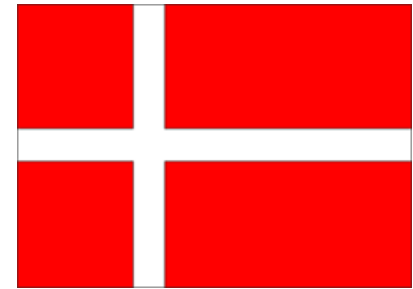


Country-case study: Denmark

- Anders Randrup, analyst
- Tobias Bühring, senior analyst
- Katrine Marie Larsen, researcher



What is the size of the social services sector?

- The social sector is primarily public funded and managed locally and partly regionally
- The sector employs approx. 279,810 (privately and publicly) – 10 % of the total labour market
 - 50,474 men and 229,336 women

Education	Human Health and Social Work Activities	Residential care activities	Social work activities without accommodation
9,176	14,702	133,352	122,580

How well represented is the social sector?

- Almost all the social service sector is covered by collective agreement
- Trade unions represent 313,056 members (2017)
 - FOA (social and health care workers etc.) with 155,871 members
 - Danish Nurses Organization 56,057 members (approx. 7,000 in the social sector)
 - BUPL (pedagogues) 51,682 members
 - Socialpædagogerne (pedagogues) 36,538 members
 - Danish Association of Social Workers 12,898 members

Employers involvement in the social dialogue

- The responsibility of the social sector has been fully decentralised to the 98 municipalities (**KL**) and the five regions (**Danish Regions**)
- The employer organisations negotiate every third year a collective agreement with the trade unions

Employers involvement in the social dialogue

- Furthermore, the employees in the social sector might be privately employed by self-government institutions (approx. 2,400 institutions) or NGO's
- The majority are covered by collective agreements
- Only a few negotiate their employment terms directly with their employee's trade union
 - For example: OK-fonden, a Danish business fund employs around 2,000 working with socially marginalised people and long-term care for elderly

The social dialogue in the social service sector

- The social dialogue is a well-integrated part of the Danish labour market, (100-years old tradition)
- The system is based on voluntarism and a mutual recognition between the social partners
- The social dialogue runs in two formalised structures:
 - The bargaining system – all important issues (wages, working time, pensions, education etc.)
 - MED system – for local cooperation and employee involvement

What are the key labour issues dealt with?

- In principle all issues can be brought up for dialogue – however, there are key issues on the social dialogue:
 - **Working environment**
 - **Types of employment,**
 - **Competency development and training**

And less important issues...

- Quality and effectivity
- Digitisation and new technology
- Ethics and morality
- Equal pay for both genders
- Social business
- Working time rules