

FOA

FOA and au pair

How FOA can help and support
you as an au pair in Denmark



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Politisk ansvarlig: Gina Liisborg

Redaktion: Maria Hjortsø Pedersen, Jean Gocotano,
Nina Banerjee og Signe Nielsen

Produktion: Grafisk team/MP og FOAs trykkeri

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FOA and au pair

FOA wish to welcome you in Denmark with your new exciting job as au pair. We are delighted to guide you and help with your rights while working in the country.

This flyer will help you understand more about FOA and what it can offer to you as an au pair. As a union, we are dedicated to provide the right information and help you to have a successful stay in Denmark.

Benefits for you

The au pair scheme is officially a cultural exchange programme but it is our experience that there are a number of problems related to the work and working conditions. E.g. that au pairs work too many hours or are not paid on time.

As an au pair in Denmark we recommend that you know your rights and seek help at FOA if you are experiencing any problems.

We encounter that au pairs are experiencing problems related to:

- Working hours and lack of extra payment
- Illegal work tasks
- Holiday and/or holiday payment
- Sexual harassment
- Evictions from host families
- Monetary claims (plane ticket, allowance etc.)



Au pair members of FOA playing volleyball at Rungsted Havn.

We assist au pairs members with cases mentioned above and we also help with a wide range of other issues.

The FOA membership cost 25 Danish kroner per month. This includes the following:

- Free legal advice and legal service
- Free counselling
- Help in case of emergency (e.g. referral to a temporary shelter)
- Help at your local FOA branch
- Life insurance at PenSam
- LO Plus (discount card)
- Invitations to social events
- Network with other au pairs
- Invitations to skills training events and courses (ex. first aid training)

Become a member

You can join as a member by calling
80 20 20 30. Calling is free of charge.

You can register as a member electronically
to: [foa.dk/Forbund/Medlemsservice/Bliv-
medlem/AuPairs](https://foa.dk/Forbund/Medlemsservice/Bliv-medlem/AuPairs)

Mobilepay – 24 94 59 01 (NOTE: Please write
your CPR number in the comment section.)

Please check out and like our Facebook page
FOA and Au Pairs.

The role of unions in Denmark

Unions in Denmark have over the last 100 years participated in securing good working conditions for Danish employees. In Denmark the majority of the employees are members in a union and covered by a collective agreement.

A collective agreement is signed by a union – as for instance FOA – and an employer, and in the agreement issues such as working hours and holidays are defined.

Unions ensure that the employers respect e.g. working hours and pay the correct wages. In Denmark it is FOA who watches the employers and secures payment by current rules in the au pair job. If a Danish employee does not receive the proper wage or works

Quote

Jade Carreon
au pair

FOA assisted me when my family asked me to work 15 hours a day. FOA helped me to obtain compensation to the amount of 22.884,75 Danish kroner in lost wages and holiday payment.

more hours than he or she is paid for the union may bring a case against the employer in order to make the employer pay the proper wage. In your case the union is FOA.

Au pairs are not covered by af collective agreement. Instead au pairs are covered by a government agreement regulating working conditions and FOA seeks political influence on this agreement to improve conditions. As an au pair you can draw on FOA's experience with securing the rights of the employees and help FOA working politically for better agreements for you and other au pairs.



Housemaids anno 1900

History of FOA

The union FOA has always worked for the rights of housemaids, young girls working in private homes and babysitters. It lies in our nature to help you as an au pair, as it is the same functions you will have to fulfil in your new family.

Originally FOA was founded in 1899 by a woman called Marie Christensen. She went to visit all housemaids in Copenhagen and invited them to participate in a founding

meeting and she founded Københavns Tjenestepige Forening – Society of Housemaids in Copenhagen. This society eventually became the Society of Housemaids in Denmark – the later Husligt Arbejder Forbund [House Workers' Union]. The society worked for:

- Elimination of working at night
- Working hours from 7 am to 7 pm
- Healthy and sufficient food for each housemaid
- A proper room for each housemaid
- All housemaids should have time off every second Sunday from 3 pm at the latest
- All housemaids should have time off each day for 1-1 ½ hour before 7 pm.

These challenges are similar to the challenges faced by au pairs today.

Besides continuously taking care of housemaids FOA has many other occupational fields and today FOA has approximately 182.000 members.

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It's easy to join FOA

- Call 80 20 20 30 toll-free between 8.30 AM - 8 PM Monday to Thursday, Friday between 8.30 AM and 12 noon and 4 PM - to 8 PM
- Go to foa.dk/blivmedlem
- Send a text message to 1919
Write: indmeldfoa and your name
(example: indmeldfoa susanne nielsen)
There must be a space between indmeldfoa and your name.

FOA

Staunings Plads 1-3
1790 København V
Danmark

+45 46 97 26 26
foa.dk/aupair