

The Most Attractive Employers in Sweden

PROFESSIONALS

2019



Map of Universum Rankings

The results of Universum's Professionals Survey pinpoint how talent perceive employers in your country.

The research functions as a basis for decision-making when choosing target groups, messages and channels for future employer branding campaigns. Moreover, it can be used as a control instrument for measuring the appeal an organization has over its specific target groups.

Countries where we conduct our studies



And these

- | | | | |
|---------|-----------|-------------|----------------------|
| Austria | Finland | Kazakhstan | Singapore |
| Belgium | Germany | Netherlands | Switzerland |
| Czechia | Hong Kong | Norway | Thailand |
| Denmark | Ireland | Poland | Turkey |
| Egypt | Italy | Portugal | United Arab Emirates |



Where do you rank?

AN ESSENTIAL RESOURCE

It's so important to secure the very best young talent out there, which is why HR and C-level leaders around the world refer to Universum's research. Drawing on the opinions of more than 21.000 professionals in Sweden, this preview of the 2019 Talent Survey gives a clear indication of where your organization ranks when it comes to its potential to attract new recruits.

VALUABLE INSIGHTS

This preview provides you with an understanding of where your organization currently ranks, as well as highlighting career aspirations and desirable industries identified by the respondents.

ACTIONABLE ASSESSMENTS

But, this preview is only the beginning. By becoming a member you can access Universum's full report, which contains company-specific findings, and custom insights and recommendations that are critical when it comes to developing your employer branding strategy.

Want to learn more? Contact us

About us

Universum is a global leader in employer branding. Over the past 30 years, we have established ourselves in 50 markets globally and our diverse workforce is physically present in 20 countries.

Our services include actionable research, strategic consulting, and data-driven communications and social media solutions for talent branding, sourcing, and analytics.

We are a trusted partner to over 1,700 clients, including many Fortune 500 companies, as well as to global media partners that publish our annual rankings and trend reports.

We work with over 2,000 universities, alumni groups, and professional organizations to gather insights from students and professionals in order to advise employers on how to attract and retain talent that fits their culture and purpose. On an annual basis, Universum surveys over 1,000,000 students and professionals worldwide.



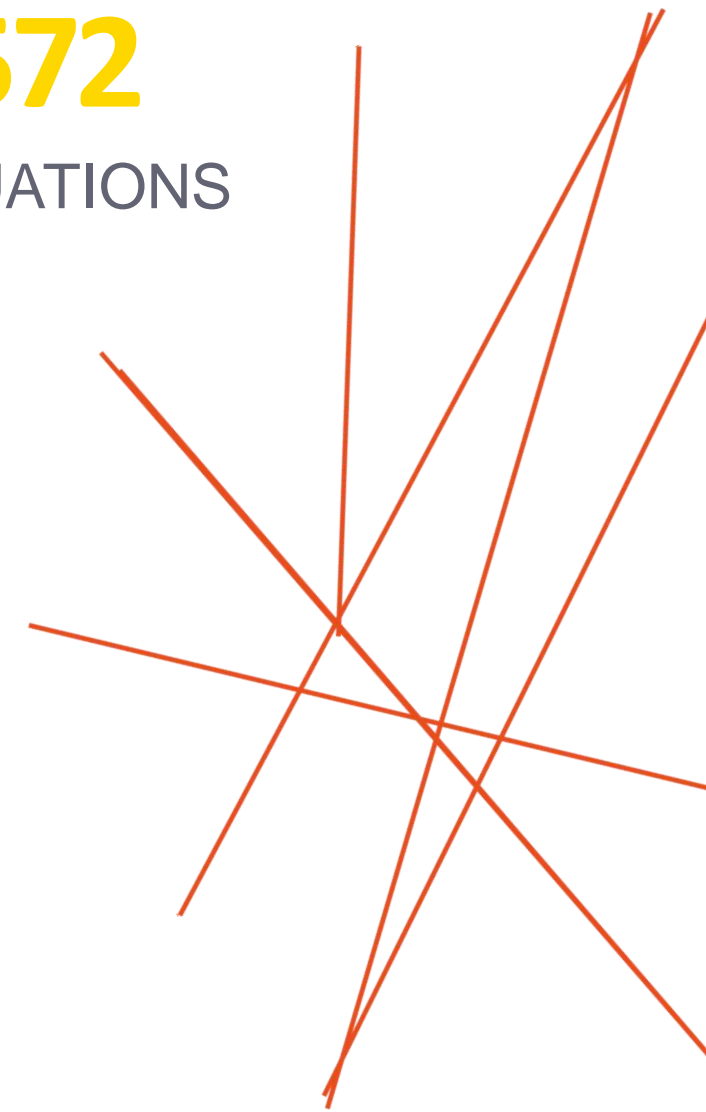
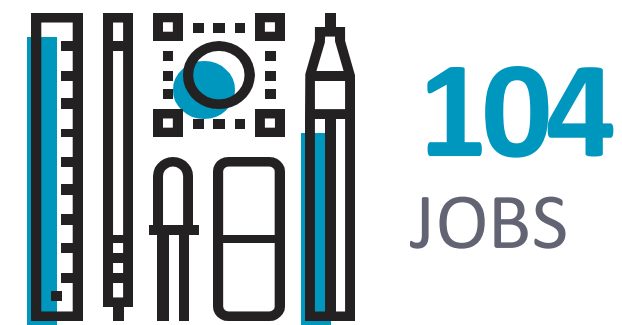
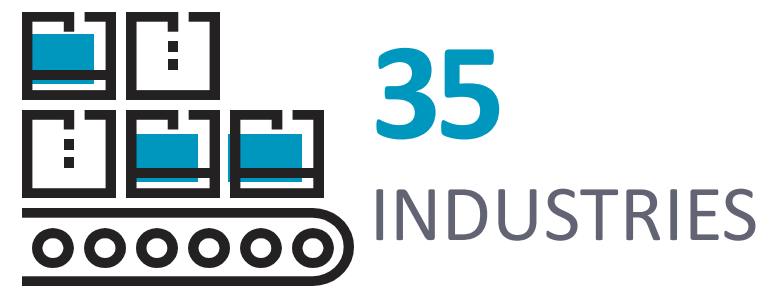
**Did your
company
rank in
the top 100?**

**Please contact us
to receive your badge.**

Survey Specifics

Field Period

The survey for this ranking was carried out between October 2018 and June 2019.





Business



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The Most Attractive Employers of 2019

1	Spotify	26	Investor	51	Swedbank	76	King
2	IKEA	27	Polisen	52	Tetra Pak	77	Riksbyggen
3	Google	28	Försvarsmakten	53	Sveriges Riksdag	78	Ericsson
4	H&M	29	The Boston Consulting Group (BCG)	54	SCB. Statistiska Centralbyrån	79	Stora Enso
5	ICA	30	Nordic Choice Hotels (bl.a. Clarion, Quality, Comfort)	55	VING	80	Stena Line
6	Volvo Cars	31	TUI Nordic (fd Fritidsresor)	56	Trafikverket	81	Nordic Entertainment Group (f.d. MTG)
7	Nike	32	Svenskt Näringsliv	57	Arla Foods	82	NASDAQ OMX
8	Klarna	33	Länsförsäkringar	58	Procter & Gamble (P&G)	83	Bonnierförlagen
9	Volvo Group	34	Kinnevik	59	Volkswagen Group	84	Atlas Copco
10	Utrikesdepartementet	35	Skatteverket	60	Goldman Sachs	85	Pernod Ricard
11	Åhléns	36	Lantmännen	61	Ellos Group	86	Vasakronan
12	Oatly	37	Sveriges Riksbank	62	Swedish Match	87	SCA
13	SAS	38	Sveriges Television	63	Bonnier	88	Nestlé
14	adidas	39	Systembolaget	64	Regeringskansliet	89	Nordea
15	Microsoft	40	Unilever	65	Deloitte	90	Saab (Defence & Security)
16	L'Oréal Group	41	Skanska	66	Carlsberg	91	Stockholms stad
17	Avanza	42	EU-kommissionen	67	KPMG	92	Clas Ohlson
18	Axfood	43	Finansdepartementet	68	Scandic Hotels	93	Göteborgs stad
19	Business Sweden (Exportrådet)	44	Orkla	69	Carnegie	94	Försäkringskassan
20	Coca-Cola European Partners	45	Handelsbanken	70	Lindex	95	Migrationsverket
21	PwC	46	Nelly	71	Schibsted Media Group	96	ABB
22	TV4	47	Sida	72	J.P. Morgan	97	MQ
23	McKinsey & Company	48	Samsung	73	Sveriges Radio	98	Spendrups
24	SEB	49	Grant Thornton	74	Accenture	99	Husqvarna Group
25	EY (Ernst & Young)	50	Finansinspektionen	75	Nordnet	100	Sandvik

MSc Engineering

UNIVERSUM

The Most Attractive Employers of 2019

1	IKEA	26	The Boston Consulting Group (BCG)	51	Accenture	76	Swedish Match
2	ÅF	27	COWI	52	Projektengagemang	77	Svenska Kraftnät
3	Google	28	Siemens	53	Autoliv	78	Kinnevik
4	Volvo Cars	29	Husqvarna Group	54	Zenuity	79	E.ON
5	Sweco	30	NCC	55	Bain & Company	80	BAE systems
6	Volvo Group	31	SCA	56	EY (Ernst & Young)	81	Netlight
7	Spotify	32	Electrolux	57	Samsung	82	CEVT
8	WSP	33	Klarna	58	Sigma	83	SSAB
9	RISE Research Institutes of Sweden	34	Business Sweden (Exportrådet)	59	Malmö stad	84	Getinge
10	McKinsey & Company	35	Myndigheten för samhällsskydd och beredskap	60	Ericsson	85	RUAG
11	Tyréns	36	Göteborgs stad	61	AstraZeneca	86	SJ
12	Tetra Pak	37	Peab	62	BillerudKorsnäs	87	Epiroc
13	Ramboll	38	Essity (f.d. SCAs hygienverksamhet)	63	Bombardier	88	Maersk
14	White Arkitekter	39	Sandvik	64	Arla Foods	89	Pöyry
15	Skanska	40	Vinnova	65	Bosch	90	DICE
16	Trafikverket	41	Stockholms stad	66	Vasakronan	91	Procter & Gamble (P&G)
17	H&M	42	SAS	67	JM	92	Tobii
18	Saab (Defence & Security)	43	Försvarmakten	68	Jordbruksverket	93	ASSA ABLOY
19	Scania	44	Regeringskansliet	69	Coca-Cola European Partners	94	3M
20	Polestar	45	Riksbyggen	70	EU-kommissionen	95	Nouryon (fd AkzoNobel Specialty Chemicals)
21	ABB	46	Stora Enso	71	Axis Communications	96	LKAB
22	ICA	47	Thule Group	72	SÄPO	97	Semcon
23	Microsoft	48	Unilever	73	Lantmännen	98	Fortum
24	Vattenfall	49	Alfa Laval	74	IBM	99	FMV
25	Atlas Copco	50	Orkla	75	Akademiska Hus	100	Knowit

BSc Engineering

UNIVERSUM

The Most Attractive Employers of 2019

1	IKEA	26	Siemens	51	Essity (f.d. SCAs hygienverksamhet)	76	Midroc
2	Volvo Cars	27	COWI	52	Lantmäteriet	77	McKinsey & Company
3	ÅF	28	Försvarsmakten	53	Bosch	78	Pöyry
4	Sweco	29	Thule Group	54	Coca-Cola European Partners	79	Epiroc
5	Volvo Group	30	Tetra Pak	55	Sandvik	80	Trelleborg
6	Google	31	ICA	56	Autoliv	81	Toyota Material Handling
7	Spotify	32	Klarna	57	Göteborgs stad	82	AstraZeneca
8	Skanska	33	Riksbyggen	58	Swedish Match	83	E.ON
9	WSP	34	BillerudKorsnäs	59	Bombardier	84	Bengt Dahlgren
10	Peab	35	Myndigheten för samhällsskydd och beredskap	60	Semcon	85	SJ
11	Tyréns	36	SKF	61	SSAB	86	King
12	White Arkitekter	37	SAS	62	Södra	87	Philips
13	Trafikverket	38	Stora Enso	63	Jordbruksverket	88	Schneider Electric
14	NCC	39	JM	64	Combitech	89	The Boston Consulting Group (BCG)
15	Polestar	40	RISE Research Institutes of Sweden	65	Canon	90	Ericsson
16	Saab (Defence & Security)	41	Projektengagemang	66	Arla Foods	91	Kinnevik
17	ABB	42	Maersk	67	Stockholms stad	92	Electrolux
18	Ramboll	43	Sjöfartsverket	68	Preem	93	Zenuity
19	H&M	44	Lantmännen	69	SÄPO	94	Vasakronan
20	Vattenfall	45	Sigma	70	FMV	95	Boliden
21	Scania	46	CEVT	71	ALTEN	96	DeLaval
22	Atlas Copco	47	SCA	72	Valmet	97	GE Healthcare
23	Husqvarna Group	48	BAE systems	73	LKAB	98	Helsingborgs stad
24	Microsoft	49	DICE	74	Malmö stad	99	PRV (Patent- och Registreringsverket)
25	Samsung	50	Akademiska Hus	75	Rejlers	100	Svenska Kraftnät



IT

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The Most
Attractive
Employers of 2019

1	Google	26	Sveriges Radio
2	Spotify	27	ICA
3	IKEA	28	Trafikverket
4	Microsoft	29	Valve
5	Apple	30	Saab (Defence & Security)
6	Klarna	31	SEB
7	Polisen	32	Swedbank
8	DICE	33	Bahnhof
9	Amazon	34	Capgemini
10	SÄPO	35	ÅF
11	Avanza	36	Telia Company
12	H&M	37	Regeringskansliet
13	Volvo Group	38	Skatteverket
14	Försvarsmakten	39	HiQ
15	Sveriges Television	40	Tetra Pak
16	King	41	Cisco Systems
17	Knowit	42	Sigma
18	CGI	43	IBM
19	Samsung	44	Mojang
20	Paradox Interactive	45	Tieto
21	Ericsson	46	Intel
22	TV4	47	SCB. Statistiska Centralbyrån
23	Myndigheten för samhällsskydd och beredskap	48	SJ
24	iZettle	49	Massive Entertainment
25	Stockholms stad	50	Nordea



Law

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The Most Attractive Employers of 2019

1	FN	26	Svenskt Näringsliv
2	Utrikesdepartementet	27	Familjens Jurist
3	Regeringskansliet	28	Migrationsverket
4	Polisen	29	Brottsoffermyndigheten
5	SÄPO	30	Naturvårdsverket
6	Google	31	Domstolsväsendet (Notarietjänstgöring)
7	EU-kommissionen	32	KPMG
8	Ekobrottsmyndigheten	33	Lantmäteriet
9	EU-domstolen	34	Sveriges Television
10	Åklagarmyndigheten	35	LRF Konsult
11	H&M	36	Tullverket
12	Domstolsväsendet (Domarbana)	37	Nordea
13	Skatteverket	38	Konkurrensverket
14	IKEA	39	Kronofogden
15	Länsstyrelsen	40	Swedbank
16	Sida	41	Business Sweden (Exportrådet)
17	Röda Korset	42	PRV (Patent- och Registreringsverket)
18	Amnesty International	43	EY (Ernst & Young)
19	SEB	44	PwC
20	Centrum för Rättvisa	45	Folksam
21	Sveriges kommuner och Landsting	46	Kriminalvården
22	Länsförsäkringar	47	White & Case
23	Volvo Group	48	Mannheimer Swartling
24	Finansinspektionen	49	Riksrevisionen
25	Handelsbanken	50	Konsumentverket



Social Sciences /Communications/ Education

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The Most
Attractive
Employers of 2019

1	IKEA	26	Åhléns
2	Google	27	Socialstyrelsen
3	Polisen	28	Kriminalvården
4	FN	29	Göteborgs stad
5	Sveriges Television	30	Amnesty International
6	UNICEF	31	Röda Korset
7	Sveriges Radio	32	Stockholms universitet
8	Sveriges kommuner och Landsting	33	Sveriges Riksdag
9	Bonnier	34	Lunds universitet
10	Utrikesdepartementet	35	Brottsoffermyndigheten
11	H&M	36	EU-kommissionen
12	Försvarsmakten	37	Uppsala universitet
13	Oatly	38	Schibsted Media Group
14	Myndigheten för samhällsskydd och beredskap	39	Göteborgs universitet
15	TV4	40	Naturvårdsverket
16	Länsstyrelsen	41	Malmö stad
17	Regeringskansliet	42	Migrationsverket
18	ICA	43	VING
19	SÄPO	44	Coca-Cola European Partners
20	WWF	45	Axfood
21	Sida	46	Rekryteringsmyndigheten
22	Volvo Group	47	Svenska kyrkan
23	Volvo Cars	48	Svenskt Näringsliv
24	Rädda Barnen	49	TUI Nordic (fd Fritidsresor)
25	Stockholms stad	50	Arbetsförmedlingen



Natural Sciences

universum



**The Most
Attractive
Employers of 2019**

1	Naturvårdsverket	21	SAS
2	SLU - Sveriges lantbruksuniversitet	22	SCA
3	RISE Research Institutes of Sweden	23	Volvo Cars
4	Lunds universitet	24	Samsung
5	Myndigheten för samhällsskydd och beredskap	25	Lantmännen
6	Sweco	26	WSP
7	Microsoft	27	Ramboll
8	Oatly	28	SÄPO
9	AstraZeneca	29	Stockholms universitet
10	SMHI	30	Pfizer
11	Jordbruksverket	31	Volvo Group
12	Försvarsmakten	32	Novo Nordisk
13	Uppsala universitet	33	Tyréns
14	ÅF	34	Tetra Pak
15	Chalmers Tekniska Högskola	35	Vattenfall
16	Trafikverket	36	Lantmäteriet
17	Stockholms stad	37	KTH, Kungliga Tekniska högskolan
18	Göteborgs universitet	38	FOI
19	GE Healthcare	39	Johnson & Johnson
20	Arla Foods	40	Linköpings universitet

Beyond the rankings

Our rankings are just one of the many data insights we gather from the over 1 million students and professionals worldwide.

Top Career Preferences | Professionals

- | | |
|--|--|
| <p>1 Leaders who will support my development</p> <hr/> <p>2 Inspiring purpose</p> <hr/> <p>3 Secure employment</p> <hr/> <p>4 High future earnings</p> <hr/> <p>5 Encouraging work-life balance</p> | <p>6 Professional training and development</p> <hr/> <p>7 Competitive base salary</p> <hr/> <p>8 Good reference for future career</p> <hr/> <p>9 Challenging work</p> <hr/> <p>10 Flexible working conditions</p> |
|--|--|

Gender Salary Differences



Trending

MOST TRENDING EMPLOYERS

These employers have climbed the highest amount of ranking positions of the Top 100.

BUSINESS	MSC ENGINEERING	IT
49. Grant Thornton + 40 ↑	36. Göteborg Stad + 48 ↑	25. Stockholm Stad + 62 ↑
30. Nordic Choice Hotel + 25 ↑	33. Klarna + 37 ↑	36. Telia Company + 60 ↑
44. Orkla + 25 ↑	37. Peab + 36 ↑	40. Tetra Pak + 53 ↑
BSC ENGINEERING	LAW	SOCIAL SCIENCES
50. Akademiska Hus + 43 ↑	37. Nordea + 23 ↑	52. Tullverket + 25 ↑
41. Projektengagemang + 39 ↑	60. Hammarskiöld & Co + 23 ↑	62. Umeå Universitet + 20 ↑
45. Sigma + 38 ↑	66. Hannes Snellman + 23 ↑	28. Kriminalvården + 18 ↑

Universum provides analytics and data relevant to your brand's positioning when it comes to attracting talent. Universum's Analytics solutions help employers better understand:



Their recruitment funnel



What talent associates with employers



Competitors



Why and to whom you are losing talent to



Communication channels you should focus on




Industry benchmarks

Universum's Analytics Solutions

Today, through building the most extensive career preference data set in the world, we are able to offer companies unique insights into their employer brands' positioning among talent.

Using a data-driven approach to Employer Branding means that you will be able to attract more relevant talent to your company.



Where do we go from here

Do you want to be among the top considered companies?

Make sure you have a data-driven Employer Brand strategy in place.

Our data will allow you to drive these strategies and help you improve.

Reach out to our team:



**Beatrice
Odin**

Marketing Manager Nordics

+ 46 8 562 027 00

Beatrice.odin@universumglobal.com



**Anna
Sjöberg**

Marketing Coordinator Nordics

+46 70 777 60 62

Anna.sjoberg@universumglobal.com

The image features a dark blue background with two overlapping circles on the left side. The inner circle is a darker shade of blue, while the outer circle is a lighter, medium blue. The word "universum" is written in a white, lowercase, sans-serif font, positioned horizontally across the center of the overlapping area.

universum