



**Collectively agreed  
occupational pensions and  
insurance 2026**

**Avtalat**  
PENSION OCH FÖRSÄKRING  
VIA KOLLEKTIVAVTALET

# Welcome to Avtalat!

Our mission is to provide employers with information and guidance regarding collectively agreed occupational pensions and insurance for privately employed individuals.




Through [avtalat.se](https://avtalat.se), customer services, training, materials and our pension and insurance specialists, we help out with all issues related to occupational pensions and insurance through work.

In this brochure, we present a summary of the collectively agreed occupational pensions and insurance schemes for 2026.

You can download the brochure at [avtalat.se](https://avtalat.se).

PS. We reserve the right to make any changes that may have come into force after the publication of the brochure (February 2026). For up-to-date information, visit [avtalat.se](https://avtalat.se).

# Table of Contents

	Welcome to Avtalat!.....	2
	The insurance system– how it works.....	4
	The employer must take out insurance.....	4
	Summary – national public pension and statutory insurance schemes.....	7
	Summary – occupational pension and insurance schemes through collective agreements.....	8
	Indices and base amounts.....	10
	Employer’s contributions and premiums.....	10
	Deduction rules and taxes for pensions.....	11
	Employer’s contributions – the following applies.....	12
	Premiums for collective insurance schemes – blue collar workers.....	13
	Premiums for collective insurance schemes – white collar workers with ITP1.....	14
	Premiums for collective insurance schemes – white collar workers with ITP 2.....	15
	How pension and insurance schemes are managed.....	16
	Agreement regarding ITP 1 and ITP 2 via collective agreement for white collar workers.....	16
	ITP 2 via collective agreements for white collar workers.....	18
	ITP 2 under the book reserve method.....	18
	Alternative ITP.....	19
	Comparison between ITP 2, alternative ITP and ITP 1.....	20
	Comparison between ITP1 and ITP 2.....	22
	Financing systems - pensions.....	23



# The insurance system– how it works

Sweden's insurance cover resembles a pyramid. The base comprises pensions and insurance, to which we are entitled by law. In addition to this there are collectively agreed occupational pensions and insurance schemes. At the top of the pyramid are group insurance policies and private insurance.

## National public pension and statutory insurance schemes

The national public pension and the insurance schemes are part of society's security system. They can provide protection in the event that income would cease or be reduced. The national public pension is managed by Pensionsmyndigheten, the Swedish Pensions Agency and the insurance schemes are managed by Försäkringskassan, the Swedish Social Insurance Agency. This security is paid for by employers and employees through contributions and taxes.

The basic idea behind the security system is to provide economic security in the case of a change in their circumstances, such as in the event of illness or unemployment.

## Occupational pension and insurance schemes through collective agreements

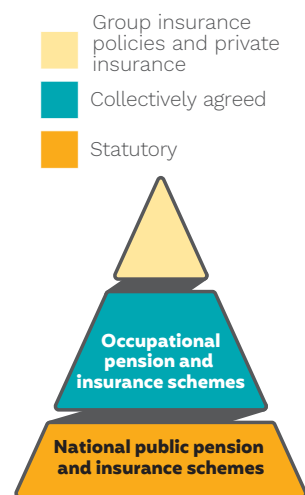
Employers that have entered into a collective agreement must take out occupational pension and insurance schemes for their employees. Most employees are now covered by collective agreements. The employees gain security during and after working life, as well as between jobs. The employer can feel secure in the knowledge that they are providing their employees with good conditions.

Through their work, employees then have deposits paid into their pensions, known as occupational pensions, and into insurance schemes. The occupational pension is an important part of the future pension, and the insurance schemes can provide additional compensation, for example in the event of parental leave, illness or when an employee sustains an injury at work.

The collective agreements are negotiated by the parties on the labour market.

## Insurance schemes at the top of the pyramid

These can be group insurance policies through employment at the employer or membership of associations. It can be optional or mandatory to sign up to group insurance policies. Employees can also supplement their insurance cover themselves with private insurance.



# The employer must take out insurance

Employers that are covered by a collective agreement must take out collectively agreed occupational pension and insurance schemes for their employees.

Employers may be covered by collective agreements through

- ▶ membership of an employers' association
- ▶ affiliated collective agreement, which means that the employer undertakes to apply the union agreement for the sector without being a member of an employer organisation.

Insurance schemes for privately employed blue collar workers are arranged through Fora, and for white collar workers through both Fora and Collectum. Fora and Collectum are administrative companies responsible for collectively agreed occupational pensions. The insurance agreement comes into force when the employer has received confirmations, and the agreements apply from the date on which the collective agreement started to apply. In the event of any doubt regarding the provisions in the collective agreement, the employer should contact their employers' association. The employer that has an affiliated collective agreement should contact the trade union with which the agreement has been entered into.



Managing directors of limited liability companies who are counted as white collar workers are only covered by Trygghetsförsäkring vid arbetsskada (TFA), Work injury insurance, automatically.

In the event of an operational transition, the collective agreement normally remains in place. The new employer also has to take out collectively agreed insurance.

### Insurance schemes for blue collar workers

Employers that have entered into a collective agreement must enter into an insurance agreement with Fora. Via Fora, blue collar workers are covered by the Afa insurance schemes, skills and transition support from Trygghetsfonden TSL and Avtalspension SAF-LO. The insurance agreement always also covers TFA for white collar workers.

#### THE INSURANCE AGREEMENTS COVER THESE INSURANCE SCHEMES:

##### AGREEMENT AREA SVENSKT NÄRINGSLIV-LO, THE CONFEDERATION OF SWEDISH ENTERPRISE AND THE SWEDISH TRADE UNION CONFEDERATION

Avtalspension SAF-LO, defined contribution occupational pension

Skills and transition support

Försäkring om avgångsbidrag (AGB), Insurance regarding severance pay

Tjänstegruppplivförsäkring (TGL), Group life insurance

Avtalsgruppsjukförsäkring (AGS), Group sickness insurance

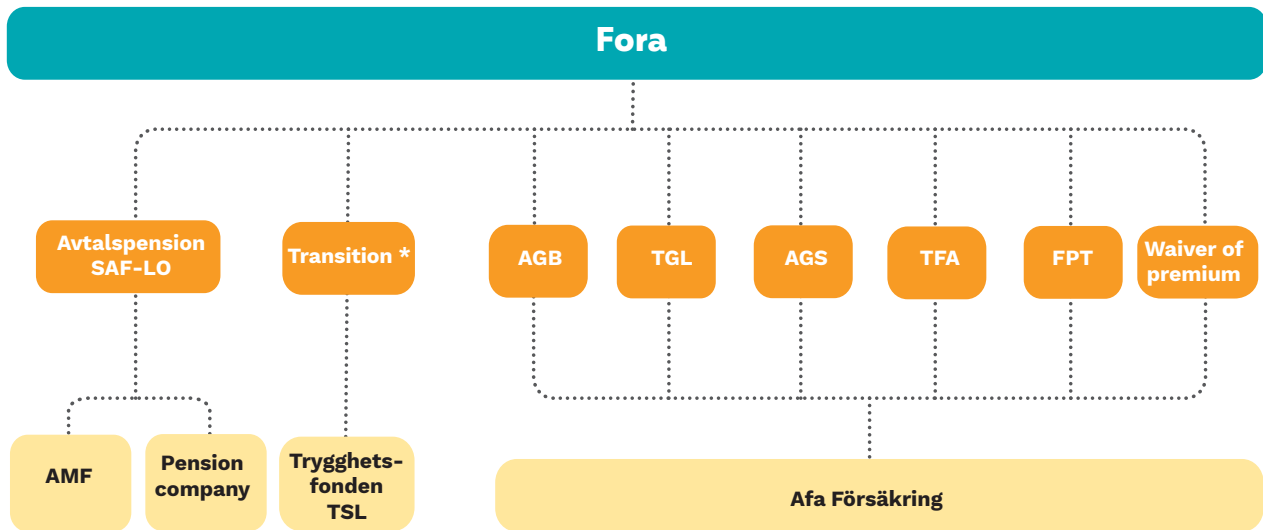
Trygghetsförsäkring vid arbetsskada (TFA), Work injury insurance

Föräldrapenningtillägg (FPT), Parental benefit supplement

Premiebefrielseförsäkring (PBF), Waiver of premium insurance

### Occupational pension and insurance schemes – how it works

#### AGREEMENT AREA SVENSKT NÄRINGSLIV-LO, THE CONFEDERATION OF SWEDISH ENTERPRISE AND THE SWEDISH TRADE UNION CONFEDERATION, (BLUE COLLAR WORKERS)



\* Skills and transition support



## Insurance for white collar workers

Employers that have entered into collective agreements must take out occupational pension and insurance with Collectum and Fora.

With Collectum, the employer must enter into a pension agreement for occupational pension ITP and an agreement for TGL. The employer must choose which company TGL is to be taken out with. An up-to-date list can be found at [collectum.se](http://collectum.se).

The ITP agreement contains two parts: ITP1 and ITP2. The main rule is that employed white collar workers born in 1979 or later have ITP1 and those born in or prior to 1978 have ITP2. Employers that enter into collective agreements now have the potential to take out ITP1 for all white collar workers, regardless of age.

In the insurance agreement with Fora, white collar workers are covered by TFA and skills and transition support from TRR.

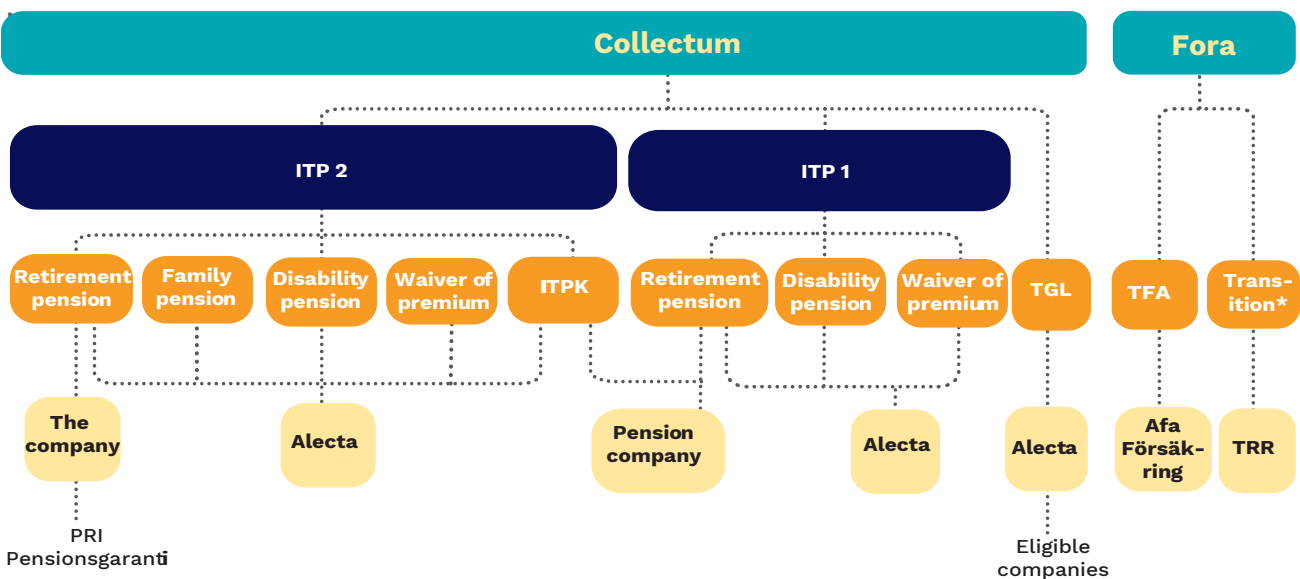
### THE INSURANCE AGREEMENTS COVER THESE INSURANCE SCHEMES

#### AGREEMENT AREA SVENSKT NÄRINGSLIV-PTK, THE CONFEDERATION OF SWEDISH ENTERPRISE AND THE COUNCIL FOR NEGOTIATION AND COOPERATION

ITP2	ITP1
ITP ålderspension, defined benefit occupational pension	ITP ålderspension, defined contribution occupational pension
Family pension	ITP sjukpension, ITP Disability pension
ITP sjukpension, ITP Disability pension	Premiebefrielseförsäkring (PBF), Waiver of premium insurance
Premiebefrielseförsäkring (PBF), Waiver of premium insurance	Tjänstegrupplivförsäkring (TGL), Group life insurance
ITPK defined contribution supplementary pension	Trygghetsförsäkring vid arbetsskada (TFA), Work injury insurance
Tjänstegrupplivförsäkring (TGL), Group life insurance	Skills and transition support
Trygghetsförsäkring vid arbetsskada (TFA), Work injury insurance	Avgångsersättning (AGE), Severance compensation
Skills and transition support	
Avgångsersättning (AGE), Severance compensation	

### Occupational pension and insurance schemes – how it works

#### AGREEMENT AREA SVENSKT NÄRINGSLIV-PTK, THE CONFEDERATION OF SWEDISH ENTERPRISE AND THE COUNCIL FOR



\* Skills and transition support

# Summary – national public pension and statutory insurance schemes

Below is a summary of the national public pension and the statutory insurance schemes.

## **Parental leave – Parental insurance**

A person who has or adopts a child may be entitled to parental leave and parental benefit. Parental benefit applies from the birth of the child until the child reaches the age of twelve. The entitlement to parental benefit applies for a total of 480 days for each child. In the case of multiple births, parents are entitled to a further 180 days of parental benefit for each additional child.

## **Illness – Health insurance**

A person who is ill is generally entitled to receive sick pay from their employer for the first 14 days with a qualifying deduction. Försäkringskassan, the Social Insurance Agency can pay out sickness benefit from day 15. The Swedish Social Insurance Agency can also pay out activity or sickness compensation in the event of illness (work incapacity) for a longer period.

## **Work injury – Work injury insurance**

A person who has sustained an injury at work can receive compensation from the general work injury insurance. The insurance covers all employees, self-employed individuals and contractors, and is dealt with by the Swedish Social Insurance Agency. The employee can report the work injury themselves at [forsakringskassan.se](https://forsakringskassan.se). Employers must report work injuries on the Swedish Social Insurance Agency's and the Swedish Work Environment Authority's joint website, [anmalarbetskada.se](https://anmalarbetskada.se).

## **Skills and transition – Transitional study support and unemployment insurance**

Transitional study support is handled by CSN, The Swedish Board of Student Finance. The unemployment insurance applies to both employees and self-employed persons with different rules. Nysteget is supported by the Public Transition Organisation, which is part of Kammarkollegiet, Sweden's Legal, Financial and Administrative Services Agency.

## **Death – Survivors' pension**

If the employee dies, the survivors may be entitled to survivors' pension. The pension compensates for the portion of livelihood that disappears when a close relative dies, and comprises in part the following elements: child pension, adjustment pension and extended adjustment pension.

## **Pension – National public pension**

A person who has worked or lived in Sweden may be entitled to national public pension that is paid out by Pensionsmyndigheten, The Swedish Pensions Agency. The national public pension comprises income pension, premium pension, income pension complement, guarantee pension and supplementary pension.



# Summary – occupational pension and insurance schemes through collective agreements

Below is a summary of occupational pension and insurance through collective agreements.

## Blue collar workers

### Parental leave – Föräldrapenningtillägg (FPT) Parental benefit supplement

Parental benefit supplement is an additional compensation over and above the parental benefit from the Swedish Social Insurance Agency at the birth or adoption of a child. The supplement is paid for a maximum of 180 days until the child reaches the age of 18 months or 18 months after their adoption.

### Illness – Avtalsgruppsjukförsäkring (AGS), Group sickness insurance

If a person receives sickness benefit from the Swedish Social Insurance Agency, or rehabilitation compensation, AGS can provide daily compensation from day 15–360 of the sickness period. If the employer pays sick pay for longer than 14 days, compensation is provided at the earliest after the final sick pay day. AGS can provide supplementary monthly compensation in the event of activity or sickness compensation.

### Work injury – Trygghetsförsäkring vid arbetsskada (TFA), Work injury insurance

The insurance applies in the event of accidents suffered by the employee at work, on their way to or from the workplace, or in the event of illness or infection that has been caused by their work. TFA can replace the income that is lost due to the work injury and any expenses. It can also provide compensation for permanent disability, for example. Travel accidents where a vehicle that is obliged to have motor insurance is involved are not covered by the insurance. Compensation must be applied for instead from the vehicle's motor insurance.

### Skills and transition support – Trygghetsfonden TSL and Försäkring om avgångsbidrag (AGB) Insurance regarding severance pay

Skills support is available during employment. There is also support in the event you are made redundant from a permanent post due to work shortage, illness or the termination of temporary employment. The insurance consists of two parts: skills and transition support, which is handled by Trygghetsfonden TSL, and AGB, a lump sum through Afa Försäkring, Swedish insurance company.

### Death – Survivors' cover

Tjänstegrupplivförsäkring (TGL), Group life insurance is paid out as a tax-free lump sum to the blue collar worker's family in the event of their death before they retire. In the event of death, close relatives can receive money from Avtalspension SAF-LO if the blue collar worker has selected repayment cover or family cover, or both.

### Occupational pension – Avtalspension SAF-LO

Avtalspension SAF-LO is a defined contribution occupational pension that the employee earns between the ages of 22 and 65.

### PREMIEBEFRIELSEFÖRSÄKRING (PBF), WAIVER OF PREMIUM INSURANCE

The insurance can take over the employer's payments to the Avtalspension SAF-LO. It applies when the employee is on sick leave from day 15, is receiving parental benefit, pregnancy benefit from the Swedish Social Insurance Agency or is on sick leave due to a work injury.

## White collar workers with ITP 1

### Illness – ITP disability pension

If the employer has a collective agreement, the employee can receive sick pay from their employer up until day 90, in addition to the sickness benefit from the Swedish Social Insurance Agency. Between days 91–360 of the sickness period, the employee can receive ITP disability pension. White collar workers with a salary of more than 10 price base amounts (SEK 49,333 per month) can receive ITP disability pension for salary portions above 10 price base amounts from day 91 with no outer limit. ITP disability pension also applies in the event of activity or sickness compensation.

### Work injury – Trygghetsförsäkring vid arbetsskada (TFA), Work injury insurance

The insurance applies in the event of accidents suffered by the employee at work, on their way to or from the workplace, or in the event of illness or infection that has been caused by their work. TFA can replace the income that is lost due to the work injury and any expenses. It can also provide compensation for permanent disability, for

example. Travel accidents where a vehicle that is obliged to have motor insurance is involved are not covered by the insurance. Compensation must be applied for instead from the vehicle's motor insurance.

### **Skills and transition – TRR and Avgångsersättning (AGE), Severance compensation**

Skills support is available during employment. There is also support in the event you are made redundant from a permanent post due to work shortage, illness or the termination of temporary employment. The insurance consists of two parts: skills and transition support, which is handled by TRR, and which also encompasses AGE.

### **Death – Survivors' cover**

If a white collar worker is working at a workplace with a collective agreement, they automatically have Tjänstegrupplivförsäkring (TGL), Group life insurance. TGL is paid out as a tax-free lump sum to the white collar worker's family in the event of their death before they retire. The employee can prepare a special beneficiary clause and determine for themselves who is to receive the money. In the event of death, close relatives can receive compensation through ITP 1 if the worker has selected repayment cover or family cover, or both.

### **Occupational pension – ITP 1 ålderspension**

ITP1 retirement pension is a defined contribution occupational pension that the employee earns between the ages of 25 and 66.

#### **PREMIEBEFRIELSEFÖRSÄKRING (PBF), WAIVER OF PREMIUM INSURANCE ITP 1**

The insurance can take over the employer's payments of premiums to ITP 1. This applies in the event of sick leave after day 14 and in the case of parental leave (including leave for childcare). This also applies if the sick leave or parental leave is part-time, although at least 25%.

### **White collar workers with ITP 2**

#### **Illness – ITP disability pension**

If the employer has a collective agreement, the employee can receive sick pay from their employer up until day 90, in addition to the sickness benefit from the Swedish Social Insurance Agency. Between days 91–360 of the sickness period, the employee can receive ITP disability pension. White collar workers with a salary of more than 10 price base amounts (SEK 48,525 per month) can receive ITP disability pension for salary portions above 10 price base amounts from day 91 with no outer limit. ITP disability pension also applies in the event of activity or sickness compensation.

### **Work injury – Trygghetsförsäkring vid arbetsskada (TFA), Work injury insurance**

The insurance applies in the event of accidents suffered by the employee at work, on their way to or from the workplace, or in the event of illness or infection that has been caused by their work. TFA can replace the income that is lost due to the work injury and any expenses. It can also provide compensation for permanent disability, for example. Travel accidents where a vehicle that is obliged to have motor insurance is involved are not covered by the insurance. Compensation must be applied for instead from the vehicle's motor insurance.

### **Skills and transition – TRR and Avgångsersättning (AGE), Severance compensation**

Skills support is available during employment. There is also support in the event you are made redundant from a permanent post due to work shortage, illness or the termination of temporary employment. The insurance consists of two parts: skills and transition support, which is handled by TRR, and which also encompasses AGE.

### **Death – Survivors' cover**

If a white collar worker is working at a workplace with a collective agreement, they automatically have Tjänstegrupplivförsäkring (TGL), Group life insurance. TGL is paid out as a tax-free lump sum to the white collar worker's family in the event of their death before they retire. The employee can prepare a special beneficiary clause and determine for themselves who is to receive the money. In the event of death, close relatives can receive compensation if the employee, for ITPK, has selected repayment cover or family cover, or both. For employees who earn more than 7.5 income base amounts per year (SEK 625,500), there is a survivors' cover called Family pension.

### **Occupational pension – ITP 2 ålderspension**

ITP 2 retirement pension is a defined benefit occupational pension with a defined contribution supplementary pension called ITPK. Occupational pension in ITP 2 is earned between the ages of 28 and 65.

#### **PREMIEBEFRIELSEFÖRSÄKRING (PBF), WAIVER OF PREMIUM INSURANCE ITP 2**

The insurance can take over the employer's payments of premiums to ITP 2. This applies in the case of sick leave from the month after day 91 or if the employee has been ill for periods totalling 105 days. This also applies if the sick leave is part-time, to at least 25%.



## Indices and base amounts

The pensions and insurance schemes included both in the general and the collective insurance schemes are calculated in terms of base amounts, the income index, the balance index and the adaptability index. These indices link pensions and insurance schemes to prices and incomes, as well as to the stability of the pension system.

### Index

The national public pension system has two different indices: income index and balance index. The income index is determined by the Government and is a measure showing how the average income in Sweden changes each year, and is used to calculate the interest rate in the pension system. A balance sheet for the pension system is prepared every year. If the liabilities are greater than the assets, the pensions cannot follow the wage trend. The balance index guarantees that there is enough money in the system.

### Base amounts, 2026

There are three base amounts: price base amount, raised price base amount and income base amount. The price base amounts are calculated by SCB, Statistics Sweden and the income base amount by the Pensionsmyndigheten Swedish Pensions Agency, at the request of the Government.

**The various base amounts are used in different contexts. For example:**

- ▶ **Price base amount SEK 59,200.** Income ceiling for sickness benefit and activity or sickness compensation, guarantee pension and work injury life annuity.
- ▶ **Raised price base amount SEK 60,500.** Used when calculating pension points for supplementary pension, for example.
- ▶ **Income base amount SEK 83,400.** Income ceiling for the Pensionsgrundande inkomst (PGI), Pensionable income, the national public pension contribution and extra pension rights for childcare years.

The base amounts are also used within collectively agreed occupational pensions and insurance policies, and define ceilings for pension earning, calculations of compensation and life annuity amounts.

## Employer's contributions and premiums

The employer is required by law to pay employer's contributions for national public pension and health insurance, for example. The employer that has collective insurance schemes also pays premiums for these.

### Employer's contributions

The employer must report and declare VAT, deducted tax and employer's contributions. The size of the employer's contribution is determined by the cash salary as well as taxable remunerations and benefits. The contribution is an expense that can be deducted in the tax return. If the employer pays compensation of less than SEK 1,000 during a year to an employee, the employer does not need to make a tax deduction, pay employer's contributions or provide verification. Read more at [skatteverket.se](https://skatteverket.se) about the deadlines for submitting the tax return and making the payment.

### Special payroll tax

The employer pays special payroll tax at 24.26% on their pension expenses for employees. Fora, Collectum and Alecta have information about the basis for special payroll tax in their Internet office. Special payroll tax is reported on the employer's income declaration and the tax is determined during taxation. The employer can deduct the payroll tax on taxed income. Read more at [skatteverket.se](https://skatteverket.se).



### Premiums for collective insurance schemes for blue collar workers

The size of the premiums is determined annually. Fora invoices the Afa insurance schemes, Trygghetsfonden TSL and Avtalspension SAF-LO every month. The premiums are usually deductible.

### Premiums for collective insurance schemes for white collar workers

The size of the premiums is determined annually. Collectum invoices the premiums for ITP1, ITP 2 and ITPK every month. If the employer has taken out TGL with Alecta, the premium is included in Collectum's invoice. Alecta is a Swedish pension company.

Fora invoices the premiums for TFA and TRR. The invoice is sent at the start of each even month. The premiums are usually tax-deductible.

### Compensation for premiums

Employers that pay a contribution to a transition organisation approved by Kammarkollegiet, Legal, Financial and Administrative Services Agency are entitled to compensation by law. Examples of registered transition organisations are Trygghetsfonden TSL and TRR. The compensation is managed by Fora, following a decision by Kammarkollegiet.

## Deduction rules and taxes for pensions

Employers may deduct the cost for their employees' pension premiums. There is, however, a maximum ceiling for how large the deduction may be, calculated either using the main or the supplementary rule.

### Main Rule

The deduction may not exceed 35% of the employee's pensionable salary. Eligible costs include pension contributions, balance-sheet liability entries, or pension fund injections. A maximum deduction of 10 price base amounts (SEK 592,000 per year per employee) is allowed.

### Supplementary Rule

The supplementary rule applies exclusively to one-off premiums and is valid only under the following conditions:

- ▶ When there is a change in the pension agreement.
- ▶ In the case of a new pension agreement for early retirement.
- ▶ If the pension commitments are insufficiently funded.

If the pension is not higher than the levels shown in the table below, the costs are normally deductible. For pensions paid out for employees between the ages of 62–65, different rules apply. It is important to check the effects for the employer and employee when one-off premiums are paid in.

SALARY PORTIONS IN PRICE BASE AMOUNTS	COMPARISON LEVEL AS A % OF SALARY, AT RETIREMENT AGE	
	55–64 YEARS	65– YEARS
–7.5	80	20
7.5–20	70	70
20–30	40	40



## Employer's contributions – the following applies

Employers must pay employer's contributions for their employees. For certain age groups, the employer's contribution is reduced.

### EMPLOYER'S CONTRIBUTIONS FOR BLUE COLLAR AND WHITE COLLAR WORKERS (% OF GROSS SALARY)

Pension contributions	10.21
Health insurance contributions	3.55
Parental insurance contributions	2.00
Survivor's pension contributions	0.30
Work injury contributions	0.10
Labour market contributions	2.64
General payroll tax	12.62
<b>Total</b>	<b>31.42</b>

For employees born between 1938–1958, the employer pays retirement pension contributions at 10.21%.

Read more about employer and employee contributions at [skatteverket.se](http://skatteverket.se). Remember! In certain cases, there may be lower fees regionally.



# Premiums for collective insurance schemes – blue collar workers

The employer's costs for the blue collar worker's occupational pension and insurance within agreement area of Svenskt Näringsliv-LO, The Confederation of Swedish Enterprise and the Swedish Trade Union Confederation.

<b>PREMIUMS FOR AVTALSPENSION SAF-LO – BLUE COLLAR WORKERS (% OF GROSS PAY)</b>	<b>SALARY UP TO 7.5 IBB (SEK 52,125/MONTH)</b>	<b>SALARY ABOVE 7.5 IBB* (SEK 52,125/MONTH)</b>
<b>Defined contribution pension</b>	4.50%	30.00%
The employer pays pension premiums starting from the month the employee turns 22 until the month before they turn 65.		
<b>Premiebefrielseförsäkring (PBF), Waiver of premium insurance</b>	0%	0%
The employer does not pay any premium for the year 2026, as Afa Försäkring is in good financial standing.		
<b>Föräldrapenningtillägg (FPT) Parental benefit supplement</b>	0 %	0 %
The employer does not pay any premium for the year 2026, as Afa Försäkring is in good financial standing.		
<b>Trygghetsförsäkring vid arbetsskada (TFA), Work injury insurance</b>	0.01%	0.01%
Premiums are calculated on the entire salary.		
	<b>SALARY UP TO 7.5 PBB (SEK 37,000/MONTH)</b>	<b>SALARY ABOVE 7.5 PBB** (SEK 37,000/MONTH)</b>
<b>Försäkring vid avgångsbidrag (AGB), Insurance regarding severance pay</b>	0%	-
<b>Avtalsgruppsjukförsäkring (AGS), Group sickness insurance</b>	0%	-
The employer does not pay any premium for the year 2026, as Afa Försäkring is in good financial standing.		
<b>Transition support from Trygghetsfonden TSL</b>	0.34%	0%
Employers who pay a fee to a registered transition organization will be repaid compensation for costs up to 0.15 % by Kammarkollegiet via Fora.		
- Main agreement: The premium is 0.34 % for members of the Confederation of Swedish Enterprise and 0.74 % for employers with affiliated collective agreements.		
- Collective agreement on transition insurance (not a main agreement): The premium is 0.15% for members of the Confederation of Swedish Enterprise and 0.55 % for employers with affiliated collective agreements.		
<b>Tjänstegrupplivförsäkring (TGL), Group life insurance</b>	0.10%	0%
<b>Total premium</b>	<b>4.95%</b>	<b>30.01%</b>
<b>Funded by surplus funds</b>	<b>-0.10%</b>	<b>-</b>
The premium reduction is financed by AMF, through a surplus within the STP plan, which is the former pension plan for blue collar workers.		
<b>Total premium paid by the employer</b>	<b>4.85%</b>	<b>30.01%</b>

\* income base amounts

\*\* price base amounts

## Supplementary premiums

The parties in many sectors have agreed on premiums for additional pension allocations or part-time pension. These premiums are additional and are not included in the above summary. Fora administers the allocation. Read more about the premiums at [fora.se](http://fora.se) and in the relevant collective agreement.

## Special payroll tax

Employers pay a special payroll tax of 24.26% of the pension costs for their employees. Fora produces the supporting data for payroll tax.



# Premiums for collective insurance schemes – white collar workers with ITP1

The employer's costs for the occupational pension and insurance within agreement area Svenskt Näringsliv - PTK, The Confederation of Swedish Enterprise and the council for negotiation and cooperation.

<b>PREMIUMS FOR ITP 1 – WHITE COLLAR WORKERS (% OF GROSS SALARY)</b>	<b>SALARY UP TO 7.5 IBB (SEK 52,125/MONTH)</b>	<b>SALARY 7.5–30 IBB* (SEK 52,125–208,500/MONTH)</b>
<b>Defined contribution pension</b>	4.50%	30.00%

The employer pays premiums from the month the employee turns 25 until the employee reaches the age of 66.

<b>Premiebefrielseförsäkring (PBF) Waiver of premium insurance</b>	0.125%	1.415%
The employer pays premiums from the month the employee turns 25 until the employee reaches the age of 66.		
<b>Trygghetsförsäkring vid arbetsskada (TFA), Work injury insurance</b>	0.02 %	0.02 %

	<b>SALARY UP TO 7.5 PBB (SEK 37,000/MONTH)</b>	<b>SALARY ABOVE 7.5 PBB** (SEK 37,000/MONTH)</b>
<b>Transition support and Avgångsersättning (AGE), Severance compensation from TRR</b>	0.40%	0.40%

Kammarkollegiet reimburses the employer for costs up to 0.15 % via Fora. For employers with a collective agreement (hängavtal), the premium is 0.80 %. The premium is paid until the month before the employee turns 67.

<b>Tjänstegrupplivförsäkring (TGL), Group life insurance</b>	approx. 0.09%	0%
Insurance companies set their own premiums, typically ranging between SEK 20 and SEK 45 per month. This corresponds to approximately 0.09 % of salary for incomes up to 7.5 price base amounts (PBB). At Collectum, the premium for each insurance company is displayed.		

	<b>SALARY UP TO 10 PBB (SEK 49,333/MONTH)</b>	<b>SALARY 10 PBB–30 IBB (SEK 49,333–208,500/MONTH)</b>
<b>ITP 1 sjukpension, ITP 1 disability pension</b>	0.030%	0.108%
The premium is paid until the month before the employee turns 67.		
<b>Total premium paid by the employer</b>	5.17%	31.94%

The employer pays premiums from the month the employee turns 25 until the employee reaches the age of 66.

\* Income base amounts

\*\* Price base amounts

## Supplementary premiums

The parties in many sectors have agreed on extra premiums for part-time pension or flexible pension. These premiums are additional and are not included in the above summary. Collectum administers the premiums for white collar workers who are covered by ITP. For white collar workers who have abstained from ITP, an agreement must be reached regarding the administration of the additional premiums. Read more about premiums at [collectum.se](http://collectum.se) and in the relevant collective agreement.

## ITP1

White collar workers born in 1979 or later are covered by ITP1. Employers that enter into collective agreements now can take out ITP1 for all white collar workers irrespective of age, provided this is approved by Collectum. The employer reports the gross salary that is paid each month, and this forms the basis for the premium. For employees between the ages of 18–25, a premium is only paid for ITP health insurance.

## Special payroll tax

Employers pay a special payroll tax of 24.26% of the pension costs for their employees. Collectum produces the supporting data for payroll tax for ITP 1.

# Premiums for collective insurance schemes – white collar workers with ITP2

The employer's costs for the occupational pension and insurance within agreement area Svenskt Näringsliv - PTK, The Confederation of Swedish Enterprise and the council for negotiation and cooperation.

PREMIUMS FOR ITP 2 - WHITE COLLAR WORKER (% OF GROSS SALARY)	SALARY UP TO 7.5 IBB (SEK 625,500/YEAR)	SALLARY 7.5-30 IBB* (SEK 625,500-2,502,000/YEAR)
<b>Defined benefit pension</b>	Individual	Individual
Several factors affect the premium the employer must pay. These include the employee's salary, age, previously earned pension, and changes in the income base amount. The employer pays premiums until the employee reaches the age of 65.		
ITPK defined contribution supplementary pension	2.00%	2.00%
<b>Family pension</b>	–	Individual
Several factors affect the premium the employer must pay. These include the employee's salary, age, previously earned pension, and changes in the income base amount. The employer pays premiums until the employee reaches the age of 65.		
<b>Premiebefrielseförsäkring (PBF), Waiver of premium insurance</b>	0.145%	1.250%
This also includes the premium the employer must pay for final contribution under the ITP 2 defined benefit plan. For Alternative ITP, the premium is 0.055% of salary exceeding 7.5 income base amounts (IBB). The employer pays premiums until the employee reaches the age of 65.		
<b>Trygghetsförsäkring vid arbetsskada (TFA), Work injury insurance</b>	0.02%	0.02%
<b>Equalisation premium</b>	0.55%	0.55%
If the premium exceeds the maximum allowed amount, additional funding is provided from a special equalisation fund. All employers with ITP 2 contribute to this fund by paying the equalisation premium.		
	SALARY UP TO 7.5 PBB (SEK 444,000/YEAR)	SALARY ABOVE 7.5 PBB** (SEK 444,000/YEAR)
<b>Transition support and Avgångsersättning (AGE), Severance compensation from TRR</b>	0.40%	0.40%
Kammarkollegiet reimburses the employer for costs up to 0.15 % via Fora. For employers with a collective agreement (hängavtal), the premium is 0.80 %. The premium is paid until the month before the employee turns 67.		
<b>Tjänstegrupplivförsäkring (TGL), Group life insurance</b>	approx. 0.09%	0%
Insurance companies set their own premiums, typically ranging between SEK 20 and SEK 45 per month. This corresponds to approximately 0.09 % of salary for incomes up to 7.5 price base amounts (PBB). At Collectum, the premium for each insurance company is displayed.		
	SALARY UP TO 10 PBB (SEK 592,000/YEAR)	SALARY UP TO 10 PBB-30 IBB (SEK 592,000-2,502,000/YEAR)
<b>ITP 2 sjukpension, ITP 2 disability pension</b>	0.030%	0.108%
The premium is paid until the month before the employee turns 67.		
<b>Total premium paid by the employer</b>	Individual	Individual

## Supplementary premiums

The parties in many sectors have agreed on premiums for part-time pension or flexible pension as well as other additional pension allocations. These premiums are additional and are not included in the above summary. Collectum administers the premiums. For white collar workers who have abstained from ITP, an agreement must be reached regarding the administration of the additional premiums. Read more about the premiums at [collectum.se](http://collectum.se) and in the relevant collective agreement.

## ITP 2

White collar workers born in or prior to 1978 are covered by ITP2. Employers that enter into collective agreements now can take out ITP1 for all white collar workers irrespective of age, provided this is approved by Collectum.

## Special payroll tax

Employers pay a special payroll tax of 24.26% of the pension costs for their employees. Alecta produces the supporting data for payroll tax for ITP 2 and Collectum for ITPK.



# How pension and insurance schemes are managed

National public pension and statutory insurance schemes are managed by authorities:

Pensionsmyndigheten The Swedish Pensions Agency, Försäkringskassan the Swedish Social Insurance Agency and Skatteverket the Swedish Tax Agency. The occupational pension and the collectively agreed insurance schemes are administered by Fora and Collectum.

## General state pension and statutory insurance schemes

The Swedish Parliament and the Government institute laws and review regulatory requirements in the field of pensions and insurance. The Swedish Pensions Agency, the Swedish Social Insurance Agency and the Swedish Tax Agency handle the administration. The Swedish Tax Agency determines the pensionable income annually. The Swedish Tax Agency sends this information to the Swedish Pensions Agency, and the information then forms the basis for future pensions. National public pension is the statutory pension that is paid out by the Swedish Pensions Agency. The Swedish Social Insurance Agency is responsible for a large portion of the social insurance system.

## Occupational pension and insurance schemes through collective agreements

Central employers' and employees' organisations are responsible for negotiating and agreeing on the occupational pensions and insurance schemes included in the collective agreements. The collectively agreed occupational pensions and insurance schemes are administered by Fora and Collectum.

Many collective agreements include supplementary premiums to the occupational pension, over and above that which exists within the framework of Avtalspension SAF-LO and ITP. Read more in the relevant collective agreement.

# Agreement regarding ITP via collective agreement for white collar workers

Employers that are covered by collective agreements for white collar workers take out agreements regarding ITP with Collectum, which manages ITP.

## ITP has two parts: ITP 1 and ITP 2

ITP is a collectively agreed occupational pension for white collar workers within the private sector, and has two parts.

- ▶ Employees born in 1979 or later are covered by ITP 1, a defined-contribution plan.
- ▶ Employees born in 1978 or earlier are covered by ITP 2, a defined-benefit plan, along with ITPK, a defined-contribution supplementary component.

Employers that enter into collective agreements now can allow all employed white collar workers to be reported for ITP 1, regardless of their year of birth. However, a precondition for this is that the employer is not already covered by a valid collective agreement for ITP 2, nor has been covered in this manner over the past 18 months. The employer enters into the ITP agreement by filling in Collectum's form "Application for pension agreement", and applies for ITP 1 for all white collar workers.

Another exemption is that a person born in 1978 or before, and who has a salary exceeding 10 income base amounts, may reach agreement with the employer regarding switching to ITP 1, rather than defined-benefit ITP 2.

## Pension premiums - ITP 1

ITP 1 is a complete defined contribution occupational pension. The premium is 4.5% on wages up to 7.5 income base amounts (SEK 52,125 per month). For salary portions from 7.5 up to 30 income base amounts, the premium is 30%. From 1 January 2023, a ceiling has been introduced which means that no premium is paid on salary above 30 income base amounts (SEK 208,500 per month), and no pension is earned.

The pension premiums are transferred every month to the selected pension company. The premium is paid by the employer until the month before the employee turns 66.



## All gross salary is pensionable - ITP 1

Pensionable salary is the gross salary paid in cash (excluding reimbursement of expenses) for each calendar month. The employer must report paid gross salary to Collectum each month. Read more about pensionable salary and salary reporting at [collectum.se](https://collectum.se).

## ITP 2 - what does it cost?

The premium for ITP 2 includes contributions for retirement pension, ITPK (the supplementary defined contribution pension), risk coverage, and a compensatory premium. For those who have a salary of more than 7.5 income base amounts, it also comprises a family pension premium. The ITP retirement and family pensions are defined benefit pensions, which is why the premiums are calculated on an individual basis. The premiums are affected by the employee's salary, age, and previously earned pension rights. Read more about the cost at [alecta.se](https://alecta.se). Alecta is the default provider and manager of the defined-benefit ITP 2 occupational pension plan.

## Pensionable salary - ITP 2

ITP 2 is calculated based on the employee's relevant annual salary. This means that the retirement pension is calculated on the basis of the salary the employee was receiving immediately before retiring. The pensionable salary may not exceed 30 income base amounts (SEK 2,502,000).

The employer reports the white collar worker's salary to Collectum. This is generally done once a year, once new salaries have been determined. Benefits for ITP 2 are calculated on the basis of the salary reported to Collectum. The salary includes:

- ▶ 12.2 x permanent monthly salary.
- ▶ Commission, bonus, or similar (average for the variable salary portions paid out over the last three years); see below. The Confederation of Swedish Enterprise and the Council for Negotiation and Cooperation recommend that estimated variable salary portions that will be paid out during the first year are reported directly. After one year, variable salary portions that have been paid out during the first year are reported, and after two years the average of the variable salary portions paid out over the two years is reported. The reported salary must not be below any guaranteed income.
- ▶ The compensation paid out over the preceding year for regular shift work, staggered working hours, on-call and stand-by time.
- ▶ The compensation paid out over the preceding year for travel time remuneration (not travel cost compensation).
- ▶ Holiday pay on variable salary portions in accordance with previous points. In the reporting, holiday pay supplements for variable salary components should be included, provided that the variable salary component entitles the employee to holiday pay supplements. Therefore, holiday pay supplements should only be included in the calculation if the variable salary component is eligible for holiday pay supplements.
- ▶ Fringe benefits in the form of entirely free board or lodging.

Any bonus that is comparable to commission should be included in the pensionable salary. This means that the bonus is a variable sum that is paid when targets have been achieved. The rules are to be clear in advance.

Gratuities determined solely by the employer do not count as pensionable salary. A gratuity is a discretionary amount set by the employer and paid retrospectively. It is not communicated in advance.

Other fringe benefits such as overtime pay, per diem allowances, travel expenses, and severance pay are not to be included in the reported salary.

Read more about pensionable salary and salary reporting at [collectum.se](https://collectum.se).



## ITP 2 via collective agreements for white collar workers

The retirement pension in ITP 2 consists of a defined benefit portion and a defined contribution portion, called ITPK.

### Size of the retirement pension, ITP 2

Defined benefit ITP 2 is calculated as a percentage of the pensionable salary. Different percentage rates are used for different income ranges. ITP 2 supplements the national public pension, which is earned on salary up to 7.5 income base amounts. For this reason, benefits in ITP 2 vary and are dependent on income ranges.

SALARY IN INCOME BASE AMOUNTS	SALARY IN SEK, 2026	ITP OCCUPATIONAL PENSION
0–7.5	0–625,500	10%
7.5–20	625,500–1,668,000	65%
20–30	1,668,000–2,502,000	32.5%

The defined-benefit ITP 2 pension is reduced if the period of service is shorter than 360 months, by 1/360th for each month that is missing. The ITP 2 pension is normally paid out as an even pension amount for the rest of the person's life. However, when it is due to start being paid out, the employee can choose to draw the pension in another way.

## ITP 2 under the book reserve method

With the book reserve method, the company keeps the pension money in its accounts until it's time to pay it out. This money can be used as long-term capital. At the same time, employees' pensions are protected by credit insurance.

### ITP 2 occupational pension can be secured in two ways:

- ▶ By paying premiums to Alecta.
- ▶ By managing the occupational pension under the book reserve method, where the employer is responsible for the pension capital until it is time to pay out the pensions.

The employee receives the same occupational pension regardless of the funding method. PRI Pensionsgaranti administers ITP 2 under the book reserve method in collaboration with Collectum and Alecta.

### ITP 2 under the book reserve method

Choosing ITP 2 under the book reserve method means that the pension capital remains with the employer. The pension capital becomes a long-term source of financing and can be used to support business growth until needed for pension payments. The employer gains a clearer view and increased transparency of pension costs, administration, and yield tax.

The earned pension rights form a pension liability. This liability increases primarily through earned pension rights and interest and decreases as occupational pensions are paid out.

The book reserve method covers the defined benefit pension (the actual pension capital) and the indexation (adjustments for inflation) that has been decided so far.

## There are two ways to manage occupational pension under the book reserve method:

- ▶ Pension liability on the balance sheet – the capital remains in the company and is used until occupational pension payments begin.
- ▶ Pension foundation – the capital is placed in a pension foundation that manages the funds until occupational pension payments are due.

### Credit insurance

A credit insurance with PRI Pensionsgaranti is required to secure the occupational pensions under the book reserve method. This guarantees that employees receive their pensions even if the employer becomes insolvent.

### What is not included under the book reserve method?

- ▶ Family pension and disability pension benefits are insured through Alecta and administered via Collectum.
- ▶ The defined-contribution supplementary pension, ITPK, is administered and invoiced through Collectum.
- ▶ In several sectors, the social partners have entered into agreements regarding contributions to part-time or flexible pensions schemes, as well as other forms of supplementary pension benefits. These contributions are administered and managed by Collectum.
- ▶ Tjänstegruppplivförsäkring (TGL), Group life insurance is managed by the insurance company chosen by the employer.

Read more about the book reserve method at [pri.se](http://pri.se).

## Alternative ITP

Alternative ITP, also known as a “ten-fold earner solution” (“tiotaggarlösning”), is an occupational pension that replaces parts of the collectively agreed occupational pension ITP 2. In order to select an alternative ITP, the employee must earn more than SEK 834,000 (ten income base amounts) per year. The employer and the employee must be in agreement, but it is the employer who determines whether alternative ITP is to be offered.

The employee must reach agreement with their employer to replace retirement and family pension above SEK 625,500 (7.5 income base amounts) with an alternative ITP (known as a ten-fold earner solution). It is also possible to switch completely to ITP 1. It is the employer that determines whether the employee is to be offered alternative ITP or moved to ITP 1, as well as the pension company or companies in which alternative ITP can be taken out. The agreement is valid thereafter for the duration of employment. If the employer and the employee are not in agreement, ITP 2 applies.



# Comparison between ITP 2, alternative ITP and ITP 1

	<b>ITP 2</b>	<b>ALTERNATIVE ITP *</b>	<b>ITP 1</b>
<b>Pension system</b>	Defined-benefit pension based on final salary.	Usually a defined contribution plan. Pension depends on premiums, investment returns, and fees.	Defined contribution plan. Pension depends on premiums, investment returns, and fees.
<b>Gender neutrality</b>	Gender-neutral. Same pension for men and women with equal premiums.	May vary. Women may receive lower monthly pension due to longer average lifespan. Conditions differ between providers.	Gender-neutral. Same pension for men and women with equal premiums.
<b>Compensation to survivors</b>	Includes family pension unless the employee opts out. Repayment cover and family cover can be added.	Flexible choice of survivor protection. Cohabitants and children over 20 can be beneficiaries.	No family pension included, but repayment cover and family cover can be added.
<b>Final payment</b>	Final payment may be made if the employee retires early (from age 62).	No final payment.	No final payment.
<b>Waiver of premium</b>	Full waiver during illness or partially ill. Pension continues to accrue based on salary before illness, regardless of sick leave level.	Requires separate insurance. Usually proportional to degree of incapacity.	Proportional to degree of incapacity. Applies during illness and parental leave.
<b>Collective agreement guarantee</b>	Guarantees full pension even if employer fails to pay premiums.	Guarantee applies retroactively for up to 12 months after application to Avtalat.	Equivalent guarantee as in ITP 2.
<b>Premium maximization</b>	Maximum premium level applies. Excess costs covered by equalisation fund.	No premium maximization.	No premium maximization.

\* Alternative ITP is not a specific product, which means that alternative solutions can differ in appearance.

You can read more about ITP at [avtalat.se](http://avtalat.se).



# Comparison between ITP1 and ITP2

	ITP1	ITP2
<b>Pension system</b>	Defined contribution plan.	Combination of defined-benefit and defined contribution plans.
<b>Eligibility</b>	Retirement pension: ages 25–66. Disability pension: ages 18–67.	Applies to white-collar employees born in 1978 or earlier who have not yet turned 65. Disability pension: up to age 67.
<b>The size of the pension</b>	The employer pays a set percentage of the employee's salary. The final pension depends on salary level, fund performance, and fees.	The pension is mainly based on years of service and final salary. ITPK is a defined contribution plan similar to ITP 1.
<b>Final payment</b>	Not included.	May be included if the employee retires early (from age 62)
<b>Employer cost</b>	Predictable and based on monthly salary.	Varies, as most premiums are calculated individually.
<b>Pensionable salary</b>	Monthly gross salary including overtime, bonuses, and commissions. Expense reimbursements are excluded.	Annual salary: fixed monthly salary × 12.2 plus variable salary components. Overtime and expense reimbursements are excluded.
<b>Salary portions covered</b>	Salary limit 30 IBB (SEK 208,500/month).	Salary limit 30 IBB (SEK 2,502,000/year).
<b>Compensation to survivors</b>	Optional repayment cover and family cover within the pension premium.	Family pension is lifelong for survivors if salary exceeds 7.5 IBB. Not available for cohabitants or children over 20. Repayment and family cover can be selected in ITPK.
<b>Waiver of premium insurance</b>	Applies if the employee is: <ul style="list-style-type: none"> <li>▶ ill or injured (after 14 days)</li> <li>▶ on parental leave (up to 13 months)</li> <li>▶ on temporary parental leave</li> <li>▶ Valid until age 66</li> </ul> The waiver of premium is proportional to the degree of work incapacity.	Applies if the employee is: <ul style="list-style-type: none"> <li>▶ ill or injured (after 90 consecutive days or 105 days over 12 months)</li> <li>▶ Valid until age 65</li> </ul> No premiums required if sick leave is at least 25%



# Financing systems – pensions

There are various methods for financing future pension payments. A description follows of various financing systems.

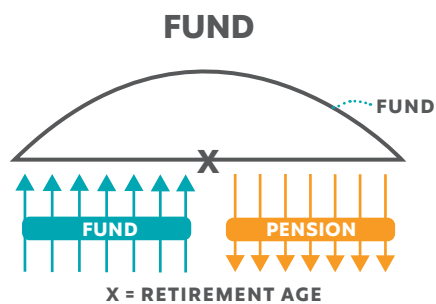
## FUNDED SYSTEM

The following collectively agreed pension plans are funded systems:

- ▶ Avtalspension SAF-LO.
- ▶ ITP retirement pension.
- ▶ ITPK.

Premiums are paid or investments made during the active period until retirement age. On retirement age, the pension begins to be paid, and the fund is reduced by the amounts paid out. If the premium payments are stopped, a paid-up policy is created based on the premiums paid. At retirement age, the paid-up policy is paid in the form of an ongoing pension.

The premiums are calculated with regard to estimated life expectancy, the time remaining until retirement age, and interest. For ITP 1, ITPK and the Avtalspension SAF-LO, Collective Pension the premiums are set in agreements. In the state pension system, the premium pension is a funded system.



## Pay-as-you-go systems

The pay-as-you-go system that applies e.g. to the income-related pension in the state pension system means that there is no investment. The fees paid each month to the government by companies via the employer's contributions are also paid out immediately as pensions. Buffer funds may be created, e.g. the AP funds.

