

# Report

## The Board of IDA Private Sector

*This report covers the period from April 2021 to the end of March 2022, and it is the last report in the electoral period of the current Board.*

March 2022

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## Preface by the Board

*This report primarily covers the period since the last General Meeting, i.e. since April 2021. This is also the last report by the current Board in its three-year electoral period. Therefore, in the preface, we have decided to focus on what we consider the most important successes and lessons learned from our whole electoral period.*

*The electoral period began with devising a strategy for the next three years, and focus was on the following three themes:*

**1. Theme 1: Improving employee competences/tools**

*How do we make IDA (Private Sector) members as attractive as possible to their future employers? In other words, how do we increase our members' employability?*

**2. Theme 2: Accessibility/visibility – what does IDA have to offer?**

*Under this theme, the Board has worked hard to ensure that it is easier and simpler for members to access the many benefits IDA has to offer.*

**3. Theme 3: Attractive working conditions for the individual member**

*Specifically, we have worked to create value and improve offers for members who are employed in a company without a company group or an academic club.*

*Under the three themes above, the Board has launched a series of initiatives, and the report looks back in particular at the following successes which we believe have increased IDA Private Sector's relevance to our privately employed members.*

**Virtual general meetings and annual conferences** during the pandemic have proven to attract a good number of participants – even more than physical events. In future, we therefore recommend holding as many such events as possible as hybrid events to avoid limiting the number of participants and to increase flexibility to attract as many participants as possible. The virtual General Meeting in September 2020 thus had 63 participants, while the virtual General Meeting in 2021 had 359 participants. The difference between these two events was that, in 2020, we only held a general meeting, while, in 2021, we also had a presentation on the Friday and several presentations on the Saturday. The Annual Conference in 2021 was held as 2 x 3 online presentations in Danish and in English, with 590 attending the Danish presentations and 281 attending the English presentations. These numbers are significantly higher than we have previously seen for physical events. Another advantage of virtual events is that the recorded presentations were made available on IDATV<sup>1</sup> afterwards<sup>2</sup>.

**Events in English** have attracted participants we would otherwise not be able to reach. The virtual events were held in both Danish and English, and both the General Meeting and the Annual Conference in 2021 were interpreted simultaneously into English. The events were very well received by the English-speaking participants. There is still much potential for improvement in

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<sup>1</sup> <https://tv.ida.dk>

<sup>2</sup> Depending on what has been agreed with the individual lecturers, the recordings will be deleted after a certain period, typically 14 days.

terms of offers from IDA for this member segment. IDA Private Sector has had its statutes, rules of procedure, etc. translated into English, and before the General Meeting, IDA Private Sector will make sure that international members can participate in "Meet-the-Board-meetings" on an equal footing with Danish-speaking members. IDA Private Sector has aimed at making English content and simultaneous interpretation into English a natural part of all services from IDA Private Sector.

**Close collaboration with the Council of Employees and IDA Public Sector**, in which IDA Private Sector has been an active participant in Council of Employees meetings to safeguard the interests of our members and to communicate relevant discussions by the Council of Employees to IDA Private Sector. A good example of this collaboration is the "[Six Principles for Working Life of the Future](#)." Moreover, there have been quarterly coordination meetings between the chairpersons as well as joint seminars, and there are plans to hold future joint events for members. Up until now, events for members have always been held separately. In the current period, the "IDA in the workplace" initiative has also started to assist local trade union representatives at workplaces in the public sector. This is based on the belief that our members have the same needs and desires, regardless of whether they are employed in the private or public sector.

**Virtual courses** such as "Personal efficiency" (1,560 participants), "Kill the noise" (712 participants) and "Better virtual meetings" which will be held in 2022 (217 registrations). Through the virtual courses, we have been able to reach members who we would otherwise have difficulties reaching, so now we can make IDA Private Sector relevant to even more members.

**Rethinking the annual conference**, where we have worked on how we can improve a success; the annual conference is a popular, but relatively exclusive event, which can only be attended in person by a fraction of our members: How can we make this event available to more members within the same budget? A much larger one-day conference without an overnight stay? A one-day conference held in several different places in Denmark? Obviously, more virtual events is also a possibility, but we experience a great demand from our members to meet in person and network.

**Focus on what we are already offering**, as IDA has many good products, but it is doubtful whether members know enough about "what IDA can do". Advertising "[the five best](#)" products as well as the planned "IDA members' night" are examples of activities aimed at advertising what we are already offering.

**Focus on members in companies without a company group/an academic club**, which applies to the majority of members working in the private sector. This is both in the form of offers from IDA such as salary negotiation courses, but also in the form of outreach activities by IDA's business consultants via "IDA in the workplace" and well-being consultants working to bring IDA into play locally without traditional company groups/academic clubs. This is based on the philosophy that formalised company groups/academic clubs are not necessarily the right structure/framework in many companies – at least not to begin with.

**Local focus on working environment** through the establishment of a well-being consultant function, which ensures that IDA can offer centrally organised "well-being services" and that the consultants can also visit workplaces to increase focus on well-being and to provide members with easy-to-use tools to improve working environment and well-being. These visits have often been new initiatives and in collaboration with companies and managers. This increases IDA's

relevance to company managements, and this is very much in the employees' interest, but it can also lay the foundation to set up a company group/an academic club.

**More resources to support IDA Private Sector and IDA Public Sector**, because the IDA in the workplace initiative has grown from one full-time equivalent and a pilot project to two full-time equivalents and a permanent activity as well as three additional well-being consultants.

**Adapt To Me:** Siri for managers: In collaboration with the Council of Employees, IDA Public Sector and IDA Management Forum, IDA Private Sector completed a unique pilot project for members with management responsibilities. A web application was used to systematise management tasks, and ten onboarding sessions were held focusing on various management challenges. Evaluations from the project have been submitted to IDA's career counsellors to improve initiatives aimed at members with management responsibilities.

Participation in work on **IDA's structure committee in 2020**, which evaluated IDA's political composition of the Council of Employees, IDA Private Sector and IDA Public Sector to ensure the best organisation and representation of privately employed members' interests internally in IDA.

Active participation in meetings held by the **Danish Confederation of Professional Associations (Akademikerne)** for private-sector parties who have positioned IDA as a strong partner in Akademikerne and ensured that our interests are being represented.

Last, but not least: An **active board**<sup>3</sup>, in which all members in various ad hoc working groups have been busy between Board meetings drawing up plans and preparing activities. All these results support the "Increasing relevance" strategy with direct focus on private sector employees to make IDA an even better trade union.

Finally, we must not forget that, even though the Board has done the big thinking and set the course, nothing would have come of it if it was not for IDA Private Sector secretariat and IDA Administration, who have worked loyally to translate the thoughts of the Board into reality.

Thank you so much. It has been a pleasure working for you!

The Board of IDA Private Sector 2019-2022.

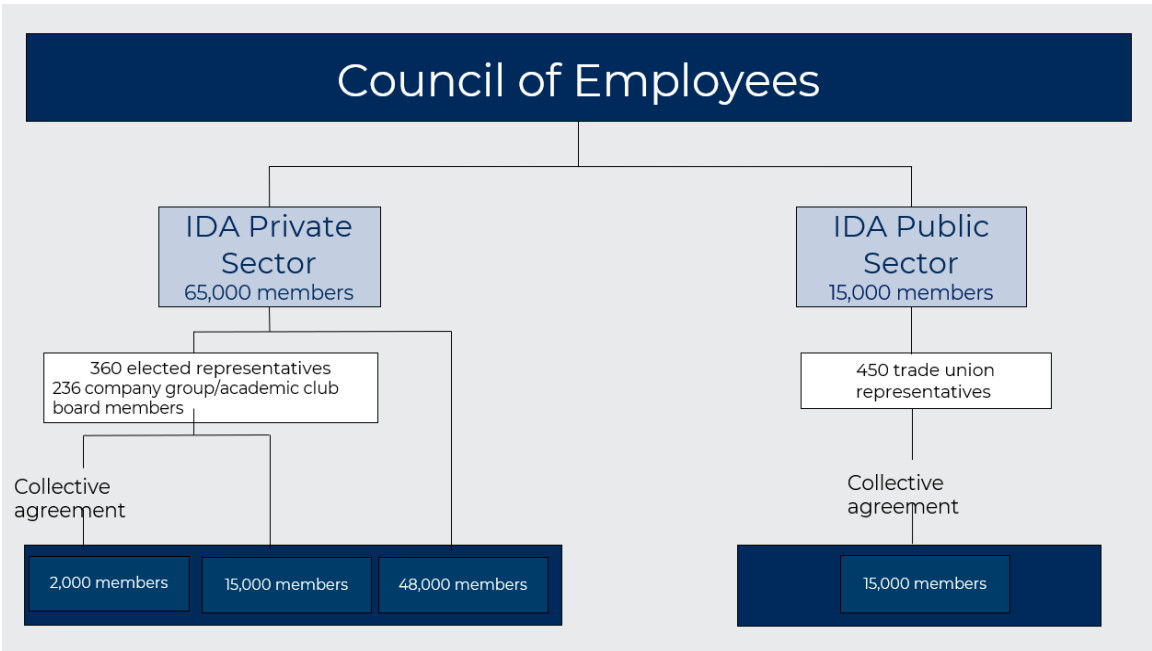
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<sup>3</sup> Read more about work by the Board of IDA Private Sector [here](#)

# Objectives of IDA Private Sector

Reporting to the Council of Employees and in collaboration with IDA's administration, IDA Private Sector<sup>4</sup> is responsible for protecting the employment and salary interests of IDA's privately employed members in accordance with IDA's objectives and statutes, and in accordance with the framework determined by the Council of Employees.

IDA Private Sector helps members to the best possible outset on the labour market and to an attractive working life and career. The Board works for all privately employed members – both members on individual terms and on collective terms.



<sup>4</sup> Read more about IDA Private Sector here:  
 DK: <https://ida.dk/om-ida/organisation/politisk-ledelse/ida-privat>  
 ENG: <https://english.ida.dk/ida-private-sector>

## General Meeting 2021

On 16-17 April 2021, IDA Private Sector held a theme night and the General Meeting. The theme of the night was: Maintain job satisfaction (even in a time of corona). The theme night and General Meeting were held online due to the coronavirus pandemic.

Friday afternoon was a blast when, together with Mikael Kamber and Morten Albæk, IDA Private Sector focused on maintaining job satisfaction. On Saturday, there was a talk on the work of the Council of Employees, and director at IDA Law and Working Conditions, Maria Rygaard, described the current status of the labour market and how IDA services and advises its members.

Friday's presentation was in two tracks – one in Danish and one in English, and Saturday's programme and General Meeting were interpreted simultaneously into English. The presentations by Mikael Kamber and Morten Albæk were subsequently available on IDATV for a limited period.

A total of 359 took part in the Danish track, while 26 took part in the English track. The evaluation showed a score of 8.6 out of 10 on the Danish track and a score of 10 on the English track.

## Annual Conference 2021

IDA Private Sector held the Annual Conference as a physical event with the possibility to participate online, and the theme was: "Mental health and well-being". Imran Rashid, MD, author and lecturer, gave a presentation on mental green transition, and afterwards Liselotte Lyngsø, futurist, gave a presentation on training your sense of the future.

As a new service, the Annual conference was interpreted simultaneously into English, and this was very well received by participants. This was the first physical event held by IDA Private Sector at which English-speaking members could participate on an equal footing with Danish-speaking members.

The presentations by Imran Rashid and Liselotte Lyngsø were subsequently available on IDATV for a limited period.

Even though a lot of work had been put into the Annual Conference, it also showed that there is still a potential for development in terms of giving online participants an experience of hybrid participation.

Finally, it was quite clear that, after 18 months of lockdown, participants very much needed to network.

A total of 119 took part in the Danish track (14 of whom were online), while 17 took part in the English track (four of whom were online). The evaluation showed a score of 9.3 out of 10 on the Danish track and a score of 8.5 on the English track.

## The IDA in the workplace initiative

The overall objectives of the IDA in the workplace initiative are to support elected representatives and members of the boards of local company groups and academic clubs <sup>5</sup>and to make IDA more visible locally at workplaces. IDA Private Sector helped launch this initiative.

First of all, the IDA in the workplace initiative contributes to ensuring that IDA's elected representatives are as well prepared as possible to assume the role as elected representatives. In addition, IDA in the workplace helps profile IDA at companies not organised locally.

As is the case for other activities, restrictions due to the pandemic have caused some planned activities to be postponed or converted into online events.

Below is a description of a number of selected specific activities held in the reporting period, i.e. since the last General Meeting.

### **Establishing and servicing company groups and academic clubs**

- As part of the IDA in the workplace initiative, advantages and potentials of organising locally are communicated regularly, and specifically approx. 45 meetings were held with local companies in the previous period.
- Four academic clubs and one company group were established in the reporting period. The newly established company groups and academic clubs represent 60 members, and in addition to this there are members from other academic organisations. They have all held an information meeting about the possibilities of organising locally with participation by IDA in the workplace, and then a first general meeting.
- Subsequently, all new boards were welcomed as elected IDA representatives at a workshop with both a business consultant and their contact person from the legal department. At the workshop, they gained insight into everything IDA has to offer to elected representatives. In addition, they received advice on how best to get started with their new task with outset in the conditions at their own workplace.

Companies with new clubs are:

#### *Company groups:*

- Sintex A/S

#### *Academic clubs:*

- Skamol
- Rohde & Schwarz Denmark
- The Danish Medicines Council
- DFM

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<sup>5</sup> company groups only have IDA members, whereas academic clubs also have members from other academic organisations.



There are now a total of 130 company groups and academic clubs with 236 company group/academic club board members. There are a total of 360 elected representatives in the private-sector area, covering elected trade union representatives, health and safety representatives and elected representatives in company groups/academic clubs. No targets have been set for the initiative to establish a specific number of company groups and academic clubs annually. This is based on the philosophy that organising locally can serve as a means to creating a better framework and better conditions for members at local level, but that organising locally is not a goal in itself and is not necessarily the right structure/framework for many companies.

Approx. once a month, elected IDA representatives receive *Tillidsposten*, a newsletter targeted at elected representatives. This is to ensure that elected IDA representatives receive relevant information from IDA, for example on salary negotiation, well-being and foundations etc., to best prepare them for their position of trust. During the pandemic, there has naturally been a greater need to communicate frequently about COVID-related news and guidelines. IDA Private Sector has contributed with relevant topics.

### **Initiatives aimed at international members**

The year has focused on whether IDA has relevant material about organising locally for international members/potential members. Therefore, existing material was examined, including whether company group/academic club chairpersons needed material. On the basis of this work, a new folder was drawn up in English, containing information about organising locally and about IDA in general, and what a trade union in Denmark is.

### **Increased visibility at workplaces not organised locally**

By far the majority of IDA's member companies do not organise locally, and therefore 2021 as well as 2022 focused on increasing visibility and relevance for members not organised locally. IDA in the workplace has helped connect IDA and companies by initiating and implementing sparring sessions, meetings and events, where IDA has contributed with presentations and knowledge related to a sustainable working life, careers, or pay and working conditions, for example. A number of companies with many IDA members were selected as part of this work, and it has been analysed whether IDA could help these companies with knowledge/presentations on relevant topics. These companies were Netcompany, Widex, GN Store Nord and Oticon. On the basis of this work, local events will be held for all companies within the same sectors in summer 2022. This covers approx. 1,000 members.

### **Collaboration with HR**

A possible way to increase visibility and relevance for IDA members at workplaces not organised locally is more collaboration with HR. Therefore, there is continued work on agreements with HR departments at member companies to identify specific collaboration opportunities that can create value for members within themes that concern members locally. Good collaboration with companies was established in the last reporting period at specific events (although these events have been postponed to spring 2022 due to the pandemic).

## Board training courses

In the reporting period, the boards of three company groups/academic clubs participated in the basic board training course. The course focuses on clarifying competences, collaboration and everyday challenges. Furthermore, a common direction is set and tasks and responsibilities are prioritised.

Moreover, four boards completed the advanced-level board training course with a programme adapted to the current situation of their company in a strategic perspective.

Finally, two additional boards completed the follow-up board training course, on which the boards look back on what worked particularly well and where there is room for improvement.

In total, approx. 50 elected representatives have completed board training, and these represent approx. 980 members.

Feedback from the participating boards clearly showed that the courses improved internal collaboration on the boards. In addition, board training increases participants' desire and courage to assume a strong position in the interface between colleagues and management. Another advantage of board training is that participants increase their knowledge of how they can best use IDA.

# Sustainable working life

During 2021, there was even more focus on well-being among IDA's members. IDA's own surveys during COVID showed that well-being among IDA's members improved during the first lockdown in spring 2020, but worsened during the second lockdown (winter 2020/2021) and this continued far into 2021 for some workplaces.

The pandemic has played a major role, many members have reconsidered their working life, and flexible work possibilities have caused members to look at their work-life balance. We are all talking about well-being now, so COVID has helped turn focus on well-being and legitimised talking about the more invisible and not so measurable factors in our working life.

IDA's members want flexibility, but hybrid working communities can also cause challenges at workplaces. Consequently, in the last half of 2021, there was great demand for presentations and workshops on creating dialogue at workplaces about the new possibilities and risk factors of flexible and hybrid collaboration.

The need to focus on well-being also applies to IDA's members. The initiative regarding sustainable working life was therefore given priority by adding an additional consultant in March 2021.

The initiative focuses on the members' needs, and on this basis courses, services, tools and presentations will be developed with outset in the challenges experienced by members. We base our initiatives on research, on surveys conducted by IDA and others, on feedback from, and dialogue with, members, including elected representatives and managers as well as with well-being teams across IDA comprising consultants from the department Law and Working Conditions and the Career department who advise members every day.

### IDA Private Sector's contribution to sustainable working life

- Co-financing major initiatives
- Contributing to the production of "The little guide to an almost stress-free life".
- Setting up committees to look at workplace design, including offices at home.

### Activities

During 2021, the sustainable working life initiative developed and completed a total of 34 courses/presentations/workshops and dialogue meetings for nearly 2,000 members, elected representatives, managers etc., within the following themes:

Theme	Number of courses/workshops	Number of participants
Well-being during change (e.g. layoffs)	5	210
Identifying, preventing and managing stress	3	250
Work-life balance/well-being	6	370
Managing conflicts and offensive behaviour	5	140
Re-opening/relationships and well-being post COVID-19	15	1,000
<b>TOTAL</b>	<b>34</b>	<b>1,970</b>

## Highlights

- In collaboration with the Confederation of Danish Industries, IDA organised a well-attended webinar *Hvordan bliver fremtidens arbejdsliv efter corona* (Future working life post COVID-19).
- In collaboration with the Association of Danish Lawyers and Economists (DJØF), IDA has developed digital first aid kits for managers to engage in dialogue on hybrid collaboration and the reopening. From May to November, the site with these first aid kits had over 1,000 unique views ([Make a good start after the reopening | IDA](#))
- A new element was when one of IDA's working life consultants attended the IDA Zone at "Technomania", with 4,500 visitors over the course of the two days.
- New [thematic page about stress](#).
- The book "The little guide to an almost stress-free life" has been distributed to a total of DKK 4,000 members (ordered or handed out on courses) and the 4th printing of 6,000 books has been purchased. The book is also available in English.
- More than 1,400 people have taken IDA's stress tests ([Test your stress level | IDA](#)) and 76% of them were in the yellow zone (red, yellow, green), indicating that they have started to develop signs of stress.
- Newsletter with theme on stress, issued in October 2021
- Well-being summit for elected representatives, managers and HR was held as a physical event in Copenhagen with 50 participants and received great reviews
- Theme day for 150 employee representatives and managers in the LEGO Group on spotting, understanding and dealing with stress.
- Project description and financing for a pilot project to develop a course for managers on well-being (in collaboration with IDA's department of Management & Courses and Mannaz).

## Collaboration with IDA Public Sector

During the reporting period, the Board of IDA Private Sector has strengthened collaboration with the Board of IDA Public Sector to expand the range of events for all members of IDA Public Sector and IDA Private Sector, and to develop joint offers.

Together with the Council of Employees, the two boards held a joint seminar in autumn 2021, with focus on the Council's political key issues, and on how IDA Public Sector and IDA Private Sector could support these. Similarly, in collaboration with the Council of Employees and IDA Public Sector, IDA Private Sector has developed the "[Six Principles for Working Life of the Future](#)"

Finally, the boards of IDA Public Sector and IDA Private Sector held a joint meeting, where they discussed IDA's member satisfaction analysis with special focus on initiatives for members at public and private workplaces. For both boards, it is important to be at eye level with members by offering requested and relevant activities.

## Collaboration with the regions

IDA Private Sector collaborates with IDA's eight regions. The purpose is to broaden the range of events and initiatives relevant for IDA's privately employed members. By coordinating initiatives and marketing channels, IDA Private Sector can reach more members with more services. Among other things, in collaboration with the regions, IDA Private Sector has advertised the course *Bedre Virtuelle Møder* (Better virtual meetings) (see more about the course and the number of participants in the next section).

In addition, the regions are advertising salary negotiation courses to spread the word as much as possible.

## Financial contributions for local activities

Financial contributions are available for events at individual workplaces. The rules on financial contributions<sup>6</sup> from IDA Private Sector apply to all privately employed members and can be applied for on behalf of company groups or academic clubs, or by individuals in companies with no company group/academic club.

Within the past years, IDA Private Sector has granted financial contributions to many companies for local activities totalling DKK 366,476 million. Financial contributions have been granted for general meetings, board meetings and professional events for members at these compa-

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<sup>6</sup> <https://ida.dk/om-ida/tillidsvalgte/saerligt-for-privatansatte-tillidsvalgte/tilskud-til-lokale-aktiviteter-fra-ida-privat>

nies. Among other things, IDA Private Sector has granted financial contributions for local activities at Wissenberg A/S, DANAK, Bruel & Kjaer, Danfoss, Evida, Ørsted, Grundfos, Radiometer, Energinet and many more.

Specifically, IDA Private Sector has granted financial contributions for a company group at Grundfos, which held an event on improving job satisfaction. In addition, the academic club at Ørsted has received financial contributions from IDA Private Sector to hold an event on collaboration and communication in connection with a general meeting.

As a natural consequence of the coronavirus pandemic, there have been fewer applications and fewer financial contributions for local activities within the past year.

## Salary negotiation course

In 2022, salary negotiation courses will once again be held for IDA's privately employed members, with focus on the annual salary negotiation. Until 2021, the salary negotiation course was held physically at IDA's premises in Aalborg, Aarhus, Odense and Copenhagen. Due to COVID-19, however, the course in 2021 was held as an online course. In 2021, 378 members participated in the salary negotiation course.

COVID-19 has really changed our use of digital options, and we have seen that we can reach more members throughout Denmark than has previously been possible. Consequently, it was decided to continue holding the course online in the future.

In 2022, completely new course content was developed, resulting in two course modules. Module 1 focuses on salary negotiation as an ongoing process, with tips on what members can do during the year to improve their negotiating position. Module 2 focuses on the actual salary discussion, and it provides participants with specific tools to use before, during and after the discussion. The modules can be taken as a complete course or individually, depending on the members' needs. The modules will be held throughout the year to align with different periods for salary negotiations at different companies. The course has been developed in close collaboration between the career department and the legal department, as we believe that members are best served with input on relational matters from career counsellors and information about salary statistics and negotiation from IDA's legal advisers.

In connection with the structure of modules, there is also an ambition to convert the course into a blended learning programme. Therefore, a number of videos will be produced to prepare members for the course and as a follow-up to the course to visualise how members should use what they have learned on the course in practice. The videos are expected to be ready during Q2 2022.

The Board has granted DKK 50,000 to develop the new salary negotiation course.

## Better virtual meetings. E-learning course

Together with IDA Public Sector, IDA Private Sector has two e-learning courses: Better virtual meetings. The course is held by lecturer Jon Kjær Nielsen.

Virtual meetings are here to stay, yet thousands of working hours are being wasted every day on inefficient and uninspiring meetings. Therefore, there was a need for a course to achieve better virtual meetings:

Course description

*Tidy up your worst habits in virtual meetings and get specific tools to help you to chair and conduct meetings better.*

*This course will make you better at facilitating digital meetings – or if you want to improve meetings throughout the department, you'll receive common standards for planning and executing meetings at a distance.*

The course is available online from 1 April 2022 to 22 September 2022, and IDA members can participate whenever it suits them. At the end of February 2022, 217 members had signed up for the course.

## Courses for elected representatives

Courses for elected IDA representatives have also been affected by COVID-19. Courses were held, but many courses were also postponed or converted into virtual courses, e.g. a workshop on how to get off to a good start and information meetings.

Approx. 500 elected representatives attend a course annually, and this figure covers course participants from the public sector as well as from the private sector.

The course programme is still very popular, and many courses become fully booked very quickly. However, there have been last-minute cancellations, so to ensure places for members on waiting lists, a new rule has been introduced that cancellation must be within 14 days or a fee of DKK 1,000 will be charged. This has been very well received and has actually led to an increase in the number of participants completing courses, and a decrease in the costs of empty chairs.

A survey of IDA's elected representatives was conducted in autumn 2021. The survey examined how IDA best could help elected representatives to fulfil their duties, including an analysis of the elected representatives' needs for competence development. On the basis of the conclusions from this survey, new formats and courses will be developed, and they will be marketed and held regularly throughout 2022.

More members have requested a recommended route through courses. Consequently, participants in courses will in future be guided in what course to take next. For example, if a person

has attended the basic course, this person will be recommended to attend the negotiation course next.

## Private-sector collective agreements

IDA is a party in 81 private-sector academic collective agreements, covering approx. 1,800 IDA members. Approx. 35 of the 81 collective agreements were renewed in 2021, and the majority of the renewals included a number of associations and NGOs such as the Danish Cancer Society, Save the Children Denmark and Red Cross.

Negotiations took place in the wake of the public-sector collective bargaining negotiations. The results also largely correspond to the results of state collective agreements, which associations and NGOs historically rely on.

Therefore, by far the majority of the negotiations resulted in new three-year collective agreements with a financial framework corresponding to the framework of state collective agreements of 6.75%. In most places, it has been agreed to follow the state result, including the regulatory wage-setting system. For example, this applies for the Danish Family Planning Association, SOS Children's Villages and DanChurchAid.

Negotiations at Eurofins, Aalborg Energy Holding, Aarhus Affald Varme as well as Rejsekort og Rejseplan (a new collective agreement has been negotiated) differ from the other results, as the result from state collective agreements was not considered in the negotiations. At Eurofins, a salary scale of 4.0% over two years has been agreed as well as the possibility of annual individual bonuses of between 0.5% and 2.0% of an average monthly salary. At Aalborg Energy Holding, the trade union representative and management are negotiating an annual salary regulation, while the managements at Rejsekort og Rejseplan as well as Aarhus Affald Varme unilaterally determine the salary scale.

One of the major themes following COVID-19 has been working from home. It has not been possible to lay down rules in collective agreements on the possibility of working from home. Discussions have instead been assigned to working groups or works councils which, in the collective agreement period, will look at models for working from home after COVID-19.

Another more recent theme in terms of collective agreements is the green transition. Implementing specific initiatives in this area has also proven difficult. However, some results may help to provide greater employee involvement and thereby pave the way for future specific initiatives.

A condition that has been relatively easy to copy from public-sector collective agreements is the right to bereavement leave with full pay. Therefore, many NGOs in particular have had this included in their collective agreements.

Overall, 2021 has been a relatively quiet collective agreement year for IDA, since we have only been a servicing organisation at Eurofins, Aalborg Energy Holding and Aarhus Affald Varme. The other collective bargaining negotiations at associations and NGOs were conducted on behalf of IDA by the Association of Danish Lawyers and Economists (DJØF) and the Danish Association of



Masters and PhDs, who have most members in the area and thus are servicing organisations. So IDA only has 60 members employed with NGOs, and even fewer with associations.

## Industry networks

IDA Private Sector works to support industry networks in the private sector to improve members' salary and employment conditions and to establish a professional forum for sharing knowledge and networking.

### **The consulting industry network:**

The consulting industry network includes elected representatives from 16 companies, which together represent 5,998 members.

Meetings in the consulting industry network have also been affected by COVID restrictions, but the network has still managed to meet. Thus the usual meeting in September 2021 was held physically at IDA, with the option to participate via Teams as well.

The meeting was attended by the chairperson of the Council of Employees, Morten Thiesen, and the director of Law and Working Conditions at IDA, Maria Rygaard. Furthermore, IDA's well-being consultant, Eva Jakobsen, gave a presentation on well-being at work after COVID.

The January meeting was planned as a physical meeting on 19 January 2022, but the meeting was converted into a shorter Teams meeting and a short physical meeting at IDA on 2 March 2022 due to the pandemic. There was only one item on the agenda for the meeting in January: IDA salary statistics 2021. This was presented as usual by IDA's chief analyst, Finn Tidemann, with focus on salary and salary trends in the consultancy sector.

The agenda for the meeting on 2 March 2022 included use of a joint Teams platform in the network and – as usual – experience and knowledge sharing, not least in connection with the current payroll negotiations.

Also this year, the network has seen an increase in new participants. Both elected representatives from "new" companies in the network, but also new elected representatives from "old" companies. Therefore, we have also had to say goodbye to a couple of elected representatives who have been in the network for many years.

### **The pharmaceutical network**

The annual meeting of the pharmaceutical network should have been held physically in early January 2022, but it was postponed to June 2022 following a majority decision by the participants.

The event is for members of Pharmadankmark, the Danish Association of Masters and PhDs, the Association of Danish Lawyers and Economists (DJØF) and members of IDA who are also members of the pharmaceutical network (elected representatives, club board members and contact persons employed in pharmaceutical companies in general). The annual meeting will be held in

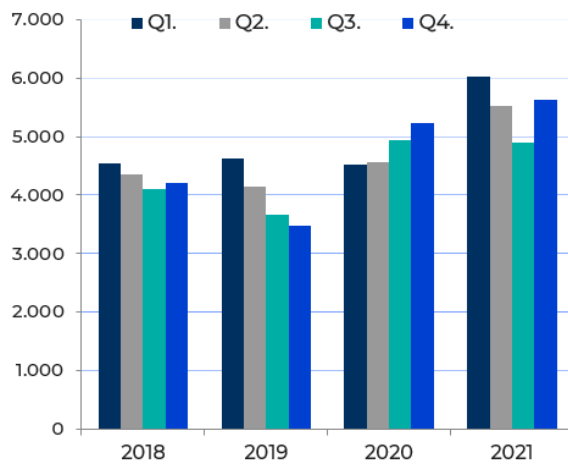
turns by the organisations mentioned, and this year's meeting will be held by the Danish Association of Masters and PhDs.

Overall, almost 4,500 employees work at the companies represented in the pharmaceutical network.

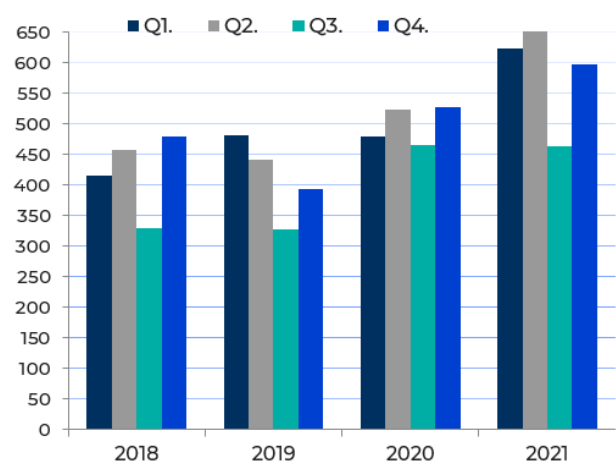
# Figures and satisfaction

## Advice

Number of cases in the Legal Advice and Labour Market department per quarter



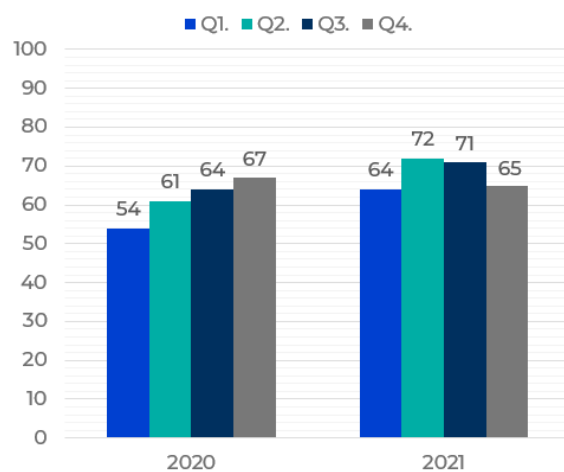
Number of student cases in the Legal Advice department



## Member satisfaction

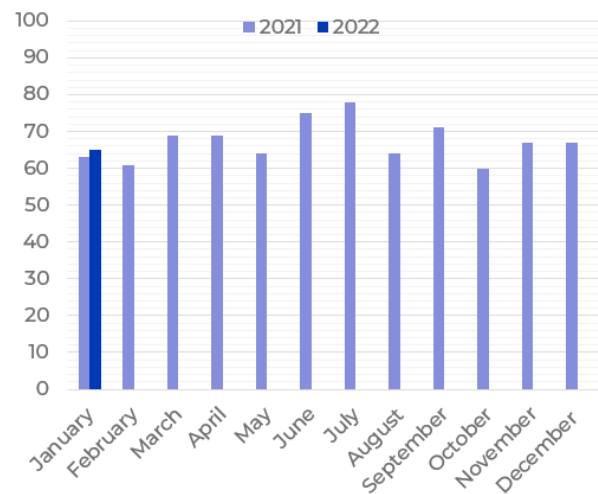
TNPS – Legal Advice

Development per quarter



TNPS – Legal Advice

Development per month



Network promoter (NPS score) is a satisfaction score ranging from -100 to 100.<sup>7</sup>

TNPS is a measure of satisfaction with the specific transaction/contact, e.g. legal advice.

<sup>7</sup> [www.nps.today/article/hvad-er-nps/](http://www.nps.today/article/hvad-er-nps/)