

Social Dialogue mapping

Description scheme for country overviews

DENMARK

Sources:

1/ Eurofound Working Life Profiles <https://www.eurofound.europa.eu/country/denmark>

2/OSH WIKI https://oshwiki.eu/wiki/OSH_system_at_national_level_-_Denmark

3/ ESENER-2 <https://osha.europa.eu/en/surveys-and-statistics-osh/esener/2014>

Introduction on Social Dialogue in MS (1)

The most important concept of representativeness in Denmark is mutual recognition between the social partner organisations. The system of social dialogue is based on voluntarism and is only encompassed by very little legislation. Recognition is in principle established the moment two organisations conclude a collective agreement. Within the organisations the leaders are chosen by the members. There is no legislation connected to the concept of representativeness.

Trade Unions (1)

- **About trade union representation**

Freedom of membership of an association – both the positive and the negative right – is expressed in the ‘Act on the freedom of association in the labour market’ from 1982. The law was amended in 2006, abolishing the right to closed shop agreements.

- **Main trade union confederations and federations**

There have been no changes in the structure of the trade unions regarding mergers or changes in representativeness. However, the two biggest employee confederations, LO and FTF, have intensified their cooperation during the last three years with the aim of a possible merger within the coming years. LO will elect a new president later in 2015 and the candidates have expressed their views about a possible merger with FTF.

Long name	Abbreviation	Members	Year	Involved in collective bargaining (*)
Danish Confederation of Trade Unions	LO	822,281	2015	No
Confederation of Professionals in Denmark	FTF	345,130	2016	No
Confederation of Professional Associations in Denmark	Akademikerne (former AC)	234,611	2016	Yes
United Federation of Danish Workers	3F (LO)	244,218	2015	Yes
Union of Commercial and Clerical Employees in Denmark	HK (LO)	188,418	2015	Yes
Danish Trade and Labour	FOA (LO)	164,615	2015	Yes
Danish Nurses' Organisation	DSR (FTF)	57,093	2016	Yes
Danish Teachers' Union	DLF (FTF)	58,908	2016	Yes
Danish Federation of Early Childhood Teachers and Youth Educators	BUPL (FTF)	51,208	2016	Yes
Financial Services' Union	FF (FTF)	39,865	2016	Yes
Danish Society of Engineers	IDA (AC)	62,655	2016	Yes
Danish Association of Lawyers and Economists	DJØF (AC)	57,962	2016	Yes
Danish Association of Masters and PhDs	DM (AC)	30,451	2016	Yes

Employers' organisations (1)

• About Employers' organisations

It is voluntary to join an employer association. Membership includes agreement that the employer organisation concludes binding collective agreements on behalf of the member. The level of employers' organisation density has been more or less stable over the past 10 years – around 74% measured by the number of employees covered by the member companies (DA).

• Main Employers' organisations

There are two private sector confederations and three employer organisations in the public sector. The largest employer organisation is DI, which covers one million employees, including employees abroad.

Long name	Abbreviation	Members	Year	Involved in collective bargaining (*)
Confederation of Danish Industry (DI)	DI	10,000 members http://www.di.dk	2016	Yes
Danish Chamber of Commerce (Dansk Erhverv)	None	17,000 members http://www.danskerhverv.dk	2016	Yes
Danish Construction Association (Dansk Byggeri)	None	6,000 members http://danskbyggeri.dk/	2016	Yes
Confederation of Danish Employers (Dansk Arbejdsgiverforening)	DA	14 employer organisations covering 25,000 member companies http://www.da.dk/default.asp	2016	No
Danish Employers' Association for the Financial Sector (Finanssektorens Arbejdsgiverforening)	FA	1 organisation covering 200 member companies https://www.fanet.dk/om-fa/kort-og-godt-om-fa	2016	Yes
Agency for the Modernisation of Public Administration (Moderniseringsstyrelsen)	None	n/a employer organisation in the state http://www.modst.dk/	2016	Yes
Local Government Denmark (KL)	KL	98 municipalities http://www.kl.dk	2016	Yes

Long name	Abbreviation	Members	Year	Involved in collective bargaining (*)
Danish Regions (Danske Regioner)	None	5 regions http://www.modst.dk	2016	Yes

Social Dialogue on OSH (2)

• National level

Denmark has a long tradition of tripartite social dialogue in the field of work environment and working conditions (see also: [Social dialogue in OSH](#)). At national level, the employers association (DA) and the Central Labour organisation negotiate a basic agreement (Hovedaftalen) and a cooperation agreement (Samarbejdsaftalen). These national agreements serve as a framework for sectoral agreements. ^[26] Labour conditions are largely negotiated by collective agreements between the social partners. Tripartite social dialogue in the field of working environment and working conditions is a well-established element of Danish society. The OSH strategies were, in many aspects, developed by social partners in dialogues. ^[26]

The Working Environment Council is made up of representatives from the social partners. The council helps draw up rules and advises the Minister of Employment on OSH. It also co-ordinates all the parties' OSH work and plays a central role in designing initiatives for the Danish Parliament.

• Sectoral level

Based on the above-mentioned national agreements, most of the negotiations on wages, working time and working conditions take place at sectoral level. The sectoral agreements are then implemented by the companies in each sector. ^[26] ^[27]

The Minister of Employment also appoints a number of Sectoral Working Environment Councils, which have been established to help find solutions to health and safety problems within specific industries. Employees' and employers' organisations from the sectors each appoint an equal number of members to the council, whose task is to assist individual companies within the sector in resolving working environment issues.

• Enterprise level

Employee representation at company level is mainly shop stewards and the Cooperation Committee (works councils). ^[28] In the public sector, these committees are called co-determination committee (MED-udvalg). These works councils consist of an equal number of representatives of employees and management. The employee representatives are elected, as is the case with the shop steward. The Health and Safety Committee exists in parallel, and acts as the specific committee for OSH issues.