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# THE DANISH MODEL

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# About DA - history and context

Representing private employers since 1896

11 member organizations

Representing 23.000 companies

Covers 50 pct. of private employment



# Danish labour market model – main features

- Collective agreements before law
- Balancing flexibility and security
- Tripartite dialogue to solve major challenges in society
- Effective and efficient conflict resolution





# Social partners and the government



Close cooperation on all issues regarding labour market and education



Formal committees



Informal consultations



Tripartite agreements



Clear division of labour (pay and working time is exclusively for the social partners)

# Collective bargaining – 3 levels i Danmark

