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

<table>
<thead>
<tr>
<th>Education</th>
<th>Human Health and Social Work Activities</th>
<th>Residential care activities</th>
<th>Social work activities without accommodation</th>
</tr>
</thead>
<tbody>
<tr>
<td>9,176</td>
<td>14,702</td>
<td>133,352</td>
<td>122,580</td>
</tr>
</tbody>
</table>
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