



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.

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Welcome

DM – The Danish Association of Masters and PhDs

dm.dk

DM (Dansk Magisterforening) is the dominant union and professional association representing academic staff in Denmark. DM membership entitles you to specialist advice and guidance on terms of employment, salary and working conditions.

DM is a union for university graduates with degrees, Bachelors', Masters', Ph.Ds, from arts and science faculties (humanities, natural science, social science and public health). DM membership is an option which is advisable for you as a researcher and teacher with a foreign background.

The Danish Model

The so-called Danish Model regulates most of the labour market in this country. It is based on voluntary collective agreements on pay and terms of employment between organisations representing employers and employees. Unions play an important role on the Danish labour market, and union density is high. The specific choice of union or professional association largely depends on educational background, current job position and workplace. DM is the union representing most academic staff at the universities. There are many benefits in a DM membership for you as a researcher of foreign nationality.

As a DM member you are entitled to

- Advice on salary and working conditions
- A critical review of your employment contract
- Information and answers about rights pertaining to parental leave, holidays, sickness pay and leave, and working conditions in general
- Information in general about Danish law, rules and regulations
- Help and support if you are in a job related conflict with your employer
- Legal advice in such conflict

Union representative (shop steward) at the workplace

The "TR" is the union representative at the workplace. He or she is elected by colleagues to represent the interests of the staff and speak on their behalf in consultations with management. DM has representatives at all universities in Denmark. The union representative negotiates with the management to ensure best possible employment contract for you with regard to salary and working conditions. The representative will deal with the many problems and questions that may arise at the workplace.

Working time and holidays

The working week in Denmark is 37 hours, mostly as a 5-day week, Monday to Friday during day time. All employees are entitled to five weeks' holidays every "holiday year", which spans the period from 1. May to 30th April. On top of that, public employees have five so-called "spare holidays": 5 days off that may be spread out over the whole year. As an employee in Denmark, you are entitled to five weeks paid leave from your employer, if you have been working during the

whole of the previous calendar year. If you have not been working in Denmark during the year prior to the holiday year, you are still entitled to five weeks' holiday, but without pay. (For example if you have been working in Denmark from 1st January to 31st December 2011, you are entitled to five weeks' paid leave during the period from 1st May 2012 to 30th April 2013.)

Unemployment insurance and benefits

Once you are in a job, it is advisable to join an unemployment insurance organisation, called an "a-kasse" in Denmark. As a member, you are entitled to unemployment benefits, if you lose your job. There are certain conditions that have to be met in order to get benefits. Read more about unemployment benefits and conditions at www.ma-kasse.dk. This is the "a-kasse" where members of DM are insured.

Saving up for your pension

As an employee at the university you are automatically covered by a pensions scheme. As your employer the university pays a total of 17.1 percent into a pensions fund, a third of which is your own contribution as employee. The amount paid into the pensions fund is calculated on the basis of your salary and supplements. The pensions fund for most DM members is MP Pension.

Insurance

In Denmark employers are liable to take out insurance against accidents at work. As an employee of the university you are covered by your employer's insurance in case of accidents in connection with work, but not during leisure activities in your spare time. It is advisable, therefore, for you to take out your own insurance policy to cover any injury you may incur while not at work. DM has a favourable contract with the insurance company "GF Forsikring" that covers our members. You may contact DM's membership service by phone at (+45) 38 15 66 00, or by e-mail at dm@dm.dk for more information.

Language courses

Many universities offer free language courses in Danish for international staff. Some workplaces will expect you to be able to work in a Danish language context. Contact your employer for more information about customs and rules regarding language.

Further information

Read more about DM and membership benefits at dm.dk/English and join DM at dm.dk/joinDM

Read more about working conditions and residence permits at www.nyidanmark.dk
www.workindenmark.dk

Read more about taxation (in Danish "skat") at www.skat.dk

Read more about unemployment benefits at www.ma-kasse.dk

Read more about pensions at www.mppension.dk and at ATP (labour market supplementary pension) www.atp.dk