

LO: The Danish Confederation of trade Unions (member of ETUC), AC: The Danish Confederation of Professional Associations (member of ETUC), FTF: The Joint Council of Salaried Employees and Civil Servants (member of ETUC), CFU: Central Federation of State Employees' Organisations (member of ETUC), KTO: Association of Local Government Employees' Organisations, DA: The Confederation of Danish Employers (member of UNICE), KL: Local Government Denmark (member of CEEP), Amtsrådsforeningen: Committee of Danish Regions (member of CEEP), Personalestyrelsen: State Employer's Authority (member of CEEP)

## **REPORT ON THE IMPLEMENTATION OF THE TELEWORK AGREEMENT DANMARK**

In accordance with the joint letter from CEEP, UNICE and ETUC of 9 March 2006 the Social Partners in Denmark have prepared this short joint text for implementation of the telework agreement in Denmark.

### **Private sector:**

There are currently two important sectoral agreements covering telework.

Firstly, in the autumn of 2005, The Confederation of Danish Industries and CO-industri concluded a collective agreement on this issue. In fact, at the time, the partners were already bound by an agreement on telework. However, As a consequence of the European framework agreement, several amendments were made. This agreement also deals with several topics in greater detail than the European framework agreement. It must be underlined that the agreement has the same status as any other collective agreement. This means inter alia that the agreement is applicable in arbitration etc.

Secondly, Danish Commerce & Services and The Union of Commercial and Clerical Employees in Denmark (the Retail and Wholesale Trade-sector) have concluded their own agreement. This agreement was adopted as a direct result of the European framework agreement on telework.

As a consequence of the above mentioned agreements, large parts of the private sector are now covered by national agreements on telework which implement the European framework agreement. However, in some parts of the private labour market, the European framework agreement has still not been implemented.

The Federation of Employers and the Danish Confederation of Trade Unions are therefore currently negotiating an agreement which will implement the European framework agreement on telework in sectors and workplaces not covered by agreements between the respective affiliates. It is likely that an agreement will be concluded within a few months from now (April 2006).

### **State Sector:**

As from 1998, a collective agreement on telework applied at the state sector labour market. The agreement is supplemented by a substantial guide on terms etc. for teleworking. The content of this agreement is very much in line with the content of the European framework agreement from 2002.

In accordance with the Danish model for collective bargaining, the social partners have implemented the framework agreement on telework at the state sector labour market by collective agreement. Specifically, the framework agreement was implemented in July 2005 by a renewed agreement on telework. The renewal of the agreement was negotiated in connection with the general collective bargaining in 2005 concerning state sector employees.

Since the possibility of teleworking in the state sector has already existed on similar terms prior to the implementation of the European framework agreement, the specific effects of the European agreement must probably be considered as limited.

**Local/regional sector:**

In 1997 the Association of Local Government Employees' Organisation (KTO) and Local Government Denmark and Committee of Danish Regions concluded an agreement on telework for employees in county boroughs and municipalities in Denmark on behalf of all employed in the local/regional sector. The local/regional sector makes a total of around 25% of the complete labour market in Denmark.

KTO and Local Government Denmark and Committee of Danish Regions stated on meetings and later on in an entry of 30 November 2005 that the agreement on telework had been implemented.

The framework agreement contains a few safety rules which go further than the rules stated in the European agreement. For one thing a local framework agreement must be entered between the employment authority and the organization that has the right of negotiation. Individual agreements on teleworking between the employer and the employee must be completed within the frame of the local agreement. Furthermore if the agreement is terminated the employee has a right to return to the same job or, in the event that this is not possible, to another job with the same or similar specifications.

Since the possibility of teleworking in the local/regional sector has already existed on similar terms prior to the implementation of the European framework agreement, the specific effects of the European agreement must probably be considered as limited.