

Collective agreements and minimum wages

A report from the Swedish National Mediation Office

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In practice, the minimum wages settled in collective agreements seem to affect wage levels for all employees, even where employers lack collective agreements. In areas without minimum wages in collective agreements, the number of employees with low wages is very low.

Pay structures are relatively compressed in Sweden. According to wage statistics covering all employees in the ages 18–66 whose employers either have or do not have collective agreements, a little under one per cent of the employees had wages lower than 60 per cent of the national median wage in 2018. A clear majority in this group were either younger than 20 or worked part-time (less than 40 per cent of full-time).

The issue of the lowest wages can be analysed from two different standpoints – agreements and wage statistics. The Swedish National Mediation Office has access to the collective agreements concluded in the Swedish labour market. These agreements govern conditions for employees at workplaces with collective agreements, around 90 per cent of employees work at such places. These agreements also govern the lowest wages, especially in the Swedish Trades Union Confederation (LO) remit (blue collar).

Background

For around 90 per cent of employees, the collective agreement on pay and general conditions constitutes the terms and conditions of employment at the workplace. However, the majority of collective agreements do not indicate any specific wage for a prospective employee. In general, and in contrast to many other countries with statutory minimum wages, pay in Sweden is negotiated individually at the time of engagement, sometimes based on the lowest pay levels specified in an agreement.

Of the approximately 700 collective agreements in Sweden, fewer than 250 include specific levels for minimum wages. Minimum wages are specified primarily in agreements concluded by LO unions and Unionen (the biggest private sector white-collar employees union). Adjustments can be found in those areas where the trades unions have considered them necessary.

In addition to agreements that contain minimum wages, there are also agreements that contain standard wage systems, which by definition include the minimum wage level. Examples of standard wage agreements include the Transport Work Agreement between the Swedish Road Transport Employers' Association and the Swedish Transport Workers' Union, and the Swedish Aviation Industry Group pilots' agreement with the Swedish Airline Pilots' Association.

Swedish Confederation of Professional Associations' (Saco)¹ agreements usually lack specified minimum pay, except in the very few agreements that include standard wages. Instead, the unions unilaterally specify so-called recommended starting salaries for their members. A possible explanation for the lack of specific minimum pay in Saco union agreements is the emphasis unions place on the individual and the individual's ability to influence their pay. Instead, Saco union agreements primarily govern how the actual pay-setting process should proceed. As with Saco, the Swedish Organisation for Managers has no agreements with specified minimum pay.

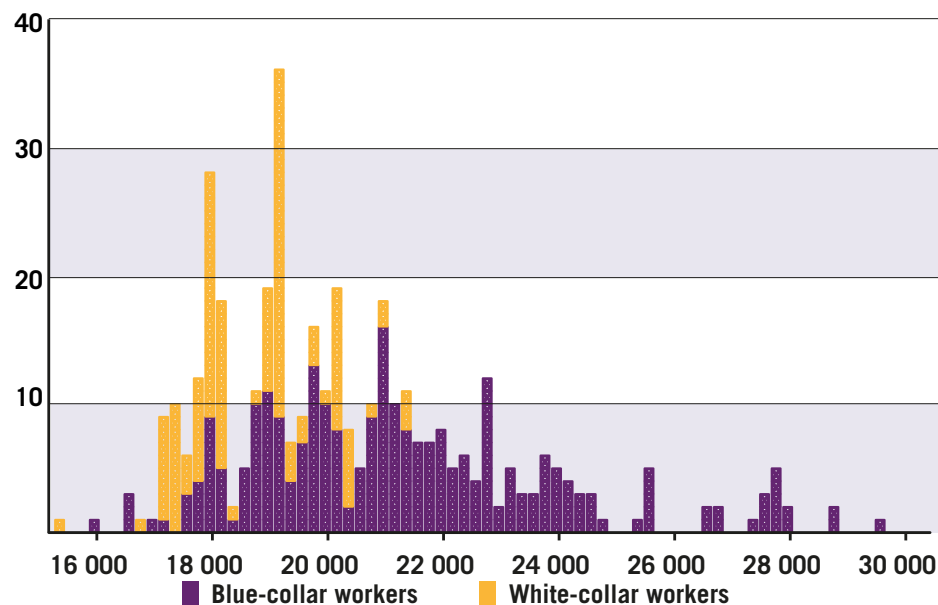
In the case of employees at workplaces that either lack collective agreements or where the collective agreement does not specify any minimum wage, there is no minimum wage for the employer to consider.

¹ The members in the confederations associations are university graduates.

What determines the level of the minimum wage in agreements?

There is significant variation not only where it concerns the level of the minimum wage in the various collective agreements, but also in any conditions that are associated with various levels within and between different collective agreements (see **Diagram 1**).

Diagram 1. Distribution of a sampling of negotiated minimum wages (full-time equivalent monthly pay). Number of minimum wages per wage level rounded to the nearest SEK 100.



Note: Refers to 396 minimum wages from 168 agreements concluded between 17 trades unions and 46 employer organisations.

Wage levels for blue-collar workers were gathered from agreements concluded by LO unions; pay levels for white-collar workers were gathered from agreements concluded between Unionen (55) and Journalistförbundet (Swedish Union of Journalists) (5).

Source: Swedish National Mediation Office

There is no uniformity in how the parties choose to structure the minimum wage systems in the various agreements. In white-collar worker agreements, minimum pay is often determined by age and sometimes by length of employment. Two different levels are usually specified in Unionen's various agreements. In this case, the usual structure is for one minimum wage at a level specified for 18-year-olds, and another for employees with 1 year's employment. Another common structure in Unionen agreements is for them to specify one level for 20-year-olds, and another level for 24-year-olds.

However, this does not mean the lowest wage level e.g. for 20-year-olds is the same in the various agreements signed by Unionen, but that there are differences. For example, in the white-collar workers' agreement for transport companies, the minimum wage for 20-year-olds was SEK 17,156 per month in 2018, while the equivalent minimum wage in the agreement for non-profit organisations and NGOs with the Arbetsgivaralliansen (employers' alliance) was SEK 21,039 per month in 2018.

There is great variation in the structure of minimum wages in LO-union agreements. In addition to age and length of employment, positions/occupational groups are also used as determiners for minimum wages. Minimum wages for employees with or without vocational training are also common. In the case of age criteria, agreements usually include wage levels for 18-year-olds or 19-year-olds.

The job description criterion in LO agreements helps explain the great range between different minimum wages in various LO agreements. While the minimum wage for an 18-year-old in the Hotel and Restaurant agreement (green agreement) between the Hotel and Restaurant Union (HRF) and Visita (hospitality sector employers' organisation) amounted to SEK 16,589 per month in 2018, the minimum wage for an engine driver in the Tramway Traffic agreement between SEKO and Almega Tjänsteförbunden (service sector employers' association) amounted to SEK 27,589 per month in 2018. In this context, we should also mention that a distinction is made between youth wages and adult starting wages in a number of collective agreements, but that the definitions differ in the various agreements when it comes to specifying age. For example, in the Hotel and Restaurant agreement between HRF and Visita, youth wages may be applied for a maximum of three years, or until the employee turns 20.

In their long-term goals for wages and working conditions, LO unions have agreed to work during the period up until 2028 to achieve collectively negotiated minimum wages equivalent to at least 75 per cent of the average wage for workers.

The minimum wages in the agreements are the lowest possible levels an employer may pay people in the labour market. As age, experience and/or skills increase, pay increases for those who initially had minimum wages when they began their jobs.

Pay may be below negotiated minimum pay

In several cases, labour market parties have concluded agreements about forms of employment with a training component that allows pay below the collectively agreed minimum wage for a short period, usually max 12 months. This concerns agreements relating to induction, work experience, training and probationary employment, vocational training (apprenticeship agreement²) and introductory wages etc. Often, the target group is youths with a weak position on the labour market, but also youths that lack relevant vocational experience or knowledge. This is usually a question of temporary employment at a wage which must at a minimum reach 75 per cent of the minimum wage in the agreements.

In some collective agreements, there are also minimum wages for very young people (16–17 years), that are at significantly lower levels. In this context we can mention the Hotel and Restaurant agreement (green agreement) between Visita and the Hotel and Restaurant union and the retail trade agreement between the Swedish Trade Federation and the Commercial Employees union. In Sweden, there are very few 16 and 17-year-olds established in the labour market, and in this case it usually concerns temporary or summer jobs.

Increases in minimum wages

The wage agreements determine how minimum wages must change over time. There is no direct link between the benchmark (i.e. the standard level for cost increases in the agreements) and minimum wage increases as it is up to the social partners to determine how these should change within the framework of the agreements' total labour cost increase.

Even if minimum wages do not increase in the agreements, individuals receiving minimum wage at the time of review may receive a wage increase. These individuals contribute to the agreements' scope for increases in the same way as other employees and are covered by the same wage-setting principles and reviews as others in the agreement concerned.

Unusual for wages to be below 60 per cent of the national median wage

In international terms, Sweden has a low wage dispersion and a small low-wage sector despite the absence of statutory minimum wages.³ A common demarcation for low pay in an international context is to calculate 60 per cent of average pay. For Sweden, with a median wage of SEK 29,500 for a full-time equivalent basic wage in 2018, the definition of low pay using this metric is SEK 17,700.⁴ It is unusual for such low wages in Sweden. A little less than one per cent of employees had a wage that was lower than 60 per cent of median pay in 2018 (see **Table 1** and a wage distribution in **Diagram D0**).⁵ Furthermore, it is more unusual with wage levels lower than 50 per cent of the median wage (SEK 14,750 in full-time equivalent basic pay for 2018). Barely 0.1 per cent of employees had such low pay according to official wage statistics.

2 This should not be confused with the apprenticeship system in upper secondary schools where it is possible to take vocational courses as an upper secondary apprentice.

3 The ratio between high and low pay is usually measured using the P90/P10 metric. In 2018, P90/P10 was approx 2.1, and has been increasing slowly since 2000, when P90/P10 was approx 2.0. Sometimes international analysts bring up the comparatively compressed Swedish pay structure in connection with the difficulties certain groups have in entering the labour market. For example, in 2012 the EU commission recommended that Sweden review "the relatively high wages at the low end of the wage scale". See Recommendation to the COUNCIL RECOMMENDATION concerning Sweden's national reform programme for 2012 and on the submission of the council's opinion on Sweden's convergence programme for 2012–2015, Brussels, European Commission, 2012.

4 Salary structure statistics cover all employees from 18 to 66 years for all employers with collective agreements and without. Foreign labour that is temporarily active in Sweden as self-employed or through foreign companies is not covered by the statistics, which are based on the collection of information from all public employers and a representative sample of private employers. The total number of observations exceeds 2.6 million, which allows break down into relatively small groups of employees. The analysis cannot take into account how the response propensity or the level of foreign labour may differ between different parts of the economy. The non-response rate is generally low as companies have a duty of disclosure.

5 Here, pay refers to full-time equivalent basic pay per month. This not only means that pay refers to fixed pay without variable supplements such as compensation for unsocial working hours or on-call duties, but also that part-time pay is extrapolated to full-time pay and that hourly wages are converted to monthly pay. Because minimum wage in collective agreements usually refers to pay excluding variable supplements, it is more suitable for the analysis to work with basic pay rather than total pay. Were calculations to be based on total monthly pay, the proportion below 60 per cent of national monthly pay would continue to be approx 1 per cent.

The majority of low-paid individuals are young or work little

Of the 0.9 per cent on the labour market with pay below SEK 17,700, 0.6 per cent were either under 20 years of age, worked less than 40 per cent of full-time, or had supplements from variable pay⁶ that entail a total pay in excess of 60 per cent of median pay (see **Table 1**). None of the above criteria were met by 0.3 per cent of employees in Sweden. Thus this 0.3 per cent had a relatively low level of pay without being young, having low working hours or major elements of variable supplements.

Three occupational groups – restaurant personnel, cleaners and customer service personnel etc. – work in areas where employees with wages below 60 per cent of national median pay are overrepresented. In other words, the proportion of low-paid in the occupations exceeded 0.9 per cent, which is the proportion in the entire labour market (see areas 2, 3, and 4 in Table 1). Of employees with pay below SEK 17,700, the proportion of youths and employees working less than 40 per cent of full-time are overrepresented (customer service personnel etc. constitute an exception when it comes to working hours). Furthermore, there was an over-representation of employees with variable supplements which, when added to basic pay, mean that full-time equivalent monthly pay exceeds SEK 17,700.

In the other occupations investigated, the proportion of low-paid was under-represented. An example of such an occupational area is Shop floor and checkout personnel in the retail trade. This is an area with many young employees and high personnel turnover, but where the lowest negotiated minimum wages were considerably higher than in the three occupational groups above.

In the occupational groups of Healthcare personnel (support workers) in the public sector, Industrial workers in the manufacturing industry, Drivers within haulage (road) and Watchmen and security guards, there were hardly any employees with pay below SEK 17,700, i.e. 60 per cent of the national median pay.

Table 1: Proportion of low-paid by occupational group 2018

	Occupational group ¹	Proportion (%) in the occupation with basic pay ² below SEK 17,700 (60% of national median pay)					Characteristics for the entire professional group			
		Total	(i) under 20 years of age	(ii) working hours < 40%	(iii) pay + variable supplement ³ above 60% of median basic pay	(i), (ii) or (iii). ⁴	Age ⁵	Working hours ⁵	Proportion of (%) 18, 19-year-olds	Number of employees ⁶
	All occupations	0.9	0.4	0.3	0.3	0.6	42	90	2.0	4,316,000
1	Shop floor and checkout personnel in the retail trade	0.3	0.0	0.0	0.2	0.2	34	64	9.9	86,000
2	Restaurant personnel	7.9	4.9	3.7	4.3	6.0	33	78	11.7	125,000
3	Private sector cleaner	1.6	0.6	0.4	0.5	1.0	42	76	2.7	65,000
4	Customer service personnel etc. in the private sector	3.6	1.0	0.0	1.2	1.8	36	92	3.5	38,000
5	Healthcare personnel (support workers) in the public sector	0.1	0.1	0.1	0.1	0.1	43	77	2.8	268,000
6	Industrial workers (sample) in the manufacturing industry	0.1	0.0	0.0	0.0	0.1	42	99	1.9	103,000
7	Drivers, haulage (road)	0.0	0.0	0.0	0.0	0.1	42	95	0.5	48,000
8	Watchmen and security guards in the private sector	0.1	0.1	0.0	0.1	0.1	37	93	1.2	19,000

Note: The shaded values are either above or below the value for all occupations in the same column. 1) See table in the appendix for the occupations referred to. 2) Full-time equivalent basic wage. 3) Compensation in addition to fixed pay for e.g. unsocial working hours, on-call duties and shift work.

4) Either under 20 years of age, working hours less than 40% of full-time or with full pay that exceeds 60 per cent of the median basic pay in the entire economy. 5)

Average value. 6) Rounded to the nearest 1 000 employees.

Source: Swedish National Mediation Office

Variation in the gap between agreed minimum wage and median pay

Official pay statistics contain information about occupations and industries but lack information about collective agreements. Therefore, to create indicators concerning the application of agreements in different occupational groups, they are linked to collective agreements based on the knowledge possessed by the National Mediation Office (a detailed list is available in the appendix). This method entails a degree of uncertainty for individual occupational groups and individual collective agreements.⁷

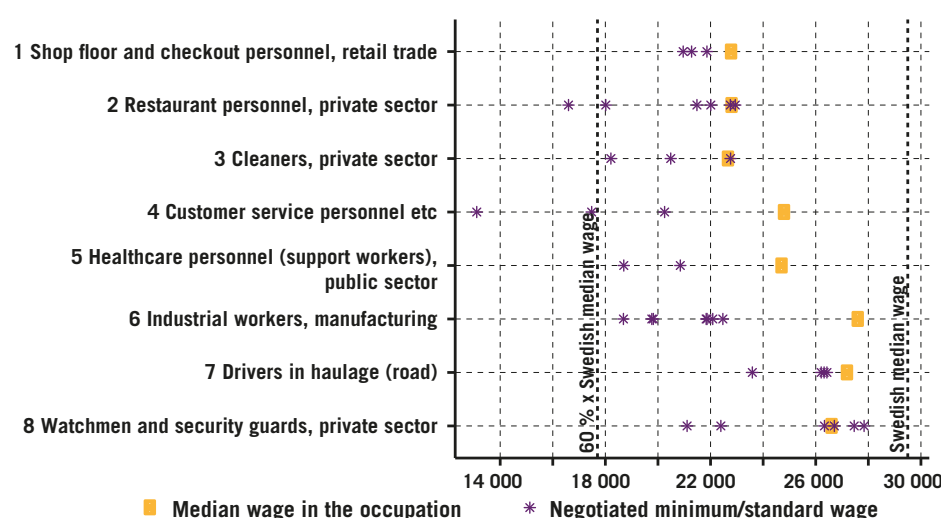
⁶ Compensation in addition to fixed pay for e.g. unsocial working hours, on-call duties and shift work.

⁷ The official pay statistics are not designed for comparing actual pay with negotiated pay levels as pay statistics are based on a breakdown by occupation, not by agreement. In certain cases, multiple agreements may be applicable for a certain occupation, and here the agreement deemed to include most employees has been chosen. Thus there is an uncertainty in the connection between pay outcome and agreement structure. Furthermore, errors in statistics can distort results, e.g. if an employee has been coded with the wrong occupation.

Diagram 2 shows medians in several occupational groups together with negotiated minimum wages from collective agreements deemed to be applicable. In three occupational groups (Restaurant personnel, cleaners and customer service personnel etc.) there was an over-representation of employees with full-time equivalent monthly pay below SEK 17,700 (see table 1). These three groups can be linked by negotiated minimum wages below or close to SEK 17,700. At the same time, median pay in these occupations was markedly higher than the minimum wages (see areas 2, 3 and 4 in diagram 2).

Shop floor and checkout personnel in the retail trade are characterised by many young employees, but did not show an over-representation of employees with pay below SEK 17,700 (see table 1). The lowest negotiated minimum wages for this group were also clearly higher than for the three occupational groups mentioned above. This also applies to the occupational groups Drivers in haulage (road) and Watchmen and security guards, whose lowest standard wages are comparatively high in relation to the lowest wage levels on the labour market. Negotiated minimum wages for Healthcare personnel (support workers) in the public sector were lower, just above 60 per cent of the national median, while the proportion of employees in the occupation with pay lower than this was measured at approx 0.1 per cent (see table 1).

Diagram 2 Median wages and negotiated minimum wage/standard wage by occupation, 2018



Note: The link between actual and negotiated minimum wages was made as per the table in the appendix. The lowest negotiated minimum wage for occupational group 4, Customer service personnel etc. in the private sector, is a negotiated introductory wage of a temporary nature equivalent to 75 per cent of the negotiated minimum wage for a 20-year-old white-collar worker, which was SEK 17,479 in 2018.

Source: Swedish National Mediation Office

The lowest actual wages in line with negotiated minimum wages

To see the effect of minimum wages in collective agreements, they are compared with the breakdown of actual wages in the occupational groups the agreements are linked to. Negotiated minimum wages can be anticipated to have a greater impact within areas that are characterised by high personnel turnover and with many young employees and/or in occupations without a requirement for extensive formal education. Negotiated minimum wages prove to be significant for e.g. the occupational groups Shop floor and checkout personnel in the retail trade, Restaurant personnel, Cleaners and the private sector, Customer service personnel etc. in the private sector and Healthcare personnel (support workers) in the public sector.⁸ The above-mentioned occupational areas have clear clusters of employees with basic pay close to or immediately above negotiated minimum wage their occupations have been matched to (see diagram D1-D5 in the diagram appendix).

A certain incidence of employees with pay below minimum wage can be noted, but as a rule they are relatively few. There may be many reasons for such observations. With the method used here, there may be individuals who in reality come under a different collective agreement than that which the analysis is based on. For example, the statistical base may include employees categorised in the wrong occupation. Some cases may also be due to a failure to apply collective agreements. If the employer does not conclude a collective agreement, there are no negotiated levels to apply. It may also be that not all employees meet the criteria for inclusion in minimum wage

⁸ The importance of negotiated minimum wages is analysed by comparing actual pay for different occupational areas on the basis of pay statistics with negotiated minimum wages in those agreements deemed to best reflect these occupations.

levels. For example, in collective agreements deemed applicable for Healthcare personnel (support workers) in the public sector (see diagram D5) there are minimum wages for employees 19 years old and above, but there are 18-year-olds employed within the occupational group. Nevertheless, there are in general few individuals with wages below the minimum negotiated wages in the various occupational areas.

If we look at pay distribution for industrial workers in the manufacturing industry, we cannot exclude the possibility that the clusters of actual wages close to or just above the matched negotiated minimum wage has been affected by it (see diagram D6). However, the uncertainty is relatively large for this occupational grouping. Among other things, it's not unusual for local minimum wages to deviate upwards from centrally negotiated pay. Furthermore, the proportion of young employees is comparatively small, and many have relatively long experience for the labour market. This means that the impact from minimum wages in a collective agreement is relatively small in terms of the entire occupational group, even if it may have a bearing on certain individuals.

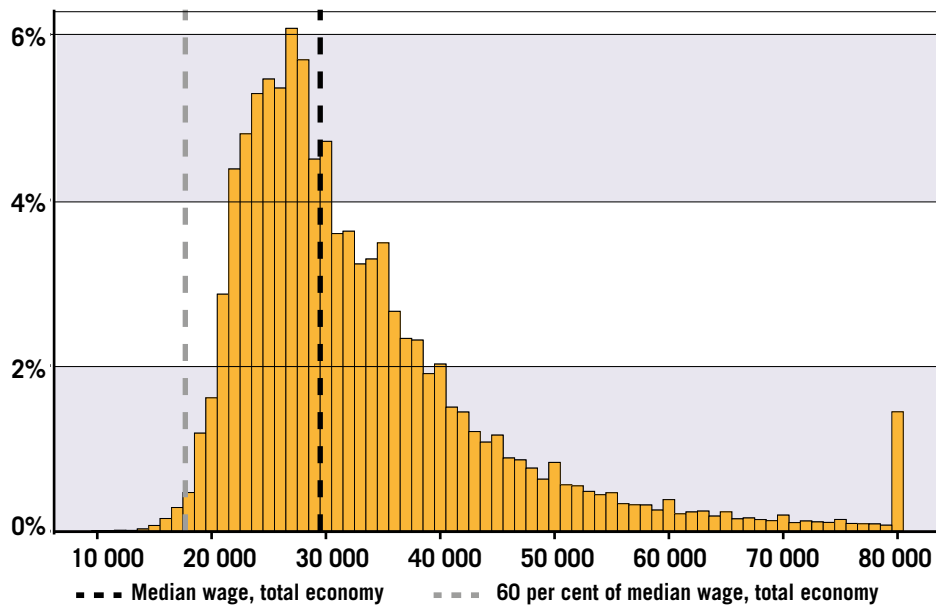
There are areas in the labour market with fully normative agreements in terms of wages, i.e. the agreements govern prevailing pay levels in the occupation concerned. This includes e.g. haulage drivers (road) and watchmen/security guards (see diagrams D7 and D8). Because these agreements usually include standard wages that govern actual pay (among employers who conclude such agreements) they are not referred to as minimum wages. However, in this respect such a standard constitutes the lowest (and highest) wage levels for e.g. driver or security guards who meet certain criteria.

Negotiated minimum wages are lacking in several pay agreement areas which together cover a major part of the labour market. For example, Teachers and Nurses lack negotiated minimum pay. The incidence of low pay is however marginal in these areas (see diagrams D9 and D10).⁹ These occupations are characterised by the need for extensive training, and most employees have extensive professional experience.

⁹ As regards teachers, the position refers to everyone with that occupation according to statistics regardless of whether the individual is formally qualified or not.

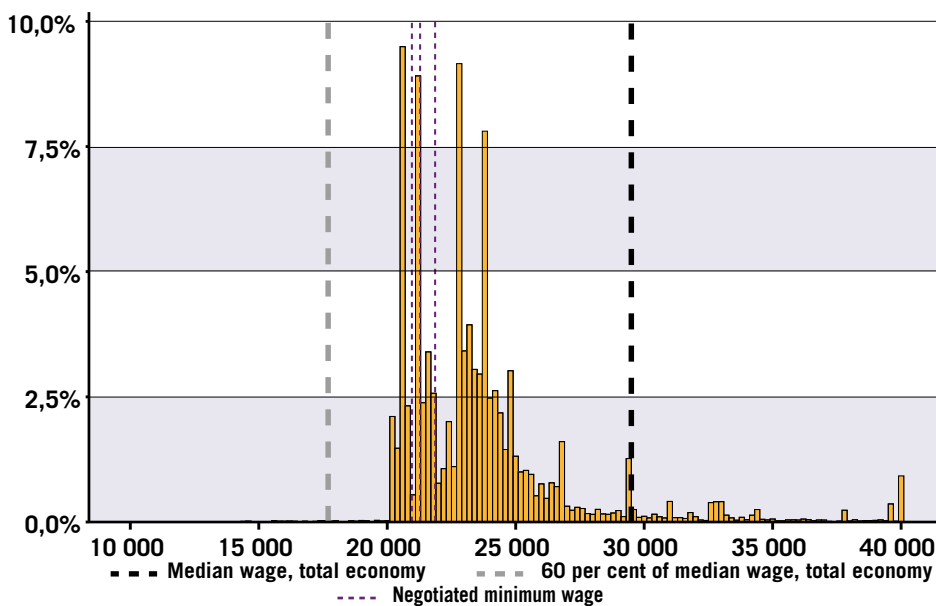
Diagram D0–D10

D0: The entire labour market



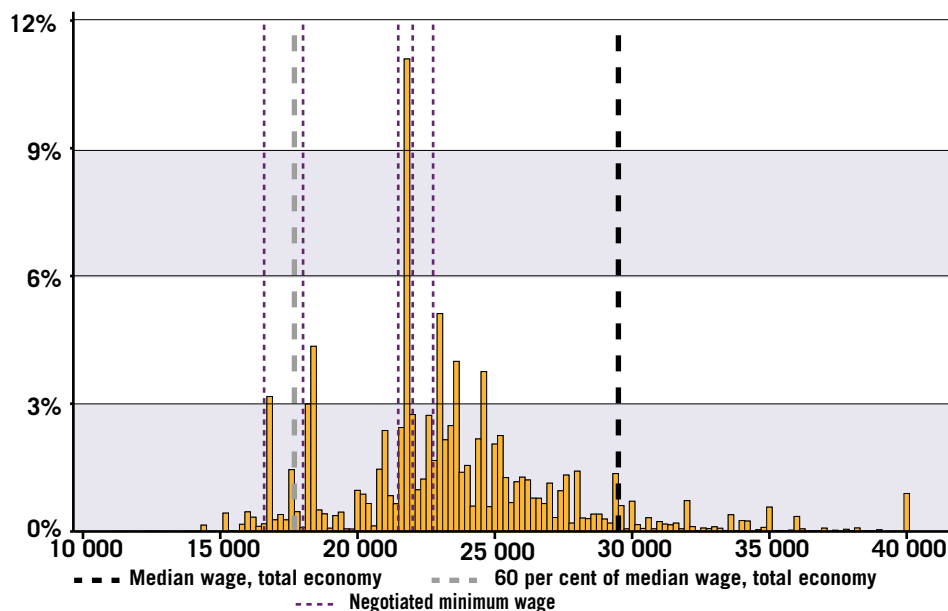
Note: Distribution of full-time equivalent monthly pay (basic wage), percentage of employees, 2018.
Pay above SEK 80,000 per year included in the bar for this pay level. Median wage refers to basic wage for the total economy.
Source: Swedish National Mediation Office.

D1: Shop floor and checkout personnel in the retail trade



Note: Distribution of full-time equivalent monthly pay (basic wage), percentage of employees, 2018.
Pay above SEK 40,000 per year included in the bar for this pay level. Median wage refers to basic wage for the total economy.
There are clusters of minimum wages just above SEK 20,000 that correspond to negotiated minimum wages in 2017, suggesting that local pay reviews for 2018 had not yet been carried out for all employees at the time of measurement.
Source: Swedish National Mediation Office.

D2: Private sector restaurant personnel



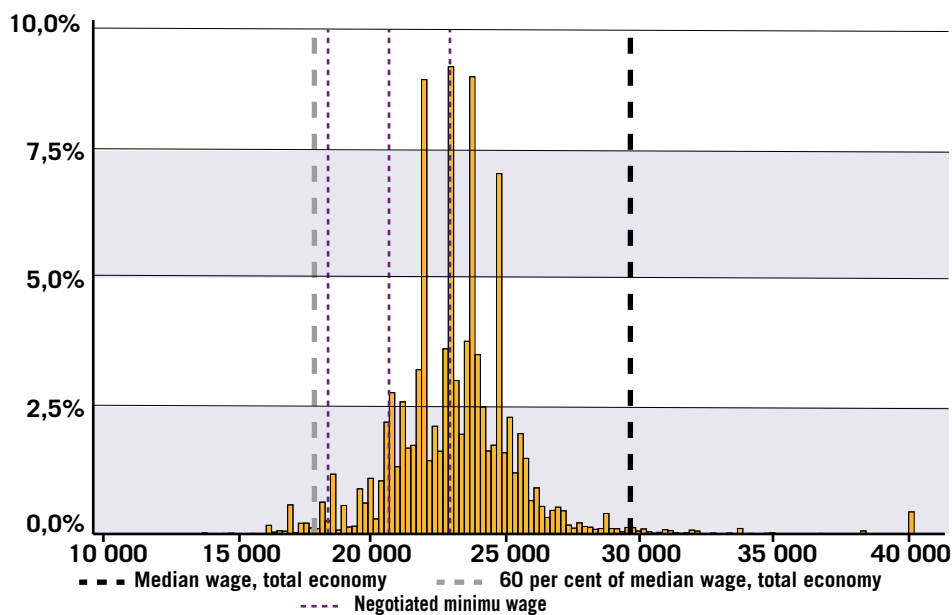
Note: Distribution of full-time equivalent monthly pay (basic wage), percentage of employees, 2018.

Pay above SEK 40,000 per year included in the bar for this pay level. Median wage refers to basic wage for the total economy.

Occupational codes and information about agreements are collated in the appendix. The two lowest negotiated minimum wage levels concern 18 and 19-year-olds.

Source: Swedish National Mediation Office.

D3: Private sector cleaner



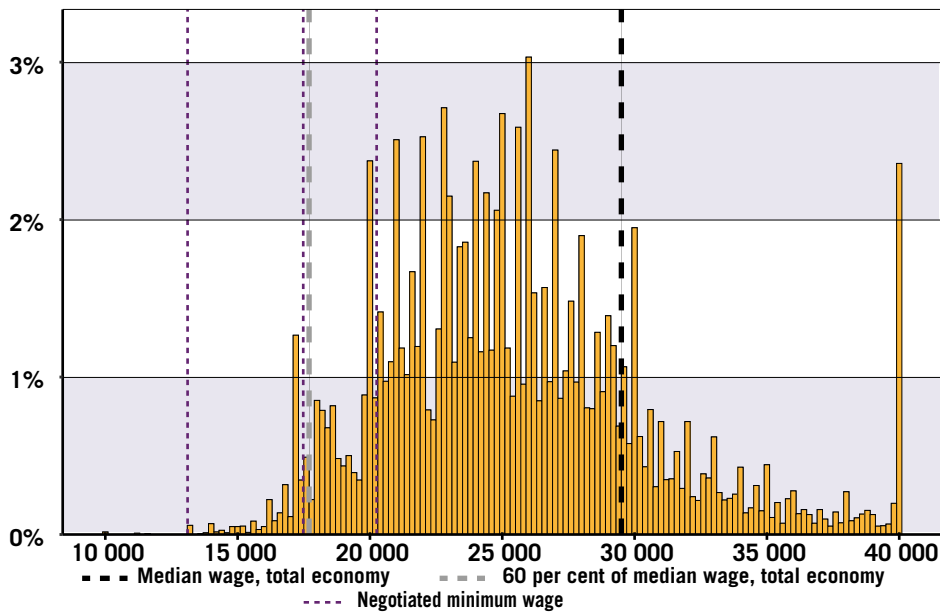
Note: Distribution of full-time equivalent monthly pay (basic wage), percentage of employees, 2018.

Pay above SEK 40,000 per year included in the bar for this pay level. Median wage refers to basic wage for the total economy.

Occupational codes and information about agreements are collated in the appendix.

Source: Swedish National Mediation Office.

D4: Customer service personnel etc. in the private sector



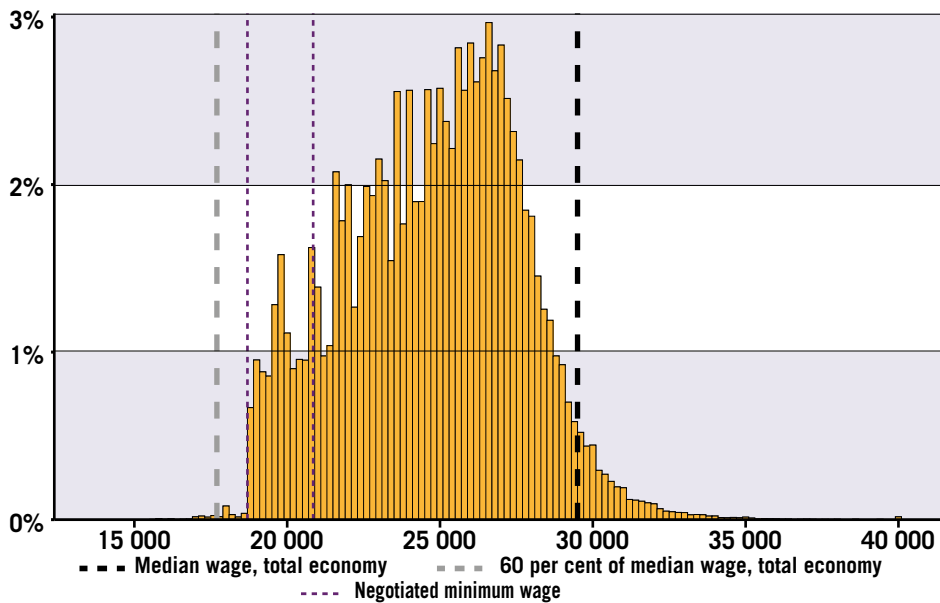
Note: Distribution of full-time equivalent monthly pay (basic wage), percentage of employees, 2018.

Pay above SEK 40,000 per year included in the bar for this pay level. Median wage refers to basic wage for the total economy.

Occupational codes and information about agreements are collated in the appendix. The lowest negotiated minimum wage is an introductory wage of a temporary nature equivalent to 75 per cent of the negotiated minimum wage for a 20-year-old white-collar worker.

Source: Swedish National Mediation Office.

D5: Healthcare personnel (support workers) in the public sector

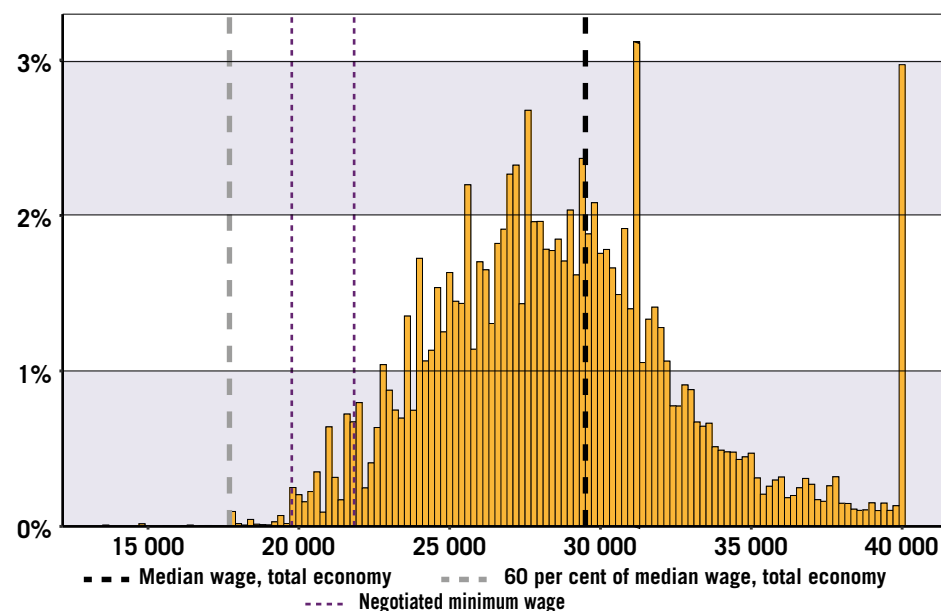


Note: Distribution of full-time equivalent monthly pay (basic wage), percentage of employees, 2018.

Pay above SEK 40,000 per year included in the bar for this pay level. Median wage refers to basic wage for the total economy. Occupational codes and information about agreements are collated in the appendix.

Source: Swedish National Mediation Office.

D6: Industrial workers in the manufacturing industry

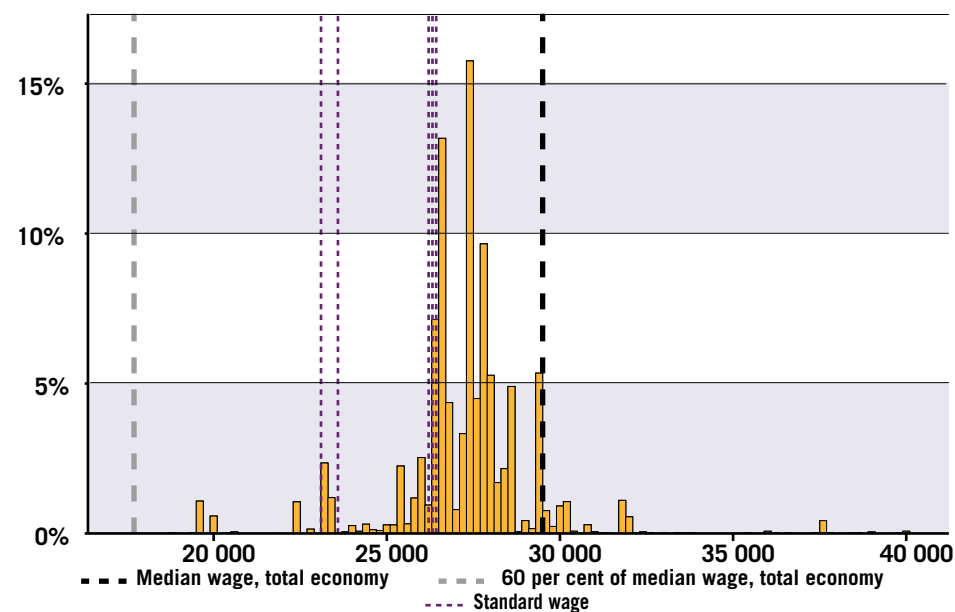


Note: Distribution of full-time equivalent monthly pay (basic wage), percentage of employees, 2018.

Pay above SEK 40,000 per year included in the bar for this pay level. Median wage refers to basic wage for the total economy. Occupational codes and information about agreements are collated in the appendix.

Source: Swedish National Mediation Office.

D7: Drivers in haulage (road)



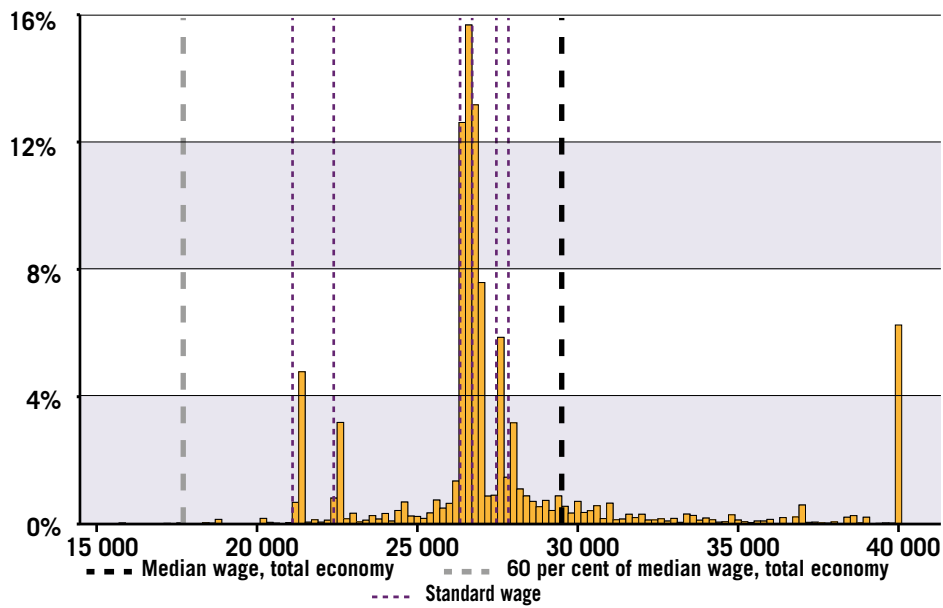
Note: Distribution of full-time equivalent monthly pay (basic wage), percentage of employees, 2018.

Pay above SEK 40,000 per year included in the bar for this pay level. Median wage refers to basic wage for the total economy.

Occupational codes and information about agreements are collated in the appendix. Only a small selection of standard wages from the agreement range is shown.

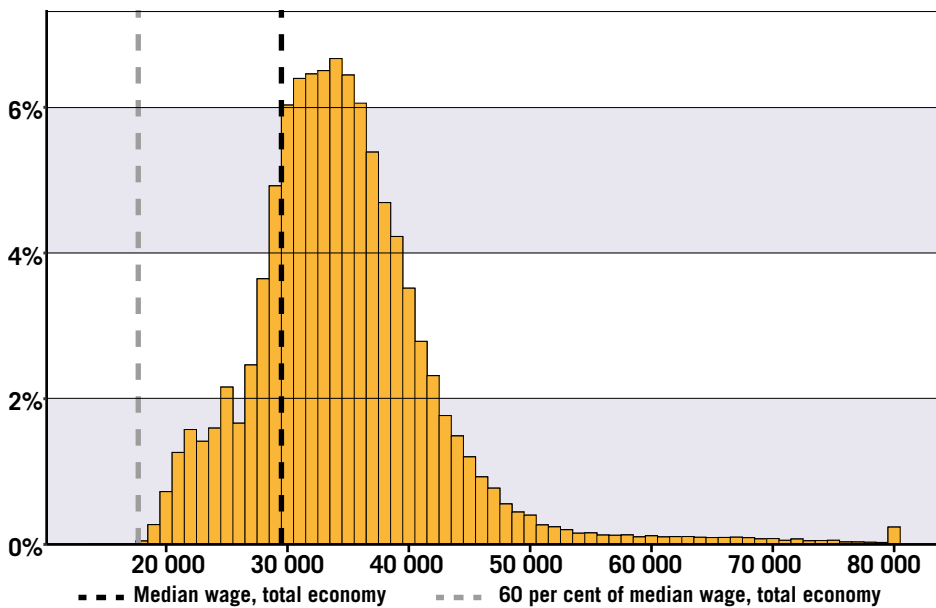
Source: Swedish National Mediation Office.

D8 Watchmen and security guards in the private sector



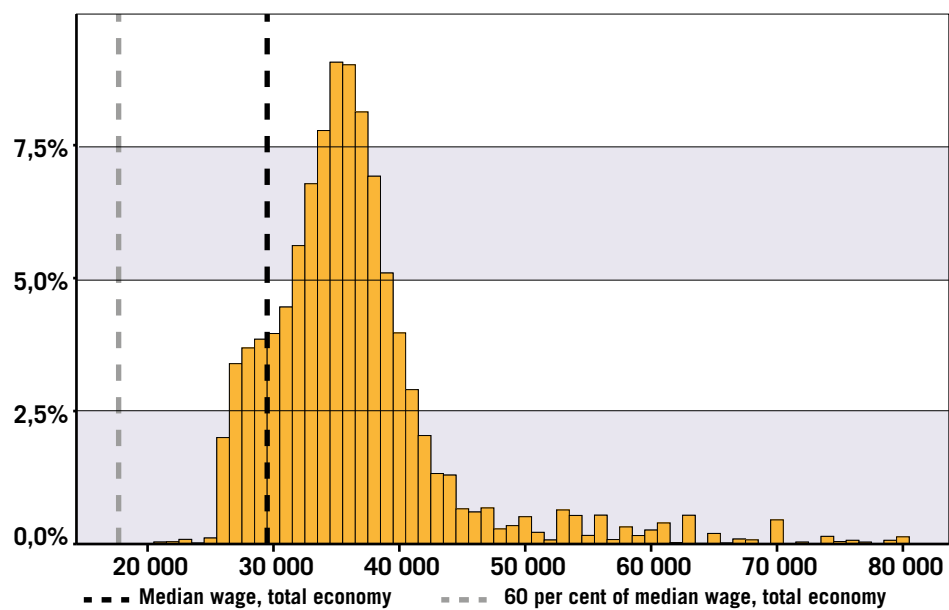
Note: Distribution of full-time equivalent monthly pay (basic wage), percentage of employees, 2018.
Pay above SEK 40,000 per year included in the bar for this pay level. Median wage refers to basic wage for the total economy.
Occupational codes and information about agreements are collated in the appendix.
Only a small selection of standard wages from the agreement range is shown.
Source: Swedish National Mediation Office.

D9: Teachers



Note: Distribution of full-time equivalent monthly pay (basic wage), percentage of employees, 2018.
Pay above SEK 80,000 per year included in the bar for this pay level. Median wage refers to basic wage for the total economy.
Occupational codes and information about agreements are collated in the appendix.
Source: Swedish National Mediation Office.

D10 Nurses in the public sector



Note: Distribution of full-time equivalent monthly pay (basic wage), percentage of employees, 2018.

Pay above SEK 80,000 per year included in the bar for this pay level. Median wage refers to basic wage for the total economy.

Occupational codes and information about agreements are collated in the appendix.

Source: Swedish National Mediation Office.

Appendix

Information about occupations and agreements

Number	Occupations (SSYK 2012)	Industry (SNI 2007)	Matched negotiated minimum wages (full-time pay per month in SEK)	Employers' organisation/employees' union (agreements with minimum wages)
1	Shop floor and checkout personnel in the retail trade: 5222 (Shop floor personnel, consumer non-durables), 5230 (Checkout personnel etc.)	47, private sector	20959 (2018 18 years), 21279 (2018 19 years), 21863 (2018 1 year's industry experience)	Swedish Trade Federation ./ Commercial Employees union (Retail trade agreement)
2	Restaurant personnel: 5120 (Chefs and cold buffet managers), 5131 (Head waiters and waiters), 5132 (Bartenders), 9411 (Pizza bakers etc.), 9412 (Restaurant and kitchen assistants etc.)	Private sector	16598 (2018 18 years), 18016 (2018 19 years), 21482 (2018 Tradesmen), 22009 (2018), 22752 (2018 Qualified tradesmen), 22940 (2018 1 year's professional experience)	Visita ./ Hotel and Restaurant Union (green agreement) and the Swedish Food Federation./ Hotel and Restaurant Union (Cafeteria agreement)
3	Cleaners: 9111 (Cleaners)	Private sector	18210 (2018 18-21 years (80%)), 20486 (2018 18-21 years (90%)), 22762 (2018)	Almega service sector employers association ./ Building Maintenance Workers' Union and SEKO (Service contract)
4	Customer service personnel etc: 4222 (Customer service personnel), 4223 (Telephonists), 4225 (Office receptionists), 4226 (Market surveyors and interviewers)	Private sector	13109 (2018 75% (20-23 years, introductory pay)), 17479 (2018 20 years), 20253 (2018 24 years)	Almega service sector employers association and Almega /Media companies ./ Unionen and Unionen/Union for Professionals (Call centre and White-collar workers in service and media companies)
5	Healthcare personnel (support workers): 5321 (Assistant nurses, home helps, home care and senior living), 5323 (Assistant nurses, care and specialist wards), 5330 (Nurse's assistant), 5341 (Medical orderly), 5342 (Orderly, home assistant)	Municipalities and regions	18700 (2018), 20850 (2018 Vocationally trained)	SKL - Swedish Association of Local Authorities and Regions ./ Swedish Municipal Workers Union (HÖK)
6	Industrial workers: 7212 (Welders and gas cutters), 7214 (Panel beaters), 7215 (Steel structure fitters and sheet metal workers), 7222 (Tool-makers), 7223 (Machine setters and machine operators, metal work), 7224 (Millers etc.), 7231 (Automotive mechanics and vehicle repairers), 7233 (Maintenance mechanics and machine repairers), 8121 (Machine operators, surface treatment), 8142 (Machine operators, plastics industry), 8189 (Other process and machine operators), 8199 (Other process technicians and process supervisors), 8211 (Vehicle fitters), 8212 (Fitters, electrical and electronic equipment), 8213 (Fitters, metal, rubber and plastic products), 8214 (Joiners, wooden products), 8219 (Other fitters), 9320 (Manufacturing labourers and other factory workers)	25-30, private sector	19766 (2018), 21803 (2018, Specially qualified works).	Swedish Engineering Employers ./ IF Metall (Technical agreement)
7	Drivers in haulage (road): 8332 (Truck drivers etc.)	49410, private sector	Standard wages: 23589 (2018 max 3500 kg), 26208 (2018 (introductory wage National)), 26318 (2018 2 years' trade experience (National)), 26426 (2018 4 years' trade experience (National))	Swedish Road Transport Employers' Association ./ Swedish Transport Workers' Union (Transport agreement)

Number	Occupations (SSYK 2012)	Industry (SNI 2007)	Matched negotiated minimum wages (full-time pay per month in SEK)	Employers' organisation/employees' union (agreements with minimum wages)
8	Watchmen and security guards: 5413 (Watchmen and security guards)	Private sector	Standard wages: 21108 (2018 new employee), 22392 (2018 basic pay), 26331 (Pay group B), 26708 (Pay group C), 27463 (Pay group D), 27839 (Pay group E)	Security companies ./. Swedish Transport Workers' Union (Surveillance and security agreement)
9	Teachers: 2311 (Professors), 2312 (University and college lecturers), 2313 (Research assistants etc.), 2319 (Other university and college teachers), 2320 (Vocational education teachers), 2330 (Upper secondary teachers), 2341 (Primary school teachers), 2342 (Recreation instructors), 2343 (Preschool teachers), 2351 (Specialist teachers and specialist educators etc.), 2359 (Other educators with special theoretical skills)	Total economy	No minimum wages in collective agreements	–
10	Nurses: 2221 (Nurses with basic training), 2222 (Midwives), 2223 (Anaesthetic nurses), 2224 (District nurses), 2225 (Psychiatric nurses), 2226 (Paramedics etc.), 2227 (Geriatric nurses), 2228 (Intensive care nurses), 2231 (Operating theatre nurses), 2232 (Paediatric nurses), 2233 (School nurses), 2234 (Company nurses), 2235 (Radiology nurses), 2239 (Other specialist nurses)	Total economy	No minimum wages in collective agreements	–