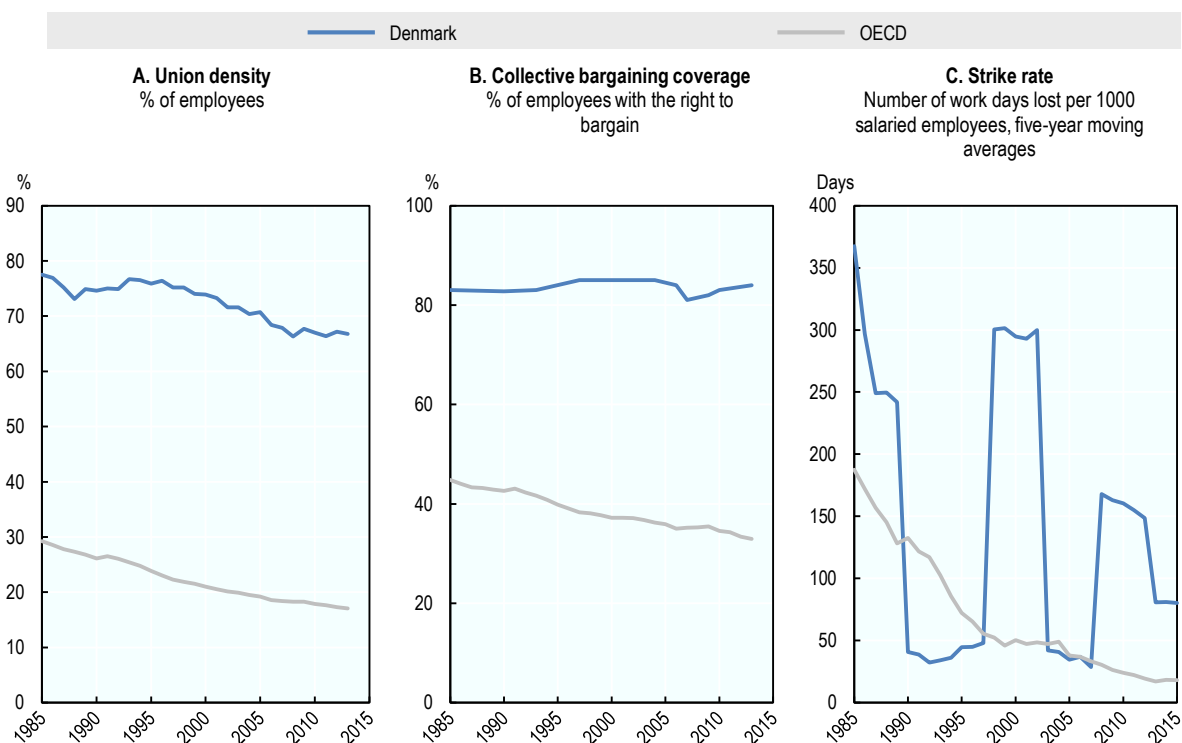


Denmark

KEY FEATURES OF THE COLLECTIVE BARGAINING SYSTEM IN 2015

Predominant level	Sectoral
Degree of centralisation/decentralisation	Organised decentralised
Co-ordination	High
Trade union density in the private sector	60-70%
Employer's organisation density	60-70%
Collective bargaining coverage rate	80-90%
Quality of labour relations	High

TRENDS IN INDUSTRIAL RELATIONS IN DENMARK, 1985-2015



BUILDING BLOCKS OF COLLECTIVE BARGAINING

The detailed description of the building blocks of collective bargaining mainly relies on information provided by the responses to the policy questionnaires that were sent to Labour Ministries, employer organisations and trade unions in 2016. The information reported in the questionnaires represents the situation in **December 2015**.

Use of *erga omnes* clauses

Legal application of a sector level agreement in the absence of administrative extensions *Erga omnes*

Legal application of a firm-level agreement All workers

Use and coverage of extensions

Use of extensions of sectoral collective agreements Not relevant

Procedure Not relevant

Representativeness criteria Not relevant

Public interest criteria Not relevant

Exemptions or possibility of appeal Not relevant

Duration of collective agreements

Average duration Information not available.

Maximum duration of collective agreements Sectoral level: Yes, agreed by social partners (at least in the manufacturing sector), usually 36 months.

Can contracting parties terminate an agreement before its expiry date? No, agreements remain valid until the end.

Ultra-activity of collective agreements

Is maximum duration of after-life/ultra-activity of agreements fixed by law? No, but social partners can agree.

Retroactivity of agreements

Do firms have to pay arrears in case of late renewal? Yes

Does retroactivity apply only to members of signatory parties or does it cover all parties? To signatory parties including the non-union members in member firms of signatory employer organisation.

Use of the favourability principle

Application of the favourability principle is entirely a matter for the bargainers.

Use and scope of derogations and opt-out

Derogations from the law Not relevant

Derogations from collective agreements

Scope Not relevant

Topics Not relevant

Rationale Not relevant

Criteria Not relevant

Other Not relevant

Forms of co-ordination

Mode of co-ordination Pattern bargaining

Degree of co-ordination Strong

Enforcement of collective agreements

	Sector-level agreements	Firm-level agreements
Do agreements typically include a peace clause?	Yes	Not relevant
Do agreements typically include a mediation/arbitration procedure?	Yes	Not relevant
Is it compulsory?	Yes	Not relevant

Worker representation at the workplace

Work council and union or union representatives but union predominant.

Board-level employee representation

Public sector Yes

Private sector Yes

Scope >35

Proportion/number of workers' representatives 1/3 (min. two) of the board of directors

Nomination of candidates No legal procedure specified.

Appointment mechanism Election

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PARIS, SEPTEMBER 2017