



Collective bargaining 2025

**Stand strong
as employees
in OK25**

Are you ready for the 2025 collective bargaining in your workplace?

A guide from the Danish academic organisations to help you stand strong

In 2025, new collective agreements will be negotiated in the private labour market.

As a member of an academic organisation, you now have the opportunity to have a direct and important influence on pay and employment conditions in your workplace. In the process of collective bargaining, in Danish known as OK25, Akademikerne represents privately employed members from its 26 member organisations – including yours. Before the negotiations themselves begin, each member organisation prepares a prioritised list of concerns and demands to be handed over to negotiators - and you and your colleagues can help decide which topics we should focus on by giving voice to your opinion as an employee group.

Every voice, every idea, and every desire for improvement counts. We encourage you to get involved, discuss with colleagues, and think about what you want to improve in your current collective agreement and what demands should be handed over to the employer when negotiations begin. In Denmark, workplace organisations such as works councils and academic clubs are found in many larger companies and serve as forums for open discussions of workplace issues and for collaboration with management.

In this leaflet, you can find questions and information to help you consider which collective agreement issues are most relevant to you.

You may not be fully aware of the content of your current collective agreement. That's perfectly fine. A good starting point is to visit your trade union's website, where you can find your specific collective agreement. If your collective agreement is only available in Danish, you can ask your academic club or works council to summarise its contents.

The academic organisations have selected seven themes that we recommend employees include in their demands in 2025.

These themes are meant as a starting point and inspiration for your workplace dialogue.

The seven themes

- Salary and pension
- A sustainable working life
- The flexible working life of the future
- Competency development
- Psychosocial work environment
- Diversity and inclusion
- The green transition



Salary and Pension

Pay is always a key issue in collective bargaining. On the one hand, it is positive that purchasing power has been restored, given the massive inflation in Denmark in recent years. On the other hand, consumer purchasing power is at the same level this year compared to three years ago. In OK25, the expectation is that employees will use this argument as leverage for continued high salary increases - so that an increase in real earnings can be achieved. Conversely, employers will argue that they have succeeded in restoring purchasing power and delivered historically high pay increases at the last collective bargaining just two years ago.

Another important point is pension schemes. In the private labour market, there has been an increased focus on this area. The academic pension funds, such as P+, AkademikerPension, ISP and PKA, recommend pension contributions of 15-18 per cent. This is on par with what public sector academics pay into their pensions.

Issues to discuss:

- How has the salary development been in your workplace?
- What kind of salary improvements do you prefer - general salary increases for everyone or the possibility of individual salary increases based on performance or qualifications?
- Are you satisfied with the current pension percentage?
- Do you have the option to choose to pay more into your pension or to convert part of it into salary or a savings account?

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A sustainable working life

This theme is all about ensuring you have a good working environment, influence on your daily work life, a healthy work-life balance, and the support you need to sustain a long working life.

Issues to discuss:

- It might be a good idea to ensure that your collective agreement meets your individual needs. It's rare that every right stipulated in a collective agreement is relevant to you. For example, parental leave and senior schemes target two different age groups. Perhaps you could benefit from a model where you have a savings account and can "purchase" additional terms that are relevant to you right now in your career?
- The new Parental Leave Act puts mother and father/co-mother on an equal footing after childbirth. Is this reflected in your parental leave conditions, or does the mother have more weeks of paid leave than the father/co-mother? Does the mother have to give up weeks to the father/co-mother so that both have the same amount of paid leave? Should more weeks of paid leave be added?
- Senior schemes, which are designed to help retain you in the workplace, typically give you extra days off when you reach a certain age. Is it this time off that will retain you in the job, or do you need other incentives to make you feel valued and make you want to stay in the job longer?



The flexible working life of the future

This theme is designed to provide you with a flexible working life with opportunities to organise your working life in a way that both makes sense for your workplace and creates flexibility in your everyday life.

Issues to discuss:

- What about your working hours? Does it make sense to you that your working day is structured in the traditional 8am-4pm model or would a flexible organisation of working hours, both in terms of the length of the working week, location of working hours and where you do your work, help to create greater job satisfaction?



Competency development

Continuous competency development is important for professional growth and career development – and in Denmark, it is normal to complete training and courses throughout your working life. In fact, many workplaces pay for competency development for its employees.

Studies show that academics have a strong desire for further education. However, work pressure, busyness, limited resources, and a lack of recognition of value by management often stand in the way.

Issues to discuss:

- What are the opportunities for competency development in your workplace and what ideas do you have for improvement?
- Are you able to apply for a broad range of training and courses? For instance: self-study, peer learning, internal courses, external courses, and continuing education offered by a university?



Psychosocial work environment

Almost two out of three experience excessive demands at work. A fast pace and high workload, along with unclear expectations, take a toll on wellbeing. The feeling that you constantly have to develop professionally while having limited influence also leads to stress.

Research shows that although stress from the work environment leads to illness, prevention is often lacking in workplaces. When employees fall ill, it is rarely handled effectively. Responsibility is placed on the individual, not the collective framework of the workplace. Research also shows that workplaces can benefit greatly when they have a coordinated and systematic approach to mapping and preventing psychosocial stress in the work environment, with a focus on the work itself and its organisation.

Issues to discuss:

- Are you experiencing problems with stress in your workplace?
- How can you ensure a better psychosocial work environment in your workplace that supports well-being? And are there any suggestions for improvements that should be included in the upcoming negotiations?



Diversity and inclusion

It's important for both management and employees that the company has an inclusive environment where academics with diverse backgrounds, perspectives and experiences are welcomed and valued within the organisation.

Unfortunately, despite legislation and the increased focus on diversity in private companies, several studies show that academic minority groups continue to face challenges in the labour market in terms of accessing the labour market and retention, career paths and job security.

Issues to discuss:

- Do we have a diversity policy and/or code of conduct to create an inclusive workplace that can accommodate everyone?
- Are our managers and other relevant staff groups properly trained to ensure equal opportunities for everyone, regardless of their background?
- How do we handle bias in the organisation when it comes to recruitment, careers, etc.
- Does everyone, regardless of background, feel valued and respected in the organisation?
- Do we have an overview of discrimination against minority groups?
- How many flexible jobs targeting academics has the company established over the last 5 years?



The green transition

The climate agenda is important to individuals, society and gradually the entire labour market. It's a good time to discuss what your workplace can do in connection with the upcoming collective negotiations. It's important to remember that it's the employer's responsibility to implement green initiatives. Employees can contribute where you think it makes sense.

Here are [some ideas for green initiatives](#) (in Danish) in energy, waste, transport, construction, and procurement.

Issues to discuss

- What does it take for your workplace to get started with or become more involved in the green transition?



The academic organisations look forward to working together on the upcoming collective bargaining negotiations