

Social dialogue and gender equality

BUPL's actions to address challenges with gender pay and pension gap

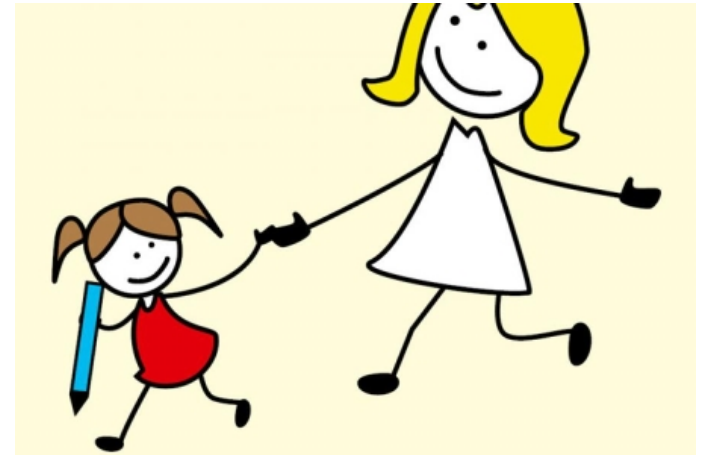


The members of BUPL

- Early childhood and youth educators – approximately 67.500 members
- Approximately 4.000 members are leaders

Workplaces:

- Nursery (0-3 years old)
- Kindergarten (3-6 years old)
- School and out of school childcare (6-15 years old)



Gender-segregated labor market in Denmark

Majority of women in health-, care and education-sector



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Public sector in Denmark

Women

Men

70%

30%



Collective bargaining 2018

Higher pay rise to professions with a majority of women

Extra amount for early childhood educators – 2 mill. Euros

Raised recognition of the profession



Collective bargaining 2021

Bargaining with public employers



Dialogue with the government

