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## **Summary of the Danish trade union movement's position on the proposal on transparent and predictable working conditions**

- The Danish trade union movement supports the idea of creating clarity and predictability regarding employment conditions for workers.
- The Danish trade union movement particularly welcomes the promotion of safer and more predictable working conditions - especially for workers in the most precarious jobs.
- The Danish trade union movement supports a definition of the concept of worker that secures atypical employees and we would like a more specific description of how to obtain these aims. Furthermore, it should be clarified that the directive widens the group of persons who are categorized as workers today.
- It is of the utmost importance to the Danish trade union movement to ensure that any measures adopted at any time take into consideration and respect national practise - especially when it comes to the collective agreement area.
- The Danish trade union movement would therefore like to establish that it should be possible to derogate from the minimum rights mentioned in article 7-11 of the proposal in the case of collective agreements concluded by the most representative social partners.
- The Danish trade union movement believes that it is crucial that rights mentioned in connection with training (article 11) are not in violation of the collective agreement-based rights to training and employee training funds in connection with which the employers are already funding continuing education and training for workers.
- The Danish trade union movement suggests that the 8-hour limit is removed altogether so that the directive can include persons with 5 hours' work per month, for example.
- The Danish trade union movement supports the proposal to provide the contract during the first day of the employment relationship. However, we find that it is important to specify that the contract must be provided by the very beginning of the first day of the employment.
- In addition to this, the Danish trade union movement finds that workers should be given an employment contract in a language that he or she fully understands.