

Trade Union Policy Platform

2025-2028

2. edition





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Introduction

This Trade Union Policy Platform describes the strategic focus areas and core values which form the basis of 3F's work during the 2025-2028 congress period.

The Trade Union Policy Platform, combined with 3F's bylaws, vision (2016), and the unemployment insurance fund's statutes are the cornerstones of the way 3F acts as a trade union and unemployment insurance fund and addresses the strategic focus areas, including the services we wish to provide to our members.

The Trade Union Policy Platform must be visible and tangible for every single member. The Platform is composed of two elements. The first element comprises the three objectives:

- Higher rate of unionisation
- Increased collective agreement coverage
- More and stronger elected representatives

The second element consists of a number of perspectives of society and its development and of the trade union movement and our own organisation. These perspectives are described in general at the end of the document.

3F's vision, cf. the Union's bylaws:

- 3F is Denmark's strongest community with the strongest presence. Our collective agreements ensure training, good jobs in safe environments, and decent pay for our members. All our members get the service they need. 3F is close to the daily lives of our members with strong and efficient local trade union branches, skilled elected representatives, a focus on the work and the professions, and a host of innovative, value-adding opportunities. We are well acquainted with the workplaces and we secure jobs for our members. For these reasons, we experience high levels of member satisfaction every year.
- 3F is a trustworthy and highly respected partner which cannot be ignored. We offer solutions based on our members' daily lives, well-documented insights and a

fundamental belief in social justice as a central element of the Danish society. 3F takes active responsibility for the on-going development of the Danish labour market via our agreements with the employers and our dialogue with the political parties.

- In 3F we respect collective decisions to determine our direction and goals, and we trust each other's competencies. We get our strength from the commitment and initiative demonstrated by our members, our elected representatives and our employees. We co-operate across the organisation, as this leads to better solutions. That is why we have highly skilled and competent employees who are happy and proud to work for 3F's members.



Trade Union Policy Platform

The Trade Union Policy Platform is intended for use by 3F's elected representatives and employees in making the choices of the day-to-day practice and the development of the Union. The Platform consists of 3F's duties and a number of social policy perspectives. The Trade Union Policy Platform is based on more than 100 years of experience with employee representation activities and is the result of a democratic process within our organisation.

3F's objectives

The General Council has decided on three strategic objectives for the organisation which are essential to 3F's members' rights in their working lives, and to the organisation's position in the labour market. These objectives form the guiding principles of the organisation's work and are the primary focus throughout the congress period. The objectives are listed below in non-prioritised order.

Higher rate of unionisation

3F can never be stronger than its members' support for the organisation. It is key to 3F's legitimacy at the workplaces and generally in the labour market that the rate of unionisation is secured and increased.

Together with training of our elected representatives and expansion of 3F's collective agreements, our outreach and retention activities must be prioritised throughout the organisation, and relevant and innovative services for the members must be developed and implemented on an on-going basis.

Increased collective agreement coverage

3F must secure its legitimacy as the organisation responsible for concluding collective agreements within the industry sectors addressed by the Union. This legitimacy is strengthened by ensuring that the majority of all workers in 3F's sectors are employed under a collective agree-



ment which is covered by the general agreements between the social partners.

A high degree of collective agreement coverage guarantees that the social partners will continue also in future to determine the pay and employment conditions of our members and other workers within 3F's industry sectors.

More and stronger elected representatives

3F must increase the number of elected representatives and broaden their skills.

The elected representatives are 3F's most important ambassadors at the workplaces. The organisation must work towards ensuring that all

workers employed under a 3F collective agreement will have a 3F shop steward at their workplace if required by the collective agreement. Similarly, the organisation must endeavour to ensure that all health and safety representatives at workplaces covered by 3F are members of 3F or another trade union with collective agreement responsibilities within the Danish Trade Union Confederation (FH).

Elected representatives must be offered training and continuous support in their professional development. They must therefore be met with openness and dialogue in the early stages after their election. At the same time they must, as a minimum, complete basic trade union training.

3F's perspectives

3F and 3FA, its unemployment insurance fund, have a number of political perspectives of society and its development, and of the trade union movement as well as our own organisation. These perspectives must generally characterise 3F's work, but do not necessarily represent tasks for which resources are allocated by the Union.

The task of interpreting and translating these general perspectives into specific political proposals and initiatives is the responsibility of 3F's decision-making bodies between congresses. This makes it possible for 3F to act on the basis of the latest insights, ideas, and changes in the surrounding world. The perspectives are listed below in non-prioritised order.





Perspectives of society

The Danish labour market model

The Danish society rests on a labour market model developed on the basis of the collective agreement system. The collective agreements ensure a democratic and solidary development of society. The interaction between collective agreements and legislation must continue to secure the Danish model, and knowledge of the model must be preserved and expanded. Any initiatives to weaken or undermine the collective agreement system must be combated.

Welfare society, equality and taxes

It is 3F's position that Denmark must be a democratic and solidary welfare society characterised by a sense of security. The tax system must be progressive, and tax dodging must be effectively combated. 3F is opposed to commercialisation of critical infrastructure and the core duties of the welfare society. Everybody should have a support basis that they can live off, and poverty and the growing inequality in society must be fought. Labour, apprentice and health and

safety clauses must be mandatory in all public procurement and re-procurement and in awarding both public and semi-public contracts.

Retirement

Flexible retirement schemes should exist for vocational groups which have entered the labour market at a young age or have performed highly strenuous work, as they are particularly affected by the rising retirement age. Improvements of the early retirement schemes will be key to preventing pension inequality. In addition, the Welfare Compromise (Velfærdsforliget) must be revised to slow down the rise of the State Pension age.

Health and safety in the workplace

Everybody has the right to a safe and healthy work environment, and occupational injury and physical and mental attrition must be prevented. The Danish National Working Environment Authority must perform comprehensive and efficient monitoring of occupational health and

safety, and violations of the relevant legislation must be punished with severe consequences for the employers. 3F therefore believes that the Danish National Working Environment Authority must be awarded permanent grants.

The number of workplaces with health and safety representatives must increase, and the health and safety organisation must be strengthened, for instance through supplementary training. Workplaces must be given easy access to impartial guidance and counselling.

Training and life-long learning.

Both young people and adults must have a genuine opportunity to complete general and vocational training and education programmes in a life-long perspective. A particular focus should be aimed at fellow citizens with special educational needs due to e.g. reading, math, and spelling difficulties. Vocational training programmes must be attractive, and apprenticeships must be generally available. It must be relevant and attractive to 3F's members to take supplementary education.

Foreign labour and social dumping

Foreign colleagues who come to Denmark must be offered proper conditions and may not be used to undermine Danish pay and employment conditions. The rules on bringing foreign labour into the country must support this requirement. Social

dumping undermines collective agreements and organised companies, thereby challenging the pay and working conditions of all wage earners. All practices involving social dumping and labour crime must be stopped and the masterminds punished. A compulsory chain liability, cf. the EU enforcement directive, must be enforced, as a minimum, in the construction sector.

Green Transition

Fast and comprehensive efforts are required to combat climate change. The Green Transition in Denmark should be promoted, and it must be ensured that the impacts of the Green Transition are fairly distributed and socially balanced. The transition must be implemented so as to facilitate the development of new jobs in Denmark, and the opportunities for both vocational training and supplementary education must allow more people to perform jobs within the Green Transition.

Labour Market Policy

Unskilled and skilled unemployed and employed workers should have attractive opportunities for training and supplementary education – to the benefit of the individual worker, the companies, and the economy as a whole. Unemployment insurance funds play a central role in the labour market policy, including an active role in the placement services provided in co-operation with the local union branches. This role must be strength-



ened even more. The social partners must play a significant, active role in the local, regional, and national labour market policy with a particular focus on training, supplementary education and upskilling of the labour force. Workplaces employing individuals on special conditions or job activation contracts must ensure that such arrangements do not replace regular jobs or undermine pay and employment conditions.

Unemployment benefits

The Danish unemployment insurance funds and the Danish unemployment benefits system constitute a central element of the Danish labour market model. Without a solidary and secure unemployment benefits system, there can be no flexicurity. Consequently, there is a need to strengthen the effort to create a better unemployment benefits system where the unemployed are treated with dignity, where regulations are intelligible, and where no-one is driven from their house and home after losing their job.

Social Policy

The legislative process and its outcome must support those who wish and are able to remain active on the labour market. Those who are not able must be supported by society and secured access to assistance in a manner which is both dignified and free from bureaucracy. Similarly, occupational injury cases must be handled efficiently and fairly. All

citizens should experience a sense of legal certainty and dignity in the management of their cases.

Equality and integration

Equal rights, equal treatment and equal status must exist between people, regardless of their gender, ethnic origin, age, sexual orientation, gender identity, disability, and religion, and any kind of discrimination must be actively opposed. The labour market must be open and diverse and must secure integration, eliminate gender segregation and strive for inclusion in all aspects of equal rights.

EU

Many 3F members' jobs depend on the European community which contributes growth, prosperity, and peace. However, the EU is also challenged in securing fair conditions for wage earners, in respecting the national labour market and welfare models, and in securing a socially sustainable transition. 3F will consider all EU initiatives on the basis of a constructive and critical approach.

Globalisation

3F wants a fair and socially sustainable development throughout the world, characterised by peace, democracy, and respect for human rights, including the workers' rights as defined by ILO. Strong organisations must be developed in countries which do not traditionally have a strong union presence.



Perspectives of the organisation and trade union movement

Member democracy

3F must be an organisation characterised by a vivid and inclusive democracy. 3F must maintain an ongoing dialogue with its members and workplaces. The members must be able to influence their workplace, branch office, and collective agreements. All members must have the opportunity to play an active role in safeguarding their professional interests in the best possible manner, for instance through union activities, youth activities, and senior activities.

Local branches

3F's local branches are independent and sovereign units which prioritise all the duties which are collectively assigned to a modern, forward-looking, active trade union. The local branches play an essential role in addressing the core duties, such as reaching out to existing and potential members, ensuring that all members and workplaces are covered by collective agreements, and appointing

more and stronger elected representatives. 3F's local branches must have a leadership and staff policy based on professionalism, co-operation, and innovation.

Elected representatives

The elected representatives are pivotal to the trade union work. They must get support for training and professional upskilling, just as they must be supported in their representational duties at the workplaces.

Collective Agreements

To the members it is important that the collective agreements are adapted to the requirements of the individual professions and the particular circumstances of their industries, and thus to the working conditions of all employees. The members must be able to influence the collective agreements by submitting proposals to be considered in the collective bargaining process via their local branches, and they must get the

opportunity to express their opinion concerning the outcome of the collective bargaining via a democratic ballot.

A professional, counselling unemployment insurance fund

Our unemployment insurance fund strives to be The Counselling Unemployment Insurance Fund which provides security to its unemployed members and acts as a sounding board for unemployed and employed members alike in the effort to continuously improve their job situation. The unemployment insurance fund is professionally based and co-operates with the trade union on helping its members with unemployment benefits, placement services, and

training. 3F and 3FA are working actively to allow the unemployment insurance funds to handle the support for their own unemployed members – as requested by the members.

The Trade Union Movement

3F wants to be part of a strong community together with other Danish trade unions. In a number of national and international areas, it is key to 3F's efforts to safeguard its members' interests that the trade union movement as a whole is strong, stands shoulder to shoulder and seeks maximum influence. Labour organisations all over the world should stand strong in their efforts to secure proper pay and working conditions for wage earners.



