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IMPLEMENTATION OF THE INTERNATIONAL COVENANT ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS

Reports submitted in accordance with Council resolution
1988 (LX) by States Parties to the Covenant concerning
rights covered by articles 6 to 9

SWEDEN

/6 October 1977/

I. General

1. The International Covenant on Economic, Social and Cultural Rights was signed on behalf of Sweden on 29 September 1967. The Swedish instrument of ratification was deposited with the Secretary-General of the United Nations on 6 December 1971. The Covenant entered into force with regard to Sweden on 3 January 1976.

The Swedish ratification did not require the enactment of new legislation. A reservation was, however, made with regard to article 7, paragraph (d) in so far as remuneration for public holidays is concerned.

2. As of 1 January 1977, the Swedish Constitution contains a provision expressing certain important principles relating to the object of the public activity. Article 2 of chapter 1, thus, states inter alia that the personal, economic and cultural well-being of the individual shall be the fundamental goal of the public activity. The community shall, in particular, secure the right to work, lodgings and education and also work for social welfare and security as well as for a decent living environment.

II. Articles 1 to 5

1. With regard to the right to self-determination, as recognized in article 1 of the Covenant, Sweden adheres firmly to its obligations under the Charter of the United Nations. The Charter states one of the purposes of the organization to be to develop friendly relations among nations based on respect for the principle of equal rights and self-determination of peoples, and to take other appropriate measures to strengthen universal peace.

Of particular interest in this connexion should also be the fact that the

Swedish assistance to refugees from liberation movements and victims of apartheid in southern Africa has been substantially increased during the current fiscal year. For further details, see the Swedish reply (30 August 1977) to Note No. G/SO 214 (18-1) of the Secretary-General.

2. Chapter 1 of the Swedish Constitution contains a provision (first subparagraph of article 2) to the effect that the public power shall be exercised with respect for the equal value of all people and the freedom and dignity of the individual person.

Furthermore, section 9 of the same chapter contains a prohibition against discriminatory treatment by courts and administrative authorities. The provision reads (translation into English):

"Courts as well as administrative authorities and others performing tasks within the public administration shall in the exercise of their functions have regard to the equality of all persons before the law and maintain impartiality and objectivity."

This latter provision is supplemented by provisions in chapter 2 of the Constitution prohibiting the enactment of any laws and regulations which would treat citizens and aliens unfavourably by reason of their race, colour or ethnical origin or sex. Section 15 reads (translation into English):

"No law or other regulation may imply that a citizen is treated unfavourably because he, by reason of his race, colour or ethnical origin, belongs to a minority."

Section 16 reads (translation into English):

"No law or other regulation may imply that a citizen is treated unfavourably by reason of sex, unless the provision is part of the efforts to achieve equality between men or women, relates to compulsory military service or a corresponding compulsory service."

According to section 20 of the same chapter, aliens have the same status as Swedish citizens with regard to the protection offered by sections 15 and 16.

In this connexion, mention should also be made of the fact that the Swedish Constitution guarantees inter alia the freedoms of opinion, of expression and of religion. These freedoms have been dealt with in the initial report submitted by Sweden under article 40 of the International Covenant on Civil and Political Rights (CCPR/C/1/Add.9).

3. There is no discrimination between nationals and non-nationals residing in Sweden with regard to the rights dealt with in articles 6 to 9. To the extent different treatment occurs, this will be mentioned in connexion with the right concerned.

4. With regard to the question of ensuring the equal rights of men and women to

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the enjoyment of the rights set forth in articles 6 to 9, mention should be made of a declaration of principle in chapter 1 of the Constitution which provides that the community shall ensure men and women equal rights (article 2, third paragraph). Further reference may be made to section 9 of chapter 1 and section 17 of chapter 2 (see para. 2 above).

It should be added that there is at present no specific law in Sweden against discrimination on grounds of sex. A Government Commission has, however, on 21 October 1976, been entrusted with the task of elaborating draft legislation on the subject.

5. The question of limitations being imposed upon the exercise of any of the rights set forth in articles 6 to 9 will be dealt with in connexion with the right concerned.

III. Article 6

Part 1 below refers to part II. A and B, paragraphs (1) to (4) and (6) of the Guidelines prepared by the Secretary-General in accordance with ECOSOC resolution 1988 (LX), while part 2 below refers to part II. B (5) and part 3 below to part II. C.

1. (i) In 1966 the Swedish Parliament adopted a resolution laying down guidelines for labour market policy. This resolution emphasized the following elements:

"Labour market policy is ... an important branch of economic policy. Its aim is to achieve and maintain full, productive and freely chosen employment. This aim cannot be achieved once and for all. Full employment can only be ensured through measures which are constantly adjusted to current requirements. Aspirations with regard to the provision of meaningful employment have risen and our efforts must be increased accordingly."

(ii) In "The Swedish Budget 1977/780", a summary published by the Ministry of the Budget on, inter alia, central Government activities, the following account is given of the labour market policy:

"The most important aspects of labour policy are considered to be re-training and the re-location of manpower.

"The re-location of manpower is facilitated in many ways. There is a nationwide system of public labour exchanges and no fees are charged for the services provided; private exchanges working on a profit basis are prohibited by law. A worker who is offered employment in another part of the country may get the fare paid for himself and his family, a special resettlement allowance and also the cost of moving his furniture etc., to the new residence. The labour market authorities may in certain cases buy the house owned by a worker who is obliged to settle in another part of the country for employment reasons if he is unable to sell the house on

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the open market at a reasonable price. A worker who is redundant in his own branch may get free re-training in a more sought-after skill, along with a grant to cover the cost of living for him and his family.

"To prevent unemployment there is a training grant for firms which provide further training for their employees instead of discharging or laying them off. A supplementary grant is paid if replacements are taken on while the employees are being trained, the intention here being to stimulate internal training during a recession even at firms where the threat of redundancy is not acute.

"Those unable to benefit from re-training or re-location are provided with relief work, which consists of various investment projects with only slightly less priority than normal investments. In fact, relief work usually results in certain investments being achieved some years earlier than would otherwise have been the case. Persons employed in relief work are paid normal market wages.

"Special efforts are made to arrange employment for persons with various kinds of handicaps. Their chances of getting jobs are improved by special training, by the establishment of special workshops and by government grants to industries which employ handicapped persons.

"Several important labour market reforms have been undertaken in recent years. Individual job security has been greatly improved by the Security of Employment Act and the Promotion of Employment Act. The labour market authorities have a better chance of influencing the recruitment policy of firms with a view to finding jobs for the elderly and others who are hard to place. The status of safety delegates has been strengthened and shop stewards are more able to perform union duties during paid working hours. In the spring of 1976 Parliament passed a Bill of the utmost importance for industrial relations. The Act on the Joint Regulation of Working Life, which came into force on January 1, 1977, gives the employees the right of joint determination in matters concerning work supervision and company management. The trade unions obtained the right to negotiate collective agreements concerning their influence on company management and to get information on the management of firms. The employers are obliged to negotiate on matters of importance to the unions and the unions have priority in the interpretation of matters under dispute.

"To increase the efficiency of the Employment Service and the labour exchanges, extensive use is made of computer technology. During the fiscal year 1977/78 the whole country will have been covered by daily computerized lists of vacancies. In certain regions the data bases necessary for the production of these lists will also be used for matching job seekers and vacancies on an inter-regional basis.

"Apart from the specific measures mentioned above, the Government's economic policy is naturally of major importance for the situation on the

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labour market. It will suffice to mention in this respect a special tax device designed to increase private investments during recessions, namely the investment funds. During boom years firms may set aside tax-free reserves, part of which are deposited in special accounts with the Central Bank. If the reserves are used without permission during the five years following the deposit they are subject to tax. However, after five years, 30 per cent may be used without any authorization. The Government may declare - during a recession - that the reserves may be used tax-free for investment purposes.

"The flow of women to the labour market has increased considerably in recent years and in 1976 almost 70 per cent of the women aged 16-64 belonged to the labour force. Although it is hazardous to compare national statistics, it is clear that the work participation rate in Sweden is high by international standards.

"The latest recession clearly showed that a sound occupational training gives greater security on the labour market and a better chance of obtaining employment even when demand is weak. The recovery of demand for labour when the economy expands calls for occupational and geographical mobility. Major efforts in the field of labour market training in recent years have considerably improved the capacity to meet a growing demand for skilled labour. It is estimated that labour market training will comprise some 135,000 persons during the current fiscal year. A new system for training grants came into force at beginning of 1976, with substantial improvements to the level of assistance. The new grant amounts to between 100 and 140 Swedish crowns a day for adults."

(iii) In this connexion a few words should also be said of education in Sweden, primarily the upper secondary school and adult education.

Unlike the comprehensive school the upper secondary school is divided into "lines" with partly different study goals and different vocational thrusts. Preparation for advanced study dominates some lines, notably the three-year and four-year lines and the two-year theoretical lines, while preparation for various kinds of work preponderates in other lines, mainly the two-year vocationally oriented lines.

By comparison with the corresponding educational stage in most other Western European countries, the substance of Swedish upper secondary school education aims more at what the students will be doing after they leave school. In large part the line-by-line division and the official syllabus have been designed to allow for what the post-secondary education, on the one hand, and the job world, on the other hand, have deemed to be cardinal skills and achievements. At the same time this school type is structured and subject-matterred to reflect the unanimous political conviction that every young individual is entitled to a basic education which offers free options for the future and does not place the individuals into rigid compartments.

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The lines in the upper secondary school are grouped into three different sectors: (1) arts and social subjects; (2) economics and commercial subjects; (3) scientific and technical subjects. Each sector contains two-year and three-year lines and special courses, i.e. courses which have a more specialized study goal. One of the technical lines runs for four years, but may be terminated after the third year should the student intend to enrol in an institute of technology.

The largest single recipient of national Government subsidies to adult education has so far been the labour market training system. This kind of education is intended for the unemployed and people in danger of becoming unemployed. It is entirely Government-sponsored and has currently about half as many students per year as the municipal adult schools.

Labour market training is a means of regulating the labour market and reducing unemployment. The training programmes are jointly planned by the National Labour Market Board (AMS), the various employer and employee organizations and the National Board of Education (SÖ). The size and location of training courses are decided by AMS, which also handles student admissions and the distribution of study grants.

As these courses are intended for unemployed adults, the study grants are designed so as to cover necessary living costs.

SÖ is responsible for the actual instruction, which takes place largely at so-called labour market training centres (AMS-centres). The courses take place at all times of the year. New students can be admitted to many of these courses at several points during the year. The courses vary in length from a few weeks to two years. Training is adjusted to the background and needs of the individual. Course materials are designed for individualized instruction. Standardized tests are used to some extent. The training programme often consists of a basic course aimed at providing qualifications for direct employment, and specialized vocational courses of a more advanced nature.

Most participants have a limited educational background. For this reason, the longer programmes include instruction in Swedish, English, social studies, mathematics and natural sciences for a period equivalent to eight weeks.

(iv) Furthermore, reference should be made to the reports prepared by the Swedish Government in accordance with article 22 of the Constitution of the International Labour Organisation on the measures taken to give effect to the provisions of the Employment Policy Convention (No. 122). The latest report covered the period 1 July 1974 to 30 June 1976.

2. As to the protection against arbitrary termination of employment, mention should be made of the Security of Employment Act (1974:12), the Promotion of

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Employment Act (1974:13), the Act (1974:358) on the Status of Shop Stewards at Work Places and the Act (1974:371) on Litigation in Labour Disputes.

For further details on the contents of the legislation just referred to, reference is made to the enclosed booklet "Swedish laws on security of employment, status of shop stewards and litigation in labour disputes" (published by the Ministry of Labour). 1/

3. Statistical information on the Swedish labour market is given in the enclosed survey published by the National Labour Market Board. 2/

IV. Article 7

Part I below refers to part III. A of the Guidelines of the Secretary-General, part 2, below to part III. B, part 3 below to part III. C and part 4 below to part III. D.

1. The wages on the Swedish labour market are determined through free negotiations for collective agreements. There is no legislation on minimum wages.

The archetype of a collective agreement in Sweden is the national agreement between a national union and an industry-wide employer association. Most unorganized employers have also signed collective agreements with a national union or with local unions in which they promise to apply the national agreement for their industry. National agreements, therefore, cover the vast majority of blue-collar and white-collar workers. It should be noted here that collective agreements are construed to imply the obligation of an employer to extend the terms of the agreement to unorganized employees.

National agreements cover a lot of ground. They invariably contain rules for the payment of wages, paid holidays, overtime, downtime and other compensations (such as group life insurance, pensions and severance pay), rules on working hours, time and motion studies, grievance procedures, etc. A national agreement runs for a definite period usually ranging from one to three years. During this period the parties are bound by a peace obligation which debars them from resorting to industrial action to settle disputes over matters regulated in the agreement which have to do with its validity or construction.

Constitutionally, the power to bargain collectively in the private sector lies with the national union. Since 1956, however, the Swedish Employers' Confederation (SAF) and the Swedish Confederation of Trade Unions (LO) have conducted an unbroken series of centralized negotiations. These have resulted in joint LO-SAF recommendations to affiliates on both sides to make national agreements. The central negotiations therefore serve the purpose of co-ordinating the various negotiations at an industry-wide level; in so doing they promote a uniform wage development and, to some extent, standardize other terms of employment.

In the public sector the State is represented by the National Collective Bargaining Office (Statens Avtalsverk). The Collective Bargaining Office negotiates and concludes agreements with the major three unions. There are also some very

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small organizations with which the Collective Bargaining Office is reluctant to enter into collective bargaining agreements. The State-owned industry has a separate top organization, the SFO (Bargaining Organization of Swedish State-owned Enterprises), comprising 70 firms with some 50,000 employees.

The municipalities have two top organizations, both formally vested with rather limited powers. In practice, however, they perform the same functions as the other top organizations.

In this context reference is also made to the reports presented by the Swedish Government in accordance with article 22 of the Constitution of the International Labour Organisation on the measures taken to give effect to the provisions of the Equal Remuneration Convention (No. 100). The latest report covered the period 1 July 1974 to 30 June 1976. Attached to that report are a number of collective agreements concluded between 1975 and 1977 and a table on the earnings of State employees.

For the development in the private sector of the average hourly earnings between 1970 and 1976, see the enclosed table. 3/

2. The present Workers' Protection Act (1949), as subsequently amended, is primarily concerned with the prevention of accidents and industrial diseases. In view of strong demands during the past few years for safer work places and a good working environment, a Government Bill on an Act on Work Environment has been presented to the Parliament. The scope of the proposed Act is wider than that of the Act of 1949. Not only must work be planned and arranged so that it can be performed in healthy and safe surroundings, but one of the main principles of policy now is that work places must be designed to suit human aptitudes, both physically and mentally speaking. It is axiomatic that employees must be able to influence their own work situation and working environment. The new Act on the Joint Regulation of Working Life (otherwise known as the Democracy at Work Act), which came into force on 1 January 1977, has radically widened the opportunities available in this respect.

The new Act on Working Environment is planned to enter into force on 1 July 1978. The text of the proposed Act, as contained in the Government Bill, is included in the annexed booklet "The working environment in Sweden". 4/ Furthermore, reference is made to the annexed summary in English 5/ of the Working Environment Agreement concluded by the Employers' Confederation, the Confederation of Trade Unions and the Federation of Salaried Employees in Industry and Service as well as to the annexed table indicating the number of occupational injuries in the years 1955-1974 in Sweden. 6/

3. With regard to the question of equal opportunities for promotion it should suffice to refer to the reports submitted by the Swedish Government in accordance with article 22 of the Constitution of the International Labour Organisation on the measures taken to give effect to the provisions of the Discrimination (Employment and Occupation) Convention (No. 111). The latest report covered the period 1 July 1974 to 30 June 1976. In that report mention is made of, inter alia,

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the Ordinance (1976:686) on Equality between Women and Men in Government Service and the Circular (1976:687) on the same subject.

During the spring of 1977 two agreements on actions within the private sector intended to further equality between women and men at work were concluded, viz.

- (i) the agreement of 17 March 1977 between the Swedish Employers' Confederation and the Federation of Salaried Employees in Industry and Service, and
- (ii) the agreement of 27 April 1977 between the Swedish Employers' Confederation and the Swedish Confederation of Trade Unions.

The texts of these agreements are appended to this report. 7/ 8/

4. Rules concerning the duration of working hours are contained in the General Working Hours Act (1970:103), which has been published in English in the ILO Legislative Series (1970:Swe. 1). In addition, as does already the Workers' Protection Act, 1949, the proposed new work Environment Act (see p. 2 above) includes a number of exact stipulations concerning the disposition of working hours and related questions concerning rest intervals (interruption of working hours), breaks (shorter intermission included in working hours), nightly rest and weekly rest.

A new Holidays Act, due to come into force on 1 January 1978, extends statutory holidays to five weeks per year from at present four weeks. Employees will already during their first year of employment become entitled to holiday benefits. The new legislation will substantially improve the holiday benefits of part-time employees. Rules concerning consultations between employers and employees will increase the amount of influence which can be exerted by the latter on the timing of holidays. Improvements have also been made with regard to the right of an employee to earn holiday benefits during sickness and other forms of absence. Thus, subject to certain limits, holiday pay can be earned during illness, while suffering from the effects of work injuries, during parental leave, during educational leave in certain circumstances and during leave of absence for short periods of military service. Employees will be entitled to save one week's holiday per year for a period of up to five years and then take a holiday of up to 10 consecutive weeks.

V. Article 8

1. The trade union rights should be seen in the light of the fundamental freedoms of assembly and of association. These freedoms are constitutionally guaranteed in Sweden as is the right to take strike or lock-out action or any similar measure. These freedoms and rights have been discussed more in detail in the initial Swedish report under article 40 of the International Covenant on Civil and Political Rights (CCPR/C/1/Add.9).

2. As from 1 January 1977, new Swedish legislation expressly designed to provide for a greater measure of democracy at the work place is in force. The Joint

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Regulation in Working Life Act (1976:580) and the Public Employment Act (1976:600) constitute a thoroughgoing revision of the labour legislation enacted during the 1920s and 1930s on collective agreements, conciliation, as well as freedom of association and collective bargaining. In the annexed booklet, 9/ "Towards democracy at the work place", an account is given of this new legislation, in particular the Joint Regulation in Working Life Act. The text of this Act is included in the booklet (in translation into English). A more detailed account of the Public Employment Act is given in the attached article, 10/ "Public employees and the new powers of collective bargaining".

Further reference should be made to the reports submitted by the Swedish Government in accordance with article 22 of the Constitution of the International Labour Organization on the measures taken to give effect to the provisions of the Freedom of Association and Protection of the Right to Organize Convention (No. 87) as well as of the Right to Organize and Collective Bargaining Convention (No. 98). In respect of both Conventions the latest reports covered the period 1 July 1974 to 30 June 1976.

VI. Article 9

1. The basic legislation concerning social security in Sweden is the National Insurance Act (1962:381), which includes provisions governing the national basic pension scheme, the national supplementary pension scheme and the national sickness insurance scheme. The social security system comprises, however, also the Partial Pensions Insurance Act (1975:380), the Occupational Injury Insurance Act (1976:380), the Unemployment Insurance Act (1973:370), the Cash Labour Market Allowance Act (1973:371) and the General Family Allowance Act (1947:529). Moreover, with regard to national pensions, sickness insurance and occupational injury insurance there are other insurance schemes. The employees in the public sector are, for instance, covered by special pensions and sickness schemes. Furthermore, there are social security schemes resulting from agreements between the parties on the labour market. All these insurance schemes are, however, only supplementary to the national schemes.

2. As to the items listed under part V. 2 of the Guidelines prepared by the Secretary-General, some brief comments appear below. For a more detailed account, see the enclosed report 11/ on social security in Sweden (prepared by the National Social Insurance Board in September 1977).

(a) Medical care. The national insurance scheme covers the entire population in Sweden (as well as non-resident Swedish citizens). An insured person is under this scheme entitled to compensation for doctor's care, dental care and hospital care as well as for travelling expenses in connexion with such care. Compensation may also - by virtue of a decision by the Government - be awarded for certain other care or treatment.

(b) Cash sickness benefits. All insured persons, who have reached the age of 16 years and who are registered with a social insurance office, are entitled to sickness cash benefits provided that their annual income from gainful activity amounts to at least Swedish crowns 4.500:-.

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House-wives and men under 65 who permanently live with their spouses are guaranteed a cash sickness benefit, even though they do not have an annual income from gainful activity of Swedish crowns 4.500:-. The same rule applies to unmarried insured persons who are responsible for a child under 16 years of age.

(c) Maternity benefits. An insured parent who, in connexion with the birth of a child, does not engage in gainful activity, is entitled to parent's cash benefits.

Foster parents and adoptive parents may obtain parent's cash benefits on essentially the same terms as natural parents. For temporary care of a child below 10 years of age, parent's cash benefits may also be awarded.

House-wives are also entitled to parent's cash benefits.

(d) Invalidity benefits; (e) old-age benefits; (f) survivor's benefits. These three items will be dealt with below together under the headings "The basic pension scheme" and "The supplementary pension scheme".

I. The basic pension scheme

All Swedish nationals residing in Sweden are entitled to a basic pension. Swedish nationals residing abroad may receive a basic pension if they have been census-registered in Sweden for the year during which they reached the age of 62 and for the five preceding years. Non-Swedish nationals may, subject to conditions laid down in an international agreement between Sweden and their home country, qualify for a basic pension.

The basic pension scheme is of a universal, flat-rate type and is intended to provide a basic protection in case of disability, old age and death and to guarantee a minimum standard for everyone. The benefits are independent of contributions, income test or period of insurance and are paid independently of earlier income. The basic pension is calculated as a percentage of a fictitious amount known as the base-amount, which is automatically adjusted to the consumer price index.

The various benefits payable under the basic pension scheme are old age pension, disability pension, widow's pension, child pension, general pension supplement, wife's supplement, child supplement, municipal housing supplement, handicap allowance and care allowance.

II. The supplementary pension scheme

All Swedish nationals as well as non-Swedish nationals residing in Sweden are covered by the scheme, irrespective of profession.

Supplementary pensions are based on income earned from gainful activity between 16 and 65 years of age. Pension-carrying income is calculated per calendar year and is converted into pension points. Three years with pension points are required for entitlement to a supplementary pension.

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The supplementary pension scheme provides old-age pension, disability pension as well as family pension (widow's pension and child pension) over and above the basic pension scheme. The amount of the pension is related to the size of the previous income from gainful activity.

Entitlement to supplementary pension benefits is in principle based on income earned in Sweden. Benefits are fully exportable to any country.

(g) Employment injury benefits. The Act (1976:380) on Occupational Injury Insurance introduced new rules concerning insurance against occupational injuries.

Every employee is insured against injuries at work. Self-employed persons and those who take commissions are insured if they are residing in Sweden and belong to the supplementary pension scheme. Students are insured to the extent that the training entails a certain risk of occupational injury.

Occupational injury includes injuries resulting from an accident at work, other injurious effects (work disease), infection and accidents on the way to and from work.

If the working capacity is reduced by at least one half, the insured is entitled to sickness benefits from the occupational injury insurance. When the reduction of the working capacity is complete, full sickness benefits are paid, otherwise 50 per cent.

An insured person, whose working capacity is permanently reduced because of an occupational injury, has the right to compensation in the form of an annuity after the acute state of the sickness has ceased.

(h) Unemployment benefits. The unemployment benefit scheme covers an overwhelming majority of industrial and building workers as well as a large and increasing number of white-collar workers. The scheme is administered by the trade unions concerned. Benefits vary, depending on the income and family status of the insured, but are designed to enable the unemployed to maintain a largely unimpaired standard of living.

An extensive reform on unemployment insurance came into force in the beginning of 1974. In principle, everyone in Sweden is entitled to a basic cover if he becomes unemployed. Briefly, unemployment benefits are based on the existing insurance system together with a new cash benefit. Within the insurance scheme, daily benefits have been increased and their duration has been prolonged. The basic cover also applies to those who do not belong to an unemployment insurance society. As a result of the reform, unemployed persons are guaranteed a general, taxable basic cover of 55 Swedish crowns a day. The reform is financed by means of an employer's fee and State grants.

(i) Family benefits. Family benefits are paid in the form of a child allowance for each child below 16 years of age which is residing in Sweden.

There are also municipal housing allowances which depend on the income of the family.

List of reference materials appended to the report*

- 1/ "Swedish Laws on Security of Employment, Status of Shop Stewards and Litigation in Labour Disputes". Ministry of Labour, May 1977.
- 2/ "Some Current Labour Market Data". National Labour Market Board.
- 3/ "Average Hourly Earnings (table).
- 4/ "The Working Environment in Sweden". Ministry of Labour, August 1977.
- 5/ "Working Environment Agreement". The Council of Occupational Safety and Health.
- 6/ "Number of Occupational Injuries in the years 1955-1974 in Sweden". Table.
- 7/ "Agreement between the Swedish Employers' Confederation (SAF) and the Federation of Salaried Employees in Industry and Services (PTK) concerning actions intended to further equality between women and men at work".
- 8/ "Minutes of negotiations 27th April 1977 from Agreement on actions to further equality between women and men at work".
- 9/ "Towards Democracy at the Workplace. New Legislation on the Joint Regulation of Working Life". Ministry of Labour, March 1977.
- 10/ "Public Employees and the new Powers of Collective Bargaining". Ministry of the Budget, June 1977.
- 11/ "Social Security in Sweden". National Social Insurance Board, September 1977.
- 12/ I. "Immigration Policy in Sweden" (from the series "Fact sheets on Sweden").
- 13/ II. "Equality is the Goal" (report prepared on the occasion of the United Nations International Women's Year 1975).
- 14/ III. "Women in Swedish Society" (from the series "Fact sheets on Sweden").
- 15/ IV. "Swedish labour market policy" (from the series "Fact sheets on Sweden").
- 16/ V. "Primary and Secondary Education in Sweden" (from the series "Fact sheets on Sweden").
- 17/ VI. "Adult Education in Sweden" (from the series "Fact sheets on Sweden").
- 18/ VII. "Labour Relations in Sweden" (from the series "Fact sheets on Sweden").

* These reference materials are available for consultation in the files of the Secretariat in their original language as received from Sweden.

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VIII. The reports, covering the three reporting periods between 1 July 1970 to 30 June 1976, submitted by the Swedish Government in accordance with article 22 of the Constitution of the International Labour Organisation on the measures to give effect to the provisions of the following ILO Conventions:

19/ (i) Freedom of Association and Protection of the Right to Organise Convention (No 87).

20/ (ii) Right to Organise and Collective Bargaining Convention (No 98).

21/ (iii) Equal Remuneration Convention (No 100).

22/ (iv) Discrimination (Employment and Occupation) Convention (No 111).

23/ (v) Employment Policy Convention (No 122).

Stockholm, 6 October 1977