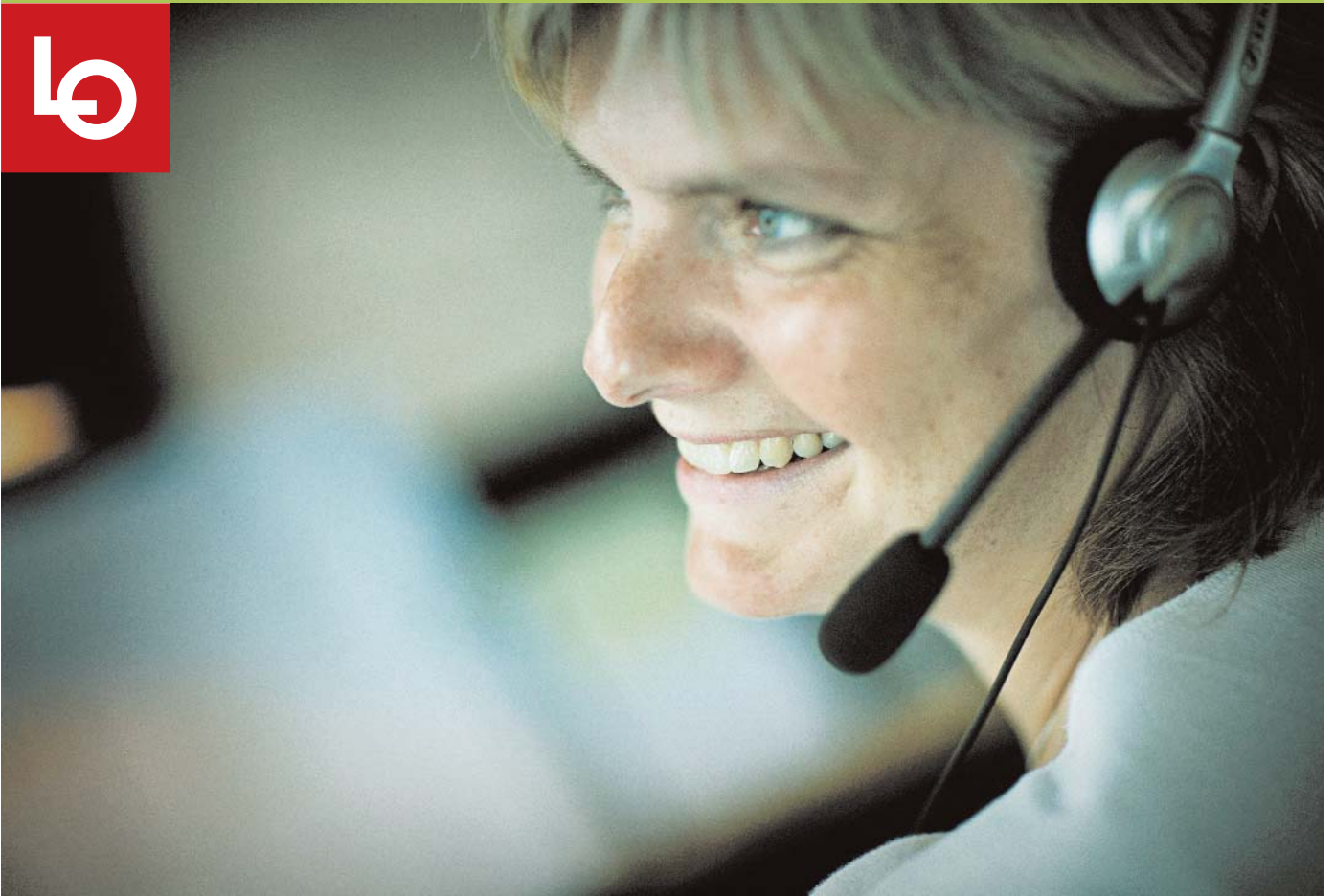
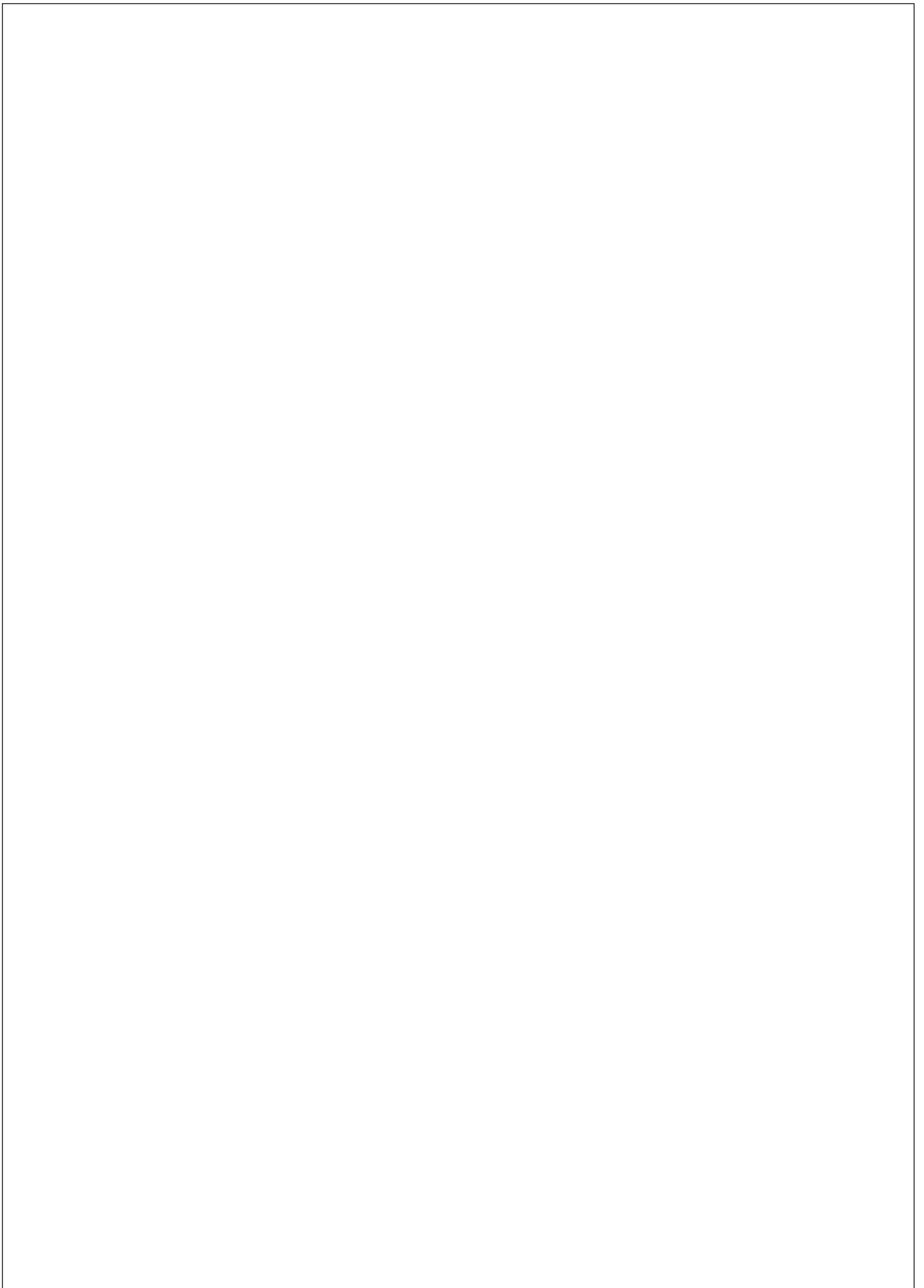


LO
The Danish Confederation
of Trade Unions



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Preface

LO, The Danish Confederation of Trade Unions, is Denmark's largest central organisation for workers.

The LO-led trade union movement started unionising Danish workers more than a hundred years ago. Through countless negotiation rounds and several major industrial disputes, the labour movement has succeeded in strengthening workers' influence and rights.

In 1899, the LO-led trade union movement initiated the so-called hunger strike which resulted in a great breakthrough for the trade union movement and provided the basis for the current Danish labour market model. According to the Danish model, the two sides of industry respect one another and agree on working conditions by means of collective agreements.

Today, Denmark has one of the world's highest unionisation rates.

LO's aim is to improve workers' rights. This is done through collective agreements and by influencing legislation implemented by the

Danish parliament and the EU.

From a historical viewpoint, the trade union movement has taken many major steps forward. But noticeable improvements have taken place in the beginning of the 90's. Real wages increased by EUR 1,000 a year. The average worker covered by LO/DA (The Danish Employers' Confederation) collective agreement has therefore experienced an income increase of approx. EUR 14,600 a year during the past 15 years.

During that same period of time, and through collective agreements, the LO-led trade union movement has established labour market pensions so that, in addition to their salary, 10 percent of the workers' wages is paid into a labour market pension scheme.

Furthermore, the collective agreements have ensured pay during maternity and paternity leave. Families now receive pay during maternity or paternity leave for almost six months. The added economic gain for Danish families

amounts to approx. an additional EUR 10,000 per child.

Finally, the trade union movement has ensured Danish workers the right to six weeks' paid holiday.

During the past 15 years, the trade union movement has succeeded in contributing to a very high employment rate, a solid increase in real wages and major improvements in welfare schemes through collective bargaining.

The LO-led trade union movement carries on its work. These years, we focus particularly on the consequences of globalisation for Danish workers. We are working intensely with adult education and with securing continuing training, traineeships and better vocational training for young people. Finally, the LO-led trade union movement uses many resources on ensuring a better integration of persons with a different ethnic background or persons with reduced working capacity, and on improving health and safety at work.

This folder provides you with

more precise information on the values and attitudes that LO represents as well as information on the trade union movement and the tasks we solve.

Enjoy your reading.

LO's history

LO was founded on 3 January 1898.

The painter Jens Jensen took the initiative of merging the numerous minor trade unions that had been mushrooming all over the country to form one united trade union confederation. Jens Jensen was also the first President of the Confederation of Trade Unions, DsF, which was the organisation's name until the end of the 1960's.

The underlying motivation for founding LO was a need for coordinating the trade union efforts if the many trade unions were to survive the political and economic adversity they were confronted with. The unions suffered defeats and lacked effectiveness.

The main aim of the newly established Trade Union Confederation was therefore to be a central support for unionised workers in connection with industrial disputes. Not least by raising money for the strikes. LO therefore introduced a system of compulsory contributions to actual strike

funds. Until then, support for strikers had consisted of voluntary contributions from non-strikers.

As early as in 1899, the new strike organisation had to stand its test. A strike among 400 joiners who wanted pay rises made the events snowball. The employers locked out 40,000 workers. This major industrial conflict lasted for 100 days and took a heavy toll on the workers. Many families underwent famine and poverty.

The dispute ended when the employers' and the employees' organisations entered into an agreement which became known as the September Compromise.

The September Compromise has since been referred to as the constitution of the labour market, and it is based on two fundamental principles.

- That both workers and employers mutually recognise the right of the other party to organise and respect the roles of the other party's organisations.
- The possibility of entering into

voluntary agreements and collective agreements which both parties commit to observing.

In 1960, The September Compromise was replaced by The General Agreement which describes the rules on the labour market in a way which is more up to date. The General Agreement has since been revised and supplemented by

other cross-industry agreements.

During the past 100 years, LO has influenced the developments on the Danish labour market. This has been done through political initiatives and by entering into a long line of collective agreements and tripartite agreements with the employer-side and the government.

LO's main trade union and political tasks

LO is the largest of three central workers' organisations in Denmark. LO organises a total of 1.1m workers who are members of 17 affiliated unions.

The unions organise skilled and unskilled workers in both the public and the private sectors. They cooperate in cartels that cover different sectors, for instance, the industrial sector, building and construction, the municipalities and the state. In this context, a cartel is a confederation of a number of trade unions working within the same industry.

LO has a number of local branches around the country. Among other things, the local LO-organisations work with local employment policy.

LO's main tasks are to unite, develop and coordinate the common interests of the trade union movement. This is done by preparing and defining trade union and political strategies in a long line of areas. In addition to this, LO represents the unions in various public

councils and committees. LO sees to the central tasks in connection with the Danish Industrial Court and coordinates the decentralised collective bargaining. LO represents the Danish trade union movement in the European and international cross-disciplinary cooperation.

The basis for LO's work is described in its value statement and policy platform. At each Congress, a target programme defining LO's task for the coming Congress period is adopted.

LO's central tasks include training & education, labour market policy, employment, health & safety at work, equal opportunities, welfare, ethnic minorities, pensions, the EU and international affairs etc.

LO's principal tasks are the following:

- To safeguard and coordinate the trade union movement's common interests
- To formulate policies and stra-

tegies internally in the trade union movement and externally vis-à-vis the parliament, the government, other organisations, etc.

- To represent the trade union movement's interests on various boards, commissions and committees
- To propose and coordinate guidelines for collective bargaining demands

LO's structure

LO's tasks are solved in close cooperation with the affiliated unions and the cartels. Every week, the current trade union and political issues are discussed by LO's day-to-day-management. The general strategic issues, mandates for and approval of major agreements and cases are discussed by the General Council which meets once a month.

LO's elected management consists of six persons; A President, a Vice-President and two Confederal LO-Secretaries. Each Confederal Secretary is responsible for a number of trade union and political areas covered by LO. In its laws, LO strives to ensure an equal distribution by gender among the politically elected representatives. Currently, there are two men and two women.

In addition to the politically elected representatives, representatives for the affiliated unions also sit in LO's governing bodies.

The Congress

The General Council is LO's highest authority and it convenes every four years. 400 delegates participate in the - among others LO's Day-to-day management (DL) and five delegates from every affiliated union.

The additional seats are distributed among the affiliated unions in relation to the membership figures.

The General Council

LO's General Council is the highest authority between Congresses. It is elected by Congress and consists of 47 members including:

- The Day-to-day management
- A representative from each of the affiliated unions

In accordance with LO's equal opportunity policy, it is possible to appoint up until five representatives of the under-represented gender if the distribution by gender in the General Council is not equal.

The Day-to-day management

LO's Day-to-day management is elected by Congress and consists of 14 members:

- The LO-President and Vice-President
- Two Confederal LO-Secretaries
- Ten representatives from ten different affiliated unions

LO's Congress-elected Leadership, The Political Management

President

Harald Børsting

Areas of responsibility:

- General trade union and political issues
- Economic policy, welfare- and distribution issues
- The Danish model, collective agreements as well as labour law and employment law
- Tripartite negotiations
- Collective bargaining with DA

- Collective agreements in the public sector

Vice-President

Lizette Risgaard

Areas of responsibility:

- Employment and labour market affairs
- The unemployment benefit system
- Industrial policy
- Traffic and infrastructure
- Pensions policy
- Social policy and the inclusive labour market
- Early retirement and other retirement schemes
- Organisation policy
- Equal opportunities

Confederal Secretary

Marie-Louise Knuppert

Areas of responsibility:

- Foreign policy and development aid

- The EU, ILO, WTO and the OECD
- The ETUC, ITUC, TUAC and NFS
- Energy and climate policy
- Research and innovation
- Integration
- Immigration issues
- FIU (The Trade Union Movement's Internal Training System)
- Cultural activities

Confederal Secretary

Ejnar K. Holst

Areas of responsibility:

- Training and educational policy
- Health and Safety at Work
- Youth activities, job patrolling, school contact
- The cooperative movement
- The Joint Consultation Board (DA and LO)

The Danish model - Flexicurity

The Danish model is based on fundamental labour market autonomy in accordance with which trade unions and employer associations regulate the central pay- and working conditions by means of collective agreements. Denmark therefore has no legislation on pay and working hours.

The General Agreement ensures that workers can organise freely in unions and that the unions have the right to negotiate collective agreements with the employers. Once the collective agreements have been concluded, the workers therefore cannot go on strike during the life of the collective agreement. Danish workers may only strike if the worker-side and the employer-side fail to reach agreement on a renewal of the collective agreement.

All disagreements between the employers and the unions regarding collective agreements are settled in The Industrial Court or by industrial arbitration. The Industrial Court is administered

jointly by the employers and the workers and it is a fast and efficient forum for solving disputes in the labour market.

Flexicurity is an expression which is used to describe the Danish model because the Danish labour market is both very flexible and provides a high level of social security. This means that the notice periods are relatively short while unemployment benefits are relatively high – especially for the ones who have the lowest pay – they receive unemployment benefits amounting to approximately 80-85 % of the minimum wage. In addition to this, the Danish model includes an active labour market policy which gives the unemployed a right and a duty to activation.

The Danish model involves high job mobility in the labour market and relatively high economic compensation for the unemployed who are under an obligation to participate in activities that will contribute to help them find a new job quickly.

The active labour market policy is undertaken by the state and the municipalities in close cooperation with the social partners. The unions' unemployment insurance funds pay out unemployment benefit on behalf of the state, control whether the unemployed are available for work and participate in job placement.

The Danish model is based on a high rate of unionisation. The union movement is a unitary trade union movement in the sense that it is not divided according to political beliefs. At the same time, the model preconditions a close cooperation with the employers and a political system which, on the one hand, respects the autonomy of the social partners, and on the other hand, supports and contributes to a stable economic development.

The development on the Danish labour market

Since the beginning of 1994, developments on the Danish labour market have been favourable. During this period, Denmark has experienced a substantial upturn in employment and unemployment has more than halved.

Today, there are approx. 107,000 unemployed workers in Denmark. This is close to 4 per cent.

According to most textbooks, such a significant reduction in unemployment leads to wage pressure, inflation and not least bottleneck problems. But thanks to the active labour market policy pursued by the Danish government it has been possible to be in control of the economic upturn.

The flexibility of the labour market means that 250,000 jobs are shed and created every year in Denmark. At the same time, approximately 600,000 workers become unemployed every year. But thanks to the active labour market policy, most of them find a full time job again rather quickly.

Youth unemployment is at about 2.5%. Only 5 per cent of the ones that become unemployed every year stay in long term unemployment.

Since the mid-90s, LO has contributed actively to reforms that have strengthened the active labour market policy. In spite of rising international competition, unemployment has dropped dramatically and workers have achieved an increase in real earnings, longer holidays, higher pension contributions and the improvement of a number of social benefits such as pay during maternity and sickness.

Collective agreements

Collective agreements represent a very central part of the regulation on the Danish labour market. This is due to the fact that a number of working conditions are solely regulated by collective agreements. For instance, there is no statutory minimum pay or regulation on working hours in Denmark. In addition to this, the collective agreements provide access to full pay during maternity/paternity leave and sickness and the right to pension contributions and training. In certain areas, the collective agreements are based on legislation. This is the case in relation to holidays. Here, the workers that are covered by a collective agreement typically have a week's extra vacation.

The collective bargaining in both the private and the public sector is decentralised. This means that the individual unions or cartels in LO negotiate their own collective agreements. LO has the task of coordinating the negotiations and to bind them together in the end.

LO also helps the unions that cannot reach agreement with the employers to obtain a compromise.

Before a new collective agreement is negotiated, the individual unions and cartels ask their members which demands they wish to put forward. Once the members have submitted their demands, the unions decide what to give specific priority. Once the collective agreement has been negotiated, it is put to the vote among the members. If the members reject the collective agreement, collective bargaining can be re-launched or a strike or lockout will take place.

A Conciliation Board has been set up in Denmark. A conciliator has been appointed to this board. The task of the conciliator is to mediate between the social partners and to ensure that they agree on a new collective agreement insofar as this is possible.

The conciliator may summon the social partners for a meeting if a dispute is likely to break out. The parties are under the obligation to

appear at this meeting. The conciliator has the right to postpone an imminent dispute for two times two weeks and in this way attempt to ensure an agreement.

In by far the most cases, a renewal of all workers' collective agreements is ensured. However, approximately once every ten years, a major dispute emerges on the labour market. The last time this

happened was in 2008. A major conflict can be stopped by means of government intervention. The government sometimes intervenes by issuing a Government Bill which defines the contents of a new collective agreement. More often, a conflict will end in a compromise - for instance on the basis of a proposal from the conciliator.

Shop stewards – the key to success

Shop stewards are an important element of the Danish model. The shop stewards are elected at the workplace by their colleagues. They ensure that the collective agreements are observed and that the workers receive the benefits they are entitled to. In addition to this, the shop stewards contribute to ensuring a good cooperation between the management and the employees. The shop stewards are also the ones who lead the local wage bargaining and sit on various joint consultation boards.

In major companies, the employees may elect safety representatives. The safety representative is the colleagues' spokesperson in relation to health and safety at work. He or she contributes to ensuring that the company observes the health and safety rules. This is done both by investigative efforts and through the employees' complaints or suggestions.

However, in the end, it is always the management which is responsible for ensuring health & safety at

the workplace.

There are approximately 50,000 safety representatives and shop stewards in the LO-led trade union movement on the Danish labour market.

Workers' Participation

The cooperation agreements drawn up by the social partners in the private, cooperative and public sectors stipulate that employers shall exercise the managerial right in cooperation and via interaction with employees and their shop stewards with the goal of improving competitiveness, employment, the working environment and job satisfaction.

In large enterprises, this task is carried out by joint consultation committees comprising representatives elected by the management and employees in equal proportion. The committees receive information on the company's financial situation and prospects, employment, major changes - including restructuring and the introduction of new technology.

The joint consultation committee lays down guiding principles for local working conditions and welfare, including personnel policy, training and continuing training in respect of new technology and the use of personnel data. Each

cooperation agreement is linked to a cooperation board which is managed by LO-representatives and the employers' confederations, respectively. These boards are charged with counselling and development to further cooperation in enterprises.

Disagreements concerning the interpretation of cooperation agreements are settled through local discussions, if necessary by using the secretariats attached to the Cooperation Boards and in consultation with the cartels responsible for the day-to-day administration of the cooperation agreements.

FIU – The Trade Union Movement's Training System

FIU offers approximately 50 different courses. The aim is to provide training offers which can actively involve trade union members in solving tasks linked to the organisational and socio-political tasks of the trade union movement.

The FIU-training offers are open to all interested members but are mainly aimed at shop stewards or potential shop stewards. New technology, the organisation and development of work, co-determination and co-responsibility place increasing demands on trade union members and especially on elected shop stewards. Most instructors who have been shop stewards themselves are trained to teach.

FIU-training is financed through a combination of funds made available via collective agreements and membership fees. Wage-earners and employers have a crucial joint interest in union representatives being well trained in all matters relevant to legislation and agreements on the Danish labour market. Considerable

resources are therefore spent on this training. Employers pay a certain amount per hour worked to FIU. This fund defrays part of the costs for the courses offered via the FIU-system. The remaining costs are covered by the individual unions. A total of app. 40,000 trade union representatives attend the FIU-courses every year. Half of them are women.

International Perspectives

One of the central pillars of LO's international work is its support for the development of the trade union movements in the developing countries as well as in Central and Eastern Europe. These efforts are rooted in LO's membership of the International Trade Union Confederation (The ITUC), the European Trade Union Confederation (ETUC) and the Nordic Council of Trade Unions (NFS). LO is a member of the Executive Committee and the Steering Committee of the ETUC and of the Executive Committee of the NFS.

In addition to this, LO is a member of the Trade Union Advisory Committee (TUAC) to the OECD and plays an active part in the activities of the International Labour Organisation (ILO) both through the work in the Danish ILO Committee, which is a tripartite body, as well as by participating in the annual labour conference.

At the Nordic level, LO also cooperates with the other Nordic

trade union movements and social democratic parties in SAMAK, the Labour Movement's Nordic Cooperative Committee.

A very important aspect of LO's international work is its bilateral contacts to trade union movements in a number of countries in Asia, Africa, Latin America, Eastern and Central Europe and in the OECD countries.

LO is an initiator of a wide range of development projects in the developing countries. This assistance is administered through the Danish Trade Union Council for International Development Cooperation - also called the LO/FTF Council because it was set up in cooperation with FTF (The Confederation of Salaried Employees and Civil Servants in Denmark).

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The EU

The development of the EU should be based on the best European ideas and traditions and aim at the improvement of the welfare state. That is why LO is active on the scene when EU-decisions are made. LO is in favour of close cooperation between independent states. We want to promote the best interests of European employees, but also to work for better conditions for workers globally.

To ensure that the trade union movement has a bigger say in the EU decision-making process, LO operates through many channels to influence the Commission, the Council, the European Parliament and the Danish government.

LO is represented in the advisory committees to the Commission, e.g. the Health and Safety Committee and the Standing Committee on Employment and Training, thus enabling it to make its views known. At the national level, LO is a member of committees working with EU labour market policies, consumer protection,

transport policy, pension schemes, etc.

European challenges

As of the beginning of 2008, the EU-Member States have a new set of principles and guidelines for organising or reorganising their labour markets. Following a couple of years of discussions, preparations and promotion of the flexicurity model, the Member States are now recommended to follow this model which combines a flexible labour market with economic security through welfare benefits.

The principles were endorsed by The European Council in December 2007.

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of LO's EU-related activities; advice on EU-
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EC labour market and social issues and the
ETUC committee for labour market and social
issues.

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Preben Foldberg, Head of LO's Brussels'
Office

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secretariat and the affiliates Brussels' offi-
ces, the European Parliament, the Danish
permanent representation, the Danish
employers federations Brussels office and
other EU-representations in Brussels.

Represents LO in: the Steering Committee
and the Executive Committee of the ETUC,
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LO's Affiliated Unions and Cartels:

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(3 F, Fagligt Fælles Forbund)
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DK-1790 Copenhagen V
Tel.: +45 70 30 03 00
Fax: +45 70 30 03 01
E-mail: 3f@3f.dk
Home page: www.3f.dk

The Danish Artists' Union

(Dansk Artistforbund)
Vendersgade 24
DK-1363 Copenhagen K
E-mail: artisten@artisten.dk
Tel. +45 33 32 66 77
Fax: +45 33 33 73 30
Home page: www.artisten.dk

The Danish Union of Plumbers and Allied Workers

(Blik- og Rørarbejderforbundet i Danmark)
Immerkær 42
2650 Hvidovre
E-mail: forbund@blikroer.dk
Tel. +45 36 38 36 38
Fax: +45 36 38 36 39
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The Danish Union of Electricians

(Dansk EI-forbund)
Vodroffsvej 26
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Trade and Labour

(FOA – Fag og Arbejde)
Stauings Plads 1-3,
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DK-1790 Copenhagen V
E-mail: foa@foa.dk
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Fax: +45 46 97 23 00
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The Danish Hairdressers' and Beauticians' Union

(Dansk Frisør og Kosmetiker Forbund)
Lersø Park Allé, 21
DK-2100 Copenhagen Ø
E-mail: dfkf@dfkf.dk
Tel.: +45 35 83 18 80
Fax: +45 35 82 14 62
Home page: www.dfkf.dk

The Danish Federation of Salaried Employees

in Service Trades
(Dansk Funktionærforbund)
Upsalagade 20
DK-2100 Copenhagen Ø
E-mail: dff@funktionaerforbundet.dk
Tel.: +45 70 15 04 00
Fax: +45 70 15 04 05
Home page: www.dff-s.dk

The Union of Commercial and Clerical Employees in Denmark

(Handels- og Kontorfunktionærernes Forbund i Danmark)
Weidekampsgade 8
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Home page: www.hk.dk

The Union of Enlisted Privates and Corporals in the Danish Army

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Fax: +45 33 93 65 23
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The Danish Union of Railwaymen

(Dansk Jernbaneforbund)
Søndermarksvej 16
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The Danish Painters' Union

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The Danish Metal Workers' Union

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Fax: +45 33 63 21 00
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The Danish Food and Allied Workers' Union

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**The National Federation of Social
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The Central Organisation of Industrial Employees

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The Confederation of Unions in the Graphical Industry and Media Sector

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Fax: +45 33 30 44 99

The Confederation of Employees in Trade

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Organisations of Public Employees

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