

Changing content of collective bargaining Coordination of sectoral bargaining – benefits and challenges

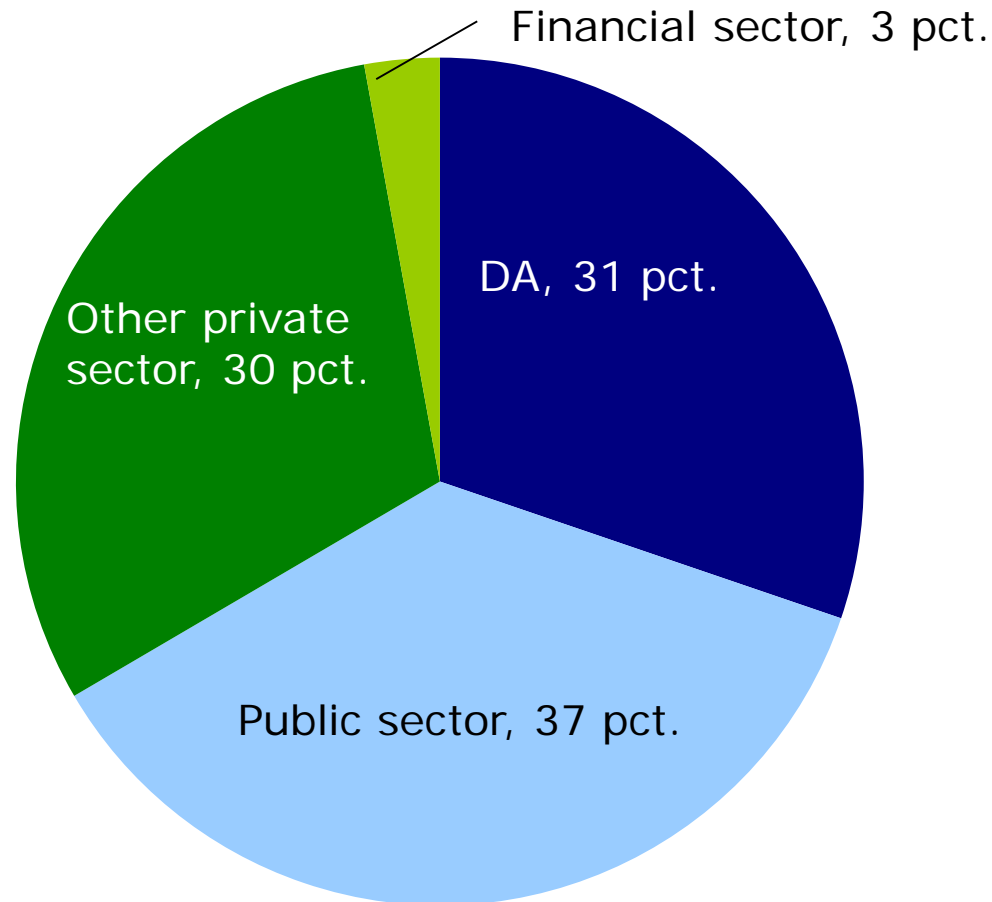
18 September 2018, Rome

Nils Trampe, Director of Social Affairs
Confederation of Danish Employers (DA)



Every third employee covered by DA

Share of full-time employees, 2014, percent



DA's main tasks



Coordination of collective agreements



Conflict resolution



Lobbying



Services

Characteristics of the Danish Labour Market

- Flexible labour market
- High level of security
- Strong labour organisations
- High level of unionisation (70 %)
- High level of CA coverage (83 %)
- Long tradition for collective bargaining – since 1899
- Regulation by collective agreements – not by law.



The division of labour

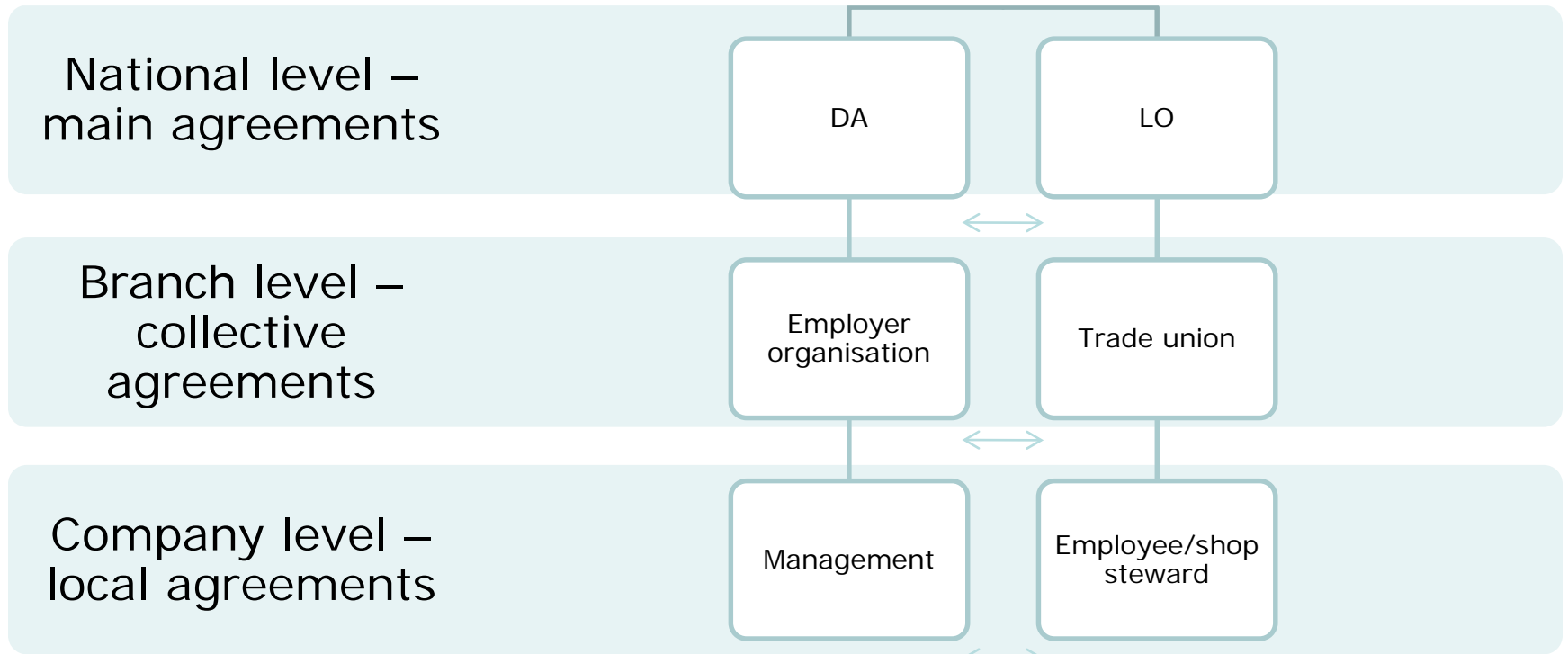
Regulated by law:

- Health & Safety
- Holidays' Act
- EU directives
 - The law does not apply to CA when CA has implemented same EU directive

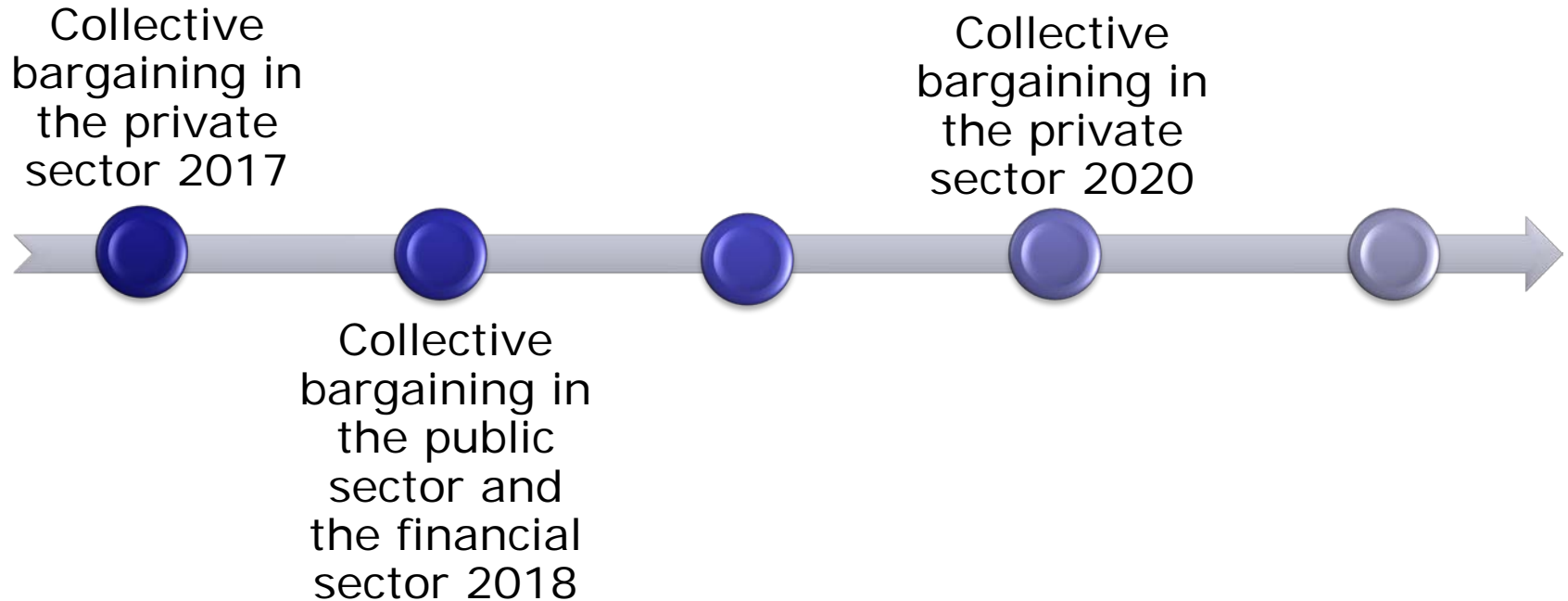
Regulated by CA:

- Minimum pay
- Working hours
- Overtime pay
- Pensions
- Sickness pay
- Education & training
- Parental leave pay
- Dismissal notices
- Etc.

Labour Market Regulation in Denmark



Collective bargaining



The bargaining process



Preparation

- Analyses
- Demands
- Mandates



Negotiations

- Break-through agreements
- Coordination



Settlement

- Proposal for settlement
- Referendum

Negotiations for the settlement proposal



Improvements for employees: Families



- Full pay during parental leave for 13 weeks (previously, employees would max. earn up to 20 euros per hour).
- The right to stay home with sick children in need of care for up to two days with full pay (instead of 1 day).

Improvements for employees: Savings and education



- The employer contribution to the employee's "free savings account" will increase from 2 per cent to 4 per cent over the next three years.
 - Possible to reduce working days five years before the official retirement age financed by the employees "free savings account".



- Increased contribution to a fund regarding education and collaboration

Improvements for employers: Flexibility



- Shorter notice periods for changing working hours or better access to part time work.
- Companies can systematically plan for overtime five hours per week for up to 26 weeks
 - The average working hours must not exceed 37 on average during a 12 months period
- Improved possibilities for individual wage setting in certain areas

Tripartite negotiations

