

There has been a slow growth of healthy and good work in the Swedish business sector for at least ten years until COVID–19 pandemic

This report follows up on the healthy and good work on the organisational level in the Swedish business sector over ten years.

An index shows a slow growth of healthy and good work in the Swedish business. The index is also divided into three indicators showing the development in more detail:

- individual learning
- structural conditions for learning at work
- participation/decentralisation of work responsibilities

The indicator for structural conditions for learning contributed to a large extent to the increase (before the pandemic). The indicator for participation/decentralisation shows successive growth throughout the ten years, i.e., has a small growth also at the latest measurement point, 2019–2020.

Individual learning shows a significant drop in the level at the last measurement, 2019–2020. Many companies stopped investing in employees' learning during the pandemic. A similar pattern is visible for most EU countries and worldwide by official statistics and OECD. The result alerts the companies and authorities that the agenda now must be to prevent drops in the future.

The patterns of the indicators are reflected by company size and most of the industries in Sweden. The service and knowledge-intensive manufacturing companies have slightly higher levels than the other commodity-producing companies.

Finally, the analysis shows that the company's technology level is a primary driver for healthy and good work, and society's economic level has some impact.

Data are from four Swedish Surveys (2009, 2012, 2015, and 2019–2020), including 6500 companies. The surveys follow the EU Meadow Guidelines for data (<http://www.meadow-project.eu/>). According to the Swedish OSH Act (SFS 1977:1160), survey questions measure learning organisations. Independent stratified sampling is used, and non-response analyses show representativeness.

The report is part of the Swedish SAAWE project Healthy and Good Work: Latest Ten Years of Healthy and Good Work (theme 1) and Managing of OSH (theme 2).