

FOA

KOST-SERVICE

FOA and Au Pair

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



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Redaktion: Maria Hjortsø Pedersen, Jean Gocotano,
Nina Banerjee og Signe Nielsen **Politisk ansvarlig:**
Gina Liisborg **Layout:** Peter Kamper Vendrup
Produktion og Tryk: Pjec1heden og FOAs trykkeri.

Welcome to Denmark

In FOA we wish you welcome to Denmark and to a new and exciting job as an au pair in a Danish family.

This flyer tells in short the story of FOA – and what FOA can do for you working as an au pair in Denmark. We hope that having read the flyer you will understand and appreciate how FOA as a union can help you to a successful stay in Denmark.

10 Benefits of being a Member of FOA

The au pair scheme is officially a cultural exchange programme but over the last years it is FOA's experience that the au pair scheme is being used mainly as a way of getting cheap labour and child care in private households.

Contact

You can join as a member by calling 8020 2030. Calling is free of charge. You can also go to: www.foa.dk/aupair and register as a member electronically.



Au pair members of FOA playing volleyball at Rungsted Havn.

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

Most often we encounter that au pairs are experiencing problems with:

- Working hours and lack of extra payment
- Illegal work tasks
- Holiday and/or holiday payment
- Evictions from host families
- Payment of e.g. plane ticket.

FOA assists au pairs in cases like the above and we also help with a wide range of other issues.

A membership of FOA costs 25 Danish kroner a month. For this amount you receive:

- Free legal advice and legal service
- Free counseling
- Help in case of emergency
[e.g. referral to a temporary shelter]
- Help at your local FOA branch
- Life insurance at Pensam
- Invitations to social events
- Network with other au pairs
- Invitations to skills training events
[e.g. first aid training]
- A magazine [8 times per year]
- FOA Au Pair Speaks – an Au pair Newsletter

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If you are experiencing problems in relation to your stay as an au pair in Denmark we also have a hotline: 24945901. See also FOA (Fag og Arbejde) Au Pair Network on Facebook

Quote

Jade Carreon,
au pair

FOA assisted me when my family asked me to work 15 hours a day.

FOA helped me to obtain a compensation to the amount of 22.884,75 Danish kroner

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 of an 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 secures that you get paid according to the current rules

regulating the au pair job. If a Danish employee does not receive the proper wage or works more hours than he or she is getting 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 covered by a government agreement regulating working conditions and FOA seeks political influence on this agreement to improve these 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.



Foto: Colourbox



Housemaids anno 1900

History of FOA

The union FOA – Fag og Arbejde 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 host family.

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

they founded Københavns Tjenestepige For-
ening – Copenhagen Housemaid Association.
This association eventually became the Danish
Housemaid Association – the later Husligt
Arbejder Forbund (Domestic Workers' Union)
which is now FOA.

The association 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 conditions are very similar to the
conditions of au pairs today. Besides contin-
uously working to improve the conditions for
domestic workers and au pairs FOA has many
other occupational fields and today FOA has
approximately 200.000 members.

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The Union FOA

FOA is the third largest union in Denmark. Since 1899, we have fought for better wages and working conditions for our members. The main task is to negotiate collective agreements that ensure good wages as well as modern and regulated working conditions. FOA negotiates your salary, your incentive payments, your working hours, your pension, the rules on maternity leave, the rules on holiday and your possibilities for taking more education. Our task in FOA is to fight for your security in the Danish labour market. By standing together in FOA each member becomes stronger. And with the joint force, we act powerful.

FOA

Stauings Plads 1-3
1790 København V
Denmark

+45 46 97 26 26
www.foa.dk