



trade union information

THE TRADE UNION MOVEMENT

IN THE EUROPEAN COMMUNITY

TRADE UNIONS IN DENMARK

X/216/82-EN

Published by the Trade Union Division of the Directorate-General for Information

The Danish Trade Union Confederation (LO)

The Danish Trade Union Confederation (LO) with its 1.2 million manual and white-collar workers is the country's largest employees' organization. The total working population of Denmark is about 2.5 million, 50% of the total population. About half of the economically active population belongs to a trade union affiliated to the LO (Landsorganisationen i Danmark), which thus occupies a powerful position on the Danish industrial relations scene. As a result of voluntary amalgamations the number of LO-affiliated unions has declined from a peak of 65 in 1966 to 37 in 1982, and the stage is set for further mergers in the years ahead. At the same time the number of union members has been rising steadily, partly as a result of new affiliations.

The first trade unions in Denmark were founded around 1870. They had their roots in old guild systems and their members were organized along craft lines right from the outset. Unskilled workers did not organize themselves into unions until some while later. Towards the turn of the century individual trade unions came together at national level and in 1898 the national unions formed a trade union centre (De Samvirkende Fagforbund), which was the precursor of the present-day LO.

The aim in setting up a central body was to give the trade union movement a greater measure of clout, in particular in its dealings with the employers. The new organization's first test came only a year later with the large-scale lockout of 1899, when 40 000 workers (more than half of the membership) were locked out in a dispute lasting three months and causing great sacrifice among the workers involved. The dispute was resolved by the historic "September agreement", on which the principles of present-day labour relations in Denmark are based.

Despite repeated attempts to introduce the concept of industrial unions, the structure of the trade union movement in Denmark is still based on the traditional principle of craft unions. Nevertheless, the trade unions have succeeded in presenting a united front vis-à-vis the employers, partly through amalgamations of related unions and partly as a result of the formation of federations in a number of industries. The largest federation of unions is the Central Organization of Metalworkers, which was founded in 1912. By contrast, attempts to form federations in the construction and graphical sectors have thus far proved fruitless. The Danish trade union movement owes much of its strength to the traditionally high degree of

unionization. Union membership in Denmark is significantly higher than in other EEC countries.

Local trade unions draw their membership from workers of the same category within a town or larger geographical area. Membership varies from a handful of workers to several thousand depending on the size of the union and/or the geographical area covered by the local union. The largest of the national unions affiliated to the LO, the SID (the Semi-Skilled Workers' Union), has more than 300 autonomous local branches, i.e. more than one per district (kommune). In recent years the trend has been towards local unions big enough to warrant employing one or more full-time salaried officials and providing the necessary office facilities.

The main task of the local union branch is to protect the interests of its members and "union clubs" (the basic units of organization in Denmark) at individual workplaces by helping them to resolve their problems not only vis-à-vis employers and other groups of workers in the firm, but also vis-à-vis the local authorities. At larger workplaces where employees are organized in a number of different unions, the necessary coordination of the individual union clubs' activities is ensured by "joint clubs". Union structure has also necessitated inter-union cooperation both at local and regional level outside individual workplaces. There are 128 Workers' Associations nationwide, which cover either a town or larger geographical area. These associations represent the local trade union movement, in particular in its dealings with the local authorities. Workers' Associations often put up candidates on Social Democrat lists in district elections. Similarly, the Workers' Associations operate at county level in each of Denmark's 14 counties to safeguard LO members' interests vis-à-vis the county authorities. Among other things, they elect representatives to stand on the local Employment Boards. Some years ago the LO opened regional offices in each county to foster inter-union cooperation.

One of the fundamental principles of the Danish trade union movement is that union delegates at all levels should be democratically elected, be it at the level of the individual union club, local union branch, national union or Trade Union Confederation. Unions affiliated to the LO draw their membership from manual and white-collar workers in both private and public sectors. The number of white-collar workers joining unions has been rising steadily in recent years.

One of the most important tasks of the trade unions is the administration of unemployment benefit schemes for members of individual unions or local union branches. The state-approved unemployment insurance funds are directly attached to the trade unions, but the substantial public funds paid to the unemployed have to be administered separately from other union funds. Unemployment benefit amounts to as much as 90% of a worker's former wages, but it may not exceed a maximum corresponding to an average wage fixed and adjusted by the Danish Parliament (Folketing). In recent years, with unemployment topping the 200 000 mark, the Government has paid out about DKR 20 000 million per annum towards unemployment benefit.

According to its own rules, the aim of the Danish Trade Union Confederation (LO) is to "bring together the country's trade unions in an association with a view to safeguarding workers' interests and to work for the realization of industrial and economic democracy". The LO is empowered to enter into agreements with its counterpart among the employers on matters concerning all wage and salary earners, such as working time, holidays, worker participation and rules governing the conduct of negotiations. Decisions on such matters must be taken at a congress or general council meeting (repraesentantskab). Otherwise the results of negotiations are incorporated in proposals for new agreements to be concluded by member unions, as the LO cannot conclude agreements on behalf of its members against their will. LO unions are free to conclude agreements within their own sphere of influence and it is up to them to determine the procedures for concluding such agreements. Under its own rules, the LO has the task, following detailed guidelines, to provide "compulsory mutual support" in the event of strikes or lockouts. In general, the LO supports its member unions where employers seek, for example, to put obstacles in the way of union organization or employees' endeavours to improve their working conditions. The LO also has the task of ensuring that the union movement presents a united front, particularly vis-à-vis employers and employers' organizations.

The LO also has a number of clearly-defined information tasks. It is expected to supply information on the activities and objectives of the trade union movement both to its members and the general public. Similarly, it has a duty to provide information on social and economic questions in general. The LO publishes a fortnightly members' newspaper and provides financial support for the publication of the trade union movement's three daily papers.

The LO has its own Economic Department, which conducts independent analyses of the economic situation. Its tasks also include settling demarcation disputes between member unions and adapting the structure of the organization to social developments. Finally, the LO has the task of supporting other free, democratic organizations - including the cooperative movements - and, in cooperation with the Social Democratic party, pressing for social and other legislation which furthers the interests of its members.

The supreme policy-making authority of the Danish Trade Union Confederation is the LO Congress, which convenes every four years. All member unions, however small, are represented at Congress by their elected executives. Each organization is entitled to send one delegate for every 2 000 members. As a rule, over 1 000 delegates take part in the LO Congress. Between congresses, the LO General Council (repraesentantskab) with its 350 or so delegates meets once a year. Day-to-day management is left to the executive committee, which consists of the LO chairman, deputy chairman, chief cashier and three secretaries, plus sixteen representatives of member unions. All these officials are elected at Congress. Two representatives appointed by the Social Democratic party also sit on this committee. The six LO representatives mentioned above, plus a further two elected at Congress, make up the LO Secretariat, which is responsible to the executive committee, which meets twice a month.

Over the years the LO has put considerable emphasis on solidarity in pay policy, which means summoning the overall strength of the trade union movement to achieve improvements for the lowest paid. In the 1970s there was a gradual narrowing of pay differentials between higher and lower paid workers and discriminatory differentials between men and women were gradually levelled out. In 1973, a huge step forward was taken when a decision was taken to abolish all discrimination between men and women in private sector wage agreements. The principle of equal pay for men and women had already been introduced in the public sector. At the 1979 LO Congress, a special equal opportunities committee was set up with the task of monitoring efforts to achieve equal pay between men and women.

Automatic index-linking of wages has been of central importance to the Danish trade unions in their endeavours to protect workers' real wages, particularly in a period of economic recession. In recent pay rounds, the employers have demanded the abolition of automatic index-linking, but the unions have succeeded hitherto in having the indexation arrangements retained in their

present form. However, in the wake of the second oil crisis a law was passed to remove the price of oil products from the index.

Since 1 December 1974 the maximum length of the working week has been 40 weeks. By focusing their demands on longer holidays in the 1979 pay negotiations the unions succeeded in obtaining five weeks' annual holiday for all workers. There is no tradition of large-scale overtime working in Denmark; workers prefer to take time off in lieu where they have had to work overtime.

Some 350 000 LO members are employed in the public sector. In the past the LO has not taken part in negotiations with public sector employers, but it is likely to play a more active role in this field in future. Following a request from the union organizations representing public employees there will be increased coordination of negotiations in areas covered by the LO and a special committee has been set up to carry out this task in the 1982-83 pay round.

One of the LO's key demands concerns "economic democracy", which would be achieved by setting up one or more central funds for employees. Economic democracy would give employees the right to joint ownership of capital growth in their firm, thereby affording them increased influence in their workplace while at the same time creating more risk capital for investment in production and employment. A draft law on joint ownership was tabled in the Folketing, but there was no majority in favour of the proposals. The idea of economic democracy has not, however, been abandoned in the light of this rejection by Parliament. On the contrary, the economic recession has in many ways highlighted the unions' demands and a wide-ranging information campaign has been launched with a view to furthering the demand for joint ownership and worker participation by political means and through negotiations with the employers. Employees already have a say in the running of both public and private concerns. A new Companies Law took effect on 1 January 1974 giving employees, among other things, the right to elect two representatives to sit on their company's Board. This right was later extended to give employees' representatives one third of the seats on the Board. Likewise, employees in concerns employing an average of at least 50 employees in the last three years are now entitled to elect representatives to sit on the Board of the parent company.

When collective agreements were renewed in 1973, the LO concluded an agreement with the Danish Employers' Association (DA) on the setting up of a

training fund to finance training of shop stewards. Under this agreement, employers pay DKR 0.05 per employee per hour into the fund. Training activities have increased markedly since the fund was set up, covering training in the conduct of meetings, negotiating techniques, trade union studies, labour market and social policy, business finance and accounts. Courses take place at the three trade union colleges in Helsingør, Roskilde and Esbjerg. The LO itself runs a college which organises courses throughout Denmark. In addition, an increasing number of trade unions are opening their own schools to cater for the increasing need for training and information. The trade union schools and the LO conference centre (Højstrupgård) in Helsingør are also used for conferences.

In 1975 the LO Congress adopted a fourteen-point programme on the working environment, which has since formed the basis of concerted efforts to ensure health and safety at work. The Secretariat of the LO has a strong working environment department whose task it is to give assistance to individual member unions in resolving concrete problems and to represent the trade union movement at national and international level in deliberations aimed at drawing up rules and regulations. The LO is often directly represented in EEC committees dealing with the working environment. The LO also endorses common EEC rules subject to the right of Member States to lay down more stringent regulations to secure a better working environment for all employees.

At an extraordinary Congress in 1972 the Danish trade union movement adopted by 524 votes to 406 the following resolutions on Denmark's membership of the European Communities:

Resolution on Denmark's membership of the EEC, adopted on 18 May 1972

This resolution on Denmark's future relations with the European Communities will have far-reaching consequences for our country's future economic and social development and its position in Europe and the world at large.

Congress therefore welcomes the news that Denmark's membership of the EEC will be decided once and for all in a referendum on 2 October 1972, when each citizen will have the right, but also the duty, to vote according to his personal convictions.

In adopting its stance on the Common Market the Danish trade union movement sets great store by full employment and continued progress towards improving

living and working conditions, social security and training facilities for all Danish workers.

In this connection, Congress wishes to underline the following points:

1. Given its special circumstances, the Danish economy is largely dependent on foreign trade. The import of raw materials and the export of highly processed agricultural and industrial products is the key to Denmark's economic development. The increase in prosperity we witnessed in the 1960s was a result of the considerable expansion of international trade, a development made possible above all by the dismantling of barriers to trade that took place in the context of international economic cooperation, in particular through Denmark's membership of the European Free Trade Association (EFTA).
2. The division of the Western European market into EFTA and the EEC will soon be a thing of the past. Now that Denmark, Norway, Ireland and the United Kingdom are joining the EEC and that free trade agreements have been signed with Sweden and the other EFTA countries, we are witnessing the creation of a free trade area which will take about three quarters of Denmark's total exports.

If the economic and social advances of the 1960s are to be consolidated it will be necessary to ensure the closest possible trade cooperation between all nations without trade barriers. Congress takes the view that this goal can best be achieved if Denmark plays its part in this expanded European cooperation.

Increased foreign exchange earnings and greater scope for the injection of capital into Danish industry will create a better climate for resolving the main economic problems facing the country and ensuring full employment.

3. Congress notes that the Danish economy will inevitably be profoundly affected by Britain's membership of the EEC. An assessment of the advantages and drawbacks of Denmark's membership can therefore not be based on prevailing circumstances, but must be made in the light of the situation that would obtain if Denmark elected to opt out of a European Community which included the United Kingdom. If Denmark remains outside the enlarged Community, she will find it increasingly difficult to find markets abroad for her exports, in particular exports of

agricultural products. Such a development would exacerbate still further Denmark's already precarious economic situation. The employment problems and deterioration in pay and working conditions that would stem from any decision to remain outside the EEC would have serious repercussions for trade union members. These considerations should weigh heavily in any decision regarding Denmark's membership of the EEC.

4. Membership will entail adopting the principle of free movement of workers. Congress notes that the rules regarding free movement afford workers from other Member States certain rights as a result of which they do not depress wage or benefit levels in the host country. The bulk of foreign workers in Denmark come from non-EEC countries and once it joins the Community Denmark will still be able to regulate the flow of labour from these countries. Congress therefore feels that membership will not pose serious problems for the Danish labour market.
5. The accession negotiations and studies conducted by the union movement have confirmed that membership will not in any way erode Denmark's social security system. A decisive factor in maintaining and developing social standards in Denmark is above all the country's general economic development.
6. Economic and political cooperation in the enlarged European Community will have far-reaching implications for Denmark in a large number of areas. It is important that the country should avail itself of the opportunities it will have to influence EEC decisions and contribute on an equal footing to promoting cooperation between democratic European countries.
7. The trade union movement attaches great importance to the continuation and expansion of Nordic cooperation once Denmark has joined the EEC. It fully expects both the United Kingdom and Norway to become members and that Sweden will obtain a satisfactory trade agreement with the Community.
8. The trade union movement regards the promotion of international solidarity in the labour movement as a key facet of its activities. Efforts to effect improvements in pay and working conditions and to achieve democracy in industrial relations cannot be conducted in one country alone, but necessitate close union cooperation at international

level. This applies not least of all to the control and monitoring of the activities of multinational companies, which is more necessary today than ever before.

9. Given that world economies are becoming increasingly interdependent and in view of the internationalization of capital, an increasing number of problems of crucial importance for individuals can only be resolved in conjunction with other countries. The fight against pollution, the provision of effective aid to developing countries and the increase in trade with Eastern European countries are problems which will be the focus of international cooperation in the years ahead.
10. Congress feels that Denmark's participation in the wider cooperation that will take place within the EEC and the strengthening of trade union cooperation at international level will be the most effective starting point for tackling these problems and thus for developing society along lines that coincide with the fundamental interests of the labour movement.

In the light of all this, Congress endorses Denmark's membership of the EEC on the basis of the terms that the Danish Government has negotiated with the Community.

The Resolution underlines the need for economic cooperation, the importance workers attach to retaining the advantages they have acquired in the Danish labour market, international trade union solidarity and common solutions at EEC level where common interests make this possible.

Reports drawn up by some of the larger Danish trade unions highlight the economic advantages accruing from Denmark's membership of the Community.

The Danish trade union movement has adopted the guidelines set out in Congress resolutions passed in 1972 as part of its EEC policy. Among other things, it has sought through its participation in the European Trade Union Confederation (ETUC) to prevail upon European governments to conduct an economic policy aimed at promoting employment. The trade union movement has given its backing to a joint EEC approach in other key areas, such as energy policy, joint research, democratization of multinational companies and the solving of common environment problems.

The Danish union movement has, on the other hand, been somewhat hesitant as regards extending the jurisdiction of the various EEC institutions and has opposed the imposition of direct rules on labour relations. Industrial relations in Denmark are well organized and traditionally based on agreements rather than on legislation as is the case in many other EEC countries. Harmonization of rules on industrial relations and the abolition of technical barriers to trade may entail a watering-down of national regulations, for example as regards the working environment. The Danish trade union movement has therefore taken the stance that where the abolition of technical barriers to trade is liable to affect the working environment, individual countries should be given leave to lay down more stringent rules than those usually contained in EEC Directives, which lay down only minimum standards for regulating the working environment.

Membership of the Danish Trade Union Confederation (LO) at 1 January 1982 is given on page 11.

The Joint Council of Danish Public Servants' and Salaried Workers' Organizations (FTF) and the Central Organization of Academic Workers (AC)

Aside from the LO, which is the largest confederation of trade unions, there are two other national trade union centres in Denmark, the white-collar union FTF and the AC (whose members are chiefly graduates in public employment), which have about 300 000 and 100 000 members respectively.

The FTF was founded in 1952 to protect the interests of a number of politically neutral bodies representing public servants and salaried workers in both the private and public sectors. About 25% of its members work in the private sector. The FTF is merely an umbrella organization for its affiliates and cannot negotiate on their behalf. One of its main tasks, therefore, is to represent its members vis-à-vis the Government and Parliament, etc. in matters pertaining to individual organizations' agreements on pay and working conditions. Similarly, the FTF represents its member organizations at international level, for example, in the EEC and the ETUC.

In addition to representing affiliated organizations vis-à-vis the public and the authorities, the FTF provides a number of services for its members, including a wide range of courses.

Membership of the Danish Trade Union Confederation (LO) at 1 January 1982

| Trade Union | Number of members | of whom women No. | % |
|-------------------------------------|----------------------|----------------------|-----|
| Garment workers | 30 006 | 24 010 | 80 |
| Plumbers | 7 599 | 2 | 0 |
| Bookbinders | 8 678 | 4 111 | 47 |
| Electricians | 21 326 | 32 | 0 |
| Photographic | 1 745 | 850 | 49 |
| Hairdressers | 4 558 | 4 031 | 88 |
| Service trades employees | 19 742 | 3 544 | 18 |
| Cooks | 7 633 | 4 808 | 63 |
| Gold and Silver | 1 034 | 287 | 28 |
| Shop assistants and office clerks | 290 506 | 215 744 | 74 |
| Hotel and catering | 7 323 | 6 188 | 85 |
| Cleaning staff and domestic workers | 62 936 | 62 484 | 99 |
| Privates and corporals | 7 132 | 366 | 5 |
| Railwaymen | 8 600 | 55 | 1 |
| Iron and metal trades | 665 | 10 | 2 |
| Ceramic and allied | 3 466 | 1 864 | 54 |
| Municipal workers | 114 920 | 91 467 | 80 |
| Women workers | 97 375 | 97 375 | 100 |
| Lithographic | 3 551 | 254 | 7 |
| Locomotive Engineers' Union | 150 | 0 | 0 |
| Locomotive Engineers' Association | 1 952 | 0 | 0 |
| Painters | 13 960 | 0 | 0 |
| Dairymen | 2 500 | 516 | 21 |
| Metalworkers | 131 856 | 458 | 0 |
| Bricklayers | 13 984 | 31 | 0 |
| Bakers, Food and Allied Workers | 38 417 | 12 711 | 49 |
| Paper | 1 853 | 304 | 19 |
| Post Office workers | 16 288 | 1 085 | 7 |
| Private railways | 268 | 26 | 10 |
| Upholsterers | 4 984 | 2 530 | 51 |
| Footwear | 2 469 | 1 756 | 71 |
| Joiners and carpenters | 42 317 | 768 | 2 |
| Semi-skilled workers | 313 037 | 20 828 | 7 |
| Ship's catering | 2 333 | 1 070 | 46 |
| Waiters | 8 375 | 4 342 | 52 |
| Woodworkers | 16 058 | | |
| Printers | 11 245 | 1 057 | 9 |
| Total | 1 320 841 | 564 964 | 43 |

The FTF has 47 member organizations or groups of organizations, the largest of which include the Danish Teachers' Union, the Danish Nursing Council, the Civil Servants' Central Organizations (known as CO I and CO II), the Danish Bank Employees' Union and the Union of Teachers of Children and Young People. The structure of many of the affiliated organizations is vertical, i.e. all employees in a particular field are organized according to their grade.

The largest groups belonging to the AC include the Engineers' Union, the Danish Union of Lawyers and Economists and the Danish Engineers' Association. The General Danish Doctors' Association withdrew from the AC during the 1981 pay negotiations following a disagreement over the acceptance of the new collective agreements.

The FTF is governed by a Congress, a General Council and an executive committee. The Congress, which is usually held every other year, is the supreme policy-making body. The 229 delegates discuss all matters relating to the FTF's activities and the economic interests of its members. In addition, the Congress debates the report and accounts of the FTF and elects a chairman and executive committee.

The General Council (repraesentantskabet) takes the main decisions between congresses. It comprises a 30-member executive committee elected by the three sections of the FTF:

Section S: State employees, employees of companies holding state concessions, etc.

Section K: Local authority employees (county and district authorities)

Section P: Private sector employees.

The General Council meets twice a year as a rule.

The executive committee, which consists of a chairman and eight other members, is responsible for the day-to-day running of the FTF and is assisted by a Secretariat with a staff of about 30.

The FTF Secretariat deals primarily with pay and recruitment, courses, administrative matters, labour market matters, the working environment, technology, training and international affairs. The executive committee has a number of sub-committees dealing with matters such as training, technology, working environment and labour market policy. Representatives of member

organizations of the FTF sit on these sub-committees.

The abovementioned fields also happen to reflect the political questions with which the FTF concerns itself. In the economic and labour market fields one of its main tasks in the years ahead will be the restoration of full employment. This goal will only be attained as a result of national measures and for this reason the FTF takes part in activities organized by the international trade union movement with the aim of bringing about changes in economic policy which put an emphasis on employment. For instance, the FTF participated in a campaign conducted by the ETUC in 1981, which it then complemented with national activities.

One of the FTF's tasks is to ensure that labour market policy is formulated with reference to the union's assessment of the situation in individual employment sectors and it is therefore important that the FTF is represented on the National Employment Board and the 14 local Employment Boards, which deal with training, regional planning, public transport and employment programmes.

The FTF is devoting particular attention to efforts to desegregate the labour market, especially where recruitment and opportunities for promotion are concerned. The FTF is also seeking to ensure that any reduction in working time should have a beneficial effect on employment. With so many people out of work the FTF wishes to see an increase in the number of training courses for the unemployed aimed at facilitating their re-entry into the labour market.

As many of its members are affected by the introduction of these technologies the FTF feels that any decision to introduce new technology should be taken democratically and that legislation and agreements should take account of the mental and social effects of the new technologies. The union's broad aim is to obtain conditions acceptable to its members. The FTF therefore regards influencing research in this field as one of its tasks.

In the field of working environment generally, the FTF is focusing its efforts on health, safety and research. At EEC level one of its tasks is to ensure that existing standards are maintained despite efforts to dismantle "technical barriers to trade". In practice, this means that those countries with lower standards than Denmark in the field of working environment must raise the standards where they pose problems. The FTF is conscious of the important

contribution that the education and training systems can make to resolving problems on the labour market. It takes the view that while education and training policy should be the concern of individual governments within the EEC, the FTF should nonetheless lend its support to training initiatives taken by the European trade union movement.

Employees' organizations in Denmark cannot turn a blind eye to cooperation taking place at European level. Through its membership of the ETUC, the Economic and Social Committee and a number of other EEC committees, the FTF is keeping abreast of developments at European level and takes the stance that progressive proposals should be supported as long as national circumstances are also taken into account. Initiatives such as the "Jumbo" council meetings are indicative of the fact that the need has been recognized at EEC level to formulate policies geared towards promoting employment, a trend that the FTF fully endorses. In this connection, the FTF would welcome efforts to enhance the effectiveness of the Standing Committee on Employment.

Participation of Danish trade unions in EEC cooperation

The decision-making procedure at national level where EEC matters are concerned is based on preparatory work in a number of special ministerial committees, followed by deliberations in a special EEC Committee (head of department level) with final discussions taking place in governmental or parliamentary committees.

The trade union movement participates in the deliberations of some of these special committees, in particular that dealing with labour market and social policy.

Major EEC matters affecting the labour market are discussed in a special EEC committee on labour market policy consisting of the relevant ministers and the chairmen of the LO and the Danish Employers' Association (DA).

At EEC level, the Danish unions take part in a number of advisory committees, either on the strength of their membership of the European Trade Union Confederation (ETUC) or through direct national appointments. Most of these committees have been set up to advise the EEC Commission. Exceptions are the Standing Committee on Employment, the Coal and Steel Committee (set up under the Council of Ministers) and the Economic and Social Committee, which is an autonomous EEC institution.

The Danish trade unions take part in meetings of the Standing Committee on Employment as members of the ETUC. The committee's meetings are sometimes held in the form of conferences (e.g. employment conferences), which are attended by employers' and employees' organizations, the Commission and the Council (Ministers of Labour, Economics and Finance).

The Economic and Social Committee has an advisory status vis-à-vis both Commission and Council. It has the right to take its own initiatives and is expected to deliver opinions on a whole range of matters pursuant to the EEC Treaty. Three of the nine Danish members of the Committee are trade unionists, two from the LO and one from the FTF.

The activities of the Coal and Steel Committee are confined to matters falling under the ECSC Treaty. The Danish Metal Workers' Union is represented on this committee, which has set up a number of sub-committees to deal with matters such as steel production and forecasts. In addition, the Danish trade union movement has three representatives in the following Commission committees:

- the Committee of European Social Fund, which provides funds for training and retraining measures;
- the Advisory Committee on Free Movement of Workers;
- the Advisory Committee on Social Security for Migrant Workers;
- The Advisory Committee on Vocational Training, which deals among other things with mutual recognition of diplomas and certificates;
- the Advisory Committee on Safety, Hygiene and Health Protection at Work. This committee is concerned with the coordination of safety measures and research into the working environment and the role of the two sides of industry in the prevention of accidents at work and occupational diseases.

Aside from these statutory committees, the Commission has on its own initiative set up a number of joint committees on which the Danish trade unions are represented via the European Trade Union Confederation. For instance, the Semi-Skilled Workers' Union (SID) participates - via the relevant European body - in EEC committees on transport (roads, railways, ports), agriculture (structural policy and market organizations) and fisheries.

Finally, the Danish trade unions are represented on the Council's special bodies dealing with training and living and working conditions. These

include the European Centre for the Development of Vocational Training in Berlin and the European Foundation for the Improvement of Living and Working Conditions in Dublin, both of which are concerned with research and documentation.

August 1982

EUROPEAN COMMUNITIES - INFORMATION

Commission of the European Communities, Rue de la Loi 200, 1049 Bruxelles

**Informationskontorer - Presse- und Informationsbüros - Γραφεία τύπου και Πληροφοριών -
Information offices - Bureaux de presse et d'information - Uffici stampa e informazione -
Voorlichtingsbureaus**

BELGIQUE — BELGIË

Rue Archimède 73 -
Archimedesstraat 73
1040 Bruxelles — 1040 Brussel
Tél. : 735 00 40/735 80 40

DANMARK

Gammel Torv 4
Postbox 144
1004 København K
Tlf. : (01) 14 41 40/(01) 14 55 12

BR DEUTSCHLAND

Zitelmannstraße 22
5300 Bonn
Tel. : 23 80 41

Kurfürstendamm 102
1000 Berlin 31
Tel. : 8 92 40 28

ΕΛΛΑΣ

Όδός Βασιλίσσης Σοφίας 2
Καί' Ηρώδου Άττικού
Άθήνα 134
τηλ : 743 982/743 983/743 984

FRANCE

61, rue des Belles Feuilles
75782 Paris Cedex 16
Tél. : 501 58 85

IRELAND

39 Molesworth Street
Dublin 2
Tel. : 71 22 44

ITALIA

Via Poli, 29
00187 Roma
Tel. : 678 97 22
Corso Magenta, 61
20123 Milano
Tel. 805 92 09

GRAND-DUCHÉ DE LUXEMBOURG

Centre européen
Bâtiment Jean Monnet B/O
L-2920 Luxembourg
Tél. : 43011

NEDERLAND

Lange Voorhout 29
Den Haag
Tel. : 46 93 26

UNITED KINGDOM

20, Kensington Palace Gardens
London W8 4QQ
Tel. : 727 8090

Windsor House
9/15 Bedford Street
Belfast
Tel. : 407 08

4 Cathedral Road
Cardiff CF1 9SG
Tel. : 37 1631

7 Alva Street
Edinburgh EH2 4PH
Tel. : 225 2058

ESPAÑA

Calle de Serrano 41
5A Planta-Madrid 1
Tel. : 474 11 87

PORTUGAL

35, rua do Sacramento à Lapa
1200 Lisboa
Tel. : 66 75 96

TÜRKİYE

13, Bogaz Sokak
Kavaklıdere
Ankara
Tel. : 27 61 45/27 61 46

SCHWEIZ - SUISSE - SVIZZERA

Case postale 195
37-39, rue de Vermont
1211 Genève 20
Tél. : 34 97 50

UNITED STATES

2100 M Street, NW
Suite 707
Washington, DC 20037
Tel. : 862 95 00

1 Dag Hammarskjöld Plaza
245 East 47th Street
New York, NY 10017
Tel. : 371 38 04

CANADA

Inn of the Provinces
Office Tower
Suite 1110
Sparks' Street 350
Ottawa, Ont. K1R 7S8
Tel. : 238 64 64

AMERICA LATINA

Avda Ricardo Lyon 1177
Santiago de Chile 9
Chile
Adresse postale : Casilla 10093
Tel. : 25 05 55

Quinta Bienvenida
Valle Arriba
Calle Colibri
Distrito Sucre
Caracas
Venezuela
Tel. : 91 47 07

NIPPON

Kowa 25 Building
8-7 Sanbanchu
Chiyoda-Ku
Tokyo 102
Tel. : 239 04 41

ASIA

Thai Military Bank Building
34 Phya Thai Road
Bangkok
Thailand
Tel. : 282 14 52

Sales offices

IRELAND: Government Publications
Sales Office, G.P.O. Arcade,
Dublin 1
or by post from
Stationery Office,
Dublin 4
Tel. 78 96 44

UNITED KINGDOM: H.M. Stationery Office,
P.O. Box 569, London SE1 9NH
Tel. 928 6977, ext. 365.

GRAND DUCHY OF LUXEMBOURG
and OTHER COUNTRIES
Office for Official Publications
of the European Communities
L-2985 Luxembourg
Tel. 49 00 81.