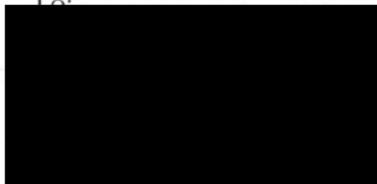


From:  
Andreas Modig  
chief legal officer/ general counsel  
The Swedish Confederation of Transport  
Enterprises

To:



Stockholm 2026-02-20

Ref JAL OTH 5/2026  
Special Procedures, Office of the High  
Commissioner for Human Rights

**Dear Special Rapporteurs,**

Thank you for your letter to our member company Gothenburg RoRo Terminal AB. The company is a member of the Swedish Confederation of Transport Enterprises (in Swedish “Transportföretagen”) which, in turn, are a member of the Confederation of Swedish Enterprises (in Swedish “Svenskt Näringsliv”).

In Sweden, the relationship between employers and employees—covering areas such as remuneration, working hours, and occupational health and safety—is governed primarily through collective agreements concluded between the social partners on the labour market. These agreements are complemented by statutory provisions relating to, for example, co-determination, employment protection, freedom of association, and safeguards for trade union representatives.

Disputes concerning alleged breaches of collective agreements or the wrongful dismissal of employees are initially addressed through negotiation procedures between the relevant trade union and the employer. Should these negotiations fail to resolve the matter, the dispute is subsequently adjudicated by the Labour Court. This procedure applies irrespective of whether the individual concerned is a member of a trade union, is not organised, or holds a position as a trade union representative. The dispute resolution framework is based on the negotiation procedures laid down in collective agreements, the Labor Disputes (Judicial Procedure) Act, and the Swedish Code of Judicial Procedure.

The system described above constitutes a central element of the so-called Swedish model and represents Sweden’s chosen method for regulating labour market conditions and fulfilling its obligations under applicable international conventions.

The Labour Court hears approximately one hundred cases annually, initiated by trade unions, companies, or employers’ organisations from across the Swedish labour market. The case referenced in your letter is currently being examined by the Labour Court, and a judgment is expected later in 2026. We act on behalf of the company in these proceedings and will issue statements regarding factual and legal grounds solely within the framework of the ongoing legal process.

As a consequence, the case will not be commented on outside of the court proceedings.

The company will, naturally, abide by the court’s future decision.



Best regards

Andreas Modig

chief legal officer / general counsel

**The Swedish Confederation of Transport Enterprises**

*Transportföretagen*