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## **Agreement on European Works Council in the Danske Bank Group**

A Special Negotiating Body consisting of employee representatives from 12 countries and the Danske Bank Group management met in Copenhagen on December 10<sup>th</sup>. They negotiated and reached an agreement on a new European Works Council for the Danske Bank Group – the Danske Bank Group European Works Council.

The objective of the European Works Council is that employees receive information and are consulted on matters of a cross border nature. Seen through the employee representative eyes of Danske Unions (co-operation between local unions within the Danske Bank Group), the agreement represents a marked improvement of the international employee representation and involvement in the Danske Bank Group. Here are a couple of the elements that Danske Unions is very content with:

### **Including all countries**

The Danske Bank Group is increasingly an international Group. For that reason it is important that the new European Works Councils includes employees in all countries where the Danske Bank Group has activities.

### **True consultation**

It was of the utmost importance to the employee representatives, that the central concepts did not become empty phrases, but were given real substance in the agreement. And that's what happened. For instance the agreement states, that consultation means "the exchange of views and establishment of dialogue between employees' representatives and management with the view to reaching an agreement".

### **Efficiency**

The employees in the 12 countries will be represented by a total of 23 representatives. To achieve a more efficient collaboration in the European Works Council, it has been decided to form an exclusive board comprised of ten employee representatives. The big group will meet with the management once a year and the exclusive board will have three additional annual meetings with the management.

### **Other advantages for the employees**

International work of this sort is a big challenge. Therefore we found it important, that the agreement contained the possibility of training. Furthermore the agreement states that the employee side of the European Works Council has the right to hold preparatory meetings, to bring their own administrative assistant and to call for expert assistance when needed.

### **Shared responsibility**

The management and the employee representatives share the responsibility of the European Works Council becoming a well functioning co-operative structure. The European Works Council is chaired by Senior Executive Vice President and Member of the Executive Committee, Lars Mørch and deputy chairman is Per Alling Toubro who is chairman of Danske Unions and of Danske Kreds (the local union in Danske Bank, Denmark).

Danske Unions is very pleased with the agreement. We are sure that employees in the Danske Bank Group will benefit from it and we hope that the good conditions stipulated in the agreement will serve as inspiration to other companies.

You can find the agreement [here](#).