



Are you university faculty?

Join Djøf, a professional organisation
that safeguards your interests

djøf

Tænk længere

What can Djøf do for you and your co-workers?

When you join Djøf you join a professional association for university faculty and research professionals. Djøf membership helps you develop professionally, advance in your career and improve your pay and working conditions.

As a member of Djøf, you enjoy the following benefits:

- > **Membership of your workplace Djøf-klub.** Discuss current topics, such as salary negotiations, working hours and your working environment. A Djøf-klub allows members to leverage their collective voice when presenting their concerns to management.
- > **Djøf's interactive salary statistics.** Enter your pay information and find out whether you are earning as much as you should.
- > **Legal counsel.** Dispute with your employer? Our solicitors can give you the advice you need.
- > **Individual career counselling.** Whether you are preparing for a review or looking to change jobs, we're there to talk you through your situation.
- > **Events and networking.** Get wiser. Get inspired. Get to know other Djøf members.
- > **Djøf News.** Our quarterly newsletter in English keeps you up to date about changes in the Danish job market and what that means for you.
- > **Discounts.** Whether it's a rebate on your insurance or better bank terms, your Djøf membership pays you back.

Djøf is a trade union, a professional organisation representing members who study or work in law, economics, strategy, management, politics, administration, business, research, communication and more. Our 95,000 members work at all levels in the private and public sectors, in Denmark and abroad.

Common to all our members is that they play a key role in the operation of public-sector organisations and private-sector firms while also preparing them for the future. Djøf members work with complex projects that require strong analytical abilities and a deep insight into national and international issues. Djøf's members vary widely, and include managers, administrators, economists, solicitors, educators, researchers, and HR and communications professionals.

1,600 members of university faculty are Djøf members.

FORSKERforum

All Djøf members receive FORSKERforum, a magazine about research we publish together with other unions.

FORSKERforum is a magazine for university faculty and research professionals featuring news and opinion about current issues related to research.

FORSKERforum is published nine times a year.

Read more at forskeren.dk



Have a say in pay issues and working conditions

Collective bargaining – we’re on your side

In order to speak on our members’ behalf, we need to speak with our members and shop stewards first. Before we head into collective bargaining, we’ve met with members and listened to them discuss and debate the issues facing them, what demands they’d like to put to the management and what their priorities are.

Djøf-klubs and shop stewards

We recommend that you and your co-workers select a shop steward and form a local Djøf-klub.

A Djøf-klub is a forum for members at individual workplaces to discuss issues. Being organised locally benefits members by:

- > Giving the shop steward a stronger mandate during negotiations with management over pay and pay policy, working hours and other important issues
- > Giving them a voice to promote their interests locally and leverage on issues that affect their ability to do their work
- > Giving them a local network they can use to exchange experiences and to discuss issues like working conditions, HR policies and other current issues

If you don’t have a Djøf-klub at your workplace, we can help you establish one.

Each month, Djøf pays each club DKK 350 per member. The funding goes towards paying for professional activities for members.

University faculty – unique concerns

University social-science researchers and instructors are eminently professional, highly ambitious and passionate about their field. University faculty make a significant contribution to Denmark’s position as a knowledge society and the new understandings and insight they provide make up the foundation for innovation, increased productivity and a greater understanding of society’s strengths and challenges. Research-based university instruction ensures that tomorrow’s graduates can contribute to increased productivity and improved quality in the public and private sectors.

University faculty have a number of unique concerns that Djøf has experience addressing.

Uncertain career opportunities

A career as an academic entails frequent job changes and an organisational structure that leaves many younger faculty members – PhD fellows, postdocs and adjuncts – uncertain about their career opportunities, including their continued employment in academia and the possibility of being offered a permanent position.

Academic freedom

Universities are intellectually stimulating environments that offer faculty rich opportunity for immersion, knowledge-sharing and professional discussion. Faculty have wide latitude to organise the structure and content of their work.

High-performance environment

Universities are high-performance environments where specialised and creative employees work hard to live up to their own expectations. Academic achievement, securing funding and obtaining recognition are at the top of many an academic’s list of career goals and are part of daily life at a university.

Locally negotiated wages

Allowances for qualification and skills, as well as one-off payments for faculty, can be negotiated locally. The shop steward negotiates on behalf of members. Speak with your shop steward to learn more about your university’s pay policy and about whether you are earning as much as you deserve.

How we look out for your interests

- > **Collective-bargaining agreements.** When it comes time to set the pay and working conditions for university faculty, Djøf is a negotiator and a consultant. As a member of Akademikerne, the confederation of professional associations, Djøf takes part in centralised collective-bargaining agreements with the Finance Ministry.
- > **FUF.** Akademikerne has seated a special committee to protect the pay and working conditions for university faculty. The committee, known as FUF, prepares and conducts collective bargaining for faculty at the behest of Akademikerne’s negotiating committee. Djøf is represented in FUF.
- > **FUU.** Akademikerne has set up a research and education committee (abbreviated FUU in Danish), whose membership includes representation from permanent and temporary faculty, as well as students. Djøf is involved with selecting members of the committee, which discusses issues related to education, research and non-governmental organisations. This gives FUU a role in determining which issues Akademikerne takes up in its on-going efforts to develop policy.
- > **Politics and media.** Djøf influences the political agendas and priorities that set the structural framework for members’ working conditions.
 - > We protect the interests of the social sciences by pointing out the shortcomings in the financial framework for universities and research and the organisational challenges.
 - > We communicate the concerns of faculty and students to political decision makers though direct contact with the appropriate cabinet members, members of the opposition and other lawmakers, as well as through press releases and contact with journalists.
- > **Other lobbying activities.** We collaborate with the other members of Akademikerne, employer and student organisations and other key players we have common interests with.

Our lobbying efforts on behalf of university faculty include:

- > initiatives for prioritising basic funding and free and competitive research funding in the national assembly’s budget negotiations
- > ideas for new strategic research areas
- > influencing political reforms and new university legislation

University and research committee

Djøf has set up a university and research committee, the *UFO-udvalg*, to work for the interests of university faculty.

The *UFO-udvalg* is made up of representatives from universities and research institutions.

The committee meets several times a year and advises the board of Djøf Public Sector on instruction and research, as well as on general issues. The committee assists the board in developing Djøf university and research policy while also communicating information between the board and members affiliated with universities and research institutions.

The *UFO-udvalg* safeguards members’ demands during collective bargaining.

For more information about the *UFO-udvalg*, or if you are interested in taking part in its work, please contact Djøf.

1,600 university instructors and researchers have
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Join them in joining us

Join Djøf today djoef.dk/joindjoef

Learn more

Djoef, a trade union that looks out for your interests – djoef.dk/English

Read more about our work and our vision for universities at
djoef.dk/universitetspolitik (in Danish)

Compare your pay and working conditions at djoef.dk/ufoloen (in Danish)

Read more about membership benefits at djoef.dk/medlemsfordele (in
Danish)

Contact us

You are welcome to contact us by telephone, weekdays from 9:00-16:00 on
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You can also chat with us on our website, djoef.dk

