

# THE CIVILIAN

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## Shall the Government "recognize" civil service organizations? — How the question is answered in Denmark.

**The Text of a Most Interesting Agreement as to the Settlement of Civil Service Grievances, Recently Entered into Between the Government of Denmark and its Employees.**

At the present moment no question is the subject of more loose and hazy treatment in the public press than that of the *status* of civil servants, as compared with that of other employees. The service is scarcely or never referred to in the press except in terms that show an almost entire lack of appreciation even of the outlines of this distinction. For example, we are constantly flooded with dissertations on why should not the civil service pay income tax, why should not the wages of civil servants be subject to garnishee, etc., etc., by newspapers who hold very valiantly that civil servants should be as others in respect of these and similar matters, but who in almost the next breath oppose, say, the participation of civil servants in municipal politics, or in the labour movement, or in a dozen other activities.

Perhaps the question of organization among civil servants is the most important point involved in these discussions. We in Canada have solved that problem very satisfactorily. Civil service organizations here stand in nearly all cases apart from the organized labour movement. There is no prospect here, accordingly, of the embarrassments which recently occurred in France. That, however, does not prevent our having a very keen interest in the solutions of the problem in other countries where it has entered upon other and more difficult phases. Perhaps the case in which arrangements have been entered into between the government and its organized employees in the most definite and clear cut way and which offers therefore the greatest amount of general illumination is that of Denmark. We have pleasure in reprinting below a translating of certain rules which the ministry for Public Works, the Treasury, and the Home Ministry of Denmark have recently agreed to follow in all negotiations between the government and the associations of employees existing in the Railway, Telegraph, Customs, and Postal services. They show an extraordinary breadth of mind on the part of the government and a most exemplary spirit of conciliation. We can recommend their very careful perusal by all who are interested in this growing problem of government, and especially to civil servants who are interested in the organizations which have already accomplished so much for the Canadian service.

The Ministry for Public Works, the Treasury, and the Home Ministry have decided to follow the rules mentioned below under the negotiations and deliberations that are tak-

ing place between the Administrations and the Associations existing within the State Railway, Telegraph, Customs, and Postal services.

I.—When amendments are prepar-