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# Do you know what rights you have as a worker in Denmark?

**3F** Gør dig  
stærkere

## Do you know what rights you have as a worker in Denmark?

Denmark is one of the top two countries in Europe when it comes to decent pay and good working conditions for workers, professionals and managers.

Unlike the majority of European countries, the Danish labour market is based mainly on collective agreements between employers' and workers' organisations. This ensures a high degree of consensus in the labour market.

Most working conditions are negotiated at national and company level in accordance with the specific needs of each company. Together, employers and workers arrive at mutually binding agreements on labour market issues.

The government intervenes as little as possible when it comes to regulating wages and working conditions.

This is why the majority of workers in Denmark are members of a trade union. The number is one of the highest in the world. In fact, nearly 66% of all workers are members of a trade union, and your Danish colleagues will expect you to join one.

Unions belonging to FH (the Danish Trade Union Confederation) have been instrumental in creating good salaries and working conditions in Denmark in the form of collective agreements.

Workers in Denmark have fought hard to gain the right to enter into collective agreements in their workplaces. It is these collective agreements that determine the rules governing wages, pensions, working hours etc. That is why it is so important for a collective agreement to exist with your employer.

If you are unsure whether there is a collective agreement in your workplace, or if you want to know what rules apply to you, you can contact your local branch of 3F.

### A trade union can help its members with the following:

- Ensuring good pay and employment conditions
- Advice on Danish working conditions and work in Denmark
- Examination of your employment contract and advice on your terms of employment
- Assistance and legal aid for resolving any employment-related issues
- Negotiation of collective agreements
- Strike pay during official labour disputes
- Help and advice on your salary, pension and working conditions
- Help in improving your working environment
- Advice and assistance on education and training

It is very important to know that not every institution that calls itself a trade union actually has a collective agreement with employers or is able to help you. Only the so-called FH trade unions have a national agreement with employers. Based on those national collective agreements, they are able to help you. That is why it is vital to join only an FH-affiliated trade union.

Visit [www.FHO.dk](http://www.FHO.dk) to find out which trade union has a collective agreement in your line of work, and join it.

For further information, contact Anthony Sylvester  
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This pamphlet is for anyone who would like information about their rights as a worker in Denmark and how the trade union can help you.

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