YOUR LIFE – YOUR CHOICE – YOUR RESPONSIBILITY

Pay and working conditions

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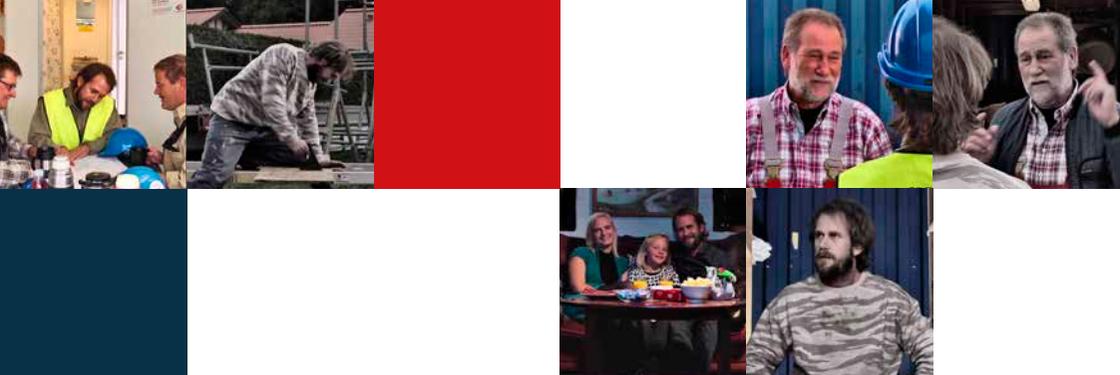
The Danish Labour Market Model – pay and working conditions

In Denmark pay and working conditions are not determined by an act of law. For more than 100 years, employers and employees have negotiated and settled all agreements for the different branches on the Danish labour market.

Freedom to negotiate

Employer organisations and employees' trade unions enter into collective agreements. The state does not intervene. As long as the two parties take responsibility for reaching an agreement, they are free to negotiate.

Strong in unity

The more members the trade union has - the stronger the trade union is when it negotiates pay and working conditions. Employers are also dependent on the large organisations. In Denmark, about 80% of all employees are members of a trade union

Vulnerable without a collective agreement

When your workplace does not have an agreement, you are vulnerable. There are no regulations agreed between employers and employees in a spirit of mutual respect. A workplace without a collective agreement offers a little job security as there are no regulations for pay or working conditions.

Your work – your responsibility

The quality of your life depends on the choices you make. Your choices are your own responsibility – also at work. Choose a workplace which is covered by a collective agreement, and get fair pay and decent working conditions. It is your right.

A workplace covered by a collective agreement offers you

Regulations for:	Rights regarding:
§ Minimum wage	§ Illness
§ Pension scheme	§ Notice
§ Holidays/days off	§ Time off in lieu
§ Working hours	§ Holidays and Public Holidays
§ Overtime	§ Legal disputes
§ Insurance	§ Further training

Fair conditions

Means that you are assured fair pay and working conditions according to Danish collective agreements.