

**To:** Colleagues in Denmark

Brussels, 13 April 2018

Dear Colleagues,

European trade unions ETUC, EPSU and ETUCE support the struggle of Danish workers and trade unions for fair wage growth for public sector workers.

We support your demand for better working conditions and for teachers working hours to be regulated by collective agreement.

We are appalled by the employers' threat of a massive lockout of public sector workers, particularly in a country which rightly prides itself as a model of social dialogue and collective bargaining.

To threaten to lockout 90% of state employees and 50 % of municipal employees is very aggressive and represents a complete overreaction to the notice of a limited strike of only 10% of public workers. We suspect that the lockout is a tactic by employers to bring the Government into the dispute and provide the Government with an excuse to intervene and undermine the Danish system of collective bargaining.

The European Union guarantees the right to collective bargaining and collective action. The EU Treaties and the EU Charter of Fundamental Rights must be respected by all member states. Article 152 TFEU recognises and promotes the role of social partners and of social dialogue. Article 28 of the Charter guarantees the right to collective bargaining and collective action. In addition, Article 6 of the European Social Charter guarantees the right to bargain collectively and the right to collective action. Denmark also proclaimed the European Pillar of Social Rights. The Pillar promotes social dialogue and requires full respect for fair wages, the right to collective bargaining and collective action.

Danish authorities must live up to their responsibilities and support free negotiations. We expect the Danish government to bear in mind the criticism from the ILO after the lockout of the Danish teachers in 2013 and act accordingly.

We reiterate our wholehearted support.

We are with you,



Luca Visentini  
ETUC General Secretary



Susan Flocken  
European Director



Jan Willem Goudriaan  
EPSU General Secretary