

# The cooperration agreement DA/LO

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Social Empowerment



# The cooperation Agreement

Objectives and methods of cooperation:

*“DA and LO have agreed that continued improvement of the corporate sector’s competitiveness and employees’ job satisfaction are prerequisites for the continued development of enterprises and for promoting the welfare and security of their employees”*

# Cooperation agreement DA/LO

## Cooperation Committees in larger enterprises

"In enterprises with more than 35 employees or more, day-to-day cooperation should be promoted and observed by a cooperation committee composed of representatives of management and employees"

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## Information and consultation

“Information should be given to individual employees as well as to groups of employees. The information should be given in time for viewpoints, ideas and suggestions from employees to be included in the decision-making process. Information is necessary to enable employees to influence their own job situation”

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Information provided to the cooperation committee

“Efficient and successful cooperation requires continuous information of the cooperation committee about the affairs and development of the enterprise”

- it's financial position and future prospects
- employment prospects
- major changes and any proposed restructuring, e.g. the use of new technology in the production systems

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## Cooperation committees

“The cooperation committee shall determine the scope of the cooperation between management and employees at all levels within the enterprise

It is the overall task of the cooperation committee to promote cooperation within the enterprise for the benefit of the enterprise and the individual employee alike”

# Cooperation agreement DA/LO

This is achieved by

- Promoting day-to-day cooperation and involving as many persons as possible in that task
- Creating and maintaining good and stable working and employment conditions
- Increasing the employees' understanding of the situation of the enterprise in terms of its operation, finances and competitiveness



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