PROMOTING WORK LIFE BALANCE IN COLLECTIVE AGREEMENTS

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Balance for All Conference | 5 March 2021

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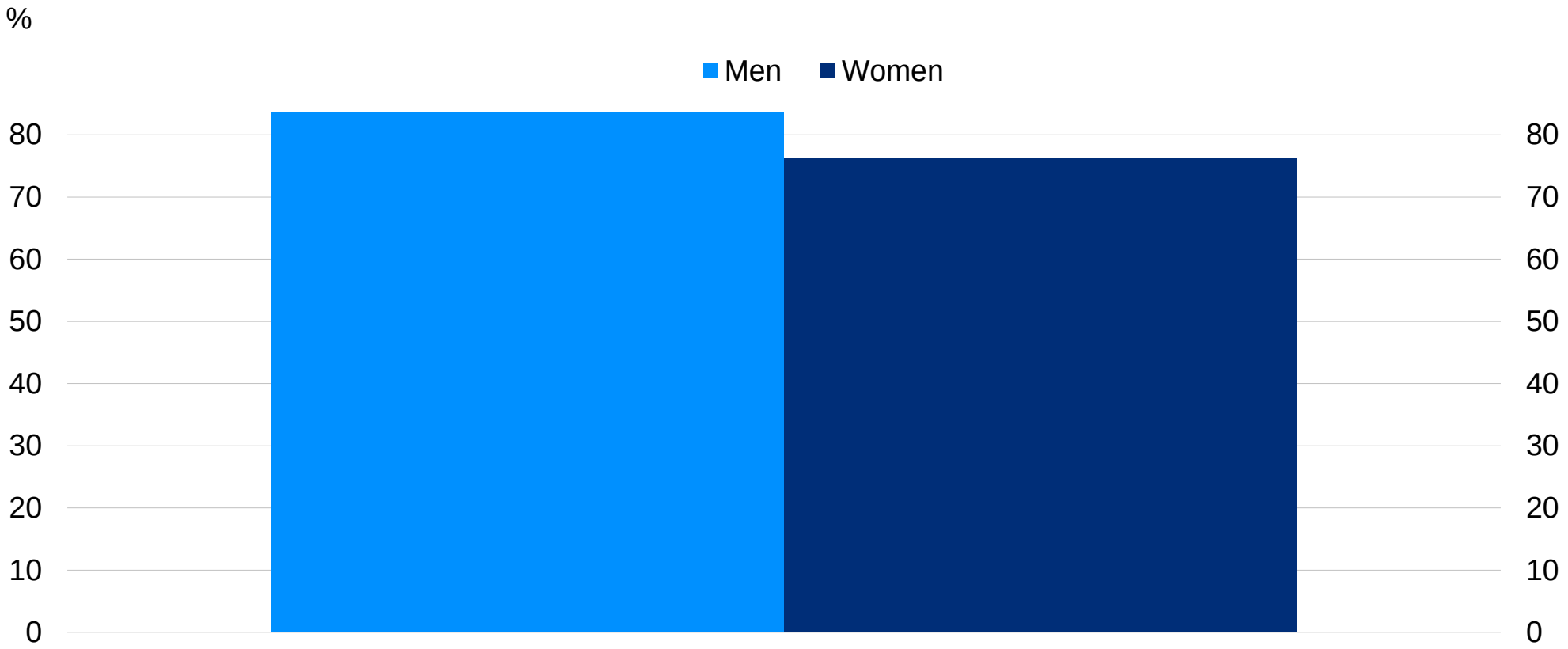
Employment rate: men and women 25-64 who work



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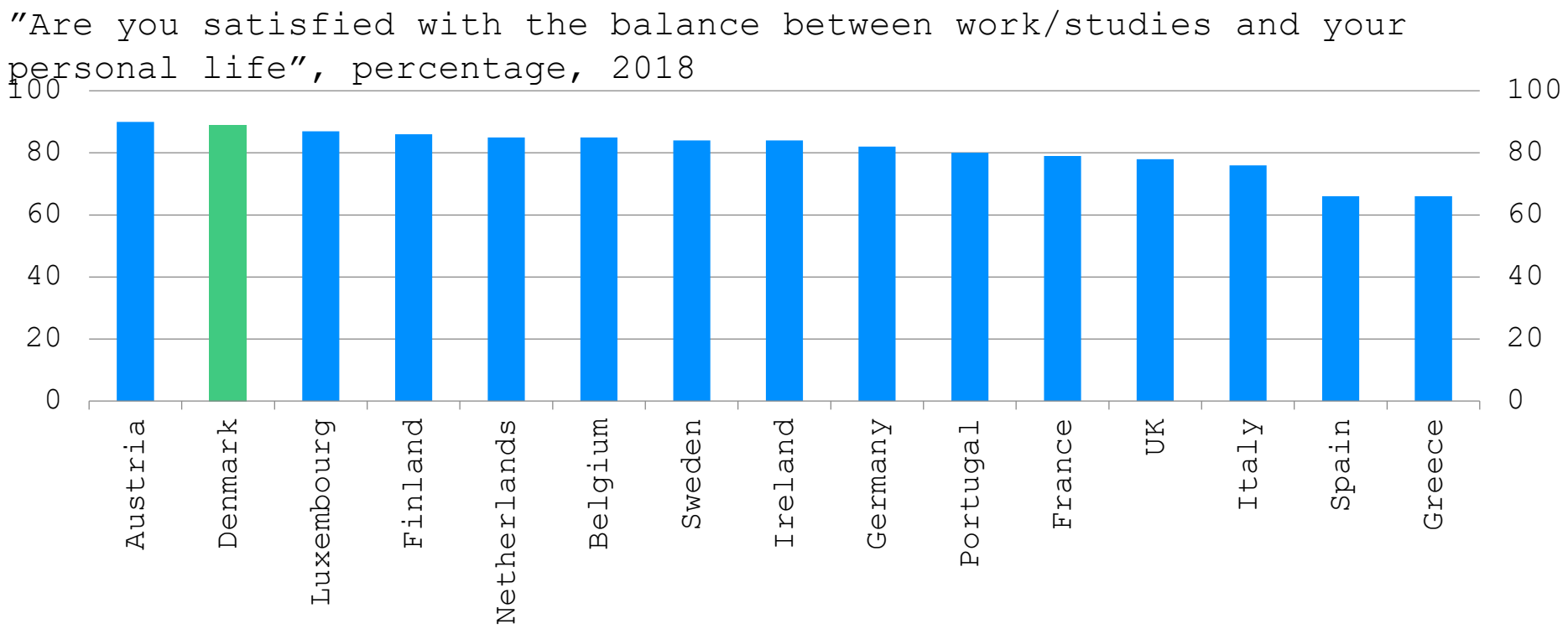
Denmark rates high in work-life balance



Anm.: The figure includes people that are either employed, self-employed, students, or unemployed, less than 65 years old.

Kilde: Flash Eurobarometer 470, october 2018, European Commission.

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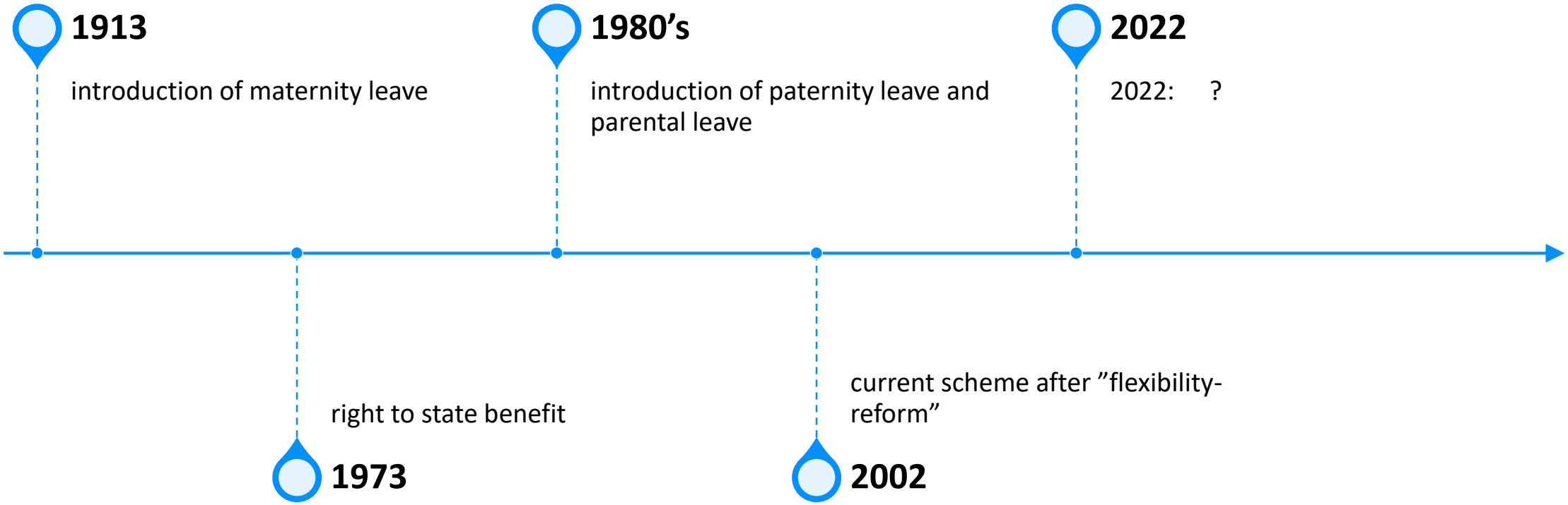
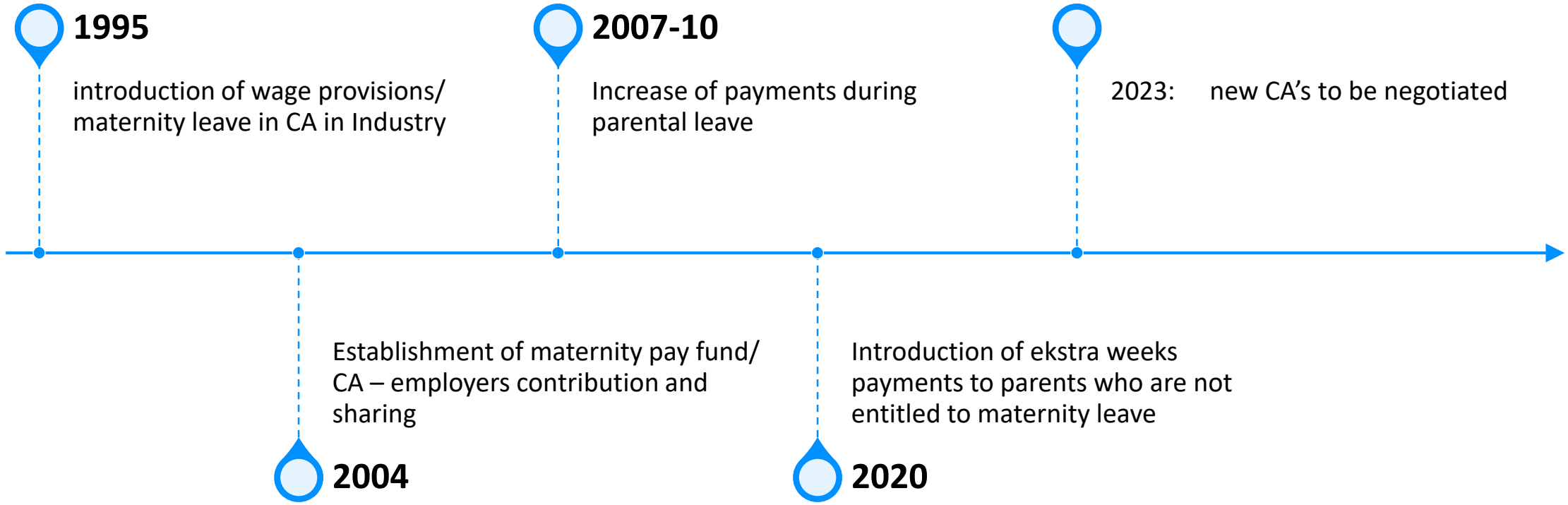
Maternity and family leave in legislation



Maternity and family payments in collective agreements



Family provisions in collective agreements: a life-time travel

Collective agreements: a life-time travel

- Wage and local wage negotiations (85 pct. Local decision)
- Working time regulations
- Family leave – and pay-rights
- Pension (1989)
- Lifelong learning (1993 + 2007)
- Co-operation agreement

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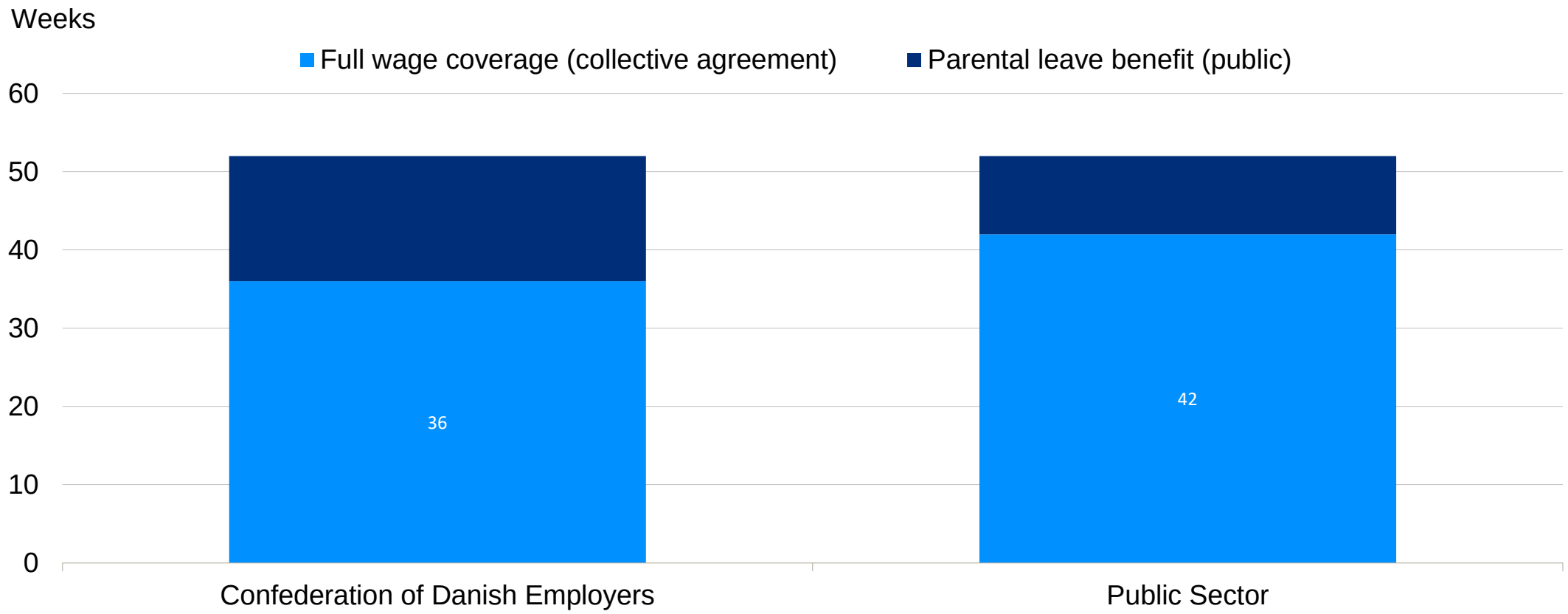
Family related pay in collective agreements

- Total of 36 weeks with full salary
- Maternity pay fund – equalises all employers payments of salary during employees´’ absence on maternity leave
- Refund of state benefits to employers

Family-related leave with allowance/wage



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Family flexibility in collective agreements

Child Illness:

- Right to leave with full salary 1. and 2. Day
- Only one of the parents But : No limit on number of ”illnesses”

Child Hospitalization

- Right to leave for 1 week per 12 months Full Salary

Carers leave (children under 14 years)

- 2 carers leave days p.a.

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Free choice wage account

- Up to 6 pct. of the Salary (7 pct 1.3.2022)
- Can be used on (employee’s choice):
  - wage
  - pension or
  - Pay during absence

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Flexible Working Hours

- Normal work between 6 AM and 6 PM
- Varying Weekly Working Hours – 37 hours per week calculated over 1 year
- Easy acces to part time – agreement between employer and employee
- Derogations from provisions on working hours at company level

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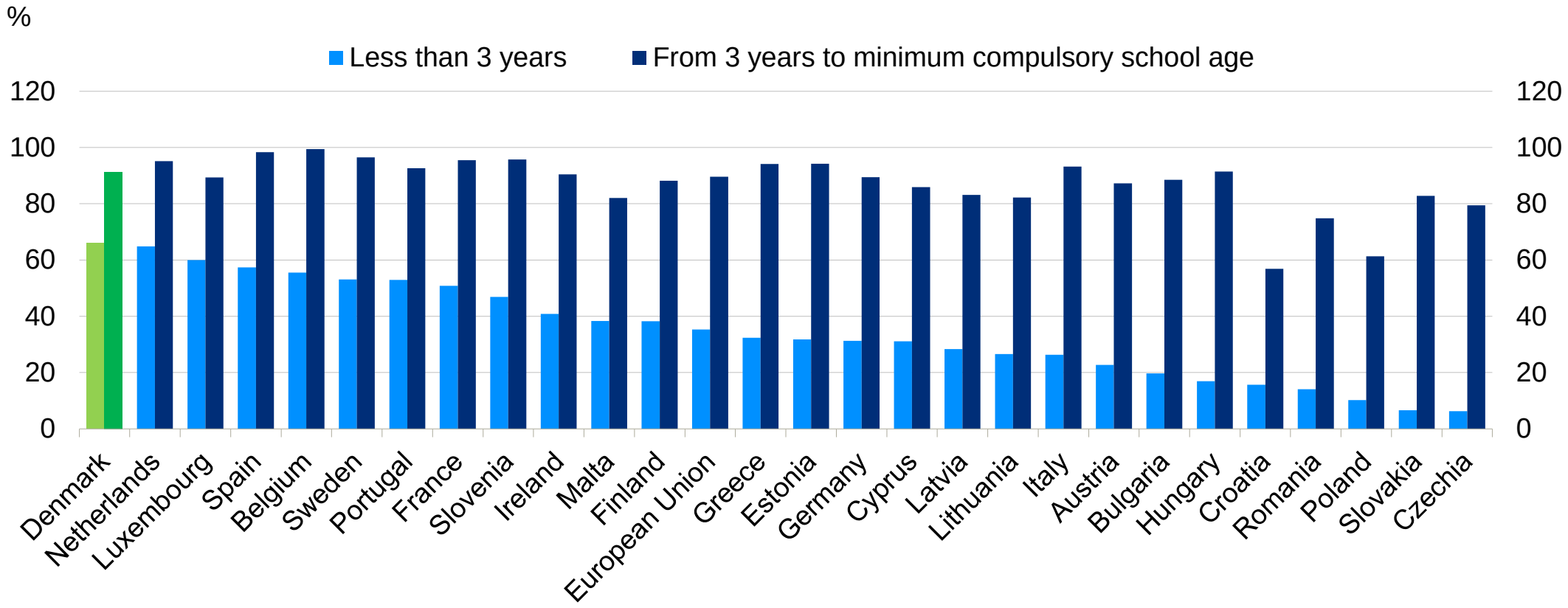
Children in formal childcare



Anm.: Children in formal childcare by age group. Children who are in childcare for at least one hour during a normal week. Values are calculated as percentage of the total population in the corresponding age group.

Kilde: Eurostat (ilc_caindformal).

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