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# **Equal opportunities and collective bargaining in the European Union**

Selected agreements from Denmark  
Phase II

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WP/97/13/EN



**European Foundation for the Improvement  
of Living and Working Conditions**

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European Union**

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**by**

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## SUMMARY

The identification, collection and analysis of 'good' agreements, seen in relation to ways in which they support and promote equal opportunities on the Danish labour market, turned out to be a formidable and time-consuming task.

Not least because the information had to be gathered from a great variety of sources since, as we learned, there is no comprehensive overview of agreements and contracts concluded.

The information was therefore gathered through personal and telephone interviews with negotiation partners representing the public and private sector labour market, both employers' and employees' representatives.

As has already been mentioned in the Danish report, we have, in our analysis, gone into all of the negotiated understandings and agreements, and, from these, we have selected the areas which in our opinion have an equality of treatment aspect. Furthermore, in this second report, we have permitted ourselves to select, amongst the areas mentioned above, examples of parts of agreements which are especially worth noting.

It must, however, be noted here that the same agreements cover a very large part of the labour market - see the overviews in figures in the first report.

When the financial sector once again has several agreement areas, which have an equality of treatment perspective, this is due to the fact that in this sector there is both an employer organisation and an employee organisation, which place great emphasis on being "up front" as regards general development tendencies in the agreements. In this area, besides what is implied by the agreement, endeavours have long since been made to ensure a sexually equitable recruitment of trainees as well as development initiatives in order to attract female leaders, etc.

The general settlements and agreements result in local agreements related to companies and/or institutions, and it is these agreements which we have not been able to come into possession of, since there is, neither in the organisations nor with the central authorities, any database or other registration of these agreements.

In the local government sector there were personal/telephone contacts with all local authorities indicated by the National Association of Municipal Authorities in Denmark as being active in the field of equal opportunities. The activities covered by local agreements in the municipalities (over and beyond the terms of agreements that apply generally) are geared to: distribution of local pay pools in a relationship that more accurately reflects the ratio of male to female employees in terms of numbers and qualifications, preferential opportunities for women in job assignment, development of training activities that give particular support to opportunities for women in career development, vertically and horizontally, preferential facilities for the recruitment of men in occupational areas where they are under-represented etc.

The so-called 'soft' areas in agreements, for example care days, maternity leave, time off to look after sick children, facilities for training and development, have played a major role in the most recent agreement negotiations, but there are factors contributing to a view that it will be difficult to move further forward in these areas for the time being through the medium of agreements.

That can be seen amongst other things in the fact that the Government has stated a wish to legislate for the establishment of a central maternity fund which would help to minimise loss of earnings to families in conjunction with parental and maternity leave.

The report first reviews the general agreements concluded between the central employers' and trade union confederations, DA and LO, between the Association of Employers in the Financial Sector and the Financial Confederation and between the Ministry of Finance and the organisations of employees in enterprises and institutions of the State, plus the special obligations of the local authorities.

In the discussion it is noted that the agreements cover all factors that promote equal treatment of women and men and at the same time specify a number of important areas in which public and private sector enterprises and institutions are called upon to do further work. The agreements are significant because they place equal treatment on the agenda for the work of co-operation committees and in that way contribute to raising awareness of equal opportunity concerns.

The parties to the agreements have sought to make their terms more concrete by specifying ideas for the work of co-operation committees on equal treatment: identifying problems, setting objectives for development, activities of various kinds and assessments. In the state and local government sectors the agreements support the special obligation incumbent on the public sector to promote equal treatment.

In addition to the discussion of the general agreements the report also reviews and assesses agreement areas which, in our view, are of significance to the promotion of equal opportunities.

As indicated in the first report, many local demands for matters to be covered by agreement negotiations get lost in the process of arriving at a basis for negotiation. These may include demands supporting work on equal opportunities.

In the field of pregnancy, maternity and care days, the novelty in the latest agreement negotiations in 1995 is that industry is to introduce a maternity scheme under which the employer pays wages during maternity and adoption leave for up to 14 weeks for women and two weeks for men.

The pay corresponds to the wages the employee would have received normally, but up to a maximum of DKK 95 per hour. The costs of the maternity scheme will be spread through the Industry Maternity Fund.

During the collective bargaining in the spring of 1997, most of the agreements have now achieved the same conditions regarding payment during maternity which were originally contained in the agreement between the Confederation of Danish Industries and the Danish Central Organisation of industrial Employees. This means that wages are paid during 14 weeks of maternity leave, amounting to a maximum of DKK 95 per hour, rising, however, to DKK 115 within the present duration of the collective agreement. The advantage with these agreements is that pension earnings are paid in connection with the wages agreement.

Under the Agreement on care days for employees in the state and local government sectors, entitlement to time off for caring allows an employee 10 days' leave per child in addition to the entitlement to time off on the child's first day of illness, from the birth of the child until it reaches the age of 18. In the state sector this entitlement has been extended in that overtime can be converted to care days consisting of overtime hours amounting to one day and that this entitlement covers not only parents but also other relatives.

The entitlement to care days, for men as well, will be 'paid for' by a reduction of maternity leave for women BEFORE the birth from eight to six weeks, but they can extend that period by using up their care days.

As an example of agreements with provisions for the care of sick children it is worth mentioning the agreements in the financial sector, which give entitlement to leave for two days with pay to arrange for the care of sick children and further leave for the care of a sick child without pay from five days to whatever length of time is needed to provide satisfactory care.

Working time is another aspect of equal opportunities in the agreements, and in this area considerable development is expected to occur in agreements for forthcoming years, which will also be manifested in the terms of local agreements.

In the financial sector the agreement offers the possibility of scheduling working time to give maximum consideration to employees who have problems looking after and picking up young children. Also scope is provided for local agreements on flexible working hours.

The general impression with regard to working hours is that the full-time/part-time ratio is well regulated. Despite the preference for full-time jobs, the agreements provide increasing scope for varying the length of the working day and scheduling working hours. Subject to local agreement, working time can be planned with variable weekly working hours provided an average of 37 hours per week are worked over a period of six months. Flexible working time can also be agreed locally between the enterprise and an individual employee or group of employees.

A framework agreement has been made regarding homework in both the private sector and the public sector. A framework agreement means that negotiations will now be started up, which resumably will result in agreements during the next round of collective bargaining.

The contents of the framework agreement are not known in detail, but there is interim talk of a voluntary agreement which will open the possibility of being able to switch between working at home and at the workplace.

Training was a key feature of the 1995 Industry Agreement. The individual employee is entitled to at least two weeks' paid leave per year in order to participate in updating or continuing training which is relevant to the enterprise, and the employee can get time off to participate in updating training of his or her own choice. In the financial sector a provision was written into the 1995 agreement that employee training should be continuously adapted to the needs of the enterprise and the capabilities and wishes of the individual and that a training plan should therefore be worked out for each employee. At the same time employees are guaranteed entitlement to leave without pay for training lasting one week in those years in which they do not take part in any other training measure agreed with the enterprise.

Pay/equal pay are still an area under discussion from an equal treatment point of view, even though equal pay has long been regulated by agreement and law in Denmark. Some new developments are discussed in the pay area, including the agreement between DA/DH&S and HK whose terms in the field of personal pay provide, on the one hand, that the employer should carry out a systematic evaluation as a basis for personal pay and, on the other hand, that the pay must reflect the input, qualifications, competence and flexibility of the individual, plus job content, degree of responsibility and any training. It is also stressed that personal pay is to be negotiated and set taking into account the principles of the Equal Remuneration Act

In the local government sector the Agreement on decentralised pay of 1995 was amended with respect to the previous local pay agreement, specifically from an equal opportunities point of view. The key element in relation to equal treatment is the provision that a proposal on decentralised pay must be presented in writing and with justification to the other party. This should make for greater clarity/transparency and objectivity in the distribution of decentralised pay. Examples of the distribution of decentralised pay in a couple of municipalities are discussed. It is not yet possible to give any final assessment of the contractual changes.



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## **I INTRODUCTION**

This report is by no means a complete overview of equal treatment and agreements in Denmark. On the other hand we have tried to seek out good examples of agreements that promote equality between men and women. There will of course be many good agreements we have not discussed here. That is partly because there is no comprehensive listing of agreements in Denmark, so there may be some we have not had access to. It is also partly because a number of agreements have similar provisions, but only a few have been selected as examples.

In Denmark the public sector takes the lead over the private sector in respect of equal treatment (see national report 1). We have endeavoured to include in our selection examples from both the public and the private sector.

We have chosen a structure for the report that divides up the examples according to subjects: equal treatment agreements, pregnancy and maternity, caring for children and the sick, working time, training and pay/equal pay. This structure seems most appropriate where Danish agreements are concerned, and it makes for rational presentation. Each example is dealt with in terms of identification, content and our assessment.

By far the majority of the examples are not the whole agreement but the relevant sections of the agreement in question.

## II EQUAL TREATMENT AGREEMENTS

There exists a range of equal treatment agreements. These are of course important since they are specifically concerned with equality of treatment. The agreements are framework agreements which ensure that further work can be done in the field of equal opportunities in the individual firms and are typically very general in their stipulations on equality.

Most of the agreements are followed up by guidelines or conceptual models which offer concrete ways of implementing equal opportunities. As these guidelines strengthen the agreements considerably by structuring equal opportunities work, we have also chosen to present them briefly here.

### **1. The Co-operation Board, Danish Confederation of Trade Unions and Danish Employers' Confederation: Agreement on Equal Treatment**

#### IDENTIFICATION

The Equal Treatment Agreement (annex 1) is concluded between the Danish Employers' Confederation (*Dansk Arbejdsgiverforening - DA*) and the Danish Confederation of Trade Unions (*Landsorganisationen i Danmark - LO*).

The Equal Treatment Agreement was concluded as a supplement to the Co-operation Agreement of March 1991. The Co-operation Agreement was concluded on 9 June 1986 between DA and LO.

The Equal Treatment Agreement came into force on 1 April 1991. It is valid until terminated with six months' notice on 1 July, but not before 1 July 1994.

The agreement covers the private sector nationally and is applicable to firms organised by LO and DA.

The Equal Treatment Agreement is the first of its kind between DA and LO. The Equal Treatment Agreement is a supplement to the Co-operation Agreement. The Co-operation Agreement establishes systematic co-operation between management and employees at all levels in the enterprise. It is intended to promote the development and effectiveness of the firm.

Co-operation between management and employees is organised by the establishment of co-operation committees with representatives of both parties in firms with more than 35 employees.

The tasks of the co-operation committees include the development of principles for: personnel policy, training and retraining and the organisation of production and work. Under the Equal Treatment Agreement, equal opportunities are also a task for the committees

## CONTENT

The aim is to promote equal treatment of women and men in working life.

The Agreement covers all matters conducive to equal treatment of women and men, but also lists a number of areas of importance to equality which firms are called on to develop:

- Ensuring equal opportunities for women and men in working life with regard to employment, training, promotion and conditions of employment in general.
- Working to achieve a fairer distribution of women and men in those job types and employment functions in which vocationally choice's and recruitment have been found to be determined by sex.
- Devising principles for the firm's personnel policy which take proper account of the need for employment to be compatible with the parental role.

- Using personnel policy to secure a working climate free from unwanted behaviour of a sexual nature or any other sex-related conduct which is offensive to women and detracts from the dignity of men at the workplace.

The employer is responsible under the equal status laws for equal treatment in the enterprise. The employer must organise work on equal opportunities in co-operation with the workforce.

## ASSESSMENT

The Equal Treatment Agreement sets the framework for work on equal opportunities in individual enterprises. It does not directly specify measure to improve equal treatment but ensures that the co-operation committees in the individual firms (set up under the Co-operation Agreement) direct their attention to equal opportunities in their enterprise.

The strength of the Equal Treatment Agreement is that it places equal opportunities on the agenda in individual enterprises, which will raise consciousness of equal opportunities on a broad front.

This will strengthen the implementation of the equal status laws and equal treatment agreements. The Agreement will promote various local solutions adapted to the needs of the individual firm. More equality on the labour market will give individual firms and the entire labour market greater flexibility.

One possible objection however is that, since it only sets the framework for the activities of co-operation committees on equal opportunities, its effect is entirely dependent on the individual co-operation committee and its will and commitment to the work

Precisely in order to follow up the Equal Treatment Agreement and qualify equal opportunities activities at workplaces, a number of guidelines and concepts for equal opportunities work have been issued.

In the pamphlet *Ligebehandling - en opgave for SU* (Equal treatment - a task for co-operation committees) (annex 2), issued by the DA and LO Co-operation Board in February 1992, gives guidelines on equal treatment for Cupertino committees in enterprises and explains why it is important to develop equal opportunities and how the work can be tackled.

It is recommended that an action plan on equal treatment be drawn up in the enterprise. The action plan should ideally be the result of a survey of the problem and a list of objectives for equal treatment in the enterprise.

The Equal Status Secretariat of the LO-affiliated Danish Confederation of Commercial and Clerical Employees (*Handels- og Kontorfunktionærernes Forbund i Danmark - HK*) in 1993 published *En køn udfordring* ('A fair (sex) challenge') (annex 3), which is a concept for equal opportunities work on Co-operation committees and equal status committees. The aim is to assist the employees' representatives in private firms in devising ideas and methods for equal opportunities activities forming part of personnel development.

These concepts, which both stimulate reflection on equal opportunities and have a structuring and inspirational function in work on equal treatment, give added strength to the Equal Treatment Agreement, because they make the Agreement more action-oriented.



### **1a. Examples of implementation of equality of treatment agreements**

In 1991, LO (the Danish Federation of Trade Unions) and DA (the Danish Employers' Confederation) entered into an equality of treatment agreement, as a supplementary agreement to the co-operation agreement.

In order to increase the companies' awareness of the Collaboration Committee regarding the perspectives of the agreement concerning equality of treatment, the Collaboration Committee has implemented a pilot project within four private sector businesses.

In the following, the activities and the results of this project are summed up as examples of the possibilities within the agreement for supporting equality of treatment as a part of company strategy, to the advantage of both the staff and the business.

## THE FOUR PROJECT COMPANIES

**L. Dæhnfeldt A/S** processes and sells seeds for flowers and vegetables. The seed production mostly takes place outside Denmark, especially in the USA, South America, southern Europe, Australia and New Zealand. L. Dæhnfeldt A/S is active on more than 100 markets. The production is based on the types which are processed at the experimental station at Danefeld, outside Odense. This is an experimental station with 130 hectares of land and about 30,000 square metres of greenhouses, hothouses and laboratories. In addition to the actual production, marketing and administration, a large part of the company's approximately 250 employees are occupied with research and development.

**Odense Congress Center A/S** is a service company, which comprises a conference and exhibition centre, with hotel and restaurant facilities. Odense Congress Center has a permanent staff of approximately 60, which comprises both reception and hotel staff, kitchen and restaurant staff as well as staff who look after sales and setting up exhibitions.

**Radiometer Medical A/S** is a company within the Radiometer Concern, which all in all has a staff of approximately 2,000 employees, of which half are employed in Denmark. Radiometer Medical A/S employs approximately 800 members of staff with research, development, production and export of medico-technical measuring instruments and accessories. Of the approximately 800 members of staff, 350 are women. Approximately 200 of them are employed in production work.

**Coloplast A/S** is a plastics manufacturer, which produces colostomy bags. The factory at Thisted is *one* of the three Coloplast production units in Denmark, which all produce for the hospital and care sector. Coloplast A/S has staff in 14 different countries. Coloplast A/S (Thisted) has a staff of approximately 300, of which two thirds are female operators. In addition, there are approximately 60 skilled metal workers, who develop, produce and repair the machines, approximately 25 male employees working on material production and internal transport, as well as a group of non-manual workers.

All the companies have used the agreement regarding equality of treatment in order to support the development activities which the companies wanted to set in motion. During these discussions, the differences between men and women have been uncovered - made visible - so that instead of being regarded as a barrier, they have now been made into a strength

The individual development activities lie within the following subjects: co-operation and/or communication, staff policy tools, changes in the work organisation and development of the structure for the future work within equality of treatment (the agreement).

All the subjects lie within the frameworks of the agreement.

The development activities have been decided and development will take place within the Collaboration Committee, (which is composed of equal numbers of representatives for the management and staff), or a sub-committee under the Collaboration Committee, such as the equality of treatment sub-committee or the training sub-committee.

Phase 3 is a description of *one* of the companies mentioned:

During a subsequent analysis, the companies have expressed the following:

- that the equality of treatment agreement has both supported and supplemented initiatives, for example of a training character, in such a way that both the members of staff (women and men) and the company have obtained a better return from their efforts in the form of satisfaction and increased efficiency;
- that the equality of treatment agreement has sharpened the company's knowledge about women's and men's differences and therefore made it possible and legal to aim various staff policy activities at the target groups of women and men, respectively;
- that the equality of treatment agreement has made it much easier for the members of staff and for the company, also in the future, to include the aspect of equality of treatment in planning and implementation of changes.

## **1b. Examples of the development of family-friendly companies, bases on collective agreements.**

### INTRODUCTION

In the following, reference is made to how rights achieved by collective labour agreements are integrated and “translated” into practical, concrete development activities in a number of private and public businesses. All the businesses mentioned are included in the agreements referred to in the first and second reports. Furthermore, equality of treatment perspectives and considerations have been integrated into the development activities already mentioned, even though neither this perspective nor the contents of the agreement have been the main subject for the project, but they have, however, constituted the frameworks for the projects.

### CONTENTS

The National Institute of Social Research has, at the request of the Ministry of Social Affairs, implemented a development within five publicly and privately owned businesses, with the purpose of showing the following:

- whether it is possible to make workplaces more family-friendly;
- to illustrate conditions which promote, respectively impede the development of family-friendly working conditions;
- as well as to examine the effects of possible family-political changes at the contributory workplaces.

The businesses are as follows: the National Board of Industrial Injuries - a publicly owned, service business, Århus Postal Area - a privatised service business, Baltica - a privately owned insurance company, Cotas - a privately owned electronics business, and Danvalve - a privately owned iron and metalworking company.

The procedure was bottom-up, since one or more focus groups were set up in each company, consisting of interested members of staff. The purpose with the focus groups was to clarify staff members' requirements and desires so that they could accommodate their working life and family life better, as well as to put forward concrete ideas and suggestions as to how the company could make this adaptation easier.

The proposals were presented to the managements and dealt with in the Collaboration Committee which then could decide how far they were willing to comply with the staff members' proposals.

The proposals deal with three different conditions: working hours, work contents and business culture. Furthermore, these desires deal with arranging both the work and the workplace in such a way that it is easier for the individual to attend to the practical and emotional care of the family.

Their wishes regarding working hours were, in a broad understanding, about maintaining influence on the arrangement of working hours, from the placing of breaks to the placing of holidays and days off.

## EVALUATION

The aspect of equality of treatment is clear in the project, since the work sharing both in the family and at work - despite the rapprochement of recent years - means that women still feel themselves as having the main responsibility for the emotional and practical care of their families and men feel themselves mainly being responsible for being "bread-winners".

Work sharing according to gender on the labour market means that women, more often than men, are placed in jobs with little flexibility regarding time or work. It is therefore typically women who express wishes in order to get their working and hours and conditions improved, so that they can consider the family's requirements better.

In comparison to the conditions of the collective agreements, there is support for working conditions being arranged in a family-friendly manner, in the equality of treatment agreements identified in the report (both for the public and the private labour market). Here, it is specifically pointed out that businesses are recommended to work with arranging a business staff policy which can suitably take into consideration the unification of gainful employment and the parental role.

The five businesses which constituted the attempts of the Ministry of Social Affairs were all subjugated to one of the equality of treatment agreements previously mentioned.

Furthermore, the public workplace, the National Board of Industrial Injuries, is encompassed by collective agreements in the public sector - as mentioned in the first report - regarding pregnancy, maternity leave and time off to take care of children. Likewise, during talks on conditions of employment in the public sector, in the spring of 1997, a working memorandum was drawn up by both the employers' and the employees' organisations regarding the arrangement of working hours, including work at home.

Baltica - the insurance company - is encompassed by the agreements between Association of Employers in the Financial Sector and the Financial Confederation of Employees in accordance with the collective agreement on 1995.

The three production businesses are encompassed by the private sector agreements, including the agreements regarding working hours, maternity leave and the maternity fund arrangement, as mentioned in the reports.

Four conditions have been of significant importance as to how and to what extent the workplace can be made family-friendly - without mentioning collective agreement frameworks and agreements about equality of treatment.

1. The company's market conditions which can set frameworks for the ways in which a company can be family-friendly. Amongst other things, it is a pre-requisite that the staff do not put forward demands which go against the company's basic interests, and that the management must not over-interpret the limited effect of the market conditions.
2. Overall management objectives which point out that it is important that the management has a business motive for entering into a family-friendly process of change, These objectives will also contain some central contacts between the staff's wishes and the management's overall objectives for the company.
3. The middle managers are the important group for the endeavours to make businesses more family-friendly.
4. The business culture must be modified in order to make a company more family-friendly. The development of changes is achieved first and foremost by improving the cultural co-operation, through dialogue, greater openness and confidence between the management and the staff. But, in addition, through active attempts to change the attitudes towards the significance of family life for the workplace. Are they regarded as being two, separate sizes or is it one, mutual interest in order to create a satisfying balance between working life and family life?

Other circumstances which have played a role are as follows:

- fixed, professional demarcations, which can be instrumental in making the working conditions less flexible;
- traditional trades unions, which can be very reticent towards more untraditional or flexible working conditions;
- insufficient information about rights and possibilities, where the staff have not been aware of their rights, both those based on collective agreements and those based on local agreements.

## EXAMPLES OF RESULTS

**Cotas - the electronics company** is carrying out the following modifications in the assembly department (where there are most women):

- increased possibility for starting earlier in the morning;
- increased daily flex-period;
- increased access to counter balance overtime in whole days;
- fewer fixed days off in connection with Christmas, etc;
- openness towards desires for reduced working hours.

**The National Board of Industrial Injuries - the public service business** - concretised the following changes:

- improved flex-time agreement, for example, parents with children under three years are exempt from fix-time;
- establishment of attractive child-care possibilities, where children spend less time at the workplace;
- increased management development which is to relieve the daily stress experiences;
- general readjustment regarding auxiliary functions, including the telephone switch board;
- experimental project with home work-places.

**Århus Postal District** set up a committee for equality under the Collaboration Committee. The following proposals were put forward by the focus groups:

- computer registration of working time must not limit the staff's possibility of making individual consideration of work organisation;
- there must be possibility of taking a day off or a day's holiday with reasonable warning since the management must ensure sufficient relief staff.



## 2. For the enterprises and institutions of the State Agreement on Equal Treatment

### IDENTIFICATION

The parties to the Agreement (annex 4) are the Ministry of Finance, as the employer, and the following employees' organisations: *Statsansattes Kartel* (Cartel of State Employees), *Statstjenestemændenes centralorganisation II* (Central Organisation of Civil Servants II), *Akademikernes Centralorganisation* (Central Organisation of Academics) and *Tjenestemænds- og Overenskomstansattes Kartel* (Cartel of Civil Servants and Group-Contract Employees).

The Agreement on Equal Treatment was concluded on 1 April 1993. It took effect on signature by the parties. The agreement can be terminated by each of the parties with three months' notice on the first day of a month. After termination the agreement continues to be valid until it is replaced by a new agreement, but for a maximum of twelve months after termination.

The agreement applies to employees in the enterprises and institutions of the State.

Thirty-seven per cent of state employees are women. In 1993 the State employed 190 000 persons, 70 000 of them women and 119 000 men.

The Agreement on Equal Treatment is the first equal treatment agreement for the State.

The Agreement on Equal Treatment is a supplement to the Co-operation Agreement for the State.

The Co-operation Agreement for the State, like that between DA and LO, sets out to institute co-operation between management and staff in the individual enterprises and institutions of the State. In institutions with at least 25 employees, a co-operation committee is to be set up with representatives of management and staff. The co-operation

committees have a number of tasks and, with the supplementary agreement on equal treatment, equal opportunities become another of the tasks of the co-operation committees.

A special obligation falls to workplaces in the public service as regards the promotion of equality between women and men. Section 1, paragraph 2, of the Equal Treatment Act (annex 5) obliges public authorities to aim for equal status and makes provision for the implementation of special measures to promote equality.

The Folketing (Danish Parliament), has also called for action plans to be drawn up in order to promote equal treatment at state workplaces (annex 6 for the motion for adjournment on the action plan of the Folketing).

## CONTENT

The Agreement on Equal Treatment specifies a number of areas of equal opportunities, within which the co-operation committees can work, corresponding to the areas laid down in the Equal Treatment Agreement of DA and LO, namely equal opportunities in working conditions, a fairer distribution of women and men and a good working climate without unwanted behaviour of a sexual nature.

## ASSESSMENT

The Agreement on Equal Treatment for the State, like the other equal treatment agreements, is a framework agreement which makes provision for equal opportunities work, but without specifying concrete solutions to concrete problems.

Equal opportunities work in the state sector is inspired first and foremost by the special obligation to promote equal treatment in the public sector. The Agreement on Equal Treatment supports the fulfilment of this obligation.

### **3. The Local Government Co-operation Board Equal status - a task for co-operation committees**

#### IDENTIFICATION

The local government sector (city authorities (primærkommuner) and counties (amtskommuner)) is also subject to the special obligation on the public sector to promote equal treatment. The development of equal treatment is also a task for co-operation committees in the local authorities.

The Local Government Co-operation Board, which is a central co-operation body for all the local authorities, in 1990 issued a pamphlet on equal treatment to provide inspiration and support for the work of the co-operation committees on equal treatment (annex 7).

#### CONTENT

The pamphlet discusses the significance of equal treatment, what challenges face the local authorities in the 1990s and who has responsibility for the promotion of equal treatment.

The pamphlet further recommends that co-operation committees develop equal opportunities in the fields of recruitment, personnel development, personnel policy and organisation and management.

Finally there is a discussion of what approaches to adopt in relation to charting the problems, setting objectives and drawing up an action plan, and finally how family patterns influence equal treatment at the workplace.

## ASSESSMENT

This constitutes a good guide, giving a thorough discussion of equal opportunities.

The local authorities have a further obligation under an amendment of the local government laws of 1995 (annex 8), which requires local authorities to report to the residents of their respective municipalities on the situation as regards equality between women and men at least every two years.

### **3.a Examples of implementation of equality agreements in the Public Sector**

#### **IDENTIFICATION**

The agreement about equality of treatment for state activities and institutions came into force on 1st April 1993, and is applicable for all employees.

Furthermore, the Folketing (the Danish parliament) has in 1994 agreed a motivated agenda in which the government is recommended to ensure that the work with equality is intensified in municipal, county and governmental areas. This agenda marks the conclusion of the public sector's two previous work periods, which commenced in 1989.

The Danish Equal Status Council has, as previously, carried out an evaluation of the initiatives which have been reported to the Commission, in reply to a round of enquiries.

As will be examined later in the report, there are a number of agreements based on collective labour agreements, which contribute towards supporting an equality-relevant staff and development policy, which is especially significant in the public sector, as this sector ensures in addition the employees a full wage compensation, including pension, by use of its rights based on collective labour agreements.

#### **The national area**

Out of 20 ministries:

16 have action plans for equality, 10 have action plans with target figures which express a quantitative goal for implementation of the plans, 2 ministries are on their way with action plans, and 4 ministries have no action plans.

In all, 86 national institutions have action plans, of which 40 have target figures, and 46 lack target figures.

There are still 94 national institutions without action plans.

There appears to be a tendency for work with equality to be placed within the Liaison Committee instead of within an equality committee under the Liaison Committee.

## **THE CONTENTS**

The national ministries and institutions have especially done something regarding the following:

- in order to create a better coherence between working life and family life;
- in order to obtain a more balanced sex ratio in the management group.

During the endeavours regarding work and family life, there is some talk of informing and recommending using rights based on collective labour agreements in proportion to “care-days”, based on accumulated extra work, overtime, flextime arrangements etc.

New arrangements regarding homework / employment outside the home are, in the 1997 talks on conditions of employment, on the framework plan level which means that there will be ongoing negotiations about how this framework agreement can be filled in by the employers’ organisations and the employees’ organisations

There are several affirmations of attitudes in the individual institutions’ staff policies in comparison with career possibilities and part-time work, schedule planning of meetings and appointments within fix-time, etc. as well as an effort to strengthen the family responsibility of fathers through using leave of absence arrangements.

As regards a more balanced sex ratio in the management group, concrete work is in progress with initiatives such as:

- courses and further training;
- job advertisements;
- employment assessment committees;
- recruitment campaigns;
- recommendations.

Refer, please, to the total evaluation of the public efforts under point 3a.

### **The municipal and county area**

Out of a total of 179 municipalities:

21 municipalities have drawn up action plans and 14 municipalities are in the process of drawing up action plans. The remainder have mostly no plans about drawing up action plans, or they have not answered the query.

Out of a total of 14 counties:

3 counties have drawn up action plans 1 county is contemplating drawing up an action plan. The remainder of the 14 counties have no action plans and nor do they have any plans to draw up such plans.

Only two municipal action plans have target figures and only one county action plan has target figures.

## CONTENTS

Also in the municipal and county area, the greatest importance is attached to the endeavours to create coherence between family life and working life, as well as to promote a more balanced sex ratio both within management and amongst the remaining staff. The procedures employed closely resemble the initiatives mentioned earlier.

However, the municipalities and counties appear to be more aware of taking initiatives in order to make the fathers' role in the family more visible and to make the fathers' use of arrangements based on collective labour agreements more intense.

Likewise, work is on-going with new forms of cooperation and values.

The reason why we are not merely working with the management area and equality, is due to the fact that we wish to attract more men to positions within the pedagogical and care-based fields of work.

## EVALUATION

There is an increasing activity within the public sector, and this indicates that there are several institutions which have made action plans.

However, the report indeed leaves behind the impression that the extent of the endeavours is still modest and that it is not a question of an intensification seen as a whole, neither as regards the family nor the workplace, or in comparison with the equal sex ratio within management.

In closing, the Danish Equal Status Council is therefore putting forward a number of concluding recommendations. When evaluated against the background of the intentions of this report, it must, however, be emphasised that the rights based on collective labour agreements appear to be a great support towards political staff initiatives obtaining the formulation mentioned above.



#### **4. The Joint Council, Association of Employers in the Financial Sector and Financial Confederation: Guidelines on equal treatment and Pamphlet on equal treatment**

##### IDENTIFICATION

The Guidelines on equal treatment (annex 9) and the Pamphlet *Ligebehandling* (Equal treatment) (annex 10) were produced by the Joint Council, comprising members of *Finanssektorens Arbejdsgiverforening* (Association of Employers in the Financial Sector - FA) and *Finansforbundet* (Financial Confederation).

The Guidelines on equal treatment were agreed and came into force at the end of 1993. The Pamphlet on equal treatment dates from September 1994.

The agreements cover that part of the financial sector which is organised by the above-mentioned organisations.

The Financial Confederation has 48 387 members.

There are roughly as many women as men in the financial sector. In 1993 a total of 107 000 women were employed in banking and insurance and 126 000 men, hence 46% of employees were women. In 1994 women accounted for 47% of those employed in banking and insurance (*Kvinder og Mænd, 1995, page 42*).

The Guidelines on equal treatment are the first of their kind in the financial sector.

##### CONTENT

##### **Guidelines on equal treatment**

The Guidelines on equal treatment (*Vejledning om ligebehandling*) are a general declaration from the Joint Council that equal opportunities must be promoted in the financial sector.

The aim is to promote a development in which all staff have the same opportunities for recruitment, training, promotion and working conditions in general.

The co-operation committees of the enterprises must work on equal opportunities. The managements of the enterprises must inform the co-operation committee of matters of relevance to equal treatment in the enterprise. The members of the co-operation committee elected by the workforce must keep the co-operation committee informed of the reactions of employees to the equal opportunities work.

Disagreements on equal treatment must be dealt with in the co-operation committee of the enterprise.

### **The Pamphlet on equal treatment**

The Pamphlet (*Ligebehandling*) is a guide to the members of the co-operation committee on how to implement an action plan for equal opportunities in the enterprise. It was drawn up in the context of the Guidelines on equal treatment.

An action plan is a tool with which to organise the work, ensure appropriate planning so that aims can be properly defined and ensure that equal opportunities work is constantly followed up. It is suggested that the action plan cover the following areas.

**Charting** of facts: what is the sex distribution in the enterprise? For example, whether management is male or female, who benefits from leave facilities and the sex distribution of the part-time workforce. Then comes an **analysis** of the facts in order to determine causes and to discover whether there are equal treatment problems and whether factors within or outside the enterprise are involved.

Following the analysis **objectives** can be set for work on equal opportunities and, beyond that, possible targets.

Once the objectives have been defined consideration can be given to what **means** are available to achieve these objectives.

The entire work must be **organised** on the basis of timetables and activity plans.

Throughout the process, the work can be continuously **evaluated**.

## ASSESSMENT

The Guidelines on equal treatment are important, like the other equal treatment agreements, because they place equal opportunities on the agenda. Like the others too, however, they are very general and depend on the work of the individual co-operation committee.

A very positive aspect therefore is that the Joint Council has followed them up with the Pamphlet on equal treatment. This concretises how the co-operation committees can pursue their work on equal opportunities.

### **III PREGNANCY, MATERNITY AND TIME OFF FOR CARING**

Maternity leave is regulated by, amongst other measures, the Act on Equal Treatment of Men and Women as regards Access to Employment and Maternity Leave etc. of 17 October 1994 (annex 11).

According to this, a female employee is entitled to time off from work on grounds of pregnancy and maternity from a date preceding the estimated birth date by four weeks.

After the birth the mother is entitled to 14 weeks' leave. After the 14th week following the birth the parents are, together, entitled to 10 weeks' leave. The leave entitlement can only be used by one of the parents at a time.

Independently of this right the father is entitled to two weeks' leave after the birth to be taken within the first 14 weeks following the birth, so-called paternity leave.

Under the Sickness and Maternity Benefits Act of 23 June 1994 (amended on 21 December 1994) (annex 12) women are entitled to benefits during maternity leave from the date preceding the estimated birth date by four weeks and for 14 weeks after the birth. Men are entitled to benefits during their paternity leave of up to two weeks. The parents are together entitled to benefits for ten weeks after expiry of the first 14 weeks following the birth, but these can only be paid to one parent at a time.

The payment rate corresponds to the maximum unemployment benefit.

Employees in the public sector have been entitled to full pay during maternity and adoption leave since 1989.

On the private sector labour market the financial industry has also had provisions for full pay during maternity and adoption leave since 1989 written into its agreements. The other general agreements in the private sector have not made provision for maternity pay. There are, however, a number of enterprise-based agreements on pay during maternity leave.

In the 1995 agreement, industry introduced a maternity scheme which does provide for maternity pay, but up to a maximum of DKK 95 per hour.

During the collective bargaining in the spring of 1997, most of the agreements have now achieved the same conditions regarding payment during maternity which were originally contained in the agreement between the confederation of Danish Industries and the Danish Central Organisation of Industrial Employees. This means that wages are paid during 14 weeks of maternity leave amounting to a maximum of DKK 95 per hour, rising, however, to DKK 115 within the present three year duration of the collective agreement. The advantage with these agreements is that pension earnings are paid in connection with the wages agreement.

Many men do not take paternity leave or parental leave. This may be partly because men lose a lot of money by switching from full pay to benefits during their leave, since their pay is on average higher than that of women. Full pay during parental leave is therefore important, not just to improve the situation of women when they take maternity leave but because it may induce more men to take paternity and parental leave.

It would be good for equal opportunities if more men took parental leave. It would give men a chance to spend time with their children. Besides, women become a relatively unstable element in the workforce when men do not take parental leave so, if men took more parental leave, it would benefit women's position on the labour market.

## **1. Confederation of Danish Industries and Central Organisation of Industrial Employees in Denmark Industry Agreement 1995**

### **§34 Maternity Scheme**

#### IDENTIFICATION

The parties to the Agreement (annex 13) are *Dansk Industri* (Confederation of Danish Industries - DI) and *Centralorganisationen af: industriansatte i Danmark* (Central Organisation of Industrial Employees in Denmark -CO-Industri).

The agreement was concluded on 20 February 1995 and came into force on 1 March 1995. It can be terminated at the earliest on 1 March 1998. The maternity scheme forms part of the Industry Agreement but does not take effect until 1 March 1997.

The agreement applies to all employers who are members of DI and all workplaces where the employer has an affiliation agreement with DI.

The sex distribution in industry is about 68% men and 32% women. Industry is the sector with the highest proportion of male workers, i.e. 22% of men in employment (*Kvinder & Mænd*, 1995, pages 42-43).

The agreement has been renewed every two years. In 1995, however, agreements for three years were concluded as 'payment' for the maternity scheme. The maternity scheme is a new element in the 1995 agreement.

## CONTENT

The maternity scheme requires the employer to pay wages or salary during leave for the birth or adoption of a child. The pay corresponds to the wages the person concerned would have normally received up to a maximum of DKK 95 per hour. The employee must have nine months' seniority at the time of the birth.

Women are entitled to pay for up to 14 weeks of their maternity leave and men for up to two weeks. The maximum wage compensation payment of DKK 95 per hour provides full pay for 80% of the employees eligible and between 90% and 95% of full pay for 20% of employees.

Holiday pay, pension contributions and payment for public holidays accrue during the maternity period. In order to spread the cost of the maternity scheme among the enterprises and sectors in industry, the Confederation of Danish Industries has set up the Industry Maternity Fund (*Industriens Barselsfond*). The Industry Maternity Fund reimburses employers in respect of their expenditure for payment of wages during maternity leave.

All the enterprises pay a contribution to the Fund. The amount of the contribution is fixed by the Confederation of Danish Industries. The Confederation of Danish Industries invites other industrial employers' associations to participate in the cost-spreading function of the Industry Maternity Fund, provided they integrate their pension schemes with IndustriPension, which administers the Industry Maternity Fund.

## ASSESSMENT

The Industry Maternity Fund is an important improvement of conditions in the field of maternity provisions and is a step in the direction of full pay during maternity leave.

A large proportion of male working population is employed in industry. If pay during maternity induces more men to take paternity leave and parental leave, this agreement will have a major effect, since it affects a large number of men.

The maximum amount of DKK 95 per hour, however, will probably affect men mostly since they generally have the highest earnings. Therefore a large proportion of the 20% whose working pay is not fully covered will probably be men. Hence a good many men will still lose pay by taking paternity leave.

Furthermore the Maternity Scheme only allows men to draw pay during their two weeks of paternity leave, and not during the last 10 weeks of combined parental leave, which men are entitled to share with women. It would otherwise have a major effect on equality between the sexes if men had an inducement to participate in this part of parental leave.



## **2. Association of Employers in the Financial Sector and Financial Confederation Agreement 1995, Financial institution sector §11 Pregnancy and maternity**

### IDENTIFICATION

The Agreement in the financial institution sector (annex 14) was concluded between *Finanssektorens Arbejdsgiverforening* (Association of Employers in the Financial Sector - FA) and *Finansforbundet* (Financial Confederation) on 16 March 1995.

The Agreement came into force on 1 April 1995. It can be terminated on four months' notice at the end of March in any year, but not before March 1994.

The agreement has national coverage in the financial institution sector. It applies to employees of firms which are members of FA, unless they are covered by another agreement concluded between FA and the Financial Confederation.

Approximately as many women as men are employed in the sector. In 1993 a total of 107 000 women were employed in banking and insurance and 126 000 men, hence 46% of employees were women. In 1994 women accounted for 47% of the workforce in banking and insurance (*Kvinder & Mænd*, 1995, page 42).

The 1995 Agreement replaces the previous agreement and has amended it on some points. Full pay during maternity had already been agreed in 1989.

### CONTENT

The section on pregnancy and maternity affords employees a number of entitlements.

First and foremost it provides for full pay on pregnancy and maternity during that part of the time off work in which the employee is entitled to benefit under Chapter 7 of the Sickness and Maternity Benefits Act. That means from a date four weeks before and 14

weeks after the birth for women. Men are entitled to two weeks' paid paternity leave after the birth. Both parents are jointly entitled to up to ten weeks after expiry of the period of 14 weeks following the birth, but only one parent at a time can receive the benefit.

A pregnant employee also receives full pay during time off work due to medically documented pregnancy complications. A pregnant employee may not be dismissed in the three months immediately preceding the expected birth date, unless circumstances on the employee's side are such that dismissal is justified.

Finally the employee is entitled to part-time employment or leave without pay for up to four months after the end of maternity or parental leave. In conjunction with this, full pension contributions are paid by both the employee and the enterprise.

#### ASSESSMENT

This is a very good pregnancy and maternity agreement. The financial industry, of which the financial institutions sector forms part, was the first industry in the private sector to provide full pay during maternity, in fact already in 1989.

It must be stressed that, on the one hand, it provides for full pay without limitation and, on the other hand, it covers the entire period of maternity leave, i.e. including the two weeks' paternity leave for men and the 10 weeks' parental leave to which both parents are jointly entitled.

Furthermore the other provisions offer considerable advantages in the area of pregnancy and the return of employees to work after maternity leave in the form of facilities for part-time employment or leave without pay. Pension entitlements are assured during this period, which is important in the context of equal opportunities.

### **3. National Association of Municipal Authorities in Denmark, Association of County Authorities in Denmark, Metropolitan District of Copenhagen, Metropolitan District of Frederiksberg and Association of Local Government Officers and Group-Contract Employees Maternity and Care Agreement**

#### IDENTIFICATION

The Agreement on the entitlement of local government employees to time off work in conjunction with pregnancy, the birth or adoption of a child and care commitments (annex 15) was concluded between the following local government employers: *Kommunernes Landsforening* (National Association of Municipal Authorities - KL), *Amtsrådsforeningen i Danmark* (Association of County Authorities in Denmark), *Københavns Kommune* (Metropolitan District of Copenhagen), *Frederiksberg Kommune* (Metropolitan District of Frederiksberg) and *Kommunale Tjenestemænd og Overenskomstansatte* (Association of Local Government Officers and Contract Employees - KTO).

The National Association of Municipal Authorities (KL) is a grouping of all the city authorities in the country, with the exception of Copenhagen and Frederiksberg. These two municipalities covering the capital have the status of both city authorities (*primærkommuner*) and county authorities (*amtskommuner*). The National Association of Municipal Authorities and the Association of County Authorities in Denmark are private organisations and act as negotiators on behalf of the local government employers.

The Association of Local Government Officers and Group-Contract Employees (KTO) is a grouping of 62 trade unions which have members employed in the local government sector.

The Agreement was concluded on 19 May 1995. It came into force on 1 April 1995 and can be terminated with three months' notice on 31 March in any year, but not before 31 March 1997.

The Maternity and Care Agreement is a national agreement covering employees in the city and county authorities.

The majority of employees in the local government sector are women. In 1993 women accounted for 72% employees in the city authorities and 73% in the county authorities. Thus, of the 466 000 persons employed in the city authorities, 338 000 were women. Of the 155 000 employed in the county authorities, 113 000 were women (*Kvinder & Mænd*, 1995, pages 42-45).

The Maternity Agreement with full pay during maternity dates from 1989. The Maternity and Care Agreement of 1995 contains minor improvements to the Maternity Agreement in that it introduces an entitlement to paid leave for pregnancy investigations. The introduction of care days, on the other hand, is a new element.

## CONTENT

As regards **childbirth** the Maternity Agreement gives entitlement to leave and entitlement to normal pay during the leave. A female employee is entitled to paid leave from a date six weeks before the estimated date of the birth. After the birth a female employee is entitled to 14 weeks. A male employee is entitled to two weeks paid leave on the occasion of the birth of his child. Finally one of the parents is entitled to a further 10 weeks' paid leave after expiry of the 14 weeks following the birth. A female employee is entitled to pay during time off from work for pregnancy investigations, when the absence is compatible with circumstances at the workplace.

Time off under the terms of the agreement counts in the calculation of any form of seniority; holiday pay entitlement also accrues during the time off. The right to **time off for caring** means that an employee is entitled to a total of 10 days' leave per child. The 10 days' leave can be taken during the period from the birth of the child, or its arrival in the case of adoption, until the child reaches the age of 18. The entitlement applies to both the mother and the father.

Care leave can be taken as a single period after the birth or, in the case of adoption, arrival of the child or as separate whole or half care days.

A female employee may choose to take her time off from a date eight weeks before the estimated date of the birth.

Employees are entitled to normal pay during care leave.

## ASSESSMENT

This is a very good maternity agreement. It is quite similar to the agreement in the financial institution sector, but stands out in that it gives entitlement to time off six weeks before the birth, compared with the four weeks provided under the agreement for the financial institution sector.

It is important that seniority and paid holiday entitlement be maintained during time off for reasons of pregnancy and maternity.

When the 10 days' care leave was introduced, the general provision of paid maternity leave for women was at the same time cut from eight to six weeks before the expected birth date, in order to take account of the introduction of care leave. It can be said that the women have paid for the care leave entitlement for their menfolk with two weeks of their maternity leave.

The care days are in themselves a good arrangement, because they take account of family life as well as working life. This is a great help to many women. In terms of equal opportunities it is good, because it provides entitlement to care leave for both the mother and the father.

There is a similar agreement in the state sector.

## **IV CARE OF SICK CHILDREN AND THE TERMINALLY ILL**

Looking after sick children and dying relatives are very demanding family duties which can be difficult to reconcile with working life. The agreements in the financial industry have some good provisions in this area.

### **1. Association of Employers in the Financial Sector (FA) and Danish Insurance Employees' Association (DFL)**

#### **Agreement on conditions of pay and employment in the insurance sector**

#### **1995 §32 and §33 Care of a sick child and §34 Care of persons dying**

#### **IDENTIFICATION**

The Agreement (annex 16) was concluded between Finanssektorens Arbejdsgiverforening (Association of Employers in the Financial Sector -FA) and Danske Forsikringsfunktionærers Landsforening (Danish Insurance Employees' Association - DFL). The Agreement was concluded on 28 February 1995. It came into effect on 1 April 1995 and can be terminated with four months' notice on 31 March in any year, but not before 31 March 1997.

The Agreement provides national coverage in the insurance industry for employees of firms belonging to FA. There are roughly as many women as men in the financial sector. In 1993, 107 000 women and 126 000 men were employed in banking and insurance, hence 46% of employees were women. In 1994 women accounted for 47% of those employed in banking and insurance(*Kvinder og Mænd*, 1995, page 42).

Section 34 on care of the terminally ill was not amended in 1995, but section 32 on care of a sick child was improved in 1995 with the addition of two days' child care leave.

## CONTENT

### §32 Care of a sick child

The two days' child care leave mean that an employee can, if necessary, be released on a whole or part-time basis with pay for up to two days at a time in order to look after or arrange for the care of a sick minor living at home.

On the hospitalisation of a sick minor, requiring the parents' attendance, eight calendar days' leave are allowed on full pay. When a child is sick, leave without pay may be granted at the employee's request for a period such that the provision of acceptable care for the sick child is practically possible.

When the leave extends beyond eight days, the company can grant additional leave without pay subject to presentation of a medical certificate.

### §33 Care of a child who is seriously ill

Whole or part-time leave of up to 13 weeks is granted to an employee with a child who is seriously ill, pursuant to the Social Assistance Act.

In these cases the firm pays compensation for wages up to full normal pay. Holiday entitlement is credited and pension contributions are paid as from normal pay, and seniority accrues.

### §34 Care of persons dying

Whole or part-time leave is granted to an employee for the care of a person who is terminally ill in the home, pursuant to the Social Assistance Act.

The firm pays compensation for wages up to the difference between the maximum wages of a home-help and full normal pay during the period of leave. Holiday entitlement is credited and pension contributions are paid as from normal pay. The period of leave is counted for the employee's seniority.

## ASSESSMENT

Leave for the care of a child who is seriously ill or a person who is terminally ill is regulated by law. The good element in this agreement is that it guarantees full pay during the leave.

In addition the two days' child care leave with full pay and the possibility of further leave without pay are a really good feature, compared with the general rule of leave for the child's first day sick, which only allows one day at a time.

The Association of Employers in the Financial Sector has another good agreement with the Financial Confederation in the financial institution sector covering the care of sick children and the terminally ill. The agreement in the financial institution sector has a version for conventional banks and one for savings banks. The agreement for savings banks is identical to that for the insurance industry, so it will not be discussed here.

The agreement for commercial banks differs somewhat from the insurance agreement. The agreements are identical as regards wage compensation for the care of seriously ill children and the terminally ill, so those parts will not be discussed for the banking sector. The agreements will be compared below on the point of time off in connection with children's illnesses.



## **2. Association of Employers in the Financial Sector (FA) and the Financial Confederation, Financial institution sector Agreement on conditions of pay and employment in the banking sector 1995**

### **§13 Time off in connection with children's illnesses**

#### IDENTIFICATION

The Agreement (annex 17) was concluded between *Finanssektorens Arbejdsgiverforening* (Association of Employers in the Financial Sector - FA) and *Finansforbundet* (Financial Confederation) in the banking sector.

The Agreement was concluded on 16 March 1995 and came into effect on 1 April 1995. It can be terminated with four months' notice at the end of March in any year, but not before March 1997.

The Agreement has national coverage in the banking sector and applies to employees of firms which are members of FA, unless they are covered by another agreement on pay and working conditions concluded between FA and the Financial Confederation.

There are roughly as many women as men in the financial sector. In 1993, 107 000 women and 126 000 men were employed in banking and insurance, hence 46% of employees were women. In 1994 women accounted for 47% of those employed in banking and insurance (*Kvinder og Mænd*, 1995, page 42).

As in the case of the agreement in the insurance sector, the two days' child care leave is an improvement over the 1995 agreement.

## CONTENT

An employee is allowed time off with pay for up to two days of a period of illness suffered by a child (normally under the age of 15) living at home, in order to arrange suitable care for the child.

Where necessary, if the child's illness persists, leave without pay can be granted subject to agreement between the firm and the employee for up to five working days.

On the hospitalisation of a sick minor, requiring the parents' attendance, up to eight calendar days' leave is allowed on full pay.

## ASSESSMENT

This is also a very good agreement as regards the care of sick children, and it is very similar to the agreement in the insurance sector. The two days' child care leave apply to both the insurance and financial institution sectors, and it will be a great help to working families with children.

The difference between the two agreements is that the banking agreement, in addition to the two days' leave, allows time off for the care of a sick child for up to five days without pay, whereas the agreement for the insurance sector gives leave for a period such that acceptable care of the child is possible. Thus the insurance agreement does not specify a maximum number of days and hence is more flexible for the employee.

## V WORKING TIME

Flexible working hours enable the employee to plan his or her working time, for example, to schedule working hours in order to coincide with the opening hours of day centres for children. Hence flexible working hours are beneficial to the family/work relationship.

Part-time working is chosen almost exclusively by women. That way they get more time to look after their family, and family and working life become more compatible. But their attachment to the labour market as part-time employees can be insecure. Many think that part-time working keeps women in a position peripheral to the labour market, while at the same time it does not enable them to provide for themselves and hence achieve independence from men. Many trade unions, partly for the same reasons, do not profess unqualified enthusiasm for part-time work. It is important that part-time employees have the same rights as full-time employees.

A framework agreement has been made regarding homework in both the private sector and the public sector. A framework agreement means that negotiations will now be started up, which presumably will result in agreements during the next round of collective bargaining.

The contents of the framework agreement are not known in detail, but there is interim talk of a voluntary agreement which will open the possibility of being able to switch between working at home and at the workplace.

## **1. Association of Employers in the Financial Sector (FA) and Financial Confederation**

### **Financial institution sector Agreement on conditions of pay and employment in the banking sector 1995 Provisions on working hours for full-time employees**

#### IDENTIFICATION

The parties to the agreement (annex 18) are *Finanssektorens Arbejdsgiverforening* (Association of Employers in the Financial Sector - FA) and *Finansforbundet* (Financial Confederation) in the banking sector.

The agreement was concluded on 16 March 1995 and came into effect on 1 April 1995. It can be terminated with four months' notice at the end of March in any year, but not before March 1997.

The agreement has national coverage in the banking sector and applies to employees of firms which are members of FA, unless they are covered by another agreement on pay and working conditions concluded between FA and the Financial Confederation.

There are roughly as many women as men in the financial sector. In 1993, 107 000 women and 126 000 men were employed in banking and insurance, hence 46% of employees were women. In 1994 women accounted for 47% of those employed in banking and insurance (*Kvinder og Mænd*, 1995, page 42).

## CONTENT

Normal working time is 1924 hours per year and 37 hours per week. Daily working time may vary from six to ten hours.

The agreement offers various options for the enterprise to schedule working hours.

The scheduling of working hours must take account as far as possible of the needs of employees who have problems looking after and collecting young children.

'Take account as far as possible' means that time must be allowed for the employee to investigate and arrange for suitable care and collection. Furthermore the enterprise must investigate whether other solutions are possible without this giving rise to operational consequences for the plant/enterprise.

In addition provision is made for local agreements on flexible working time.

## ASSESSMENT

This agreement offers a certain flexibility in the organisation of working time.

The special feature of this agreement, however, is the provision that, where possible, employees' needs must be taken into account with regard to problems in looking after and collecting young children.

Banking staff too often have problems picking up young children from day centres, because their working hours often extend beyond the opening hours of the day centres.

## **2. National Association of Municipal Authorities and Confederation of Public Sector Employees Agreement for technical service staffs in municipal institutions 1995 §9 Working time**

### IDENTIFICATION

The parties to the Agreement (annex 19) are Kommunernes Landsforening (National Association of Municipal Authorities - KL) and Forbundet af: Offentligt Ansatte (Confederation of Public Sector Employees).

The Agreement was concluded on 8 December 1994 and took effect on 1 January 1995. It can be terminated with three months' notice on 31 March in any year, but not before 31 March 1995. Notice must be given in writing.

The agreement covers local authorities falling within the negotiating area of the National Association of Municipal Authorities. It is applicable in the following institutions: schools, town halls, libraries, homes for the elderly, day-care establishments, day centres, sports centres, sports grounds, indoor swimming baths, open-air swimming pools and day-time and residential institutions.

The Agreement applies to technical service workers employed as: school caretakers/porters, town-hall and library attendants, mobile library drivers, porters at homes for the elderly etc., bath and pool-side attendants, sports assistants, caretakers/janitors at municipal buildings, page-boys and meter readers.

### CONTENT

Normal working time is 1681 hours per year. Working time and the scheduling of working hours are fixed by consultation between management and the union representative. Working days may be between four and ten hours.

The parties agree that full-time employment should be provided but, in special cases, part-time jobs can be introduced by agreement between the local authority and the local branch of the Confederation. Conditions are that the employee cannot occupy a full-time job or seeks a part-pension or that, for budgetary reasons, provision cannot be made for full-time jobs.

Part-time jobs cannot be introduced for less than an average of 15/37 of standard hours for the year.

In the event of vacancies, budgetary expansion or similar circumstances, part-time employees must as a general rule be offered more hours of employment or a full-time job.

## ASSESSMENT

The agreement offers a certain flexibility in the organisation of working time.

The provisions for part-time working are very restrictive. There must be a special reason to introduce a part-time job, and young children do not count as a valid reason. There may be equality-related grounds for limiting the possibility of part-time working, as it can result in a peripheral attachment to the labour market; cf introduction to this section.

The good element in this agreement is that part-time employees must as a general rule be offered full-time jobs when budgetary expansions etc. allow. Hence a part-time worker may choose to remain in part-time employment, which is important in view of the fact that part-time working can offer a less restrictive attachment to the labour market.

### **3. Confederation of Danish Industries and Central Organisation of Industrial Employees in Denmark Industry Agreement 1995**

#### **Chapter III. Working time**

##### IDENTIFICATION

The parties to the Agreement (annex 20) are *Dansk Industri* (Confederation of Danish Industries - DI) and *Centralorganisationen af industriansatte i Danmark* (Central Organisation of Industrial Employees in Denmark - CO-Industri).

The Agreement was concluded on 20 February 1995. It came into force on 1 March 1995 and is binding on the signatory organisations until one of the parties, under the rules applicable at the time, gives notice for termination on 1 March, but not before 1 March 1998.

The agreement applies to all employers who are members of DI and to all workplaces where the employer has an affiliation agreement with DI.

The sex distribution in industry is about 68% men and 32% women. Industry is the sector with the highest proportion of male workers, i.e. 22% of men in employment (*Kvinder & Mænd*, 1995, pages 42-43).

The agreement has been renewed every two years. In 1995, however, agreements for three years were concluded as 'payment' for the maternity scheme. Working hours were made more flexible in the agreement for 1995.

##### CONTENT

The normal working week is 37 hours.

The employees must be consulted on decisions regarding how daily and weekly working time as well as meal and rest breaks are to be divided up.



Subject to local agreement, working time for all employees or groups of employees can be organised according to different hours per week, provided average working time is 37 hours over a six-month period.

A condition of variable weekly working hours is that they must be fixed for up to 12 months at a time.

Subject to local agreement, it is possible for flexitime (flexible working hours) to be introduced. Agreements can be concluded for this either with individual workers or with groups of workers.

Enterprises and employees who might be interested in it can conclude agreements on part-time employment subject to the condition that the persons concerned do not already have full-time jobs in the enterprise concerned or in another enterprise, unless special circumstances give grounds for shorter working hours than normal. Weekly working time for part-time employees must be at least 15 and at most 30 hours.

The enterprise must not reduce the number of full-time employees on the introduction of part-time employment where employees with the same qualifications are involved.

Payment for part-time employment must be in line with the terms generally applicable under the agreement, so that part-time employees may not be paid any form of wage compensation because their working hours are shorter than normal

For that part of daily working time which for part-time employees falls outside the period from 0600 to 1700 hours, a supplement is paid corresponding to that paid for work outside normal hours.

The abnormal-hours rates paid for public holidays are reduced for part-time employees pro rata with the amount by which working hours are reduced in relation to the normal working hours applicable at the time.

The parties have also agreed that overtime in part-time employment may only be worked on an exceptional basis.

## ASSESSMENT

The scope for variable working hours, flexitime and switching to part-time employment makes for a high degree of flexibility in working time.

Scope for part-time employment is limited however. Equal opportunities considerations may be a reason for this.

The agreement in many ways ensures that part-time employees do not secure a relative advantage, for example wage compensation, over full-time employees.

Conversely the agreement also ensures that part-time employees have the same rights as full-time employees in the fields of pay, supplementary pay for abnormal hours and abnormal-hours pay for public holidays related to their working time.

Part-time employment is rigorously regulated in this agreement.

## VI TRAINING

In many sectors there is a deficiency of female managers, although the organisation has many women in more subordinate posts. There are of course many reasons for this. But it is clearly important that women be given more opportunities for training at their places of work if more women are to aspire to management positions. After all it means more to women than men that their formal qualifications should be up to the mark before they seek a management job. It is therefore important that there should be good agreements on facilities for training.

### **1. Confederation of Danish Industries and Central Organisation of Industrial Employees in Denmark Industry Agreement 1995**

#### **Chapter III. Updating and continuing training**

##### IDENTIFICATION

The parties to the Agreement (annex 21) are *Dansk Industri* (Confederation of Danish Industries - DI) and *Centralorganisationen af industriansatte i Danmark* (Central Organisation of Industrial Employees in Denmark - CO-Industri).

The agreement was concluded on 20 February 1995. It came into force on 1 March 1995 and is binding on the signatory organisations until one of the parties, under the rules applicable at the time, gives notice for termination on 1 March, but not before 1 March 1998.

The agreement applies to all employers who are members of DI and to all workplaces where the employer has an affiliation agreement with DI. The sex distribution in industry is about 68% men and 32% women. Industry is the sector with the highest proportion of male workers, i.e. 22% of men in employment (*Kvinder & Mænd*, 1995, pages 42-43).

The agreement has been renewed every two years. In 1995, however, agreements for three years were concluded as 'payment' for the maternity scheme. Working time was made more flexible in the agreement for 1995.

## CONTENT

The organisations agree to endeavour to ensure that employees in the individual enterprise receive the updating and continuing training they need, in order thereby to strengthen competitiveness.

It is recommended that a joint training committee be set up in the enterprise.

With the aim of promoting and developing training courses and the standard of training in industry, the organisations have set up the Industry Training Fund (*Industriens Uddannelsesfond*).

Where an employee, on the decision of the enterprise, takes part in courses in respect of which compensation for loss of earnings is paid, the employee receives his or her normal pay without extras. Compensation for loss of earnings is borne by the enterprise.

The individual employee is entitled, with due regard to production circumstances in the enterprise, to at least two weeks' time off each year to pursue updating and continuing training which is relevant to the enterprise.

Employees may, with due regard to production circumstances in the enterprise, be given the time off required to participate in updating training of his or her own choice.

## ASSESSMENT

Considerable importance is attributed to training in the Industry Agreement. Support is given to employees for participation in updating and continuing training through both an entitlement to two weeks' time off and compensation for loss of earnings.

### **2. Association of Employers in the Financial Sector (FA) and Financial Confederation, Financial institution sector**

#### **Agreement on conditions of pay and employment in the banking sector 1995**

##### **§3 Training plan and §4 Training leave**

## IDENTIFICATION

The parties to the Agreement (annex 22) are *Finanssektorens Arbejdsgiverforening* (Association of Employers in the Financial Sector - FA) and *Finansforbundet* (Financial Confederation) in the financial institution sector.

The Agreement was concluded on 16 March 1995 and came into effect on 1 April 1995. It can be terminated with four months' notice at the end of March in any year, but not before March 1997.

The agreement has national coverage in the banking sector and applies to employees of firms which are members of FA, unless an employee is covered by another agreement on pay and working conditions concluded between FA and the Financial Confederation.

There are roughly as many women as men in the financial sector. In 1993 a total of 107 000 women were employed in banking and insurance and 126 000 men, hence 46% of employees were women. In 1994 women accounted for 47% of the workforce in banking and insurance (*Kvinder og Mænd*, 1995, page 42).

Entitlement to a training consultation and a training plan and time off for a week's training were first agreed in the agreement for 1995. In 1993 a training fund was set up.

## CONTENT

### §3 Training plan

Theoretical and practical continuing and updating training for employees is vital to both the individual employee and the enterprise.

Training of employees must therefore be continuously adapted to both the needs of the enterprise and the capabilities and wishes of the individual employee. This should be achieved through a training plan or an equivalent procedure for the employee concerned.

### §4 Training leave

An employee in the service of the firm for over two years is entitled, in those years in which he or she does not take part in any other training scheme agreed with the enterprise, to leave without pay for training of up to one week. The scheduling of the leave must take due account of work in the enterprise.

## ASSESSMENT

The agreement in the financial institution sector is a good agreement from the point of view of training. One week's training leave is a good provision.

The requirement of a training plan for the individual employee is a very good provision. It will probably strengthen the position of women in that they are generally not as good as men at 'demanding their rights' and are more hesitant to come forward with their own wishes in respect of updating and continuing training. A training plan will therefore ensure that all employees' wishes and needs are given greater consideration.

## VII PAY/EQUAL PAY

Equal pay has long been regulated by agreement and law in Denmark. In 1960 Denmark adopted ILO Convention No 100 on equal pay for male and female workers. In 1973 the conciliation proposal on equal pay for the area covered by LO and DA was implemented. The purpose of the Equal Remuneration Act of 1976 was to implement the EC Equal Pay Directive.

The Equal Remuneration Act (annex 23) states that there must be no pay-related discrimination on the grounds of an employee's sex. The employer must pay equal remuneration to men and women for the same or equivalent work. The concept of pay in the Equal Remuneration Act is drawn very broadly, i.e. it covers not only the normal basic rate of pay but also pay supplements, lump-sum bonuses and pension amounts.

In the public sector pay pools have been in operation since 1987 supplementing the pay rates set according to seniority for Group-contract employees. The distribution of these pay pools has favoured men.

In the private sector too there are local pay pools, and some agreements provide for personal pay schemes.

It is mainly in these areas that discrepancies arise between the pay of women and men, often because men generally have the jobs carrying most prestige, on the basis of which it is easier to negotiate local pay supplements and higher personal pay rates.

We have found some examples of agreements which seek to promote equal treatment of women and men in the allocation of personal pay and decentralised pay, namely the agreement between HK and DA/DH&S and that between KTO and KL. We also look at the municipalities of Aalborg and Århus, which have carried out studies on the distribution of local pay.

## **1. Danish Employers' Confederation / Dansk Handel & Service and Danish Confederation of Commercial and Clerical Employees**

### **National Agreement 1995**

#### **§5 Minimum pay**

#### IDENTIFICATION

The parties to the Agreement (annex 24) are *Dansk Arbejdsgiverforening* (Danish Employers' Confederation - DA) / *Dansk Handel & Service* (Danish Trade and Service - DH&S) and *Handels- og Kontorfunktionærernes Forbund i Danmark* (Danish Confederation of Commercial and Clerical Employees - HK).

The agreement was concluded on 23 February 1995. The date it took effect is not given. The agreement cannot be terminated before 1 March 1997. The period of notice is three months, unless otherwise agreed between the organisations.

The agreement has national coverage and applies to employees in the commercial and clerical sector for whom HK has sought an agreement. The condition on which HK may conclude a national agreement is that HK has at least 50% of the employees within the commercial and clerical departments of an enterprise as members.

Most of HK's members are women. In 1993, 75% of the membership were women and 25% men (*Kvinder og Mænd*, 1995, page 45). The provisions on pay are not new in the 1995 Agreement.

#### CONTENT

##### D. Personal pay

The pay for individual employees is agreed in each individual case directly between the employer and the employee.



The organisations are agreed that the employers must carry out a systematic evaluation as a basis for the determination of personal pay.

Pay is to reflect the input, qualifications and competence of the individual and the flexibility and content of the job as well as responsibility involved and any training required.

Personal pay must be negotiated and set taking into account the principles of the Equal Remuneration Act.

The parties are agreed that, where the Confederation finds grounds for an equal pay action, an appraisal may be conducted at the enterprise with the participation of the organisations, before actual discussions between the organisations take place.

#### ASSESSMENT

The agreement is good because, on the one hand, it seeks to systematise assessments for the setting of personal pay and, on the other hand, it explicitly states that the principles of the Equal Remuneration Act must be taken into account.

Transparency and clear, rational criteria for the setting of pay are important for equal treatment of women and men (cf the Danfoss case). Men often have a greater advantage in a more informal system, since they are generally better at standing out and drawing attention to themselves.

The fact that the agreement explicitly states that the principles of the Equal Remuneration Act must be taken into account is of course a good provision from an equal opportunities point of view.

## **2. National Association of Municipal Authorities / Association of County Authorities in Denmark and Association of Local Government Officers and Group-Contract Employees. Agreement on decentralised pay**

### IDENTIFICATION

The parties to the Agreement (annex 25) are *Kommunernes Landsforening* (National Association of Municipal Authorities - KL) / *Amtsrådsforeningen i Danmark* (Association of County Authorities in Denmark) and *Kommunale Tjenestemænd og Overenskomstansatte* (Association of Local Government Officers and Group-Contract Employees - KTO).

The agreement was concluded in 1995.

Seventy-two per cent of employees in city authorities are women, and 73% of employees in county authorities are women, hence the local government sector is dominated by women (*Kvinder & Mænd, 1995*, pages 44-45).

The Agreement on decentralised pay in the local government sector of 1995 has been amendment with respect to the previous local pay agreement, amongst other things from an equal opportunities point of view.

### CONTENT

The key element in the decentralised pay agreement from the point of view of equal opportunities is the provision that a proposal on decentralised pay must be presented in writing and with justification to the other party.

## ASSESSMENT

The requirement to justify decentralised pay has been introduced because it makes for greater clarity in connection with negotiations on the operation of decentralised pay. In addition the justification requirement may have value as evidence, for example, in monitoring the application of the Equal Remuneration (Men and Women) Act.

In addition to playing a role in the provision of evidence in relation to the Equal Remuneration Act, the requirement of written justification also focuses attention on the principle that the distribution of decentralised pay should be governed by objective criteria. The distribution of decentralised pay on the basis of objective criteria is important to equal treatment.

### **3. The Equal Status Committee in the Municipality of Aalborg Report on local pay and sex in the Municipality of Aalborg**

#### IDENTIFICATION

The Equal Status Committee in the Municipality of Aalborg consists of management and staff representatives on the Authority's main co-operation committee plus members of the city council.

The Committee, which was set up in 1988, is chaired by the Mayor. Its activities are determined by the Municipality's equal opportunities policy and the Committee's programme of work.

In October 1994 the Equal Status Committee issued its first 'Report on local pay and sex', covering the period 1987-93. That was followed up by the 'Second Report on local pay and sex' of May 1995, which covers the period 1993-95 (annex 26).

The reports are not agreements as such but, as they are on the one hand the product of a body consisting of management and employee representatives and on the other hand very interesting pieces of work from an equal opportunities point of view and have been found to have a beneficial effect, we have chosen to present them here.

Furthermore the Equal Status Committee itself and its work are a result of the special obligations on the public sector with regard to equal opportunities and of the local government guidelines on equal treatment.

The report covers employees of the Municipality of Aalborg.

## CONTENT

A summary of the two reports shows trends in the distribution of local pay as between men and women in the Municipality of Aalborg.

The 1994 report shows that women get significantly fewer extras. In relative terms 40% more men than women get local pay supplements.

The 1995 report shows that women get more extras than men. In relative terms 29% more women than men get local pay supplements.

The 1994 report shows that women get significantly smaller extras. The share of men in fixed pay supplements is 142% greater than that of women.

The 1995 report shows that women still get the smallest extras. The share of men in fixed pay supplements is 66% greater than that of women.

The 1994 report shows that women get by far the smallest extras. Men's extras are on average 53% greater than those of women.

The 1995 report shows that women get slightly larger extras than men. Women's extras are on average 7% larger than those of men.

## ASSESSMENT

Women now get relatively more pay extras than men in the Municipality of Aalborg, i.e. 29% more women in relative terms than men. Previously 40% more men received local pay supplements. This is indeed a very clear improvement in the situation of women with regard to the distribution of local pay supplements. It can of course be argued that there is still not a situation of equality, since women are now in a more favourable position. However, the preponderance of the share of women in pay supplements is not as great as was that of men previously.

Women still get the smallest extras, but not to the same extent as before. Men's share of fixed bonuses is now 66% greater than that of women, compared with 143% before. There has thus been an improvement in the situation for women and for equal treatment.

Women now get slightly larger extras than men. Local pay supplements are on average 7% greater for women than those paid to male employees. Previously men's pay extras were on average 53% greater than those paid to women. Here too there has been a clear improvement in the situation of women. Although women now get slightly larger extras than men, it can nevertheless be said that equality has improved, since the difference in the size of the extras is nowhere near as great as it was.

On the whole there has been a noticeable levelling-out in the distribution of local pay supplements in the Municipality of Aalborg, although there are still considerable differences in the types of bonus allocated to women and men.

#### 4. Municipality of Århus, Development Office

##### Note on local pay and equality in the Municipality of Århus

###### IDENTIFICATION

The Equal Status Committee of the Municipality of Århus, which consists of management and staff representatives, has asked the Development Office of the Municipality of Århus to report on the distribution of local pay within an equal opportunities perspective.

The result is the *Notat om lokalløn og ligestilling i Århus Kommune* (Note on local pay and equality in the Municipality of Århus) (annex 27).

The Note covers employees in the Municipality of Århus.

###### CONTENT

The Note is concerned with local pay schemes which came into force in the period from 1 April 1993 to 31 March 1995. Its main conclusions are as follows:

The share of women in local pay arrangements is greater than their relative strength on the workforce. Women secured a share in the **total amount** of local pay which was 12% greater than the proportion they represented in the total of staff employed by the Authority. Men on the other hand got 35% less than their relative strength on the workforce.

Women took a share in the total number of local pay **schemes** which was 26% greater than their relative strength on the workforce, whereas men got 73% less than their relative strength on the workforce.

The individual woman was paid, on average, a smaller amount in local pay than the individual man. The average local pay allocation for women was DKK 1 976, whereas that for men was DKK 5 485.

Women received the greatest share of their local pay allocation in the form of the less attractive single payments. Men on the other hand had the greatest share of their local pay distributed in the form of the more attractive fixed bonuses.

Women's share of total local pay allocations in the form of single payments was 31% greater than their relative strength on the workforce, while the corresponding share of men was 88% less than their relative strength on the workforce.

Where fixed bonuses were concerned, which are more attractive than single payments, women received 14% less in terms of amounts than their relative strength on the workforce, while men received 38% more.

Women got 9% less in reclassification payments, which are also an attractive fixed bonus, than their relative strength on the Authority's workforce. Men got 27% more. Women received 24% fewer allocations, while men received 69% more than their respective strength on the workforce. Women received an average of DKK 10 081 in reclassification payments, while men got DKK 6 445 on average.



## ASSESSMENT

Women have secured a greater share of local pay in terms of both sums paid out and number of payment schemes, even when taking into account their greater strength on the Authority's total workforce.

Another imbalance, however, is that the sum paid out to the individual woman is on average less than that paid to the individual man. The only exception to this are payments of the 'reclassification' type.

Thus a relatively larger number of women than men have received local pay allocations, but on average smaller sums than men.

The explanation for this is presumably to be sought in the Authority's policy on local pay in this period, namely to pay more to women in local pay allocations and to allocate more local pay to staff at the operative levels. Women typically account for the largest proportion of staff at operative levels, so that this distribution policy has been particularly effective for them.

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## ANNEXES

1. *Landsorganisationen i Danmark and Dansk Arbejdsgiverforening: Aftale om ligebehandling* (Equal Treatment Agreement)
2. *Samarbejdsnævnet, Landsorganisationen i Danmark and Dansk Arbejdsgiverforening: 'Ligebehandling' en opgave for SU*  
(Equal treatment - a task for co-operation committees)
3. *HK: En køn udfordring - et ideoplæg til arbejdet med ligestilling i samarbejdsudvalg og ligestillingsudvalg*  
(‘A fair (sex) challenge’ - a concept for work on equal opportunities in co-operation committees and equal status committees)
4. For state enterprises and institutions: *Aftale om ligebehandling*  
(Equal Treatment Agreement)
5. *Lov om ligestilling mellem mænd og kvinder*  
(Act on Equal Treatment of Men and Women)
6. *Folketinget 1993-94: Forslag til motiveret dagsordensforslag, den 28 april 1994*  
(motion for adjournment on the action plan of Parliament on equal treatment at state workplaces)
7. *Kommunernes Samarbejdsnævn: Ligestilling - en opgave for samarbejdsudvalgene*  
(Equal treatment - a task for co-operation committees)
8. *Lov om ændring af de kommunale styrelseslove m.v*  
(Act amending the local government laws)

9. *Fællesrådet, Finanssektorens Arbejdsgiverforening and Finansforbundet:  
Vejledning om ligebehandling*  
(Guidelines on equal treatment)
10. *Fællesrådet, Finanssektorens Arbejdsgiverforening and Finansforbundet:  
Ligebehandling*  
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11. *Lov om ligebehandling af mænd og kvinder med hensyn til beskæftigelse  
og barselsorlov m.v.*  
(Act on Equal Treatment of Men and Women as regards Access to  
Employment and Maternity Leave etc)
12. *Lov om dagpenge ved sygdom eller fødsel*  
(Sickness and Maternity Benefits Act)
13. *Dansk Industri and Centralorganisationen af industriansatte i Danmark:  
Industriens overenskomst 1995, §34 Barselsordningen*  
(Industry Agreement 1995, §34 Maternity Scheme)
14. *Finanssektorens Arbejdsgiverforening and Finansforbundet:  
Overenskomst 1995, Pengeinstitutområdet, §11 Graviditet og barsel*  
(Agreement 1995, financial institution sector, §11 Pregnancy and  
maternity)
15. *Kommunernes Landsforening, Amtsrådsforeningen i Danmark,  
Københavns Kommune, Frederiksberg Kommune and Kommunale  
Tjenestemænd og Overenskomstansatte: Barsel- og omsorgsaftale*  
(Maternity and Care Agreement)

16. *Finanssektorens Arbejdsgiverforening and Danske Forsikringsfunktionærers Landsforening: Overenskomst om løn og ansættelsesvilkår på forsikringsområdet, §32 and §33 Pasning af sygt barn og §34 Pasning af døende*  
(Agreement on conditions of pay and employment in the insurance sector 1995, §32 and §33 Care of a sick child and §34 Care of persons dying)
  
17. *Finanssektorens Arbejdsgiverforening and Finansforbundet: Overenskomst om løn- og arbejdsvilkår på bankområdet 1995, §13 Frihed ved børns sygdom*  
(Agreement on conditions of pay and employment in the banking sector 1995, §13 Time off in connection with children's illnesses)
  
18. *Finanssektorens Arbejdsgiverforening and Finansforbundet: Overenskomst om løn- og arbejdsvilkår på bankområdet 1995, Arbejdstidsbestemmelser for heltidsansatte medarbejdere*  
(Agreement on conditions of pay and employment in the banking sector 1995, Provisions on working hours for full-time employees)
  
19. *Kommunernes Landsforening and Forbundet af Offentligt Ansatte: Overenskomst for tekniske servicemedarbejdere ved kommunale institutioner 1995, §9 Arbejdstid*  
(Agreement for technical service staffs in municipal institutions 1995, §9 Working time)
  
20. *Dansk Industri and Centralorganisationen af industriansatte i Danmark: Industriens Overenskomst 1995, Kapitel III Arbejdstiden*  
(Industry Agreement 1995; Chapter III. Working time)

21. *Dansk Industri and Centralorganisationen af industriansatte i Danmark: Industriens Overenskomst 1995, Kapitel X. Efter- og videreuddannelse* (Industry Agreement 1995, Chapter X. Updating and continuing training)
22. *Finanssektorens Arbejdsgiverforening and Finansforbundet: Overenskomst om løn- og arbejdsvilkår på bankområdet 1995 §3 Uddannelsesplan and §4Uddannelsesorlov* (Agreement on conditions of pay and employment in the banking sector 1995, §3 Training plan and §4 Training leave)
23. *Lov om lige løn til mænd og kvinder* (Equal Remuneration (Men and Women))
24. *Dansk Arbejdsgiverforening / Dansk Handel & Service and Handels- og Kontorfunktionærernes Forbund i Danmark: Landsoverenskomst 1995, §5 Mindstebetaling* (National Agreement 1995, §5 Minimum pay)
25. *Kommunernes Landsforening / Amtsrådsforeningen i Danmark and Kommunale Tjenestemænd og Overenskomstansatte: Aftale om decentral løn* (Agreement on decentralised pay)
26. *Ligestillingsudvalget i Aalborg Kommune: Rapport om lokalløn og køn i Aalborg Kommune* (Report on local pay and sex in the Municipality of Aalborg)
27. *Århus Kommune, Udviklingskontoret: Notat om lokalløn og ligestilling i Århus Kommune* (Note on local pay and equality in the Municipality of Århus)