



LUND
UNIVERSITY

HR Division

Information regarding the prerequisites for a priority entitlement to re-employment

If you have been dismissed due to a lack of work or have had a fixed-term employment contract under Section 5 of the Employment Protection Act (LAS) that has ended, you are entitled to priority for an re-employment under certain conditions. The prerequisites for entitlement for re-employment are, in addition to the length of employment specified below, that you notify Lund University an interest of being re-employed and that you have sufficient qualifications for the new employment.

The qualification period for the general pre-emption right is that you have:

- a total of more than 12 months of employment in the last three years.

In the case of employment under Section 5.1 of the LAS (SÄVA), you have the right to re-employment to a new SÄVA if you have one:

- a total of more than 9 months of SÄVA employment in the last three years.

If you are employed under Section 5.3 LAS (seasonal work), you are entitled to re-employment in a new seasonal position if you have:

- a total of more than six months of seasonal employment in the last two years.

Notification

If you wish to claim preferential reemployment rights, please notify us digitally according to the description available by scanning the QR code below or the information at [Benefits | Staff Pages \(lu.se\)](#)



If you choose to claim the preferential right to reemployment you will be considered as a candidate for the vacancies corresponding to the information in your notification. Please note that the Constitution's requirement for a factual basis (merit and skill) for the appointment of government employees outweighs the preferential right to reemployment. This means that if another applicant is more qualified (on the basis of merit and skills), this applicant may be hired ahead of you with preferential rights. In these situations, the employer will negotiate with the relevant workers' organisation before making an employment decision on the matter.

Information on job vacancies can be found at [Vacancies | Lund University](#)

Preferential rights apply from the date of dismissal or notification under Section 15(1) (LAS) and thereafter until nine months have elapsed from the date of termination of your employment.