

National Rapport – Denmark

Collective agreements in the MET industries: recent outcomes

The collective agreements in the MET sector were renewed on March 1, 2025, and covers a three-year period.

The settlement contains, among others, the following changes:

Pay levels

- Minimum hourly wages will increase by 3.75 DKK in 2025 (approximately a 2.75% increase), followed by increases of 3.5 DKK in 2026 and 2027 (approximately a 2.5% increase each year).
- Nuisance pay for overtime will rise by 3% each year.
- Nuisance pay for staggered hours/shiftwork will rise by 3,5% each year.
- Employers' pension contributions will increase from 10% to 11% of wages starting May 1, 2025. Total pension contributions will be 11% from the employer and 2% from the employee.
- Employers' contributions to the Free Choice Account will increase by 1% of the employee's wages in 2026 and 2027, totaling 11% for white-collar employees and 15% for blue-collar workers. The Free Choice Account is a savings account, allowing employees to decide later how to use the funds—whether for holidays, hospital admissions, time off for seniors, or as a cash payout with their salary.
- Health and Safety representatives, who are union members, will receive a yearly fee of 9,000 DKK.

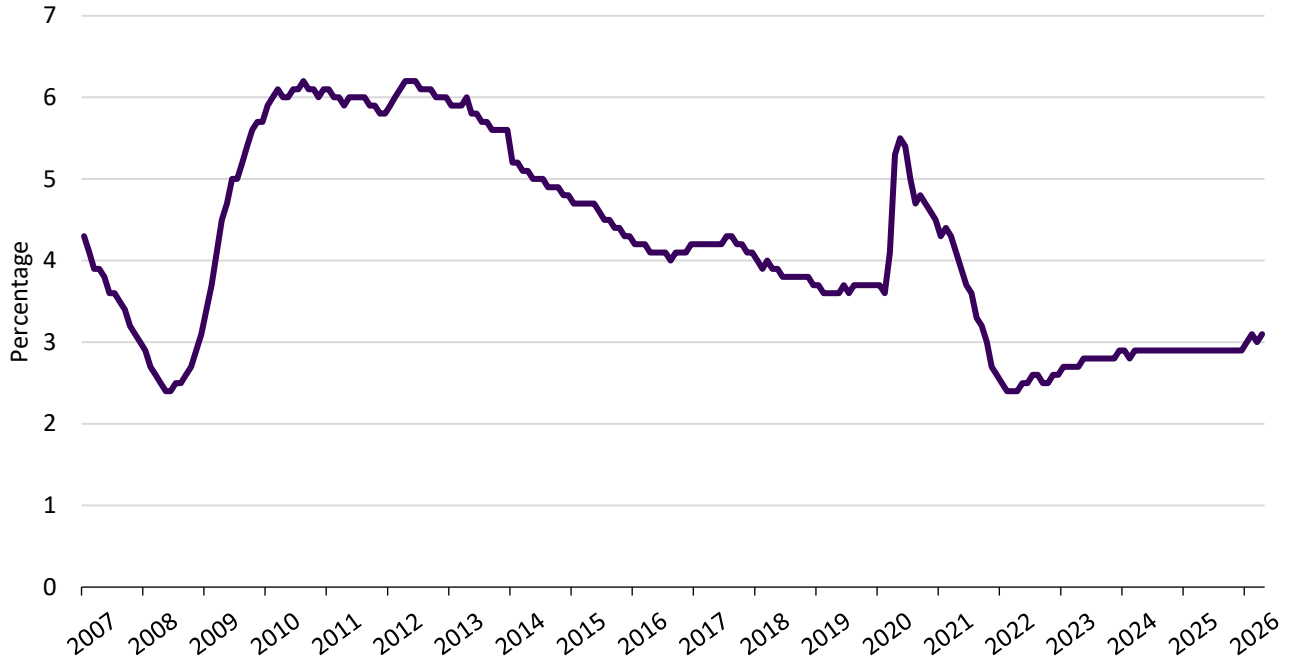
Work life balance for employees

The negotiations had a strong focus on employee flexibility and work-life balance. To address this:

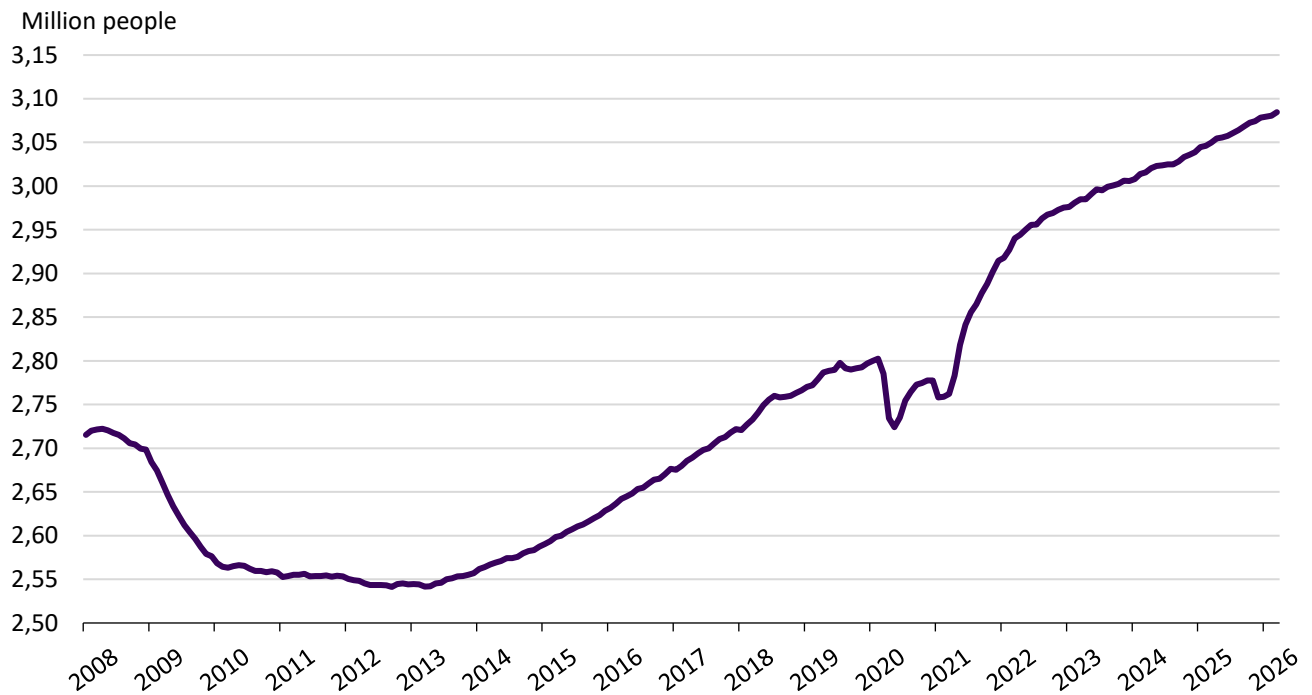
- Parental leave rules have been simplified, with an additional 2 weeks of paid leave for parents to share. The leave now covers social parents and solo parents.
- Employees can now take unpaid time off under certain family circumstances, including a child's third sick day (first and second sick days were already covered), health emergencies involving close family members, and two annual "grandchildren care" days. These unpaid days can be covered using funds from the employee's Free Choice Account.

State of the Danish Economy and local wage negotiations

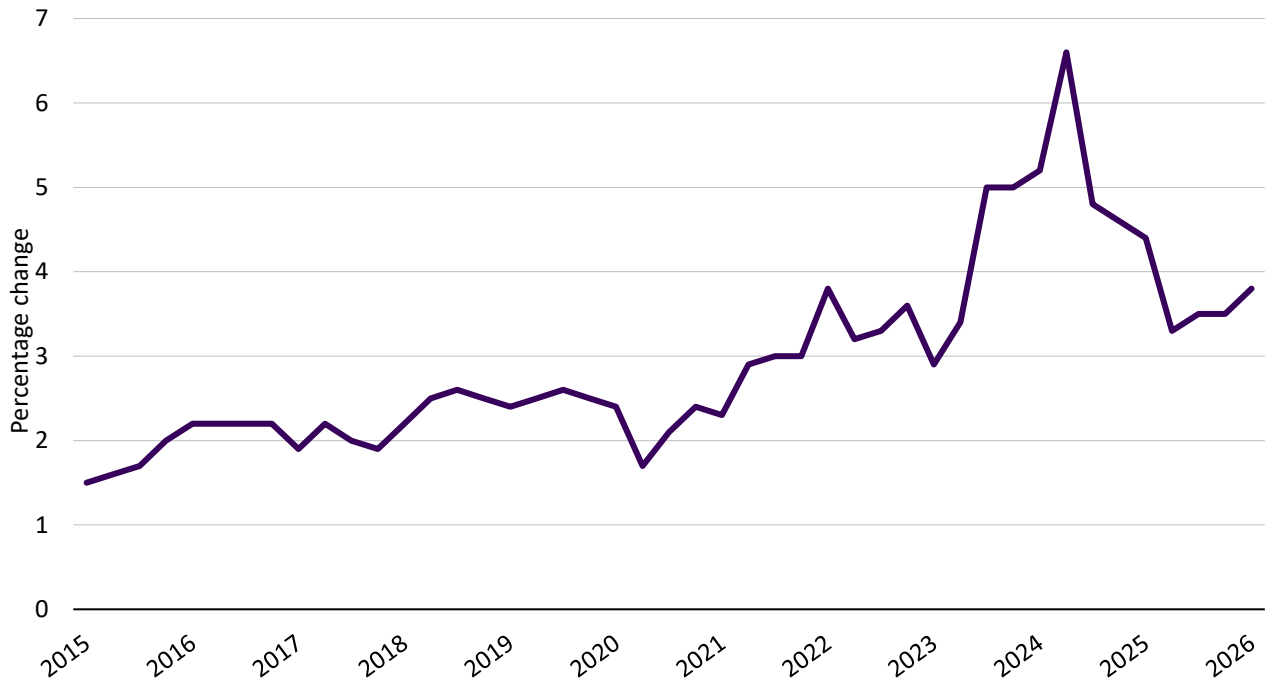
The unemployment rate fluctuates around 3 pct. since the end of 2023



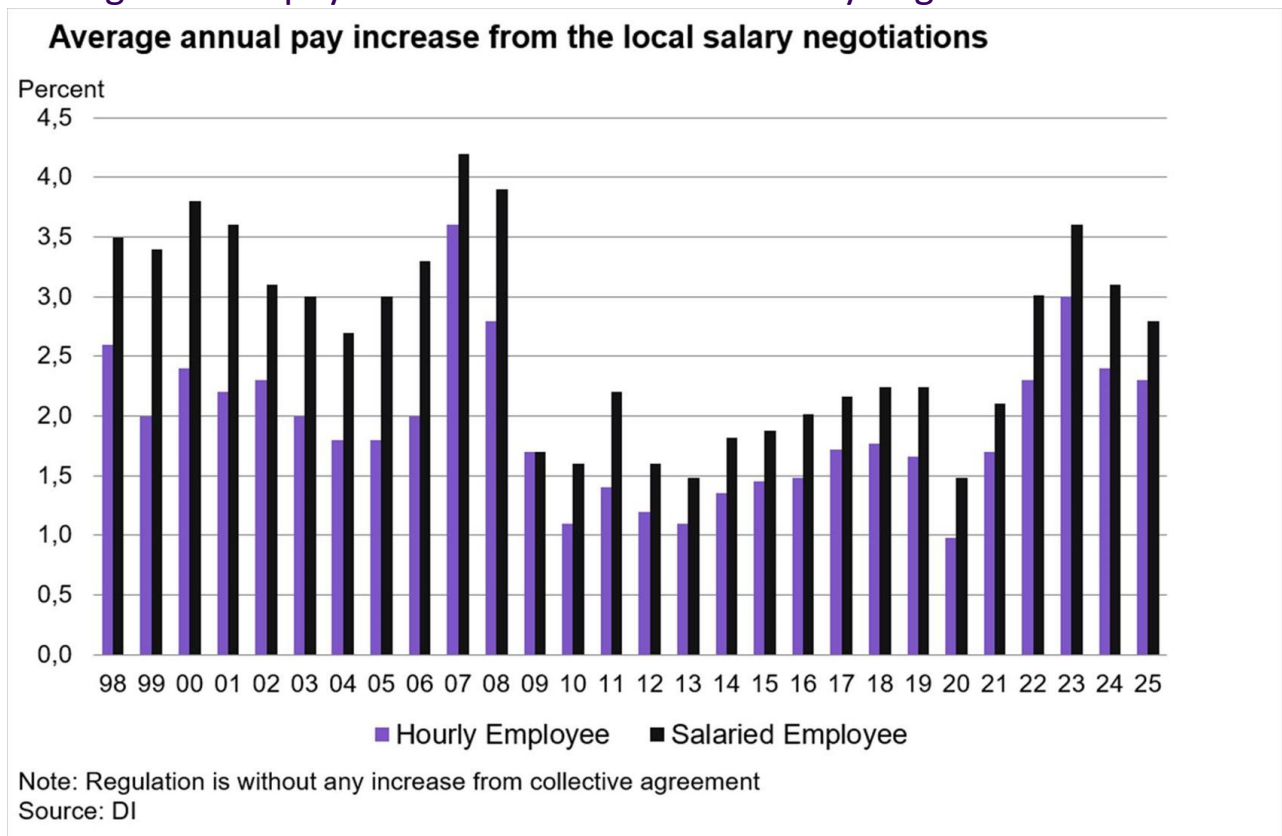
The number of employees is at a historically high level



Annual percentage change in wages in the Danish Manufacturing Industry – around 3.8% increase since last year



Average annual pay increase from the local salary negotiations





Dansk Industri

Restructuring plans within the automotive sector

The Danish automotive sector is very limited. So, this has limited relevancy.

Other sectors in Denmark have not seen an unusual number of collective redundancies.

Collective bargaining as a tool to improve gender pay gap

During this collective bargaining round and the previous, we have increased earmarked parental leave for fathers. This was done to improve the gender pay gap in addition to the EU minimum rules (ten weeks are earmarked for each parent) and with full pay as opposed to maternity/paternity benefits from the state. This evidence-based approach seems to have worked. See [Expanding Paternity Leave: Effects on Beliefs, Norms, and Gender Gaps | NBER](#)

Emerging practices in collective bargaining

Our way of collective bargaining has remained largely unchanged since the 90's, and the ongoing global issues have not given us cause to change our approach.

However an increasingly pressing issue is the expansive practice of the EU Court on labor law issues, that are already implemented or regulated by our collective agreement. The changing or additions to previous labor law, such as registration of working hours (Deutsche Bank), overtime for part time work (Lufthansa and Dialyse) and Equal treatment of temporary agency workers (TimePartners). These changes affect the existing balance in our collective agreements and the autonomy of the social partners to negotiate freely.