

# Agenda

- The Danish Labour market
- Labour Market Organisations in Agriculture
- Collective Work Agreements in Agriculture
- Wages
- Working Hours
- Other employment conditions
- Labour Market legislation
- Education and Training



# Labor Market Organisations in Agriculture

## Employers Organisation

GLS-A

Farms, forests, garden nurseries, farm contractors, farming industry

Approximately 1000 members

Purpose of GLS-A:

- Unite the employers
- Working conditions, education and work environment

General assembly elects the board

- 9 persons. Helle Reedtz-Thott is the current chairman

Administration of 10 employees

## Unions

- Fagligt Fælles Forbund (3F) (skilled and unskilled workers)
- HK (office staff)
- Dansk Metal (blacksmiths, industrial machine operators in factories)

# The Labour Market

- The Danish labor market is known for high job mobility, flexibility, competitiveness and high-quality working conditions.
- In Denmark, pay and working conditions are typically laid down by collective agreements concluded between trade unions and employers' organisations. This system of labor market regulation is referred to as the Danish Model.

# Master agreement

- The employer has the right to direct and distribute the work
- The right to collective action – strike and lock-out
- Time of "Truce" – not to use collective action, when the collective work agreement is in force
- Shop stewards appointed by the employees
- Rules about termination of workers and shop stewards
- Disagreements about the interpretation of collective work agreements must be solved by arbitration
- Breach of the collective work agreement must be solved in Labour Court
- Negotiation of the understanding of the collective work agreements we have an institution of mediation

# Collective Work Agreement in Agriculture

- Jordbrugsoverenskomsten 1. marts 2018 – 28. februar 2021
- The collective work agreement has been agreed between GLS-A and 3F
- Every member of GLS-A is obliged to comply with the collective work agreement, e.g. wages, working hours, overtime-payment, pension contributions
- The employer and his employees can make agreements within the frame of the collective work agreement about working hours

# Working hours

The normal working week is 37 hours



- Breaks excluded
- Employer can place the working time between Monday to Saturday between 6 o'clock in the morning and 6 o'clock in the afternoon
- If you take care of animals the working time can be placed in any day of the week and working hours must be 37 hours in average

## ***Other possibilities***

- Parttime work
- Varying weekly working hours



# Wages

## Hourly rate

- Between 18,50€ and 20€ depending on experience and educational level

## Overtime (hourly rates)

- First 2 hours 24,40€
- After 2 hours and on sundays/public holidays 33,43€

## Work with animals

- Before 5 o'clock in the morning 2,72€ pr. hour
- Saturday afternoon 16,60€ pr. day
- Sundays/public holidays 35,15€ pr. day

## Fixed salary





# Other terms of employment

Salary under sickness

Salary under pregnancy and maternity leave

Salary under child's first day of sickness

Holiday payment 12,5%

Payment for public holidays and extra holidays 6,75%

Free choice payment 2,7%

Termination of employment

< 1 years employment => 0 dage

> 1 years employment => 14 dage

## Labour market pension

(employees over 18 years and with more than 3 month employment)

Pension contribution 12,99% (2/3 paid by employer, 1/3 paid by employee)

PensionDanmark

- Savings for old-age pension
- Insurance in case of incapacity, death or serious sickness
- Healthcare



# Wage pr. hour with social costs in %

<b>Skilled employee</b>	
Wage pr. hour	20 €
Holidaypayment 12,5 %	12,50%
SH-FF 6,75 % *	6,75%
Fritvalg 2,7% *	2,70%
ATP	0,93%
Sygedagpenge	3,70%
Barseludligning	0,20%
Arbejdsmarkedspension *	10,41%
Arbejdsskadeborsikring	2,43%
FiU- og uddannelsesfondsbidrag *	0,22%
Kompetenceudvikling og uddannelse *	0,59%
AES	0,29%
AUB, Finansieringsbidrag og AFU	1,41%
Social costs in %	<b>42,13%</b>

\* = collective agreement



Gartneri-, Land-  
og Skovbrugets  
Arbejdsgivere

# Labour market legislation

Maternity leave Act

Discrimination Act

Equal pay Act

Equal treatment Act

Holiday Act

Employment certificate Act

Work Environment Act

White Collar Act

Labour Court Act

Mediation in Labor Disputes Act

Generally there are no  
exceptions for agriculture

# Vocational Education and training in Denmark

## Skilled Education

- 3 – 5 years
- The student signs an educational contract with an employer and alternates between school and internships.
- A contract can be for the entire time of the students education or just a part of the education. If it's for a fixed duration, it's the students responsibility to find a new employer. No contract = no training = no education.
- The student will always work under the conditions set out in the dominate collective bargaining agreement within the specific field of education.
- It doesn't matter if the employer or student is organised.
- Agriculture: "Jordbrugsoverenskomsten" between GLS-A and 3F is the dominant collective agreement.

# Vocational education in agriculture

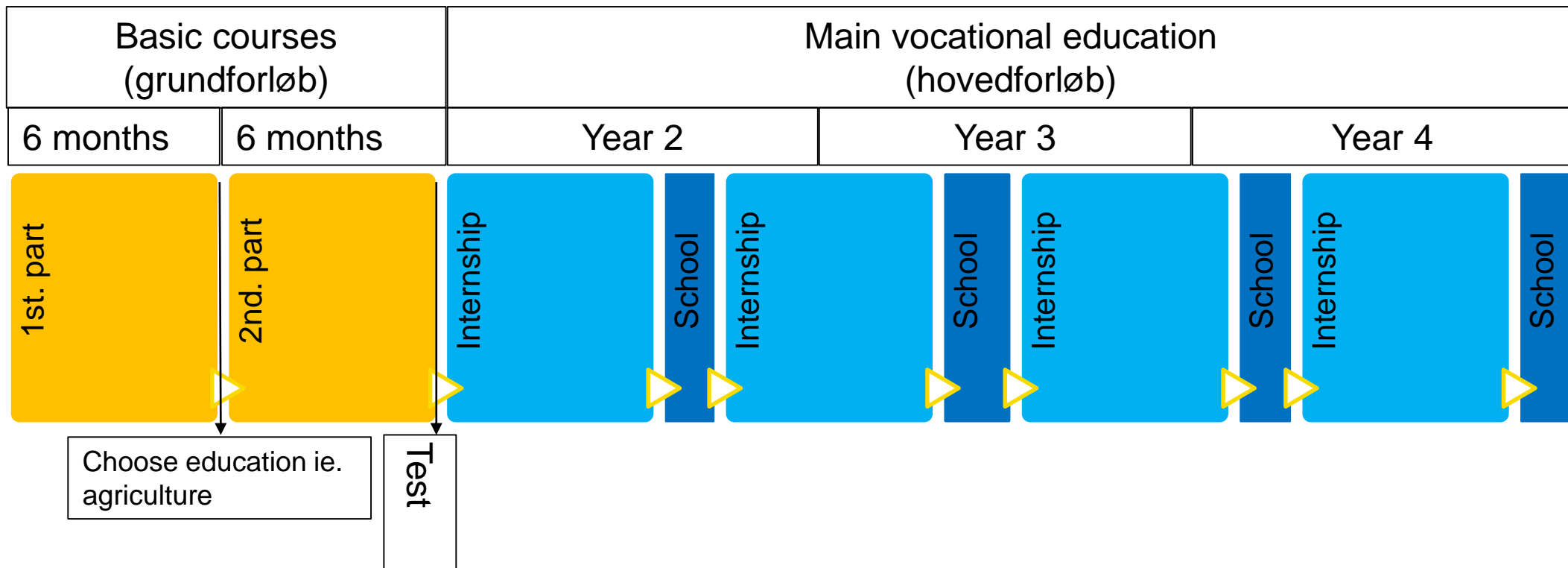
Three different speciality courses:

- Animals
- Plants
- Farming machines operator (harvesters etc.)

Length between 2 years and 4 months and 5 years and 11 months depending on previous experience, age and education

# Principles of vocational education

- an example of a student coming from primary school





Gartneri-, Land-  
og Skovbrugets  
Arbejdsgivere

# Responsibilities

When the student is undergoing the internship, it's the employers responsibility that the student will be exposed to and gain experience in the relevant areas of work.

It's the responsibility of the student to keep up with the curriculum while attending school. The student must treat schooltime as a job.

There are certain fixed goals that the student has to achieve both in school and during internships. In order to fulfill the goals both the student and the employer must appreciate their responsibilities.

An employer has to be approved by the labour market parties within the specific branch. In agriculture it's GLS-A and 3F. There are strict guidelines that the employer must fulfill to be validated ie. relevant crops, skilled staff, number of animals, machinery. All in all it must a workplace where the student can get relevant training.

# Terms of employment

The student is paid by the employer throughout the contract whether the student is in school or internship. The weekly hours are always 37 during school and internship

Year 1: 9,5 € pr. hour

Year 2: 11 € pr. hour

Year 3: 12,78 € pr. hour

Year 4+: 15,17 € pr. hour

Rules regarding overtime and working on public holidays also apply to students

An educational contract cannot be broken by either side after the first 3 months probation period. Exemptions: mutual agreement, gross negligence. If a contract is wrongfully terminated the other part can seek compensation for breach of contract.

# Other benefits for the student

Holidaypayment 12,5% (25 days pr. year)

5 extra days of paid leave pr. year

Free choice payment 2,7%

Paid leave on public holidays

## **Labour market pension**

Students over 18 years

Pension contribution 2,55% (2/3 paid by employer, 1/3 paid by employee)

PensionDanmark

- Savings for old-age pension
- Ensurance in case of incapacity, death or serious sickness
- Healthcare



# Financial aid for the employer

All employers pay a yearly contribution to the Labour Market Education fund (AUB). The contribution is dependant on size of the company

- AUB reimburses the employer whenever a student is in school
- The amount recieved is arroximately 93% of the student's wage
- If an employer has paid for the student's travelling expenses to and from school, AUB will also reimburse the employer
- Most of the time a student will live on school campus during the time in school. If an employer has paid for the student's accomodation, AUB will also reimburse the employer



# Foreign interns in Danish agriculture

Possible for foreign interns to come to Denmark for internship

- Under 30 years old
- Must be undergoing relevant education
- For a period of maximum 1 year
- Pay is equivalent to that of Danish agricultural student
  - 0-6 months: 9,5 € pr. hour
  - 6-12 months: 11 € pr. hour
  - 6-12 months, over 25 years old: 12,78 € pr. hour
- Rules regarding overtime also apply to foreign interns
- Holiday payment 12,5% (25 days pr. year)
- 5 extra days of paid leave pr. year
- Free choice payment 2,7%
- Paid leave on public holidays



## Labor Market Education for unskilled and skilled workers

- Short courses from 1 day to several weeks
- Collective agreements: 2 weeks of relevant paid education every year chosen by the employee
- From reading courses to business academy courses
- Salary paid by the employer – reimbursement from the state and from a fund established by the collective agreement partners
  - Agricultural educational fund in our collective agreements reimburses the employer up to 25 € pr. hour, when an employee undergoes labour market education ie. courses in animal care, forklift certificate, machine maintenance
- Focus on lifting the lowest skilled workers. Special courses in reading, writing, maths, for dyslexic employees and learning Danish for foreign employees



Gartneri-, Land-  
og Skovbrugets  
Arbejdsgivere

## Responsible partner

In GLS-A and amongst our members we feel strongly for the continuous education of our youth and current employees. In the collective agreements with 3F, we have a fund that works for the development of safety, cooperation and education

- Is funding the campaign Workgreen.dk
- Inspire youth to choose the green lifestyle and education
- The first focus is on Farming machine operators and the garden nursery sector
- Nationwide branding and recruitment project that will feature on social media, in trains and in popular newspapers
- In the near future there will be a severe shortage of skilled workers throughout Denmark, and that is a battle we want to win
- A number of our members and their employees tell their story on our campaigning website, where interested users can also find a list of potential employers
- Visit [www.workgreen.dk](http://www.workgreen.dk)



Gartneri-, Land-  
og Skovbrugets  
Arbejdsgivere

# Thank you

