



## Denmark

### ***Impact of COVID-19 outbreak in the EFFAT Sectors and measures taken to deal with the consequences of the pandemic***

*EFFAT affiliates: NNF, 3F, Handels*

#### Governmental measures:

The government has just adopted an agreement with employees and employers which will help to avert massive layoffs. The new deal, like financial aid to businesses, will help a lot of workers keep their jobs.

The government's measures include the following:

- Companies facing the need to notify redundancies for minimum 30 % of the staff or more than 50 employees, the scheme can receive salary compensation.
- The state's wage compensation is 75 % of the salaries of the employees concerned, but a maximum of DKK 23,000 if they choose to repay the employees instead of dismissing them. For hourly wage earners, salary compensation can amount to 90 per cent, but a maximum of DKK 26,000 per hour. per month covered full-time employee. The company can receive pay compensation for a maximum of 3 months from 9 March until 9 June.
- Companies with ten or fewer workers which are losing 30 % of turnover can receive compensation to keep the company in business as well as temporary wages compensation.
- Absence due to Covid-19, the employer receives full refusion from day one
- In connection bigger staff cuts (50 % off all employees in a company with at least 20 employed) it is possibly to get funds for special activities for the persons who lose their jobs (e.g. Job-banks arranged by unions a job centre, special training activities)
- To avoid lay-offs employers and unions can agree in work-sharing, compensated partly with unemployment benefit
- Postpone taxes and VAT
- Give companies access to business credits and exports credits
- Grant easier access for banks and finance institutes to finance credits for companies

More information on the governmental measures can be found on the ETUC webpage.

#### Impact in the EFFAT Sectors and specific measures adopted to deal with them:

Some Danish trade unions are offering free membership for three months to members that have lost their jobs or become unemployed.

#### **Agriculture sector:**

#### **Food, Drink and Tobacco sector:**

According to information from our shop stewards, developments are different from sector to sector. It is still too early to say what the impact of COVID-19 will be on the food processing industry.



- Slaughterhouses with export of meat, no changes in employment maybe even lack of workforce
- Slaughterhouses domestic production, stagnant production and employment
- Food Processing – meat export and retail, growing demand
- Food Processing – meat for catering, stagnant production and employment
- Food Processing – confectionary, products for bakeries, catering, stagnant production and employment
- Bakery – export, e.g. cookies for USA and China, stagnant production and employment
- Bakery – domestic retail and catering, under pressure
- Dairy – anticipates unchanged production for domestic consumption and export, and reduced production of e.g. special products for Starbucks and catering, employment unchanged until now
- Retail bakeries and butchers' employment is stagnant – among others due to shopping malls have been closed down.
- Tobacco industry a small production but very vulnerable to changes amongst customers

### HRCT sector:

The tourism industry in Denmark is seriously impacted due to the Coronavirus and nearly all hotels and restaurants are closed. Trade unions in Denmark are still disappointed that in spite of a very generous governmental package to limit the impact on danish businesses and encourage employers to keep their workers on the payroll, more than 15.000 workers in the HRCT sector have been laid off.

### Measures adopted in specific companies:

**Arla Foods Demark:** local agreement on how work is organized, so shifts avoid meeting each other and working time overlap; how workers act at their workstation, starting to disinfect everything they are coming into contact with during shifts. Reduced number of employees in the canteens, maintaining distance between employees. They find it as an add-on in a company used to high hygienical standards.

The shop stewards have mentioned problems with the dialog with the management due to different demands regarding Covid-19 in Denmark, Sweden, Germany, Finland, The Netherlands and Great Brittan.

**Danish Crown:** there is no agreement due to the employees don't thing the management want to address the employees concerns.

Some protective measures have been taken at the production line, including protection gear for the workers, in order to limit contact between the employees by shielding them off from each other. Restrictions in canteens.

**Coop:** a big retail chain update security measures daily, protection of people with shields in bakery and butchery area and check-outs, limit number of customers in the shops, lines on the floors to keep people on proper distances. There is normal an ongoing

*For more information on the measures adopted in transnational companies please check the main page*