

DENMARK - FIRST CLASS WORKING CONDITIONS

DANES ARE NOT ONLY THE HAPPIEST PEOPLE IN THE WORLD, THEY ARE ALSO THE MOST SATISFIED WHEN IT COMES TO THEIR WORKING CONDITIONS. IN DENMARK COLLECTIVE AGREEMENTS ENSURE YOU A SAFE WORK PLACE, FAIR WAGES, PAY DURING SICKNESS, TERMS OF NOTICE, FLEXIBLE WORK HOURS AND MUCH MORE.

The Danish labour market is known for its high level of flexibility when hiring, a social welfare system and active employment policies. Together, these three components constitute what is known as the 'Flexicurity Model', which combines market economy with the traditional Scandinavian welfare state.

Flexicurity provides a dynamic labour market and high job mobility. A major reason for the high degree of mobility is that there are practically no barriers when changing jobs. Moving to a new job has no effect on pension entitlements or earned holiday time, for example.

The flexicurity model is the result of two decades worth of political reforms and collective bargaining.

MINIMAL LABOUR MARKET LEGISLATION

In Denmark, it is only in exceptional cases where labour market conditions are regulated by law. However, there are minimum requirements set by law in some areas. Examples of these include: the Danish Holidays Act, the Danish Employment Contract Act, the Danish Act on Equal Treatment, the Danish Act on Allowance

for Illness or Parental Leave, etc.

HIGHLY ORGANISED LABOUR MARKET

In Denmark another key feature of the labour market is that many employees belong to trade unions and many businesses are part of employer confederations. This ensures collective bargaining agreements that cover a large percentage of employees and are widely respected. Those agreements ensure you safe work places, fair wages, pay during sickness, terms of notice and work hours and much more.

In addition to centralised negotiations, the collective bargaining system can also be found at the workplace level, where work councils will negotiate with employer over everything from wages to job content. This helps to facilitate any conflict. It is often suggested that the secret to the success of the Danish labour market is this smoothly functioning system, which labour organisations and trade unions have built up together.

FAVOURABLE WORKING CONDITIONS:

- \ 92% of the Danes are satisfied or very satisfied with their working conditions. The EU average is 80 %.
- \ Employees earn the right to 5 weeks of paid holidays after 12 months of employment
- \ Employees receive salary during illness



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TRADE UNIONS

The trade unions play a pivotal role in the Danish labour market. Trade unions assist with cases regarding pay and working conditions and can help in connection with work-related injury cases, rehabilitation and much more. Foreign workers and companies can also become members of these organisations.

Your choice of trade union depends on your education, position and workplace. The various trade unions are associated with specific unemployment insurance funds, but you do not need to be a member of both a trade union and an unemployment insurance fund – it is possible to be a member of just one or the other.

UNEMPLOYMENT INSURANCE

As opposed to all other forms of social security in Denmark, unemployment insurance is voluntary. In order to receive unemployment benefits you are required to become a paying member of an unemployment insurance fund (A-kasse). Unemployment insurance funds are private associations that are affiliated with trade unions and other professional organisations.

WORKING
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