

# Work & Policy Principles

2022-2025



United Federation of  
Workers in Denmark



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## Introduction

Work- and Policy Principles is the description of the political aims that 3F have in the congress period 2022-2025.

The overall visions and values create the framework within which the whole organisation must work.

Work- and Policy Principles describes the key services and tasks, the views and the organisation of 3F.

**3F ensures three overall key services for their members:**

- attractive wages and working conditions.
- a union which improves the structure of the members' lives through professional and political work.
- an engaging and professional unemployment insurance fund.

Work- and Policy Principles describes the key tasks which the organisation performs, in order to deliver the key services. The results of these activities must be clear and tangible to the individual members.

Alongside the key tasks, 3F holds a number of opinions - values - on society in general. These are not necessarily tasks to which the union has assigned resources. The values are expressed in Work- and Policy Principles, and generally influence 3F's work.

Work- and Policy Principles is based on more than 100 years of experience with union work and is the result of a democratic process within the organisation.

# Values

In order to handle the members interests in the best possible way 3F participates actively in the public debates with a democratic, including and socialist view on humanity as a basic attitude. 3F should seek influence on development together with danish and international professional organisations in Denmark and the rest of the world.

## For 3F it is important to:

- keep and spread the knowledge of the Danish model, developed by the unions and with the collective agreement system as a foundation.
- work for high levels of organisation on the labour market with focus on retention, recruitment and visibility.
- maintain the focus on democracy, solidarity and security, and focus on a strong as possible popular support, to participate in democracy. Based on these values, 3F will actively formulate demands for the political agenda and work with the parties and organisations, who want to work for 3F's demands. Furthermore, 3F will contribute to the development of a broad popular alliance, which is a precondition to further develop the Danish welfare society.
- continue to shape and develop our welfare society based on solidarity and democracy. Among other things, it entails a high social level, abolishment of social inequality and poverty through a fair distribution of wealth, and a democratic governance of the content, scale and quality of the public welfare services.
- ensure that everyone has a support basis they can live off for the rest of their life.
- lift the 3F members' health up to the national average level. Ensure equality for health.
- found the financing of the welfare society on a fair, progressive taxation system based on solidarity, where "the broadest shoulders carry the heaviest burdens." Money laundering and other activities which undermine the taxation system must be prevented and sanctioned efficiently.
- implement extensive employment actions, which will benefit well-being and the environment.
- make the unemployed able to educate themselves via genuinely qualifying education efforts.
- ensure that all young people have the option of secondary education and the guarantee of an ordinary training place.
- work for school cooperation to become part of FH's key tasks again.
- continue to have a strong public sector, as a solid pillar in society.
- end outsourcing and privatisations, and the commodification of services within the public sector.
- work actively with equality and diversity, which are fundamental values.
- fight every kind of harassment, racism, xenophobia, sexism, Nazism and other extremism or suppression of minorities, by working, among other things, on all parties gaining insight and understanding of cultural differences and social relations.
- work for lasting peace, disarmament and professional international solidarity.



# Member democracy

3F has an aim of being at anytime the strongest and most impactful trade union, whose work rests on a democracy, which works from bottom to top in the organisation. 3F is that community which assures the members rights and opportunities to have an influence on development on the labor market and on one's own work situation.

## Therefore, it is a goal for 3F that:

- the individual member, based in the collective, will have the influence and opportunity for action in their own life, and thereby create a healthy balance between work life and family life.
- the structure and organisation of 3F gives its members the opportunity to participate actively in the best possible management of their professional interests. The membership must make sense for everyday life.
- the members have constant influence on the different activities and debates in the branch, including the general meeting, collective agreement negotiations etc. The members must be ensured influence on how the branch is working in relation to the union related work and the unemployment insurance fund.
- the member is ensured influence on the work place through union representatives, clubs and different co-operation bodies.
- people who are active in the union, and other enthusiasts are able to evolve to an optimal degree in the union work.
- work for a functional data security, which ensures the right to organise, assemble and work professionally.
- youth work, as well as other professional work, must contribute to the constant renewal of the organisation and help create dialogue and build bridges.
- The senior work must contribute to and create dialogue for the preservation of union membership throughout life.
- there is a constant dialogue with members and workplaces. 3F must be an organisation with a vibrant and extensive democracy.
- to be spacious, diverse and inclusive for all members, both in terms of gender, sexual orientation, gender identity, gender characteristics and gender expression, age, disability, ethnicity and minority.

# The branches

The sovereign departments constitute the democratic and supporting force in 3F. The departments are self-sufficient and they professionally prioritize all the tasks, which the community decides must be handled by a modern, forward-looking and active trade union.

## The branches' tasks include:

- working towards the organisation of everyone, including insuring special efforts to organise trainees, apprentices and youth.
- working towards all workplaces and members being covered by the collective agreements, including workers with atypical employment.
- ensuring constant communication with the members about all relevant union issues, through servicing of the members and outreach in the work places.
- strengthen the work for organising, and the outreach to foreign workers in Denmark.
- empower members to engage in solutions of their own problems in the work places.
- be visible in the work places in regards to solutions of immediate problems.
- work for every member to have a good, healthy and developing job.
- work for every member to be offered assessment of their skills, the drawing-up of a certificate of skills and an education plan, in order to secure their opportunities on the labour market in the future.
- support the creation of networks across small work places without union representatives.
- assist the union representatives with solutions to tasks of a global, international character, and support the representatives when a business announces that work places are moved to another country.
- to assist the representatives, and secure the members in cases of business bankruptcy and the suspension of payment, in the best possible way.
- be central political actors, who actively contribute to the political agenda in local and regional social-, work-, equality and business politics, and consequently work for political influence by participating in relevant forums including municipalities, regions, educational institutions, networks to politicians, other political actors and the media.
- develop a management- and staff policy which is founded on professionalism, collaboration and innovation.
- work with equality, integration and diversity, and achieve the political goals in their own organisation.
- work for the branch to reflect the member composition, and for the strengthening of diversity in the democratic process in the organisation. That is why equality, equal representation and equal treatment are integral parts of the branches' culture and daily work.
- work holistically with the carrying out of tasks, in close collaboration with the union and the unemployment insurance fund.
- follow up on set goals, and evaluate the quality of services delivered to the members and the achieved results in the union related- and political work.



## Union representatives

The elected trustees are the focal point in the professional work. The elected trustees of 3F, clubs and local professional clubs are the central link between members and departments. Therefore, it is important to give the elected trustees some good "tools" to solve this task.

### 3F offers to the representatives:

- support for training and qualifying skill development.
- quick access to the union's basic education.
- support from union networks.
- development of relevant courses, including several offers for courses in relevant languages.
- special offers for individual needs (reading/spelling etc.).
- support of the union related- and political work in the work places.
- assistance with transformation processes in the work place.
- assistance with the challenges caused by new management styles.

- assistance with finding information which is relevant to their work in multinational groups and companies owned by private equity funds.
- assistance with challenges regarding outsourcing, larger rationalisations, transformation processes, mass lay-offs and business closures.

### 3F is working to obtain more representatives.

The key words for 3F in the development of the members' jobs are respect, security, skills development, a healthy and inspiring work environment, as well as influence.

# Labour law

The danish society is based on a labor market model, which has been developed with the collective agreement system as a foundation. This must be maintained in order to preserve and develop our solidary and democratic society. The interaction between collective agreements and legislation must continue to ensure the danish model. 3F must work to maintain occupational boundaries in our collective agreements and combat abuse by employers in collective agreement shopping and that the collective agreements and industrial action are not being undermined by national legislation. We will prevent restrictions on trade unions' right to conflict.

3F must work for maintaining the boundaries of disciplines in our collective agreements, and fight the employers' misuse, by shopping around different agreements, as well as making sure that the collective agreements and industrial action are not undermined by national legislation. We will prevent limitations in the unions' rights to take industrial action.

**3F will work for, and produce specific amendments for an up-to-date general agreement, which includes to:**

- support all initiatives to have the collective agreements cover the Danish labour market, and to have solidarity, both internally between different groups and with the other FH unions, and not enter into collective agreements which undermine the solidarity.
- make sure that mandatory social peace will be relaxed, in order to have the right to industrial action when alien interventions alter the foundation of the agreements, or when employers commit serious agreement breaches.
- make reversal of the burden of proof apply in all dismissal cases, so the burden of proof will lie with the employer. Furthermore, the process must be more flexible.
- make all dismissal cases, regardless of seniority, referable to the Board of Dismissals.
- extend the time limit for local objection in dismissal cases to one month after the termination expires.
- secure the elected representatives' freedom of speech in disputes of any kind.
- give the employer the burden of proof in labour disputes about risks of health and safety or about violation of personal integrity which warrant termination of the job (life, honour and well-being). 3F will also work for the right - and duty - of every worker to deny carrying out any work under circumstances which infringe on the Working Environment Act. The rules about life, honour and well-being must be emphasised and implemented so workers can withstand work loss and jobs that breach the collective agreements.





## The collective agreements' contents

It is important for the members that the collective agreements and the statutory legislation system adapt continuously to the special needs of the individual crafts and industries, and therefore to the daily working conditions. Therefore it is crucial with a constant dialogue concerning the collective agreements' content and meaning.

- There must be insurance of better balance between work life and family life, inclusiveness on the labour market, and a more flexible withdrawal from the labour market.
- There must be a reduction of the daily/ weekly work time with full salary compensation for full-time employees.
- 3F will work for the positions of part-time, short-term and other atypical employees to ensure sufficient hours to live off.
- The net wage must be improved, and a solidarity wage policy must be promoted.
- The Congress – 3F's highest authority – recommends prioritizing a rise in the minimum wages in kroner and ører rather than focusing on general percentage in wages at the upcoming collective bargaining negotiations. The recommendation must raise the bottom level in society and ensure that the distance between top and bottom becomes smaller.
- Everyone must have the right to systematic education planning and lifelong education with full wage.
- It must be ensured that employees - including foreigners - work under conditions that are equal and adhere to the collective agreements. All workers' rights are ensured to prevent breaches of the collective agreements, regardless of the number of links between who orders the job and the person who performs it, and work is done to impose relevant secondary legislation, supporting the collective agreements.
- Obligations on third parties are imposed, which means that a business is only allowed to outsource jobs to businesses that are

parties to the collective agreement. As well as legitimate chain liability, which ensures that workers in the entire enterprise chain can make claims to a main contractor. The same goes for a party to a collective agreement, on behalf of those who are included in the agreement, or independently from an organisation, because their agreement has been breached.

- All job activation and training on the job must be done according to the terms of the collective agreements and without reducing the ratio.
- Considerably higher wages and proper conditions must be ensured for apprentices, trainees and young workers.
- The right to time off and full wages during illness of children must be ensured.
- Holiday rights must be improved.
- Working conditions and terms and conditions of employment must be improved, particularly for jobs with unsocial hours and shift work.
- Full wages and pension must be paid during maternity-, paternity- and parental leave, illness and injury.
- Financial resources tagged for the FIU- and AKUT-funds must be increased as there are higher demands to the skills of the union

representatives, and consequently to their education.

- Rights and benefits for 3F-members alone must be ensured.
- Better conditions and greater employment security for union representatives must be ensured.
- Equality rights in the collective agreements must be ensured.

**The individual member must feel ownership of the collective agreement and have influence on the community's implementation of it. That is why:**

- the members must have direct democratic influence on the collective agreements.
- the members must have the opportunity to take a position on the result of the collective bargaining through a democratic vote, before it enters into force.
- voting must be organised in a way that members are taking a position only on the agreement to which they are attached. the voting results must be respected by the politicians.
- the content and language of the agreements must be created in a way that makes it easier for the members to understand and use them.



# Education / lifelong learning

To maintain the welfare society in a globalized world it is important, that the labourforce increase their knowledge and skills. Therefore education is a society task. 3F prioritize up-to- date educations highly for both youngsters and adults, in order for everyone to have an opportunity to complete a general and professional education in a lifelong perspective of their own choice. 3F should motivate the individual member to exercise his/her right to self-chosen education. This is to be ahead of professional and technological development and resist attrition.

## Folkeskolen - primary and lower secondary school - must ensure that:

- pupils receive broad and qualified guidance on all education, including vocational education.
- the guidance breaks with traditional gender roles.
- the pupils leave school equipped with the necessary skills including reading, spelling, arithmetic, IT and language, and have knowledge of the Danish society, including the Danish labour market model.
- Students get compulsory vocational training in primary school.
- Work must be done to increase cooperation between primary schools and vocational schools by using guest teachers from the vocational schools, who can take part in courses and permanent projects in primary school classes.
- The students gain good financial insight by introducing "private and business economics" as a subject

## Vocational training and education as well as preparatory basic education must:

- be developed according to the society's development.
- build on principles of reciprocity between the workplace and the educational institution.
- be organised in close co-operation between social partners and the educational institutions.
- ensure that all trainees have extensive knowledge of the occupational health and safety legislation and labour market conditions, including the Danish labour market model, through collaboration with social partners.
- ensure a fair balance between geographic proximity and a sufficiently professional environment when procuring education.
- ensure that trainees receive particular instructions about special occupational health and safety risks, and the agreement which is relevant for the specific education and industry.

## 3F wants to ensure that:

- all members are offered assessment of their skills and the drawing-up of an education plan.

- all members are regularly having their skills developed to secure their options on the labour market in the future.
- the needs of members with special educational needs, such as reading- or spelling challenges, will be met.
- there is a special focus on developing and improving vocational training and education and AMU-education within 3F's professional fields.
- the state's benefits schemes are expanded.
- all apprentices, also when the apprenticeship is at the educational institution, are ensured wages according to the collective agreement throughout the education.
- everyone has the opportunity to finish their vocational education on a full agreement in a business. Only in cases with very particular and specific professional and business related circumstances, will 3F accept partial or short-term agreements.
- everyone will have an apprentice-/traineeship, for example by ensuring social clauses in tenders and retenders for public, semi-public and private jobs, and when contracts are signed.
- the continuing education and training system must be relevant to the individual and to the labour market, and better opportunities for further education must be provided for the individual.
- employee training funds are established and expanded where 3F has influence on content and finances, so both skilled and unskilled workers/members are encouraged to take continuing education, without financial loss.
- there are sufficient ordinary apprenticeships. The AUB payments must be increased so that the employers who train skilled labor are better compensated.
- the trade unions, which are part of the vocational education and training, have access to visiting the schools.
- Better efforts and more lenient rules in the educational system to support young people with special needs and challenges.



## Working environment

The working environment at many danish working places is so bad, that many people are worn out, get hurt or are exposed to stress in the psychological working environment before transition to early retirement or pension.

3F will work actively to ensure, that there are safe and healthy workplaces for everyone.

### To improve the working environment, 3F wants:

- Exert political pressure to increase the resources for the Working Environment Authority. And to ensure a permanent grant to the Working Environment Authority under the Finance Act.
- that the National Working Environment Authority increases comprehensive inspections in all sectors.
- that penal sanctions in the Working Environment Act are used much more frequently, and are significantly tightened.
- that 3F health and safety representatives are elected in all workplaces, and that their rights are improved and their influence strengthened. 3F will work for more training and education of the health and safety representatives.
- to work for a guarantee in the Working Environment Act which ensures the health and safety representatives' access to and option of supplementary working environment and ensure the quality of the educations.
- that the working environment is organised to avoid wear and tear on both physical and mental health.
- insurance of fair and efficient management of work injury cases, and full compensation via the work injury system.
- insurance of job retention of persons after work injuries and other illnesses.
- prioritising of research in occupational health and safety, and encouraging of research on for example the socio-economic impact of a bad working environment and for the individual.
- a considerable improvement of the education in occupational health and safety.
- insurance that workers, and/or their health and safety representatives have easy access to pre-paid professional advice on health and safety, from advisors who are recognised by the parties. 3F will work actively to spread the knowledge of options of advice.

## Social policy

3F works to create a safe and secure welfare system for those who cannot support themselves – regardless of whether it is temporary or permanent. 3F believes that the legislation should support those who can and want to remain connected to the labor market. While those who cannot, must be handled by society in a safe and dignified way.

- A welfare system must be ensured, where poverty is fought, and not created.
- A sick leave benefits system must be ensured, with assured compensation on the same level as unemployment benefits throughout the sickness, and where the scope of prolongation is to keep the sick in the sick leave benefits system as long as they are unable to work.
- An increased, far quicker and more flexible use of rehabilitation must be ensured.
- Better and more orderly conditions for flex-job workers and others with limited working abilities, without abusing the social system, must be ensured.
- An improved and dignified access to early retirement pension and senior pension, must be ensured.
- Easier documentation requirements in relation to documentation for fulfilling the length of service requirement for early retirement and senior pension.
- It must be ensured that digitalisation within the social policy field is a helpful offer, and not a decrease of administration which leads to the detriment of the legal rights of the weak and the sick.
- 3F must work for the abolishment of the mutual support obligation.
- The welfare reform must be modified, and the preconditions adjusted to a potentially higher retirement age. The preconditions in the reform are not valid, as voluntary early retirement has been de facto abolished, and work environment and education have been cut. The senior pension improves the options for those who are “worn down” by work, while those who are “worn” by many years of work, are not ensured a right to early retirement. Therefore, 3F wants to change the welfare reform in order to suspend the planned rise in retirement age in 2035, which gives time to inspect and adjust the reform. The union wants to ensure that dignified retirement is a right.
- More 3F-members must have access to early retirement. The pension amount must be increased and the rules on offsetting with other pensions must be changed.
- In connection with the pressure on schemes such as job training, unpaid apprenticeship, flex-job and other subsidy schemes, it must be ensured that there is a hearing of relevant union representatives, where there are requirements of reasonableness and/or requirements of job creation. The union which is party to a collective agreement must get back the freedom of contract when flex-job workers are employed.

## Business- and Labour Market policy

Political decisions about a higher retirement age and the phasing out of pensions pose a particular challenge for the members of 3F.

### Therefore, 3F will work to:

- establish schemes with options of flexible retirement and a revision of the pension schemes, to give a proper option of retirement to those who entered the labour market at a young age, or who have had work with considerable physical and mental strain.
- ensure that a political desire to expand the supply of labour does not negatively affect those who already provide experience from many years of working within sectors with high pace and strain.

3F must further develop the business policy based on the parties' influence. Business development must respect the surrounding society and environment. 3F will affect business policy to give it an ethical and moral foundation.

### This means that 3F will work locally, regionally and centrally to:

- increase the members' job options to ensure a homogeneous development throughout the country. 3F must also work for an infrastructure that supports this development.
- affect the business policy so the public sector will ensure that research results are converted into Danish jobs.
- put to use the up-to-date technological achievements in production and service, for example robots and IT, in a way that benefits workers, businesses and the society. The 3F's must have the opportunity to be trained for the new technology in the industries and in this way job security is created. 3F will especially work for new technology to improve the working environment as well as a more favourable organisation for the workers.

- ensure a constant supervision of, and influence on, the development of business- and company types which emerge with the use of new technologies. 3F will also work to make sure that new business models, such as sharing economy, socio-economic businesses, temporary work agencies etc., are only working in ways that comply with proper wage- and employment conditions. 3F will therefore actively seek to include these new types of businesses in the collective agreements.
- achieve a balanced business policy, where the development of attractive areas for good housing, affordable with a 3F wage, correlates with the development of jobs.
- make sure that business policy focuses on social infrastructure, kindergartens, schools, etc.
- include labour clauses in contracts, tenders and re-tenders for public as well as for semi-public and private jobs. These clauses must apply to all parts to eradicate the possibility of social dumping.
- stop all attempts at social dumping, and ensure that the perpetrators are penalised.
- introduce tendering clauses in outsourcing to ensure that workers' conditions are not affected by tendering or re-tendering, or risk premature dismissals by re-tendering.
- ensure that when people are employed on special conditions, there is a written approval, by the union representative or local union branch, of the process and the follow-up plans.
- The amount limit is raised for citizens from countries outside the EU/EEA, so that employers are much more motivated to recruit



labor from among the many unemployed within EU's borders.

- The association must work for the authorities to carry out external checks to an even greater extent on employers in risk industries that employ students, EU citizens in Denmark, who are often exploited because of the employment requirement.
- 3F works against all initiatives that could in any way undermine the danish labor market model. In this connection, it is crucial that 3F maintains its opposition to the EU Commission's initiative for a directive regarding European minimum wages.

- fight business models that create fake self-employed and 'arm-and leg' companies that undermine our collective agreements and organized businesses. Companies that are run as platform companies must assume their employer's responsibility, as well as ensuring that the 'executives' are properly paid and employed. This can be done by working towards a definition of what an employee is.
- The focus is on the employers who profit from people working and living in precarious conditions and that we work to uncover and counteract the spread of precarious conditions in the labor market, including the use zero-hour contracts.

## Green transition and development of workplaces

The green transition will be of decisive importance for the development of new workplaces in the future.

For 3F it is therefore important that:

- recognize the need for extensive and fast action against climate change and its consequences, as well as for workplaces to be developed and improved by promoting green initiatives which reduce negative climate impact. The increased expenses for green transition must be distributed fairly based on income.
- the vocational training schools train skilled workers in sustainable production methods and with critical knowledge of the choice of environmentally-sound products.
- the green transition is promoted, new production methods, forms of transport, renewable energy sources and ways of handling waste are developed, which secure the environment for future generations.

## Equality and integration

3F will be a leading association in the field of equality and consider gender, equality, integration and diversity in all planning and development work.

3F works to create equality, equal treatment and equality between people, regardless of gender, ethnic origin, age, sexual orientation, gender identity, disability and religion, as well as counteract any form of discrimination and minority stress. This applies socially and on the labor market.

This entails that 3F will work to:

- improve integration in the work place.
- ensure that minorities have equal treatment on the labour market, and in society in general.
- required and reasonable adaption is ensured in the workplace for members with disabilities and functional impairments.
- create intercultural understanding, acknowledgement of differences and diversity.
- create the best possible representativity and participation in the organisation, and in society in general.
- put an end to the gender divide, so that the future labor market will be open, equal and diverse and unequal pay will be eliminated.
- promote the interconnection of work- and family life by working for welfare benefits, as well as flexibility and agreements that meet the needs of the family.
- ensure better paternity leave rights for men, and better maternity- and paternity leave rights for legal parents.
- fight sexual harassment and any other form of harassment, assault, abuse, violence and human trafficking.



## The members

All members are equal and meet with respect for diversity. Diversity is a strength that is reflected in the organization. As a member of 3F you must be able to see yourself in an organization, which is based on a solidary view of humanity that operates in terms of both the individual and the community. Therefore, members must be offered professional and qualified advice, service, case management and guidance on the conditions that work life presents to the individual. The contact must be based on mutual respect.

**The relationship between 3F and its members therefore includes that:**

- 3F has a clear and visible profile, acknowledging the members' diversity and different needs.
- the members are met by union representatives and employees in the branches, who show engagement and positivity.
- through information and debate, 3F must improve the members' understanding of, and interest in, the collective agreement, including the fact that the individual member is part of the agreement and shares a responsibility to defend and improve it.
- the members must have the opportunity to create networks across professional groupings.
- employed as well as unemployed members must be offered assessment and registration of their skills and employment, based on the branches' collective agreement.
- the rights must be ensured and improved for members on maternity-, or paternity leave, members who are unemployed or who have a long-term illness, including the right to pension plans.
- 3F offers legal assistance if a member is subjected to for example discrimination or unequal wages.

## Membership of 3F's A-kasse

Fagligt Fælles Forbund (3F) and Faglig Fælles Akasse (3FA) work as a unit, both centrally and locally and are based on solidarity and collective agreements. 3FA is based on an active member democracy and is a central part of the danish flexicurity model. A-kassen works to ensure that the unemployed can continuously improve their job situation and thus also their living conditions.

### Particular challenges

3FA is solving three major challenges in labour market policy:

- In close collaboration with the union, 3FA plays an active role in procuring ordinary jobs to unemployed and employed members. 3F and 3FA ensure that the unemployed members are made familiar with 3F Jobformidling (job placement service) as a simple job placement tool. 3F and 3FA are in placement partnerships with employers, job centres, temporary work agencies and others, to procure jobs for the members, both locally, regionally and nationally, for the benefit of 3F's
- 3F and 3FA work for more education of the unemployed, for example through an educational lift from unskilled to skilled, participation in six weeks' job focused training, and the adult apprenticeship scheme. This is done also in collaboration with the local job centres. 3F and 3FA assist the members in planning their education and in creating an education plan. 3F and 3FA work to eliminate bureaucratic rules that obstruct education for the unemployed.



## Safety

The Danish unemployment benefits scheme is created to compensate workers for loss of income, when they lose their job. The unemployment benefits scheme must provide safety and ensure that the unemployed will not be forced from their homes. Through a number of years the unemployment benefits scheme has been made worse through different political initiatives.

**In order to create safety for the members, 3FA will work on four challenges:**

- create a long-term recovery of the unemployment benefit system. The distance between wages and unemployment benefits has grown bigger over a number of years, and will continue to grow, because the regulation of the unemployment benefits does not follow the wage trends. The unemployment benefits rate must be improved and follow the wage trends. Like other members, members younger than 25 must have the right to full unemployment benefits.
- remove the impairments in the unemployment benefits scheme, for example the introduction of waiting period rules and limitations in supplementary unemployment

benefits, which especially harm 3F members with atypical employment, or members who do not have a fixed monthly wage.

- it must be easier to gain the right to unemployment benefits, it must be easier to re-gain the right, and 3F must continue to fight for the unemployed not undeservedly losing their right to unemployment benefits. Subsidised employment must count toward gaining the right to unemployment benefits.
- it must be ensured, as a consequence of increased automation and digitalisation, that the members' legal rights are upheld, when payment of unemployment- or social benefits is calculated with the employee's report as a basis.

3F and 3FA continue to work to ensure that the unemployed are given the opportunity to continue on an education at SU or in adult education after the end of the unemployment benefit period. In general 3F work to ensure that education at a rate equivalent to daily allowance is a significant part of the rights of the unemployed.

## Quality and professionalism

3FA is founded on quality and professionalism. Central and local solutions go hand in hand with the sole purpose of handling the members' cases with quality and professionalism.

**Therefore, it is important for 3FA:**

- to be locally rooted.
- that case handling and decisions are made close to the members, and without unnecessary waiting time.
- to have the necessary knowledge of sectors and collective agreements, as well as a rooting in the local and regional labour

market, to make sure that decisions are always made with high levels of quality and professionalism.

- that the strengthening of the unemployment fund and the union is a mutual responsibility. It will improve the members' rights, living conditions and safety.
- 3FA works continuously with organising their tasks, to ensure constant focus on quality in the decisions, case handling without unnecessary waiting time and cost-conscious administration.



## The union's structure

For 3F, it is also important to consider the future of the trade union movement as a whole.

**In a number of national and international matters it is crucial for our handling of member interests that the entire trade union movement is strong, stands together and seeks maximum influence.**

- 3F wishes to be part of a strong community, together with the other Danish unions. Therefore we will participate actively in the constant adjustment and necessary change of the role and the tasks of the community.

## Denmark and globalisation

Globalisation, the power of multinational corporations and the liberalization of trade and capital movements increases the challenges for the trade union movement.

The borders are crossed every day to an increasing extent by capital, migrant workers, goods and services. Therefore 3F will work to ensure the social dimension in all trade agreements. Social dumping of any kind must be condemned.

The increased mobility of the workforce makes it necessary for migrant workers to be guaranteed social security and protected against exploitation. This is best done by securing that all work is covered by the collective agreement.

Danish workplaces are moving abroad more often than earlier, which requires an offensive and newly oriented professional work that secures the members in the often hectic adjustment processes.

The aim is to ensure a more fair and socially sustainable development in the world, for peace, democracy and respect for human rights, including the ILO's labor rights and the UN's global goals.

3F will constantly be aware of opposing the parts of the terrorism legislation that limit political and professional work both nationally and internationally.

### Therefore, 3F must work for:

- the observance of ILO's fundamental conventions by all countries and businesses, including:
  - the right to organise
  - the right to negotiate collective agreements
  - prohibition of child labour
  - prohibition of forced labour and human exploitation.
  - prohibition of discrimination
  - equal wages for men and women
  - labour clauses in public contracts.
- 3F works to ensure transparency of free trade agreements, as for example TTIP and CETA, and to promote the critical debate on the contents of the agreements. Free trade agreements must, as a minimum, observe ILO's fundamental rights, and where these have not been ratified by all parties to the agreements, instead be a part of them.
  - Agreements must build on high working- and environment standards, and contain regulation which counteracts differential treatment of national- and foreign workers.



- Agreements cannot lead to the deterioration of the existing level of protection, and in particular, of the protection of workers.
- The free trade agreements must ensure that the right for nation states to implement legislation independently cannot be infringed upon by establishing special courts, or by consideration of investor protection, as well as free trade agreements cannot deprive the individual nation state of its right to determine its public service level independently.
- The World Bank, WTO, IMF, the EU and similar international organisations must contribute to ensure that union rights and human rights are observed, and that there are investments in social development.
- development of strong organisations in countries that do not have a tradition for strong union organising. Furthermore, 3F must contribute to the maintenance and reinforcement of unions in countries where the unions' conditions are under threat.
- the global inequality is curbed, among other things, by:
  - taxation of foreign exchange transactions via transaction tax.
  - abolishment of the tax havens
  - cancelling the debts of a number of developing countries.
  - ethical investments globally by the pension funds.
  - fighting human trafficking, including trafficking for prostitution and forced labor.
  - working for a sustainable society in harmony with humans and nature.
  - contribute to sustainable societies in collaboration with local actors and work to remedy existing climate damage.
  - working for the external environment and the working environment to be globally improved.
- opposing all treaties and agreements that expand and maintain trade distortion to the detriment of poor countries.
- contributing to the establishment of global works councils and the expansion of the collaboration in this field.
- to continuously focus on the corporates social responsibility and the dialogue on social responsibility, both when danish companies operate abroad and when foreign companies operate in Denmark. Above all, they must respect worker's rights and put social responsibility on the agenda in the area where they operate.

It is key that the international work is integrated in the union's regular decision-making structure and activities, and to co-ordinate sufficiently across sectors on all levels - centrally, regionally and locally.

**This is done by:**

- providing information, and by participating in international and mutually obliging solidarity work. This will ensure an expansion and anchoring of the international work in branches, regions, work places, as well as branch- and national clubs, so that members, representatives and work leaders are actively engaged in 3F's international efforts.
- strengthening the collaboration between all levels in the unions globally to fight social dumping, among other things through externally financed collaborative projects in accordance with 3F's strategies and action plans.
- working for the union movement to be an equal party, and by ensuring that union representatives are the pivot of the collaboration.
- ensuring maximum influence, and education to meet the new challenges. Moving forward, 3F will intensify the efforts against social dumping, in relation to Danish and foreign labour, that is undercutting the exist-

ing agreements on the labour market. 3F will intensify the efforts in relation to businesses that relocate jobs to countries with worse conditions for the workers. We must be better at supporting our union representatives when businesses begin thinking about relocating. The efforts must be co-ordinated by daily management, and branches, groups and secretariats must participate.

At an european level, efforts are being made to ensure that the social partners obtain the necessary competence in relation to cross-border issues, so that they can carry out their tasks in an efficient, democratic and controllable manner.

The regulation of the European labor market can be done by European framework legislation or by the social partners entering into binding agreements at European level.

The European agreement system must give the trade unions the greatest possible influence on labor market regulation. Therefore, 3F must work to ensure that the implementation takes place in accordance with national practice, so that all employees are guaranteed the same minimum rights, regardless of where in Europe they work.

A united Europe with close cooperation between sovereign, equal and democratic nations, is the precondition for peace and prosperity. In the development of the European Union, this must be the characteristic of work respecting closeness and openness. This development must and should be based on respect for the Danish system of agreements, collective agreements and the right to take collective action.

3F must work to ensure that the collective agreements and industrial action are not undermined by international legislation.

The EU must work with all cross-border issues that can best be solved jointly. However, this

community is not limited to the EU alone. The aim is an ever higher level of social protection and full employment. 3F will therefore seek to influence the decision-making processes in the EU. 3F works actively to ensure the social dimension throughout Europe.

**On a european level, 3F will work specifically for the following:**

- The collective agreements and industrial action cannot be undermined by international legislation, and 3F must therefore make a renewed approach to the EU on behalf of the collective Danish union movement. The aim must be for the union movement to make their own position in regards to the EU visible to their members, based on a constructive and critical approach, respectively, from case to case, in relation to both the Danish government and the EU.
- It must be ensured that the social partners are represented on the European level, as well as the sectorial- and the business level.
- The European labour market must be inclusive, and therefore the businesses must be obligated to take special social responsibility.
- Today, social dumping is the biggest threat to workers and the union movement in the EU. Fighting against the employers' speculation in cheap labour, demands extraordinary efforts both nationally and across borders. The single market is of great importance to the European workers. Therefore it must be ensured that the development of the single market is taking place on a socially acceptable basis. 3F therefore supports ETUC's work for a social protocol to ensure that professional, collective and social rights are at least equal to economic freedoms in the EU's internal market.
- Directives that attack collective agreements and the workers' rights must be fought. The goal is full employment, social welfare and democratic rights for all in Europe.



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