

The size of the public sector in Denmark

1/3 of the total labour market

Number of employees (full-time positions)
- distribution by employment forms and territorial level

	Statutory civil servants and the like	Contractual staff	Total
State	55,266	101,426	156,694
Municipalities and counties	59,700	478,039	537,739
Total	114,966	579,467	694,433

The Danish system of CB “legal” base

- Based on voluntarism
- Underpinned by basic agreements (mutual recognition, obligation to reach agreements)
- Separate rules on the procedures for concluding collective agreements and for the scope and mode of use of collective industrial action (peace obligation)

The system of CB in the public sector characteristics

- No tradition for major industrial conflicts in connection with the renewal of collective agreements or the periods in between
- High level of unionisation (90% - 95%)
- Collective agreements apply to all
- Decentralisation of CB
 - Framework agreements at the central level
 - More specific complementary agreements at the local level
- 'The sky is the limit'
 - In principle, no limits to the scope of CB issues
 - Tradition for 'negotiated reforms'

The Local Government Employers

The Local Government Employers'
Joint Negotiating Body

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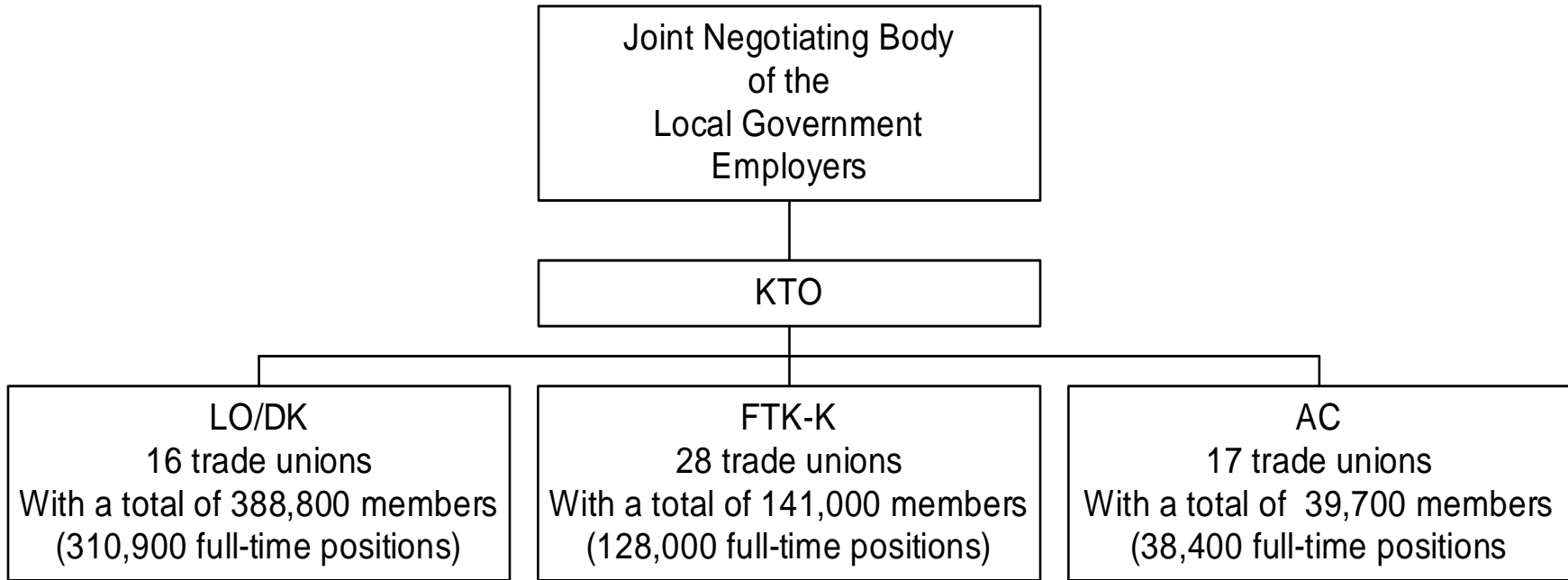
KL
270
municipalities

ARF
14
counties

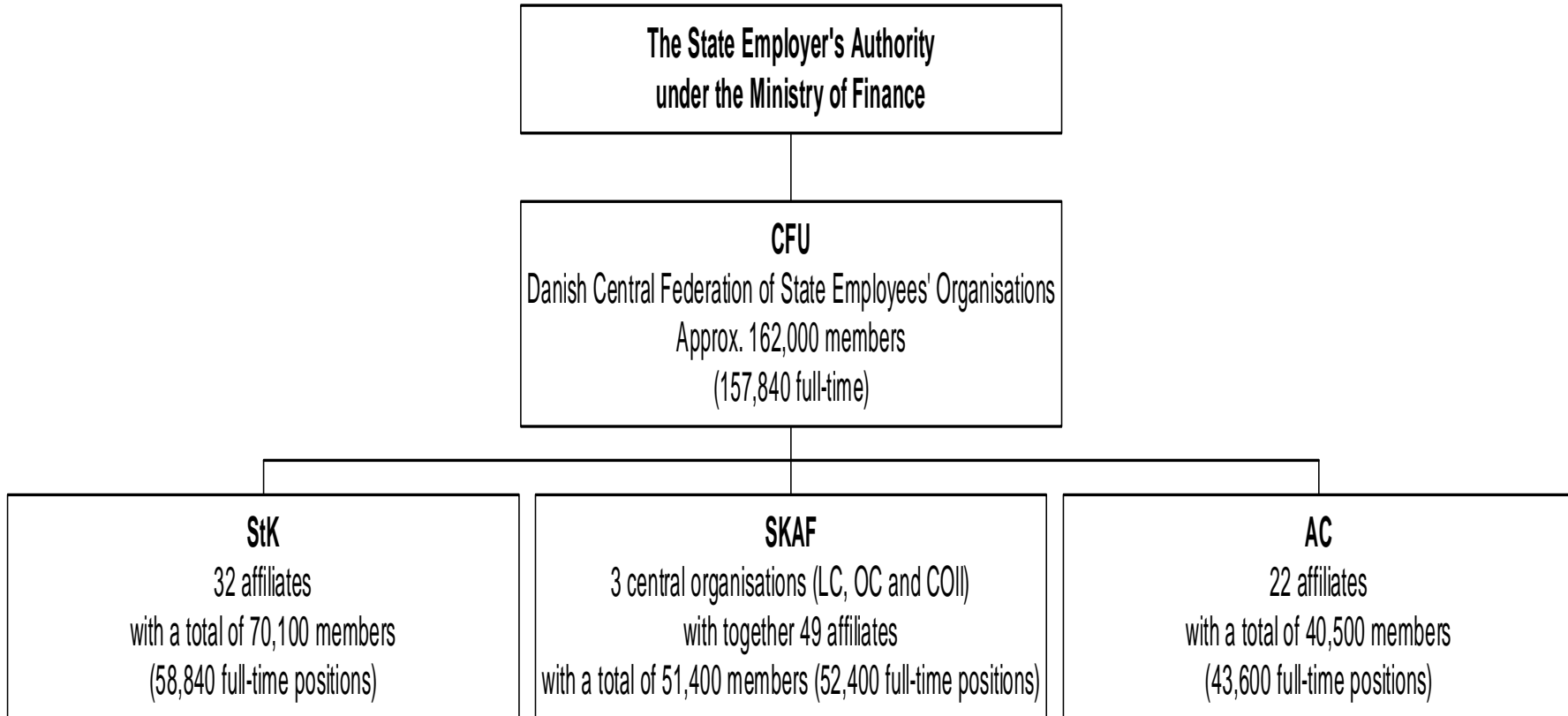
City
of
Copenhagen

Municipality
of
Frederiksberg

Collective Bargaining in Local Government



Collective Bargaining in the State Sector



For some years, Denmark has topped various employment rankings with regard to:

- Level of welfare
- Macroeconomic performance
- Labour market functionality

”Flexicurity”

Flexibility

- High level of job mobility
- Low level of job security

Security

- Relatively high rates of unemployment benefit
- Relatively big investments in active labour market policy

The balance between
flexibility and job security through CVT
(Continuing Vocational Training)
is one of the pillars of “Flexicurity”

MUNICIPAL REFORM



in DENMARK

- The most important reorganization of public sector tasks in 35 years
- Redistribution of core tasks between the state, the regions and the municipalities
- 600.000 employees will be more or less affected
 - Almost all of HK/Local Government's 60.000 members and (to a lesser extent) members of HK/State
- Sudden and massive membership pressure represents a gigantic challenge to the trade unions (unionisation level of 90%)

Political state of affairs

- **The Government implements the reform on 1 January 2007**
 - 270 municipalities to be reduced to 98 with continuous taxation rights
 - 14 councils with taxation rights replaced by 5 regions with no taxation rights

- Everybody recognizes the need for a reform, but
 - **The process has not been logic nor transparent**
 - **The Government has failed, to the extent circumstances require, to recognize the objections made by the trade unions in the fields of personell policy and law**

Political state of affairs

Areas that are particularly in play:

- Taxes
- (Debt) collecting
- The Environment
- Upper secondary schools
- Employment
- Social services
- County halls and town halls
- The 'state regions'

HK initiatives

- **The Reform Secretariat in HK**
- 1 September 2005 - 1 September 2008
 - Jointly financed by HK/Denmark, HK/Local Government and HK/State
 - Budget of almost 30 million DKK over 3 years
- Joint secretariat of HK/State and HK/Local government
- Staff: 3 specialists and 1 administrative support
- Money channeled to the 14 HK regions (450.000 DKK per year per region)
 - How to put funds to use is decided locally

The 3 areas of activity, up till now, of the Reform Secretariat

- **Information**
- **Training of shop stewards and of members of staff in HK's public sector branches**
- **Drafting responses to consultations and lobbying the political decision-making process**

Information activities

- The individual member of HK
 - The hopefully new member of HK
 - The shop steward
 - The individual member of staff in HK branches
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- Reform News to members of staff in HK branches
 - Newsletters to the shop stewards
 - Trade union magazines to members
 - Intranet to members of staff in HK branches
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- The media
 - www.hk.dk/reform,
 - www.hkkommunal.dk/reform
 - www.hkstat.dk/reform

Training activities

Courses:

- 1000 participants, 60 courses, 4 organisations
- Branch staff (3 days) and shop stewards (2 days)
- Content:
 - The professional perspective (rights & obligations, the shop steward and the works council)
 - The psychological perspective
- This activity was launched last November
 - And will end this year, but there will be supplementary courses for newly elected shop stewards next year

Our response to consultations and the political process



- **Uphill**

- **The (Liberal/Conservative) Government and its support 'Dansk Folkeparti' have top-steered the process**
 - We have submitted responses to consultations regarding all the important areas
 - We have lobbied all the political parties
 - We have organised a hearing in Parliament on fair play for public employees in cooperation with DJØF and FOA
 - We have obtained media coverage of some of the paradoxes regarding job guarantee and transfer of undertakings
 - Etc,etc

- **We can hold up our heads, but we have only managed to get minor changes accepted!!**

New targets and areas of activity

- **The councils**
- **Employment**
- **Taxes and (debt) collecting**
- **Management**
- **A FAQ catalogue**
- **Uncovering of competence needs, development of competencies and personnel policy toolkits**

HK, København - Forside - Microsoft Internet Explorer

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Adresser http://www.hkformal.dk/ind05.asp

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Nyttige hjemmesider

Andre hjemmesider, der kan være nyttige [»](#)

Tidspunkt 2014-2017

Har du brug for hjælp til at finde ud af [»](#)

Byråds

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