

European (& the GCC) Employment Law Update

Jurisdiction: Sweden
Date: October 2018

Impact date	Development	Impact
1 July 2018	Swedish Trade Secrets Act (Sw. <i>lagen (2018:558) om företagshemligheter</i>)	<p>The EU Directive on the protection of undisclosed know-how and business information against unlawful acquisition, use and disclosure has been implemented.</p> <p>The new legislation strengthens the protection of trade secrets by providing a fuller definition of "trade secrets".</p> <p>The new legislation also clarifies that neither employee know-how nor information regarding gross misconduct at the workplace, constitute trade secrets.</p>
1 August 2018	Act on Contractors Responsibility for Changes to Salary in the Building and Construction Industry (Sw. <i>lagen (2018:1472)</i>)	<p>The EU Enforcement Directive to the EU Directive on posting of workers has been implemented.</p> <p>The new legislation implies a general responsibility for contractors, not only a responsibility to posted workers. This means that both the main contractor and direct contractor to a negligent subcontractor, are responsible for remunerated salaries for the subcontractor's employees.</p>
1 January 2019	Changes to Swedish Sick Pay Act	<p>The qualifying day in the Swedish Sick Pay Act (Sw. <i>lagen (1991:1047) om sjuklön</i>) shall be replaced by a qualifying deduction.</p> <p>The qualifying deduction shall be 20 per cent of the average employment benefits that the employee is expected to receive in one week. The intention with these changes are that the qualifying deduction shall be the same regardless of when the sick leave occurs.</p>