



# THE DANISH METALWORKERS' UNION

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# CONTENT

- 3** | WHEN IT MATTERS MOST
- 5** | PORTRAIT OF THE DANISH METALWORKERS' UNION
- 6** | THE DANISH LABOUR MARKET
- 7** | COLLECTIVE AGREEMENTS
- 8** | SERVICES
- 11** | EDUCATION AND TRAINING

IF YOU WOULD  
LIKE MORE INFORMATION  
IN ENGLISH ON THE  
DANISH METALWORKERS'  
UNION, PLEASE VISIT

[danskmetal.dk/  
working-in-denmark](https://danskmetal.dk/working-in-denmark)

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# WHEN IT MATTERS MOST

During the more than 135 years the Danish Metalworkers' Union has existed, enormous changes have taken place for the organisation and its members. The Danish Metalworkers' Union has always sought maximum influence on these changes through active union and political efforts.

A century ago, the Union's most important task was to ensure fundamental rights for its members. Today, the greatest challenge is to ensure that there are jobs of high quality and fair working conditions for all its members now and in the future.

This task has only become more important as globalisation increasingly influences in the Danish labour market. To secure jobs, we work to improve the qualifications of our members and the framework conditions of companies.

This leaflet provides an overview of the Union's organisation and its many tasks, as well as an introduction to the Danish labour market. If you have any more questions, you are welcome to contact the Danish Metalworkers' Union.

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## CLAUS JENSEN

President of the Danish  
Metalworkers' Union

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# PORTRAIT OF THE DANISH METALWORKERS' UNION

## MEMBERS

The Danish Metalworkers' Union has 96,000 members. All our members are skilled and work in the area of mechanics, technology, electronics, telecommunications, and IT. And most are employed in the private sector.

## ORGANISATION

The union was founded in 1888 and originally only organised smiths and machinists.

Today the Danish Metalworkers' Union comprises 30 branches, and has its headquarters in Copenhagen.

The union's management – the Executive Committee, policy committee and daily management – are democratically elected. The election takes place at the Congress of the Danish Metalworkers' union every fourth year.

## INTERNATIONAL COOPERATION

The Danish Metalworkers' Union is associated with, among others, Industri All Global Union, Industri All European Trade Union, Nordic IN and UNI Global Union.



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TECHNOLOGY, ELECTRONICS,  
TELECOMMUNICATION,  
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# THE DANISH LABOUR MARKET

The labour market in Denmark is regulated mainly through collective agreements between workers' and employers' organisations. Approximately 70% of the labour force are members of a union.

Issues regarding pay and working conditions are dealt with through negotiations between the two sides of industry. That is why there is e.g. no statutory minimum wage in Denmark.

The two sides of industry also negotiate with the Government – in so-called tripartite cooperation – on labour market policy such as unemployment and benefits.



APPROXIMATELY 70%  
OF THE LABOUR FORCE ARE  
MEMBERS OF A UNION

In relation to the Danish Metalworkers' Union, the central organisations are:

FH – the Danish Confederation of Trade Unions, an umbrella organisation for 64 unions

CO-industri – umbrella organisation for 8 unions for workers in industry

Dansk Industri – the Confederation of Danish Industries – employers' organisation in industry.

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# COLLECTIVE AGREEMENTS

The collective agreements contain terms for among other things:

- ▶ Pay and working hours
- ▶ Termination of employment
- ▶ Pension and maternity/paternity leave
- ▶ Supplementary training/education
- ▶ Shop stewards.

The Collective Agreement for Industry is concluded between CO-industri and the Confederation of Danish Industries. When an agreement is concluded, it is voted on in its entirety by the members of the organisations affected.

Under the Collective Agreement for Industry, pay is negotiated locally at the workplace.



THE DANISH METALWORKERS' UNION'S UNEMPLOYMENT FUND HELPS UNEMPLOYED MEMBERS FIND NEW JOBS, AND MAKES STATUTORY PAYMENTS E.G., DAILY CASH BENEFITS, SICKNESS BENEFITS, AND EARLY RETIREMENT.

When an agreement is concluded, it is voted on in its entirety by the members of the organisations affected.

Results achieved over the years:

- ▶ Six weeks' holiday and holiday pay
- ▶ 37-hour work week
- ▶ Education fund
- ▶ Full pay during maternity/paternity leave
- ▶ Pension paid by the employer
- ▶ Optional Pay Account.

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# SERVICES

The Danish Metalworkers' Union offers its members comprehensive and varying services.

Our members have access to advice in connection with:

- ▶ pay issues
- ▶ rights relating to maternity/ paternity leave and illness
- ▶ pension and withdrawal from the labour market
- ▶ occupational accidents and injuries
- ▶ supplementary training/education.

Our members have access to unemployment insurance through the Danish Metalworkers' Union's unemployment fund. The unemployment fund makes statutory payments to our members, including daily cash benefits, sickness benefits, early retirement benefits and reimbursements. Furthermore, the Danish Metalworkers' Union's unemployment fund helps unemployed members to find new jobs.

Our members are informed of relevant news through their local branches, the membership magazine as well as the website of the union and the local branches.



A MEMBER OF  
THE DANISH  
METALWORKERS' UNION  
EARNS AN AVERAGE OF  
EUR 4772 PER MONTH  
BEFORE TAXES  
(JUST BELOW 50%).

Membership dues per month (2025):

**UNION**  
EUR 78 (average)

**UNEMPLOYMENT FUND**  
EUR 74

The union's members are trained through 102 different programmes.

The Danish Metalworkers' Union emphasises the importance of maintaining our members' qualifications through supplementary training.





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# EDUCATION AND TRAINING

In Denmark, the two sides of industry are strongly involved in the development of vocational education and training programmes. As an organisation for trained members, education and training efforts therefore play a major role for the Danish Metalworkers' Union.

The union's members are trained through 102 different programmes. In addition to working with the basic training programmes, the Danish Metalworkers' Union emphasises the importance of maintaining our members' qualification through supplementary training.

## SHOP STEWARDS

The Danish Metalworkers' Union members elect a shop steward at each workplace to conduct negotiations with the company management regarding e.g. pay and termination of employment. The shop steward is also a member of the company's joint consultation committee. The Danish Metalworkers' Union has almost 1,900 shop stewards and over 2,200 health and safety representative.

In order to improve our members' negotiation skills, e.g. for local pay negotiations, the Danish Metalworkers' Union trains its own shop stewards at our 'Metal School'. Here they are also trained in committee work, communication, IT and health and safety at the work place.



MOTOR MECHANICS AND  
IT-WORKERS ARE TWO OF  
THE MEMBER GROUPS  
IN THE DANISH  
METALWORKERS' UNION



If you would like more information in English on the Danish Metalworkers' Union, please visit:

[danskmetal.dk/  
working-in-denmark](https://danskmetal.dk/working-in-denmark)



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