 independent theatre companies**
- 1 000 employees, from single days to permanent employment**
- Substitute agreement 50-100 independent theatre companies, not members of Teatercentrum**

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Minimum wages from April 1, 2022, monthly salary:

Any employee: 21 266 SEK / € 2 058

Experienced employee: 23 734 SEK / € 2 296

Salary per day or performance, exp.emp: 1 311 SEK / € 127

- + 12% holiday compensation**
- + daily allowance, when applicable**

Sick pay and insurance for occupational injuries, sick leave, dismissal and pension.

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Minimum wages from April 1, 2022, artistic copyright work

EXAMPLE: FREELANCE DIRECTOR

Monthly salary during rehearsal period

+ copyright/preparation: 82 769 SEK / € 8 008,24

for performance over 1,5 h.

Reduction for shorter performances

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