

► International Labour Standards

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Ms Jane Heitmann
President
Kristelig Fagforening (Krifa)
Klokhojen 4
DK- 8200 Aarhus N
DENMARK

Geneva, 28 September 2026

Subject: Presentation of a complaint before the Committee on Freedom of Association
(Case No. 3540)

Dear Madame,

I acknowledge receipt of your communication dated 23 September 2026 containing allegations of infringements of trade union rights in Denmark (Case No. 3540).

In accordance with the procedure in force, the text of your communication will be transmitted to the Government for its observations.

Your organization is allowed to submit additional information in support of the complaint within one month. Please note that it would also assist the Committee on Freedom of Association if you would include in these observations all the information on any administrative or judicial actions related to the alleged facts as well as on their outcomes. After this, only new evidence is receivable which you would not have been in a position to supply within the one-month period.

I would like to bring to your attention that in its [393rd Report of March 2021, paragraph 17](#), the Committee on Freedom of Association approved a number of measures concerning the functioning of the procedure provided for the examination of complaints. These measures include arrangements for optional voluntary conciliation at the national level where it would be possible to request technical assistance of the International Labour Office. The use of these new procedures requires the agreement of the complainant organization, as well as that of your Government, and would result in a temporary suspension of the examination of the merits of the complaint for a maximum period of six months. **In this regard, I have duly taken note of your indication that your organization does wish, within the framework of the proceedings before the Committee, to resort to voluntary conciliation.** This information was brought to the attention of the Government.

The substance of the complaint will be examined by the Governing Body's Committee on Freedom of Association once the Government's reply thereto has been forwarded to the Office. However, the Committee will proceed to examine the substance of the case even if the Government's observations have not been received after a reasonable period of time.

Your organization will be informed once the Committee has examined your Case. In the meantime, I invite you to consult [NORMLEX](#), an International Labour Standards' information system, which contains, in particular, information on the consideration of your Case by the Committee.

Yours faithfully,

For the Director-General:
Tim De Meyer

A handwritten signature in blue ink, appearing to read 'Tim De Meyer', is written over a faint, light blue rectangular background.

PP
Chief, Freedom of Association Branch
International Labour Standards Department