



WELCOME

DM – The Danish Association of Masters and PhDs



Welcome to DM

The Danish Association of Masters and PhDs

DEAR MEMBER

It is my pleasure to welcome you as a member of DM – the Danish Association of Masters and PhDs. DM is a traditional trade union as well as a professional association for university graduates. We advise our members on the rules and opportunities in the labour market and help secure the best possible pay and working conditions.

The labour market is going through a period of radical change which more than ever necessitates a collective effort in defence of the rights of employees and their involvement in decision making at the workplace.

DM sees it as our most important task to obtain a working life with decent pay and working conditions for each individual member of our organisation. But support for the individual members requires the collective strength of all members. We believe that a strong union is made up of active members using and developing the services and offers of support the union makes available.

We hope that you will make use of the services DM has to offer.

Ingrid Stage
President



DM is a trade union

DM IS A PROFESSIONAL ASSOCIATION

DM's core function is to give you a fast, precise and useful service. Whether you are employed in the private or public sector, whether you are new to the job market or perhaps still a student, or whether you are self-employed or a jobseeker, DM is your organisation.

We are not obliged to take any other interests into account than yours and those of your fellow members of DM.

DM is independent of party political, religious and economic interests. Members' pay and working conditions is our core business. And we can offer you help and support in other areas as well: information, networking with other members in your profession, supplementary education and career advice.

DM is a trade union

As a trade union DM has collective as well as individual duties – acting on behalf of groups of members as well as single members. DM is recognised as an official representative of members in collective bargaining rounds on pay and conditions and in other negotiations with employers.

In the public sector DM negotiates general agreements for DM's members employed by the state and local authorities. Collective bargaining is conducted in cooperation with other unions within the auspices of the Confederation of Professional Associations (AC). This is also true of agreements made with private employers.

“DM's core function is to give you a fast, precise and useful service.”

DM IS A REPOSITORY OF KNOWLEDGE

Over a period of many years DM has gathered extensive knowledge about the labour market for DM members. We register pay levels in the public as well as in the private sector, conditions of employment (the working environment, policies on stress, rules on working hours and compensation for overtime, holidays, paid leave, dismissal, paid sick leave, pension rights, etc.). This gives us good possibilities of helping you.

DM's members

Everyone with a degree from a university is eligible for membership of DM. DM also accepts as members who may not have a degree but who have secured a job in a workplace based on knowledge of natural science, social science, health science, or the humanities. University students are also eligible for membership.

Other special groups may be accepted for membership, if they are in a type of employment where DM has the exclusive right of bargaining, such as for example teacher training colleges. Graduates from a foreign university holding a degree which is equivalent to a Danish university degree are eligible for membership of DM.

DM has a number of guest membership agreements with sister organisations in other countries. This gives members of these organisations the right of a special membership for one or two years while working in Denmark.

People with other educations than university degrees may be eligible for membership of DM, if their job and working conditions are comparable to those of university graduates.

dm.dk

General agreement in the public sector

A general agreement in the public sector is a result of collective bargaining between two parties: a public authority representing employers and DM representing employees. The agreement covers salaries and pay structures as well as working conditions, working time and terms of notice. Some people consider employee rights such as the 37-hour week, paid lunch, maternity and paternity leave, compensation for overtime, right of one day's paid leave to care for a sick child, etc as a matter of course. But these are benefits that have come about only through collective bargaining

between trade unions such as DM and the employers. They are not the result of legislation.

If you are a public employee, you will normally be covered by DM's general agreement with public employers. But there may be a number of conditions which will be subject to negotiations at your local workplace when you are offered a new job. These could be additional pay on top of the basic salary based on qualifications, a particular function or charge, duties after normal working hours etc.

SHOP STEWARDS AND WORKPLACE CLUBS

A shop steward acts as the link between DM and our members, e.g. during periods of collective bargaining, and it is the shop steward who negotiates pay deals, including supplementary pay. A shop steward/workplace representative (tillidsrepræsentant) is elected by

the members of DM at the workplace. The shop steward acts on behalf of his or her colleagues in dealings with the management. You may contact a DM shop steward at any time – also in case of trouble.

Local workplace clubs are the very backbone of DM. It is here every

Agreements in the private sector

If you are in private employment, you will normally be employed on an individual contract. But you will still be covered by rights laid down in law, such as holidays or the working conditions of salaried employees. A number of large private companies have entered into collective agreements with DM.

- Arriva Danmark A/S
- Atkins Danmark A/S
- ATP
- CSC Consulting Group A/S
- CSC Danmark A/S
- CSC Datalab A/S
- Danmarks Radio
- Dansk Flygtningehjælp
- Dansk Røde Kors
- Demko A/S
- Dong Energy Power A/S
- Eurofins Danmark A/S, Eurofins A/S
- Euro Mediterranean Human Rights Network
- Kræftens Bekæmpelse
- Novo Nordisk A/S - Steno Diabetes Center
- Novozymes A/S
- Orbicon
- PenSam
- Post Danmark A/S
- Red Barnet
- Royal Greenland A/S
- Scandlines A/S
- TDC A/S
- Teknologisk Institut

A complete list of these workplaces is available on:

dm.dk/agreements

The list is continually updated.

DM advises on pay and conditions

Our telephones are open on all weekdays, but you can also e-mail us, write a letter or come see us at the office. DM will go through your employment contract, give advice on pay structures and pay levels, the working environment, maternity/paternity leave, holiday rights or general information about legislation, rules and regulations.

If the matter cannot be cleared up immediately, one of our union advisors will stay in contact. The advisor will be able to negotiate on your behalf with your employer. Sometimes even that is not enough, and cases may have to go to arbitration or to court. This will not cost you anything. Sometimes just the union threat of taking the case further is sufficient to make the employer accept our members' demands.



“By having a union to back up demands, the individual member – or groups of members – achieves strengths and possibilities that would not otherwise be available.”

DM is influential

DM works in support of members' interests by participating in public debate, through the media and through direct contact with politicians. DM is especially active in education and labour market policies. DM is asked by the ministry to comment on proposals for new legislation on educational matters, and DM sets up conferences and prepares analytical reports in order to get specific issues on the public agenda.

DM cooperates

DM cooperates with the other professional associations in the Confederation of Professional Associations (AC) in a joint effort to improve conditions for professionals in the labour market – locally, nationally and internationally. Locally, DM collaborates with members of other organisations in workplace clubs, the number of which is continually rising. Such a club for all members of professional associations may very easily be established. DM gives advice and guidance on how to do this and how to run it.

Internationally, DM has a long and well established tradition for working with other unions, particularly unions for educators. DM is a member of ETUCE – European Trade Union Committee for Education – and of Education International, which is a worldwide organisation for education unions, organising some 30 million educators.

DM gives you much more

As a member of DM you get a lot more. Our website, which is one of the most comprehensive sites for professional associations in Denmark, provides news and information. And there you can join discussions, sign up for meetings and much more.

As a member you will receive our professional journal “Magisterbladet” with 20 issues per year. In it you will find articles, background reports, a debate and letters columns, as well as a job section. In most issues of the journal there will be a specific section for one of the special sectors of DM.

The journal “Forskerforum” is distributed to those of our members who are employed at universities and research institutions.

DM’s online magazine “DMstud.” is a special journal for our student members.

“DM Fagligt Nyt” is an e-mail newsletter for our shop stewards.

All are in Danish.

CAREERS ADVICE

A number of free, individual and collective offers of service from DM that can help you in developing and furthering your career are open to you as a member. There is a telephone advice line where you can discuss your thoughts and plans for your working life with one of our advisors. And there are late afternoon/early evening meetings and career workshops where you may find inspiration in your career planning.

DM offers continuing education

A university education requires continued updating. In DME – which is a special unit in the DM office – you will find a wide range of courses offered. Here you can get acquainted with the newest theories or methodology or you can work with concrete cases and train your skills. Examinations complete research based courses. It is our experience that learning is enhanced by linking courses to daily working life, so this is a guiding principle in the way we design and run courses. As a DM member you get a special discount.



A list of courses may be found at:

dmefteruddannelse.dk

The road to a job – for new graduates

DM helps you get a good start in your working life. Every spring and every autumn we organise a number of events, activities and courses for students and graduates. These will mainly be about the transition from studies to work, information about types of workplaces, private

and public, as well as job functions. At candportalen.dk you will find different guides, articles and interviews dealing with finding the first job as a graduate. This may give you inspiration and knowledge on how to find your first job in Denmark. The website is in Danish.

DM'S OFFERS TO UNEMPLOYED MEMBERS

As a jobseeker we offer our advice on pay and conditions. But we also offer you courses and advice on how best to apply for a job.

At www.dm.dk there is a complete section for jobseekers. At magisterjob.dk you can check out vacant jobs within a variety of fields. DM has a number of offers specifically for unemployed members. Support is available for courses, and financial help is available for transport costs in connection with courses. We have premises in Copenhagen, Odense, Aarhus and Aalborg where unemployed members may use rooms with computers with internet access, telephones, newspapers, professional journals and other necessary facilities for job seeking.

Please note that DM does not deal with unemployment benefits and unemployment insurance. For that you have to be a member of an unemployment insurance fund. For DM members this will normally be MA – which is the unemployment insurance fund with the strongest links to DM.

You can find more information at:

ma-kasse.dk

DM Procent

As a DM member you are entitled to discounts on insurance premiums, credit card accounts, discount on books, magazines and newspapers, a professional press identity card and much more.



LIST OF DM OFFERS:

- Specialised advice on pay and conditions
- Personal advice on careers and continuing education
- Professional networks
- End of the day meetings with topical issues
- Targeted job seeking at magisterjob.dk
- “Magisterbladet” – the professional journal with debate, job section, articles and features on the labour market and working life
- Research based courses leading to diplomas and other educational activities
- DM Procent – discounts and other money saving offers.

The DM organisational structure

The DM structure is a combination of a traditional hierarchical organisation with a general assembly, executive board and committees and a workplace based structure.

Delegates to the general assembly and members of the sector boards are mainly elected directly by members, but some of them are elected in a more indirect way. A majority of the members of the

executive board are directly elected by balloting the members, a minority are appointed by sector boards. The president of DM is elected in a separate ballot of all members.

Any new member of DM is placed in one of six sectors or four sections based on type of employment, but it is possible for individual members to choose another sector or section.



SECTORS:

DM Privat

for members in private employment

DM Offentlig

for members in public administration – in state and local authorities

Forskning og videregående uddannelse

for members employed in higher education institutions

Forskning og Formidling

for members in certain research institutions and in museums, archives, libraries

HTDA

for members in part-time employment or unemployed members

DM Studerende

for student members

SECTIONS:

DM Leder

for members in management positions

Freelancere og selvstændige

for members who work freelance or are self-employed

Udlandsansatte

for members who are employed abroad

Pensionister

for retired members





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DM – THE DANISH ASSOCIATION OF MASTERS AND PHDS

DM has a total of 40,000 members with degrees from the humanities, natural sciences, social sciences, and health sciences. They are in public as well as private employment in fields such as education, research, communication, administration, information technology, and the environment.

DM aims at securing a good working life for members with a balance between career and family. Our core business is pay and conditions and new job opportunities.

dm.dk