



THE DANISH APPROACH TO DIGITALISATION THROUGH SOCIAL DIALOGUE

Opening conference – "Local, Social, Digital"

16th June 2023

Cagliari, Italy

Implementation and agreements in Denmark

EU implementation

- Autonomous agreement and/or Directives
- Labor market issues implemented via the social partners (Danish model) and some times tripartite social dialogue

National implementation

- Private & public sector agreement
- Public sector divided into: Local Government, Regional Government and National Administration

The social partners at Local and Regional Government

Employers representatives

- KL (National Association of Municipalities - in total 98 municipalities)
- RLTN (The Regions' Wage and Tariff Board - in total 5 regions)

Workers representatives

- 50 organizations in these sectors.
- Negotiating jointly within the Association of Local Government Employees` Organisation (*Forhandlingsfællesskabet*)
- (Representing approximately 550,000 members)

Agreement on telecommuting and homework

- The agreement in DK is a copy paste of The European Social Partners Framework Agreement on Digitalisation from 2002
- Implemented in DK in 2006 (Private sector),
- Implemented in National Administration (2005)
- Implemented in Regional Government (2009 & 2015)
- Implemented in Local Government (2013 & 2015)
- The agreements are signed in connection with the ordinary collective bargaining negotiations

Agreement on control measures

Purpose of the agreement:

1. The employer **may**, implement control measures. Must be factually **justified** for operational reasons and have a **reasonable purpose**; They may **not be offensive** to the employees, and they must **not cause** the employees a **loss** or notable disadvantages. Control measures must be designed so that there is a reasonable relationship between ends and means.
2. The employer must **notify** the employees of new control measures no later **than 6 weeks before** they are implemented. However, this does not apply if the purpose of the control measure will thereby be lost, or if there are compelling operational reasons for this. In that case, the employer must notify the employees as soon as possible and explain the reason why the 6-week deadline could not be met.
3. The individual employee **cannot give consent** to the implementation of control measures – neither in connection with employment nor at a later stage.
4. **In home workplaces**, no control measures may be introduced that violate privacy.
5. If, after being notified of a control measure, the employees find that the conditions for implementing the control measure are not or have been met, the they demand that the resulting discrepancy be dealt with under industrial law.

- Agreement signed in 2001 & 2006 (Private sector)
- Agreement signed in 2008 & 2015 (LRG)
- Agreement signed in 2010 (National Administration)

Other agreements implemented at Local and Regional level concerning Digitalisation

- From agreements at national level → local agreements & projects
- Examples
 - *MED system*
 - *"Fremfærd" - Forward motion / conduct*
 - *"Viden på Tværs" - Knowledge across*

MED System

Agreement on co-influence and co-participation

- Foundation for improvement and development of the collaboration between management and employees
- All employees have a right to co-influence and co-participation
- The municipalities are delivering services for the citizens and through the inclusion of employees and their chosen representatives on shaping the approach to the work, the services delivered to citizens are strengthened.
- Agreement → local agreements

Implements EU-directives

- 2002/14/EF Framework for informing and consulting employees in the European Community

”Fremfærd” – *Forward motion/conduct*

”Fremfærd” – is a collaboration between social parts in the municipal area set to develop the municipalities core welfare services. It hosts deep dive events and carries out projects covering all core services.

- Working together on new technology – making the most out of the digital opportunities
 - *Four areas, three of which focus on the impact on working environment*
 - How is the technology impacting the day to day work
 - How does the technology change the need for new skills and competences
 - How can we collaborate on good implementation.
- Agreement → best practice
- Best practice → ”Viden på Tværs” – *Knowledge across*