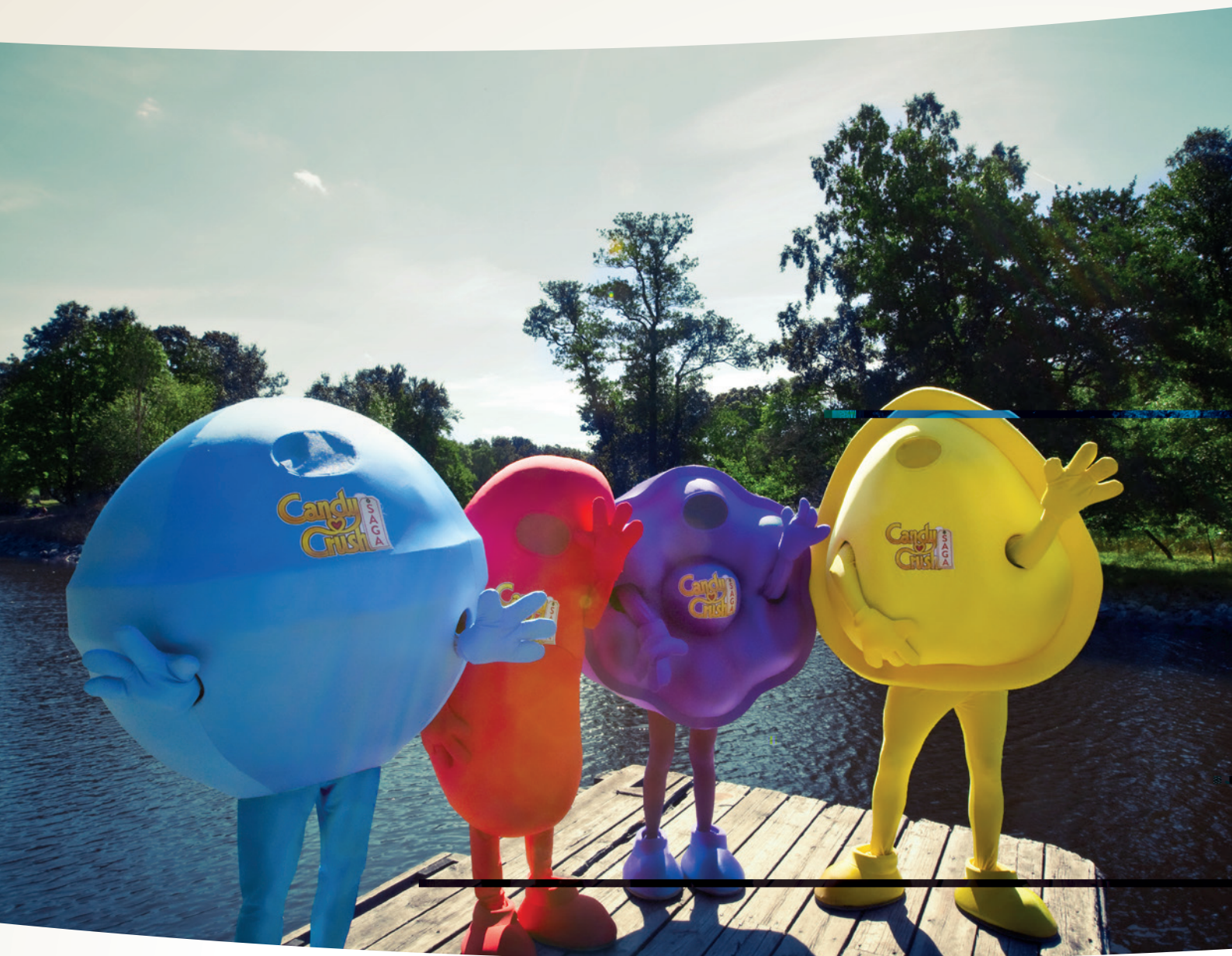


A cheat sheet for newbies who want to begin their Nordic saga in full swing

Joining our Kingdom in Sweden?



For those that go the extra mile

We know moving to another country is a life changing decision. That's why we've gathered everything essential in this easy-to-read-guide. This way you can enjoy your time fully when you get here – like taking your polar bear out for a walk, having a fika, eating cinnamon buns and learning how to distinguish the Swiss from Swedes.

Don't worry now, you're capable and smart enough to know that a Swede isn't just a vegetable. All we want is to be there for you. Whether you need help filling out a tax form or need inspiration for places to eat, live and sleep – King is at hand.

Contents

Sweden – not the country famous for its watches, alps and funny hats	5
Get green	5
Power to the people	5
Benefits, vacation and learning how to pronounce 'tack tack!'	7
Where the little monsters go	7
How to keep your health bar full	9
Where you hang your hat	9
What the Swedish chef forgot to mention	11
Ready to play?	11
Sweden – the bullets	12
Wanna know more?	12

Sweden – not the country famous for its watches, alps and funny hats

With only 10 million in population Sweden, the third largest country in the European Union, is far less densely populated than many other European countries. The capital, Stockholm, has the largest population of 2.3 million and is followed by Gothenburg and Malmö.

Sweden is a constitutional monarchy, which means that the head of government is a prime minister and that the royal family has a ceremonial role. Sweden has been a part of the European Union since 1995 but still has its own currency, the Swedish crown or SEK for short.

As a small country, Sweden takes great pride in the impact its culture and business has had on the world. Examples include Spotify, Zlatan Ibrahimovic, Ingmar Bergman, Stig Larsson and, of course, the icons ABBA and IKEA. On a geographical note, Sweden has dramatic seasons with short days and lots of snow in the winter and temperate long days in the summer – in the northern most parts of Sweden the sun doesn't even set in summer and hardly rises during midwinter.

Get green

If one of the most comprehensive public transportation systems in the world sound good to you, move to Sweden. Trains and buses go everywhere, from the big cities to small skiing villages like Åre in the Swedish mountains.

Stockholm was named Europe's first Green Capital in 2010. Among the reasons cited by the European Union are the city's successful 25 % cut in emissions since 1990, large number of green areas, and the ambitious goal to become a fossil fuel free city by 2050.

All throughout Sweden the air is clean, there is tons of nature and the water is perfect for drinking and swimming.

Power to the people

Sweden is quite commonly associated with progressive politics and generous social benefits. It is also a country that, during recent decades, has become a highly multi-cultural and ethnically diverse society. The foundation of Sweden's parliamentary democracy comes from the people. Everyone has the same rights and everyone is free to have their say and to scrutinise how politicians and public organizations exercise their power.

Swedes rely on government benefits more than in any other country. Free healthcare, child care and retirement pensions are well established in the country. It all comes from The Swedish well fare system or as the Swedes say "Folkhemmet" (the People's home). The well fare system began to take form in the early 20th century. But it really became a part of everyday life between 1945 and 1975, when the country's economy grew steadily and people could pay high taxes. The idea that everyone is entitled to extensive government benefits, regardless of income is now a fundamental part of the Swedish culture.





Benefits, vacation and learning how to pronounce 'tack tack!'

Parental benefits

One of the rewards of working in a country with strong social benefits is a safe and protective employment framework and labor laws that prioritise quality of life. An example of Sweden's parental benefits is that parents of children aged eight and under have the right to work part-time (75 % or more), a right which many Swedes take advantage of. Another example is that parents who miss work in order to take care of a sick child (up to 12 years old) can receive compensation for lost income.

Parents have a combined entitlement of 480 days of paid leave for every child below the age of eight. To be entitled paid leave the parent has to have worked for at least 6 months in Sweden prior to the claim. Mothers take most parental leave today, but in recent years Sweden has seen an increase in fathers spending more time at home with their children which now amounts to about 20 % of all parental leave. Of the 480 days, 60 days are reserved for each parent. Beyond that, parents are free to decide how to arrange their leave. Parental allowance is 80 % of salary up to a maximum (445.000 SEK for year 2013) and is paid by the social security system.

Fathers are also entitled to ten days leave for the birth. If the parent hasn't worked for six months in Sweden prior to applying for parental benefit he/she will only receive the entitled monthly child support (1.050 SEK a month in 2013). You can find more information about the Swedish parental benefits system on www.fk.se.

Vacation

By law, every employee is entitled to at least five weeks of vacation annually. Traditionally, most Swedes have their time off in July. This is when Swedes go to their summer houses in the archipelago to soak up every hour of sun and chop wood for the winter months, endlessly renovating their homes and getting close to nature with some serious skinny dipping.

Community Day

To show our love to the community we also offer one paid day to be used for community or charity purposes. This is organised by the local studios together with HR.

Learning English and Swedish

We offer free language courses in both English and Swedish (English is our official business language).

Swedish for Immigrants (SFI), a state run school, also offers integration courses, which include Swedish language classes and orientation/cultural classes. This is a great way for you and your family to take the first steps in learning about the Swedish culture.

Where the little monsters go

Child care

The norm in Sweden is that both parents work. High quality, affordable childcare is therefore very important to Swedes. Publicly subsidised childcare is available to all children between the ages 1–12. This includes both day care for pre-school children and out of school care for school-age children. The municipality runs most child care centres, but there are also private day care centres and parent co-operatives, though most of these also receive government subsidies. Sweden features some of the best and most affordable child care and educational systems in the world. The maximum cost per month for having your child at child care is approximately 1.200 SEK for one child, approx. 2.000 SEK for two children and approx. 2.500 SEK for three children.

Schools

All children start school in August in the same year that they turn seven. After the first nine mandatory years, students have a choice of staying on for three more years in secondary school (gymnasium). Almost everyone moves on to secondary school where they can choose between various academic or vocational programs. School is free in Sweden, except for nursery schools and higher education that are partly funded by the government. Student loans and subsidies are available to residents studying at the upper secondary or university level.

There are several international schools in Sweden where teaching is performed in English. Most of these are found in large cities such as Stockholm, Gothenburg and Malmö. University studies are free for residents of Sweden as well as EU/EEA and Swiss citizens.

How to keep your health bar full

Health care

Thanks to a tax payer-funded and largely decentralised healthcare system, Sweden can offer inexpensive, heavily subsidized and high quality public healthcare for everyone who lives or works in Sweden.

With falling mortality risks, for both heart attacks and strokes, life expectancy continues to rise. More than 5 % of the Swedish population is aged over 80, with the average life expectancy for women being 83 years and for men 79 years.

Social Insurance

Social insurance covers sickness, disability, having children and retirement. It is possible to sign up for extra insurance via insurance companies – this is sometimes offered by your trade union. Some employers also provide extra insurance coverage as a staff benefit.

If you have to stay home from work because of illness, you receive no wages or sick pay the first day (karensdag). For the following two weeks, you receive sick pay from your employer. After that, sickness benefits are paid and administered by Försäkringskassan www.fk.se. As a rule, both sick pay and sickness benefits amount to 80 % of your salary (up to a certain limit, 445.000 SEK/year in 2013). You pay income tax on both.

As part of the publicly funded social insurance, you only pay a moderate fee when visiting a doctor or physiotherapist within the national health scheme.

Dental care is free up to and including 18 years of age. After that you have to pay part or the entire cost yourself.

Where you hang your hat

Housing in Sweden

In Sweden, you can buy or rent. King will help you find a permanent home and assist you with short term accommodation. Buying a home in Sweden can be in the form of ordinary ownership (typical for houses) or by becoming a member of a housing co-op (standard for apartments and common with semi-detached houses).

In the rental market, you will find both private and municipal landlords. Rental apartments are more common than house, although those can also be found. Most rentals are unfurnished but whether you buy or rent, you will find a cooker, fridge and freezer in place. There may also be a dishwasher and a washing machine but most apartment buildings have bookable laundry rooms. Heating and hot water are generally included in the rent whereas other services such as electricity and broadband may or may not be included.

If you take a bank loan or mortgage to buy a house or an apartment, you can deduct the interest you pay on the loan from your taxable income.





What the Swedish Chef forgot to mention

Swedish culinary tradition entails more than what the Muppet Show explored. At the centre of Swedish culinary experiences stands the Swedish smorgasbord. Traditionally Swedes have smorgasbord at Christmas, Easter and Midsummer and usually serve, with slight variations, pickled herring, crisp bread, egg with roe, meatballs, mini sausages and the beloved snaps, a herb infused hard liquor taken as a shot. As a ritual the snaps is enjoyed after a short (sometimes very long) song sung collectively by the guests. Snaps is also a must at the colourful, festive and overindulgent crayfish parties, held throughout August.

Another well-known Swedish culinary experience is 'fika', a sort of Swedish style afternoon tea. Fika is had at work, after work and at weekends and is all about consuming litres of coffee and having something sweet, like a cinnamon bun, slice of princess cake or a biscuit. The Swedes notoriously love sweets and their most precious possession is 'lördagsgodis' (Saturday lollies), a pick-and-mix style lolly option, which Swedes indulge in every Saturday. The hero of lördagsgodis is salty liquorice (at least amongst adults).

A less famous tradition is that many Swedes have pea soup and pancakes with jam Thursday, a tradition with unknown origins that has been upheld by the Swedish Armed Forces since World War II. If you are going to our studio in Malmö, you will most likely experience the local tradition of 'gåsamiddag' (goosedinner) where you will be served 'svartsoppa' (blood soup), goose and 'spettekaka' (cake baked on a skewer based on egg and sugar). Delicious!

Other things that Swedes praise and can't live without are; cheese for their open sandwiches (there's even a Swedish invention for grating cheese, the infamous osthyvel), fil (a kind of yoghurt) and chanterelles (a Swede will never let you know his/her secret spot for picking this golden brown, nutty flavoured, mushroom).

Ready to play?

Remember to register with the Tax Office

If you're planning to move to Sweden you must register in person at the local Tax Office, and King is happy to help you with this – just ask. Don't forget to bring passport and any documents proving your civil status, birth certificates of any children who are moving with you, and your residence permit.

If you are planning to stay one year or more you will be issued a personal identity number (personnummer). If you plan to stay less than a year, you will be issued a co-ordination number (samordningsnummer). This process is called 'folkbokföring' and is necessary for many transactions and in order to access most services such as opening a bank account. For more information, please see the links at the end.

Why you should register

Registering means you will receive your mail and the correct amount of Tax. It ensures that you can vote and collect insurance payments. Most insurance companies require you to be a registered resident for the household in you wish to make an insurance claim for.

Taxes

Normal Swedish income tax regulations apply to anyone working for more than six months in Sweden and is deducted by your employer. Tax is at the same rate whether you are married or single, with or without children. You will pay municipal tax, which varies but is on average 31 % of your taxable income. An additional state income tax is payable at a rate of 20 % for the part of your taxable income that exceeds 413,201 SEK and 25 % for the part of your taxable income exceeds 591,600 SEK (2010)."

The tax year is the same as the calendar year. Around February each year you will receive an income tax return form for the previous year to be submitted to the tax authorities no later than May 2nd. Normally the form is sent to you with preprinted information about your income, deductions for some expenses, tax paid and tax due. If you live abroad and work in Sweden for less than six months you can choose to pay a special income tax (SINK) which is 25 %. In this case you will be unable to claim tax relief for your expenses. For more information about the Swedish tax system please visit: www.skatteverket.se.

Sweden – The bullets

- **Area:** 450.000 km² (174.000 sq mi)
the third largest country in Western Europe.
- **Forests:** 53 %, mountains: 11 %, cultivated land: 8 %, lakes and rivers: 9 %.
Longest north-south distance: 1.574 km (978 mi)
Longest east-west distance: 499 km (310 mi)
- **Capital:** Stockholm
- **Population:** 10 million inhabitants
- **Currency:** Swedish crown (SEK)
- **Languages:** Swedish; recognised minority languages: Sami (Lapp), Finnish, Meänkieli (Tornedalen Finnish), Yiddish, Romani Chib
- **Form of government:** Constitutional monarchy, parliamentary democracy
- **Parliament:** The Riksdag, with 349 members in one chamber
- **Religion:** In practice, Sweden is very secularised. The Church of Sweden is Evangelical Lutheran; co-exists with many other beliefs
- **Life expectancy:** Men 79 years, women 83 years
- **Most important export goods:** Machinery, electronics and telecommunication, paper, pharmaceuticals, petroleum products, iron, steel, and foodstuffs
- **Most important imported goods:** Electronics and telecommunication, machinery, foodstuffs, crude oil, textiles and footwear, chemicals, pharmaceuticals and petroleum products

Wanna know more?

The Local

Swedish news in English
thelocal.se

Eures

European Employment Services
eures.europa.eu

Arbetsförmedlingen

The Swedish Public Employment Service
arbetsformedlingen.se

Your Europe

Useful information and checklists
ec.europa.eu/youreurope

Solvit

Solving problems on the EU/EEA market
ec.europa.eu/solvit

Sweden.se

The official gateway to Sweden
sweden.se

Migrationsverket

The Swedish Migration Board
migrationsverket.se

Skatteverket

National Tax Agency
skatteverket.se

Försäkringskassan

The Swedish Social Insurance Agency
forsakringskassan.se

Working in Sweden

information in English for jobseekers at
workinginsweden.se

Information about Schools

stockholm.se

The education system in Sweden

skolverket.se

Higher education studies

studera.nu, uhr.se





Where the magic happens

Stockholm is where King was founded and has been making casual games since 2003. With the release in 2012 of Candy Crush Saga, the world's most played game on both Facebook and mobile, the Stockholm studio really has been living up to the motto of being developers of magic. Now we have two newly designed studios right in the heart of the city.

The city is built on 14 islands, it's one of the world's most unique and beautiful capitals. And when you live and work with us, it's yours to explore! You'll find plenty of urban delights and open spaces within walking, skating and swimming distance – dependant on the time of year, of course.

The Malmö studio opened in the summer of 2012 to build casual games for web and mobile. It is the home of Pet Rescue with more hit games in the pipeline! Opposite the central station at Bruksgatan 1, and just around the corner from Stortorget, our office is smack bang in the middle of Malmö's centre and cultural heart. Our studio offers a great creative space and it has a divine terrace with outdoor projector and BBQ's – perfect for the summer!

Nearby you'll find everything from breathtaking seascapes to underground art galleries. And with Denmark within driving distance, you can even visit The Little Mermaid (with or without her head) whenever you like.



Seriously Playful