

Pay schemes in the public sector – variations in the attitudes between groups and over time

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The article shows that decentralized pay tends to be displaced by other pay topics such as real wage protection, the Regulation Mechanism and equal pay and that it is probably most difficult to create changes in pay systems during recessions. This is so as the trade unions tend to prioritize real wages when the pay range is small. Deeper discussions of wages systems are taking place in commissions and in targeted projects in between the collective bargaining rounds rather than during the collective bargaining rounds themselves. Furthermore, the image 'employers want more decentralized pay, while employees do not' is simplistic, as it nearly exclusively is the state employers who are pushing for further wage decentralization. On the trade union side, The Danish Confederation of Professional Associations has been the least skeptical about decentralized pay. Finally, it is argued that 2022 was the first time a Danish government made strong statements on the issues of decentralized pay.

Wage Settlements between production and welfare. The importance of the regulatory scheme for wage formation in the public sector

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In this article, we investigate how the labour market parties in the public sector have managed to create an institutional framework for wage regulation in the private and public sectors in Denmark. The challenge has been to ensure optimal growth for Danish exports, while at the same time ensuring a wage formation in the public sector matching wage formation in the private sector, thus enabling continually recruitment and retainment in the public sector. Since 1983, the establishment by the labour market parties of a regulatory scheme (“Reguleringsordningen”) balancing wage formation in the two sectors. Based on an empirical investigation of the regulatory scheme since 2000, we conclude that this mechanism has significantly influenced wage formation to ensure macroeconomic stability, but that the wage hierarchy in the Danish public sector has become frozen and this has implied a number of unresolved difficulties. Finally, we hint at solutions to this.

Wage formation in the public sector - The work of the Wage Structure Committee and main conclusions

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The article provides an overview and summary of the salary structure committee's work and main conclusions with a focus on analyzes of salary structures and salary development in the public sector. This work includes effects and consequences of changed salary structures in the

public sector, including the possible effects for the private sector, as well as opportunities to develop salary formation in the public sector within the framework of the Danish employment and industrial relations system in the public sector.

Wage differences between women and men in the public sector

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Women earn on average less per hour than men. In the public sector, this difference is 12 percent. The purpose of this article is to examine, why women earn less than men and to outline and discuss the Wage Structure Committee's suggestions for handling an inflexible wage structure in the public sector. Results show a significant correlation between the gender difference in wages and the gender-segregated public labour market: Female-dominated occupations are paid less than male-dominated occupations. Low wages in female-dominated occupations affect both women and men suggesting that gender differences in wages are related to remuneration of occupations. Female-dominated occupations seem to earn less dependent on management responsibility, experience and education. The Wage Structure Committee suggests to change an inflexible wage structure between occupations by adjusting the public negotiating system to account for public needs in transition over time – a job for unions and public sector employers.

The birth of “faglighed”: The history behind a national concept of professionalism and its success in Danish educational, labor and administrative politics

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Danish political, educational and occupational discourse is dominated by one single concept; “faglighed”. Today it is difficult to imagine a time when faglighed was not used to refer to an amalgam of subject knowledge, expertise and professional knowledge work. But before the 1980's the concept was virtually nonexistent. In this article we seek to challenge self-evident assumptions and uses of the concept, by tracing its historical spread from Danish educational policy struggles in the 1980s to virtually all politico-administrative domains in the 2000s. We discuss how the concept is used across, educational, professional, and political research areas. On this basis we characterize it as a “floating signifier” which on the one hand is anchored in its reference to some set of skills and competencies, but simultaneously maximizes its usefulness by being able to incorporate all, and often undefined forms of educational or occupational collectives. “Faglighed” should therefore be seen as a unique alternative to professionalism or expertise, which reflects the partial repeal of the status and authority previously associated with individuals' or groups' possession of certain knowledge claims. Ironically, the term's implied ‘stability’ hides the destabilization that characterizes its period of emergence, and the disagreements that persists around the skills, principles, and competences necessary for the future, and their valuation.

The arbitrariness of democracy: An analysis of the occurrence of voting paradoxes in three Danish parliamentary elections

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In a democratic system the preferences of individual voters may be aggregated into a collective preference in an infinite number of different ways following which a specific rule will allocate the total number of seats between political parties. If the method produces results that diverge from the underlying preferences of the voters, so-called voting paradoxes may occur. Such are well-known from first-past-the-post/plurality elections (e.g., US and British elections) but it is generally overlooked that such phenomena may also occur under proportional representation. By using data from the Danish National Election Surveys made in connection with the parliamentary elections of 2007, 2011 and 2015 we analyze the possible empirical occurrence of four voting paradoxes identified in social choice theory. We demonstrate that all four voting paradoxes occur empirically, thereby questioning the extent to which the outcomes of parliamentary elections may be seen as being an expression of a meaningful reflection of a ‘will of the people’.

The Danish Cities as Foreign Policy Actors in Ukraine

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”Cities do not make foreign policy”. This has for many years been the official truth about the foreign relations of Danish cities and local autho-

rities. Reference has typically been made to the “local authority mandate” (Kommunalfuldmagten) which presumably prevents the Danish cities from dealing with foreign policy matters. However, maybe time has come to reconsider which role Danish cities actually play in foreign policy. The engagement of Danish cities in Ukraine seems to be a good illustration of the fact that cities are willing contributors to the overall Danish foreign policy in Ukraine. The case also illustrates that both Parliament and the Government are indeed very interested in engaging Danish cities in Danish foreign policy. Finally, the case demonstrates, that the “local authority mandate” actually is a quite dynamic framework which to a still larger extent allows for Danish cities’ engagement in and contribution to Danish foreign policy.