

MISTREATED IN THE WORKPLACE

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If you are being bullied, discriminated against or otherwise treated badly in your workplace, there are ways to deal with the problems.

There are different ways to be treated badly and depending on what problem you have, there are different ways to make the situation better. If you are employed by a company that follows rules in collective agreements and around insurance regulations (see "Checklist for employees" produced at TIA's theme meeting on working as an asylum seeker), you have better conditions, right from the start. This information material describes several different situations, even for those workplaces that do not have a collective agreement.

First, always talk to your boss if you feel ill-treated in the workplace. If it feels difficult to talk to your boss or if it is your boss who treats you badly, there should be a so-called safety representative at the workplace that you can turn to. Safety representative is one of your colleagues who is responsible for ensuring that all employees are treated well in the workplace. If you are a member of a trade union, there are great opportunities to get help from there.

Below are some different situations you may end up in as an employee:

Not appreciated for your work effort

Bullied by colleagues

Forced to do tasks in addition to your own

Your salary is not paid

You are discriminated against on the grounds of gender, age, religion, ethnicity, sexual orientation, gender identification and disability

You are ignored in the workplace

You work too many hours a week

You receive too low remuneration / salary for the work you do

You are subjected to abusive treatment (degraded or bullied)

You are being sexually harassed

You are burdened with unreasonable demands and responsibilities

You work illegally (without a contract and / or with a salary for which neither you nor your employer pays tax)

In these links you can read more about what you can get help with and what [bullying](#) and [abusive discrimination](#) can look like. Both these pages can be translated into other languages.

There are rules for employers to work more with [the mental and social work environment](#) in workplaces. It is the employer's responsibility to have a good working environment for its employees, not only the physical work environment but also the organizational and social work environment.

If the employer does not do this, you can [report them](#) to the Swedish Work Environment Authority, anonymously via their website. The Swedish Work Environment Authority then carries out an inspection at the workplace and can issue an injunction that often entails a fine. You can also report misconduct at a workplace you do not work at yourself if you know of one. The page exists in many different languages.

If you report as an employee, your report is covered by confidentiality and your personal information will not be shared. No one will know that you made the report. [Instructions](#) (in Swedish).

You do not risk losing your job because you report, but you can request to be relocated to another place within the workplace. You do this in conversations with the union, safety representative and manager/boss.

If you work illegally, you have no rights in the workplace. This therefore makes it much more difficult for you as an employee to request a correct salary, working hours and breaks in accordance with collective agreements and to get help if you are treated abusively. The only thing you can actually do is resign and apply for a job at another workplace with a so-called white job. Then you have completely different opportunities to get help and support if you are exploited or violated in the workplace.

The Swedish Tax Agency has more information about what you [miss when you work illegally](#) and how you do [to work "white"](#). The crime you commit when you work illegally is a tax crime because you do not show what compensation you have as income in your tax return.

Also keep in mind that undeclared work can be a reason for not being allowed to stay or get a work permit in Sweden.

SMALL DICTIONARY

Safety representative or work environment representative: The safety representative's task is to work for a good working environment and to ensure that there is protection against ill health and accidents in the workplace. The safety representative must also ensure that the employer complies with the Work Environment Act. The safety representative is selected by the staff, ties the employees and represents all employees in the workplace.

Work Environment Act: Created in 1977 and provides the external framework for what applies regarding the environment in the workplace. The purpose of the law is to prevent ill health and accidents. It is the employer who leads the work towards a better working environment and is ultimately responsible. The law also states that the employer and the employees must work together to make the work environment as good as possible. The Swedish Work Environment Authority: Is the authority you can turn to with questions concerning the Work Environment Act

Trade unions: A trade union is an organization where employees in a certain profession or a certain workplace come together to work for their situation and their rights at work. The union can provide support in question on working conditions and assist in disputes with the employer.

The Swedish Environmental Crime Agency: The agency against financial crime, such as tax offenses and accounting offenses.

LINKS

Bullying: <https://www.arbetsmiljoupplysningen.se/Amnen/Mobbning/>

Abusive discrimination: <https://www.suntarbetsliv.se/artiklar/organisatorisk-och-social-arbetsmiljo/vad-ar-krankande-sarbehandling/>

The mental and social work environment:

<https://www.av.se/halsa-och-sakerhet/psykisk-ohalsa-stress-hot-och-vald/>

Report them: <https://www.av.se/om-oss/visselblasarlagen/anmalan-om-missforhallanden-inom-arbetsmiljoverket/>

Instructions: <http://www.duochjobbet.se/nyhet/sa-har-larmar-du-om-jobbproblem-anonymt/>

Working illegally:

<https://www.skatteverket.se/foretagochorganisationer/startaforetag/kopatjanster/konsekvenseravsvartarbete.4.71004e4c133e23bf6db800098309.html>

How to work “white”:

<https://www.skatteverket.se/foretagochorganisationer/startaforetag/kopatjanster/konsekvenseravsvartarbete/sajobbarduvitt.4.71004e4c133e23bf6db800098281.html>

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