

Employment Observatory

MISEP BASIC INFORMATION REPORT DENMARK 1997

Employment & labour market



Employment & social affairs



European Commission

**Mutual Information System
on Employment Policies (MISEP)**

Basic Information Report

DENMARK

Institutions, Procedures and Measures

1997

European Commission

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On the basis of an agreement of the directors general for employment, the Commission of the European Communities created a Mutual Information System on Employment Policies (MISEP) in 1982.

The system operates with a network of correspondents from the departments responsible for employment policy in the Member States or from employment services. The centralised secretariat is fully accountable to the Commission.

MISEP was set up by the Commission in response to a need voiced by the delegations of the Member States in the Council for a mutual information exchange on developments in national employment policy measures and structures. The definition of MISEP's objective is to gather, synthesise, translate and disseminate relevant information in the Member States, serving each of the responsible national ministries and agencies in their daily decision-making, and aiding the Commission in its co-ordinating role at Community level.

The Basic Information Reports describe the structure and content of employment policy in each Member State. The reports all have a common structure and contain basic information which is essential for an understanding of how employment policies are conceived and implemented.

The material in this Basic Information Report has been provided by the Danish Correspondent and is correct as of 1 January 1997. It is intended as a guide and an explanation of national policy measures in force at that date in Denmark and is not a substitute for the corresponding legal texts. It is designed to describe the policies and practices in Denmark without value judgements either on the part of the Commission or the national correspondent.

While these reports will be updated periodically, further information and regular updating of measures are published in the system's quarterly policy bulletin, inforMISEP.

This document was produced on behalf of the European Commission by the Institute for Applied Socio-Economics in close collaboration with the correspondent from the Ministry of Labour (*Arbejdsministeriet*). It can be ordered from:

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BENCHMARK STATISTICS 1995

THE LAND			
Area	43,093 km ²		
THE PEOPLE			
Population	5.2 million		
PRODUCTION			
Gross Domestic Product	DKR 970,800 million		
LABOUR MARKET			
Labour Force	2.8 million		
Activity rate (16 – 66 years)			
	79%		
- women	75%		
- men	83%		
Employment			
	2.6 million		
Of which:			
- women	1.2 million (46%)		
- under 25 years	0.5 million (18%)		
By sector:			
- agriculture, etc.	5%		
- manufacturing	19%		
- construction	6%		
- trade, restaurants and hotels	17%		
- transport, storage and communication	7%		
- financing	10%		
- education and research	7%		
- social and health service	16%		
- other services	12%		
- industry not stated	1%		
Total	100%		
Unemployment (registered unemployed persons)			
	288,000 (10.3% of the labour force)		
Of which:			
- women	154,000 (11.7% of the labour force)		
- men	134,000 (9.0% of the labour force)		
- young persons under 25 years	39,000 (8.4% of the labour force)		
Unemployment rate by education/training			
	total	women	men
- no vocational training	12%	13%	11%
- secondary basic education	12%	14%	10%
- secondary advanced education	8%	10%	7%
- short higher education	5%	5%	5%
- intermediate higher education	4%	3%	4%
- long higher education	5%	7%	5%

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CHAPTER I INSTITUTIONS

1. The Ministry of Labour

The Ministry of Labour is responsible for the following:

- The unemployment insurance system, the early retirement pay scheme and the transitional allowance scheme.
- The public employment service and vocational training, including adult vocational training, training courses for semi-skilled workers and retraining.
- Employment and training activities/programmes for young unemployed persons, long-term unemployed persons, disabled persons and other special risk groups.
- Employment promotion measures and the enterprise allowance scheme.

Labour law matters which also come under the auspices of the Ministry of Labour include: industrial relations, income policies and legislation on the Public Conciliation Service and the Industrial Court, the Labour Market Supplementary Pension Scheme, the Employers' Guarantee Fund, legislation relating to salaried employees, holiday legislation and safety and health at work.

It should be mentioned in this context that the basic vocational training courses (the so-called *efg* courses) come under the auspices of the Ministry of Education.

The following executive directorates have been set up to implement labour market policy:

- the National Labour Market Authority;
- the Directorate for the Unemployment Insurance System.

In addition, the Ministry of Labour is responsible for health and safety at work and this field is administered by a third directorate, the Danish Working Environment Service.

1.1 Legal status

The Ministry of Labour was created by Royal Order of 9 November 1942; it is headed by the Minister of Labour who is officially appointed by the Monarch and is a member of the Government.

1.2 Decision-making bodies

The Department comprises 8 divisions.

1.3 Organisation

The central authorities in the Danish labour market model are the Department of the Ministry of Labour, the National Labour Market Authority and two directorates, an appeal board as well as

councils and committees made up of representatives of the social partners. It is the responsibility of these bodies to implement the labour market and working environment policy.

The Ministry of Labour is the supreme policy-making and administrative authority in labour market matters. The Minister of Labour is advised and assisted by the Department of the Ministry of Labour which is headed by a Permanent Secretary. In addition the Department comprises 8 divisions and a Secretariat for International Coordination and Labour Market Policy Systems (SISA). Other institutions under the Ministry of Labour are: The Directorate of the Working Environment Service, the National Labour Market Authority, the Directorate of the Unemployment Insurance System. In addition there are some independent institutions, namely the Labour Market Appeal Board, the Public Conciliation Service and the Industrial Court. The most important councils are: the National Labour Market Council, the Vocational Training Council and the Working Environment Council.

The Ministry of Labour is responsible for:

- Labour law matters, including industrial relations, incomes policy initiatives and legislation concerning the Public Conciliation Service and the Industrial Court, the Labour Market Supplementary Pensions Scheme (ATP), the Employees' Guarantee Fund, legislation with respect to salaried employees, holiday legislation, etc.
- The unemployment insurance system, the voluntary early retirement pay scheme and the transitional allowance scheme.
- Working environment regulation (health and safety at work).
- The public employment service and labour market training, including adult vocational training, training courses for unskilled workers, and retraining.
- Employment and training activities, enterprise allowance schemes and programmes for unemployed persons.

1.4 Number of staff

As of 1 January 1995, the Ministry of Labour (the Department) had a staff of about 165.

1.5 Operational budget

The operational budget of the Ministry of Labour for 1996 is estimated to be DKR 106.1 million.

An amount of DKR 17.6 million should be added to this, covering the Ministry of Labour's contribution to the ILO (DKR 9.8 million) and contributions to research activities and pilot projects (DKR 8.2 million).

1.6 Cooperation and coordinated activities

The Ministry of Labour cooperates with other ministries and participates in cross-ministerial committees concerning employment and vocational training.

1.7 International contacts

The Ministry of Labour participates in the work within the European Communities, the OECD, the ILO, the Council of Europe and in the Nordic cooperation.

Nordic Council

Danish membership of the common Nordic labour market means that citizens of other Nordic countries have the right to reside and take up employment in other Nordic countries without having to obtain work and residence permits. The Nordic countries cooperate closely in the field of labour market issues.

The formalised cooperation according to the terms of the Nordic Cooperation Agreement includes the Nordic Council, consisting of members of the Nordic parliaments, and the Nordic Council of Ministers (the cooperation ministers and the relevant ministries).

The Nordic ministers of labour normally meet once a year. The Nordic Council of Ministers (the ministers of labour) is assisted – as are other councils of ministers – by a committee of government officials. Furthermore, a number of committees of civil servants deal with such matters as health and safety at work, labour law and labour market policy. EU matters are dealt with by a special Nordic coordination group.

The European Union

EU cooperation is not only a direct cooperation between the governments of the member states, but also involves the social partners in advisory and decision-making processes, on both a national and Community level.

In Denmark the first body in the decision-making process concerning a proposal made by the Commission in the labour market or social field is the special parliamentary EU Committee concerning labour market and social affairs. In addition to the Ministry of Labour and the Ministry of Social Affairs, this Committee has the following permanent members: the Ministry of Foreign Affairs, the Ministry of Justice and the Ministry of Housing. The Danish Employers' Confederation, the Federation of Danish Trade Unions and the Federation of Salaried Employees' and Public Servants' Organisations are all affiliated to this Committee. The Committee establishes the Danish attitude towards proposals from the Commission and the views of the social partners play an important role in the discussions. The parties thus have the opportunity to express their views at a very early stage in the national decision-making process on proposals concerning the labour market and social conditions.

After the hearing in the special EU Committee the proposal in question will follow the normal route through the ordinary EU Committee, the Common Market Committee of the Government and the parliamentary Common Market Committee.

The International Labour Organisation

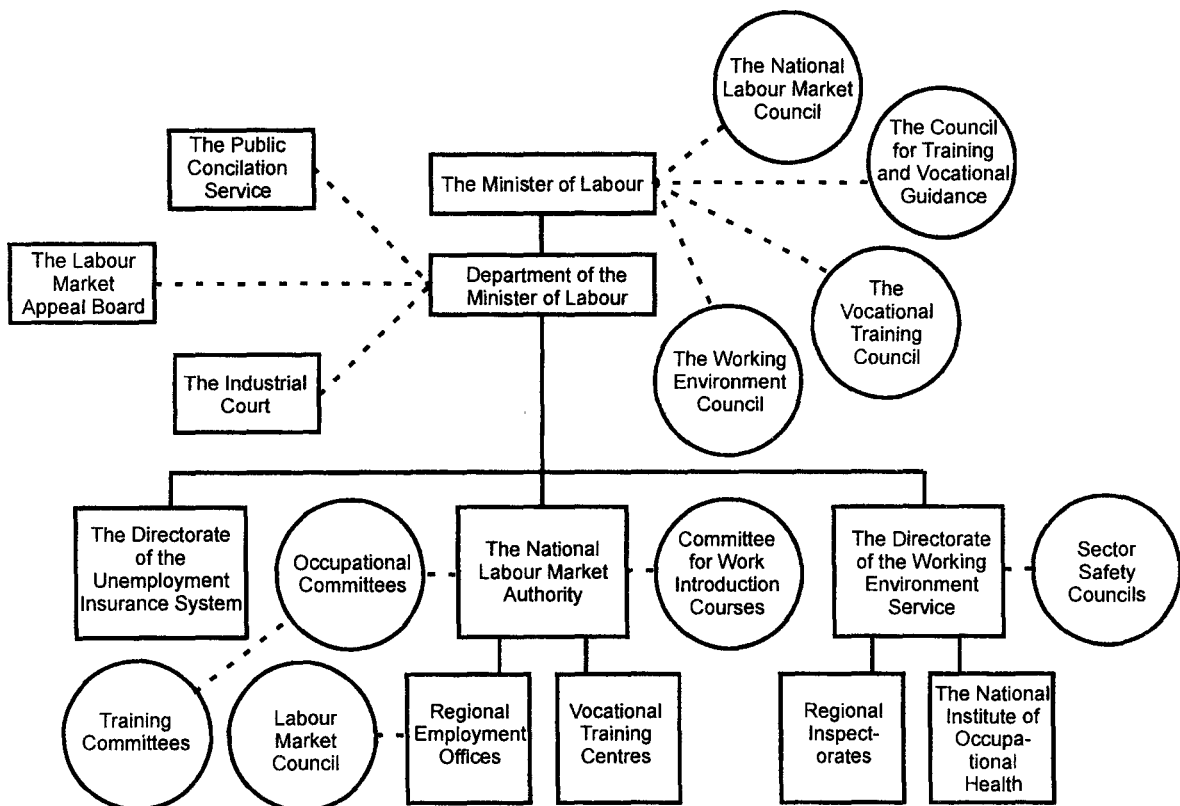
The most representative labour market organisations which the Ministry of Labour consults on ILO matters are:

- the Danish Employers' Confederation;
- the Federation of Danish Trade Unions;
- the Federation of Danish Public Servants' and Salaried Employees' Organisations;
- AC (Central Organisation of Academic Staff).

Cooperation between the representatives of the Government, the employers and the employees on matters concerning the activities of the International Labour Organisation takes place within the framework of the permanent ILO committee set up under the Ministry of Labour.

The permanent ILO committee is composed of representatives of the Danish Employers' Confederation (3), the Federation of Danish Trade Unions (2), the Federation of Danish Public Servants' and Salaried Employees' Organisations (1), the AC (1) and the Ministry of Labour. The representatives are appointed on the recommendation of the organisations concerned. The Ministry of Labour assumes all secretarial functions and the presidency of the ILO committee. The permanent ILO committee meets about three times a year, normally prior to the meetings of the ILO Governing Body.

Institutions under the Ministry of Labour



Institutions under the Ministry of Labour, including joint councils and committees which are not under the direct authority of the Ministry of Labour as well as independent institutions (the Public Conciliation Service, the Labour Market Appeal Board and the Industrial Court).

2. The National Labour Market Authority

2.1 Legal Status

The National Labour Market Authority has the overall responsibility for the administration of the public employment service and the adult vocational training system. The Authority was established in 1989 through the merger of two directorates responsible for adult vocational training and the public placement services, respectively. The merger reflected a recognition of the clear relationship which exists between both functions as instruments for obtaining as efficient a labour market as possible.

It is a characteristic feature that the social partners exercise joint influence on the public employment and the adult vocational training systems through special tripartite bodies.

2.2 Decision-making bodies

The public employment service is divided into 14 regional offices corresponding to Denmark's 14 counties. Each region has a Labour Market Council in which the social partners and the municipal authorities are represented. The Labour Market Council monitors developments in the regional labour market and organises the regional initiatives. At the national level there is a similar body, the National Labour Market Council, besides the 14 regional offices, there are a number of local offices in each county.

The National Labour Market Council is composed of representatives of the social partners, the municipal authorities and the state labour market administration. The Council participates in the general management, planning and coordination of placement services and the fixing of targets and priorities in connection with the activities initiated. The Council also functions in an advisory capacity to the Director General of the unemployment insurance system in matters regarding unemployment insurance and voluntary early retirement.

The adult vocational training system comprises 24 vocational training centres nation-wide. 19 of these are independent institutions, and five are state-owned schools. The schools have specialised in courses which require special technical equipment or demand ample space.

Tripartite cooperation within the adult vocational training area runs like a red thread through the entire training structure, i.e. from the highest authority, the Training Council, to each local training centre. Training opportunities are available within more than 50 sectors and occupations. For each main occupational field an occupational committee has been set up which is – together with the National Labour Market Authority – responsible for the content of training programmes, etc. Presently, there are 4 such committees and under each of them training committees have been set up for the different trades/occupations. There is also a special training committee for work introduction programmes.

2.3 Organisation

Cf. Organisation Chart on p. 4.

2.4 Number of staff

In January 1992, there were 250 persons employed by the National Labour Market Authority.

2.5 Operational budget

DKR 114.9 million.

2.6 Cooperation and coordinated activities

The Authority works in close cooperation with the municipal organisations and with the Directorate for the Unemployment Insurance System as well as with the social partners.

2.7 International contacts

In January 1992 the National Labour Market Authority set up an international office. This office is in charge of international matters relating to vocational training and employment as dealt with in regard to the EU, UN, OECD and the Nordic Council. This office is also responsible for activities carried out abroad by vocational training schools and employment services.

3. The Directorate for Unemployment Insurance

3.1 Legal Status

The Directorate for Unemployment Insurance was set up in 1984 and under the Act on the Unemployment Insurance System, etc. it is responsible for the supervision of publicly recognised unemployment insurance funds and for detection and prevention of fraud and abuses of the unemployment insurance system. It also has certain functions as appellate authority regarding decisions made by the management of the unemployment insurance funds, including complaints in connection with the voluntary early retirement pay scheme.

3.2 Decision-making bodies

The Directorate for Unemployment Insurance is headed by a Director. The Director lays down the rules governing certain areas such as payment of unemployment benefits after negotiations with the National Labour Market Council (the same as under the National Labour Market Authority).

3.3 Organisation

- 1 Director;
- 1 Deputy Director;
- 1 General department with 5 specialised divisions;
- 1 Inspection department (set up in 1996) comprising 4 specialised divisions.

3.4 Number of staff

1996: About 170 full-time employees.

3.5 Operational budget

1996: DKR 75.7 million.

3.6 Cooperation and coordinated activities

The Directorate for Unemployment Insurance cooperates with the unemployment insurance funds, the Joint Association of unemployment insurance funds, the public employment offices and the Danish National Labour Market Authority. In connection with the inspection work, use is made of public registers. There is also a close cooperation with the police authorities and the Tax and Customs Authority.

4. The Unemployment Insurance System

4.1 Unemployment insurance funds

The unemployment insurance system is administered by the unemployment insurance funds. These are private associations of wage or salary earners or of self-employed persons who are organised for the sole purpose of securing financial assistance for themselves in the event of unemployment.

At present there are 38 state-recognised unemployment insurance funds with 2,382,789 members (September 1996). As from January 1997 the number will be reduced to 37 as two funds will be merged.

The unemployment insurance funds are closely connected with trade unions or other trade organisations, but membership of such an organisation is not required in order to become a member of an unemployment insurance fund.

The Minister of Labour will grant recognition to unemployment insurance funds which admit members from one or more specific occupations or sectors of economic activity and which have at least 5,000 members. The Minister of Labour may refuse to recognise a new unemployment insurance fund for a particular trade or occupational field if a recognised unemployment insurance fund already exists for that trade or occupational field.

4.1.1 Conditions for membership of an unemployment insurance fund

Membership

Membership of an unemployment insurance fund is open to persons who:

- are actually residing in Denmark (except the Faroe Islands and Greenland);
- are between 18 and 65 years of age; and
- either
 1. can prove that they are in waged or salaried employment, or
 2. have completed vocational training of at least 18 months' duration within the occupational field covered by the fund or basic vocational education under the Act on vocational education, provided that the fund receives a written application for membership not later than two weeks after the completion of such education/training, or
 3. can show that they are working as a self-employed person as his/her main activity, or
 4. can prove that they are participating in the business activities of their self-employed spouse as their main activity and more than on a temporary basis, or
 5. are performing military service, or
 6. hold a local government post such as mayor, town councillor or chairman of a committee or who are a member of the Danish Parliament, the Government or the European Parliament, or
 7. are working as an employee and at the same time performing self-employed activities on more than a temporary basis (combination insurance).

Any person who satisfies the conditions for admission to an unemployment insurance fund may choose between full-time insurance and part-time insurance.

Retention of membership

A member may withdraw from an unemployment insurance fund by giving written notice of his termination of membership. Furthermore, membership may be forfeited in the case of non-payment of membership contributions due and in the case of fraud against the fund.

4.1.2 Conditions for entitlement to daily cash benefits

Members of unemployment insurance funds shall not be entitled to receive daily cash benefits until they have been members of a recognised unemployment insurance fund for at least 12 months.

It is also a condition (as from 1 January 1997) that the member has been employed in non-subsidised work for at least 52 weeks within the last 3 years in the case of full-time employees and for 34 weeks within the last 3 years for part-time employees.

If a member satisfies the employment requirement at the date of the start of the unemployment period, he or she may, in principle, receive unemployment benefits and offers for a total period of up to 5 years.

Members above the age of 60 years may receive unemployment benefits for a maximum period of 30 months.

Members under the age of 25 years who have not completed vocational training may, as a starting point, only receive unemployment benefits for 6 months during a period of 9 months. After this date the member has a right and duty to an offer of training or a job offer. During participation in education or training the member is entitled to an allowance corresponding to 50% of the maximum rate of unemployment benefit.

Persons who have completed vocational education or training of at least 18 months' duration will be entitled to unemployment benefits 1 month after the completion of such education or training.

4.1.3 Payment of daily cash benefits

General provisions

Daily cash benefits are only paid to members who are unemployed and who have registered with the local public employment office as jobseekers. During the period of unemployment the member shall be available for work.

In order to be available for work, the member must be residing in Denmark and be registered here. The member must be actively seeking work and must be ready and willing to take up employment with one day's notice at the full normal working hours within his or her occupational field at the ordinary terms applying within that field. Thus there must be no actual circumstances (for instance sickness or problems with child-care facilities) or legal matters which prevent the unemployed person from taking up employment immediately. Furthermore, an unemployed person must not reserve his labour for seasonal work or for a specific workplace.

Daily cash benefits are paid in respect of 5 days per week.

Special provisions

In a number of cases no daily cash benefits will be payable. This applies where a member is not available for work, for instance where the member:

- is affected by a strike or lock-out;
- is ill;
- is doing military service; or
- is under confinement (prison, mental institutions, etc.);
- is not available for work for any other reason.

Moreover, no cash benefits will be payable to a member:

- who – without good cause – refuses twice within a period of 12 months to accept suitable work which is offered to him/her by the public employment service and which is not paid at a lower rate than the one applicable to similar work under the terms of a collective agreement;
- who – without good cause – twice within a period of 12 months terminates his/her employment or who is dismissed for improper conduct at the place of work;
- who participates in education/training activities unless such education or training
 - (a) has a duration of less than 20 hours per week and does not qualify for State Educational Support (SU),
 - (b) takes the form of evening classes,
 - (c) corresponds to education at levels 8 to 10 within the compulsory school education system,
 - (d) takes the form of single-subject education at the preparatory secondary education stage for less than 20 hours per week, or
 - (e) is offered under the Act on open education and has a duration of not more than 6 hours per week.

However, daily cash benefits shall not be paid to a member who terminates his/her employment in order to undergo education/training.

- A full-time insured member may only receive supplementary benefits if the member's daily cash benefits in that particular week constitute an amount which is at least equivalent to unemployment benefits for 7.4 hours.

The effect of social pensions on entitlement to daily cash benefits

No special rules apply on availability for work in connection with social pensions. It is decided in the individual cases whether this duty to be available for work is satisfied. If the pension is paid in full or in part for health reasons, this will be a major element when evaluating whether this duty is satisfied and it will also be taken into account whether the person concerned has been working full-time at the same time as receiving the pension.

If a person is considered to satisfy the duty to be available for work while receiving at the same time a social pension, entitlement to benefits is limited to a period totalling 52 weeks within a period of 78 weeks.

4.1.4 Amount and calculation of daily cash benefits

Amount of daily cash benefits

Daily cash benefits are paid for up to 5 days per week. Unemployment benefits to an individual member may be equal to a maximum of 90% of the previous earnings of the member. The maximum absolute level of unemployment benefits amounts to DKR 2,630 per week (1997) and DKR 526 per day (1997).

For part-time insured members the maximum amount of daily cash benefits can be 2/3 of the daily cash benefits paid to full-time employees.

Persons who have completed vocational training of at least 18 months' duration and persons who have completed military service receive daily cash benefits at a special (lower) rate. This rate is fixed at 82% of the maximum rate, i.e. DKR 2,155 per week, DKR 432 per day (1997). A member who is working less than full normal working hours may receive supplementary benefits. Generally, supplementary benefits are paid at the ordinary benefit rate, but the amount is reduced proportionately.

Calculation of the individual rate of daily cash benefits

The first time a member submits a claim for daily cash benefits, the previous earnings are calculated on the basis of the last 3 months/12 weeks' employment. A new calculation is made after each uninterrupted period of employment of at least 12 weeks' duration. However, it is a condition that the new period of employment is concluded at least one year after conclusion of a preceding period of employment which has served as the basis for calculation.

Effect of working and income on the amount of daily cash benefits

As a general rule the amount of daily cash benefits will be reduced when the member performs work, whether paid or not.

On the other hand, unearned income does not normally affect the amount of daily cash benefits. However, this does not apply to income which normally substitutes a loss of income, as for example a private pension.

4.1.5 Daily cash benefits in respect of holiday

A member of an unemployment insurance fund becomes entitled to holiday with holiday benefits on the basis of and in relation to payments from the unemployment insurance fund or payments from the municipal authorities in case of sickness and/or maternity in the year preceding the holiday year. Holiday benefits will only be payable, if the member qualifies for unemployment benefits immediately prior to the start of the holiday period.

4.1.6 Finance

The financing of the unemployment insurance system is based on labour market contributions, membership contributions and transfer payments from the State.

In 1997 the labour market contribution amounted to 8% of the wage.

The labour market contributions go into three funds: the unemployment benefit fund, the activation fund and the sickness benefit fund.

The unemployment benefit will gradually take over the financing of the share of benefits, voluntary early retirement pay and transitional allowance which is today financed by the State.

As from 1997 employers shall also contribute to the unemployment benefit fund with 0.3% of the wage bill.

In addition to this contribution calculated on the basis of the wage bill, members of unemployment insurance funds also pay a contribution. The contribution for employees in 1997 corresponds to 7.24 times the maximum rate of unemployment benefit, corresponding to DKR 3,804. For self-employed persons the annual amount is about 7.66 times the maximum rate of unemployment benefit, i.e. DKR 4,032 in 1997. In 1997 contributions are expected to amount to about 6.85 billion DKR.

In addition to the labour market contribution calculated on the basis of the wage bill employers also pay an employer contribution which is contained in the VAT of 3% which replaced the labour market contribution as per 1 January 1992. In 1997 these contributions are expected to amount to about 6.85 billion DKR.

Total expenditure on unemployment benefits, voluntary early retirement pay and transitional allowance is expected to amount to about 43.65 billion DKR in 1997.

CHAPTER II LEGAL FRAMEWORK AND PROCEDURES

1. Legal Instruments

1.1 Nature of the legal system

The legal relationship between employers and employees is based upon the general law of contract. The employment relationship is established by an agreement concluded between an employer and an employee, with the rights and obligations of the parties being mainly enforceable through the courts.

The individual agreement is, however, also regulated and supplemented by legislation and collective agreements.

1.2 Legislation concerning individual labour law

There is no general legislation governing the relationship between employers and employees applicable to all categories of employees. The existing legislation comprises legislation in special fields applicable to all employees and legislation applicable only to special categories of employees.

The general legislation deals with the following:

- absence in connection with sickness and maternity/parental leave;
- absence in connection with military service;
- holiday and holiday allowance;
- equal treatment of and equal pay for men and women;
- freedom of organisation;
- legal position in connection with transfers of undertakings;
- collective redundancies;
- contracts of employment;
- discrimination due to race, colour, religion, political belief, sexual orientation or national, social or ethnic origin;
- registration and use of health data on the labour market;
- parental leave and training leave.

It should be noted that some of these statutes contain provisions to the effect that the provisions of the act can be replaced by collective agreement if such a collective agreement offers the employees at least the same protection as the legislation.

Furthermore, special statutes apply to particular categories of employees:

- salaried employees who are defined as employees in offices and shops, employees performing technical or laboratory/medical services and supervisors;
- employees in agriculture and in private households who receive board and lodging or board only from the employer;
- apprentices and similar trainees;
- seafarers; and
- public servants in central and local government, including the national school system and the national church.

The statutes regulate – to varying extents – the conditions of employment for the category of employees concerned. Thus, the Employers' and Salaried Employees' (Legal Relationship) Act, 1971, mainly regulates matters concerning termination of the employment relationship, while other statutes are more concerned with rights and obligations during the period of the employment relationship.

2. Labour Market Institutions and Processes

An outline is given below of the organisation of the labour market into trade unions and organisations of employers. This is followed by a description of the rules concerning conclusion and termination of collective agreements and settlement of disputes about collective agreements.

2.1 Trade unions and employers' organisations

The foundations for organising workers were laid towards the end of the 19th century when workers with the same skills formed local associations for mutual support in case of sickness, unemployment, etc. Later, unskilled workers also formed similar unions. The unions joined together in national unions which again joined in the organisation known as "Landsorganisationen" (abbreviated "LO" = Federation of Danish Trade Unions). The largest union under the LO is the HK (the Union of Commercial and Clerical Employees). The second-biggest is the SID (the Union of Semi-skilled Workers in Denmark). Third comes the Federation of Public Employees.

In addition to LO there are two other central employee organisations: "FTF", the Federation of Salaried Employees' and Public Servants' Organisations, and "AC", the Central Organisation of Academics. Furthermore, there are two organisations for supervisors and a few independent national associations. The organisations have to a large extent concluded agreements as to which areas of the labour market the individual unions are to cover. Together they form a very stable structure. The organisations together have a membership of 85% of the labour force, covering both the private and the public sector.

On the employers' side the dominating organisation in the private sector is "DA", the Danish employers' Confederation. This is the central organisation for a number of employer organisations in trade, crafts, industry and services. Outside the Danish Employers' Confederation, but closely cooperating with it, is "SALA", the Federation of Employers' Organisations in Agriculture. Further-

more, there are various associations of banks and financial institutions and associations of cooperative undertakings.

The public sector is represented by the Ministry of Finance, which negotiates on behalf of the Government, and by the National Association of Municipal Authorities, the National Association of County Authorities and the Municipality of Copenhagen as well as the Municipality of Frederiksberg.

2.2 Collective bargaining

As mentioned above, labour law legislation plays a comparatively modest role in Denmark. Instead, there is an extensive system based upon collective agreements. The foundations for this system were laid in 1899 when LO and DA came to a compromise after a long and bitter dispute. The compromise, which forms the basis of the General Agreement between the two central organisations (and similar agreements between other central organisations on the labour market), establishes, *inter alia*, the right to organise and a requirement to the effect that no work stoppages must take place during the term of a collective agreement (the so-called "peace obligation" clause). The general agreement also contains rules concerning employer prerogatives, such as the right to direct and control work, and to keep supervisors out of the ordinary organisations of workers. Finally, the general agreement contains rules to protect the employees against unfair dismissal. As a supplement to the general agreement a special agreement has been concluded concerning cooperation in the enterprises between management and workers. A further supplement to the general agreement covers the standard rules for handling labour disputes which form the cornerstone of the machinery set up to settle industrial disputes.

Collective agreements are concluded between an employee organisation, on the one hand, and an employer organisation or an individual employer, on the other. As regards the state, the conclusion of collective agreements is supported by the public conciliation service. This service consists of three conciliators and a number of assistant conciliators (13 at the present time) appointed by the Minister of Labour on the recommendation of the central labour market organisations. They are not representatives of the Government. Their sole function is to assist the parties in reaching an agreement. If these efforts fail, the conciliators step back and industrial action may then be taken, normally in the form of a strike or lock-out. In principle an industrial dispute continues until the parties find a basis for new negotiations which will lead to the conclusion of an agreement.

During the term of the collective agreement, the parties are obliged to maintain the peace. This means that *disputes of interest* in the areas covered by the agreement shall be settled by means of negotiation and arbitration, but not work stoppages. Nor do *breaches of agreements* normally justify work stoppages, but must be settled through negotiation and the Industrial Court. The Industrial Court is like other courts of law in Denmark, but the judges are elected by both sides of the labour market, with a Supreme Court judge as president. The Industrial Court may impose a "penalty" on the organisation or members acting in breach of the agreement, i.e. a sum of money which serves as a "punishment" to the party acting in breach as well as compensation to the injured party.

The system for settling industrial disputes means that work stoppages will for most of the labour market be concentrated in the period when bargaining takes place over the renewal of the most important agreements on pay and working conditions. This bargaining process has so far taken

place every second year in the months of March and April. The collective agreements reached in the industrial sector 1995 were concluded for a 3-year period. It is still uncertain whether this will spread to the rest of the labour market. In this situation public interest focuses on the negotiations, assisted by the conciliator, between LO and DA on matters which are common to all the affiliated organisations. These matters mainly concern pay levels, but may also deal with other important issues such as general working time, holidays, pension schemes, etc.

If the central organisations fail to arrive at a result before the collective agreements expire, the conciliator is empowered to postpone the industrial action twice for fourteen days. If the parties still have not reached an agreement or at least come so close to each other that the conciliator finds that there is a basis for preparing a compromise on which a ballot can be taken among the employers and employees, respectively, then industrial action can be taken.

A work stoppage may, however, be of such a scale or it may hit such vital sectors of society that the Government finds the situation unacceptable. For this reason the *Folketing* (the Danish Parliament) and the Government have on some occasions intervened in industrial disputes of this kind to prevent or put an end to the work stoppage. This is done by adopting legislation which reviews the collective agreements concerned for a new period of normally two years' duration. This means that the duty to keep industrial peace is reintroduced and that continued work stoppages will be in breach of the agreements. Employees are required to return to work and employers have a similar duty to re-hire the employees without retaliatory measures.

The legislative renewal of the collective agreements will normally, as far as possible, be based upon the conditions contained in the compromise drafted by the conciliator.

2.3 Workers' participation

Rules for shop stewards in the LO/DA field

As Denmark has no industrial unions, large workplaces may have up to 20 – 30 national trade unions which have concluded agreements with the enterprise. To look after the interests of the national trade unions at the individual workplace, the individual trades establish joint trade union clubs, the chairmen of which function as shop stewards. These may elect a joint union delegate.

Each national trade union (industrial workers union, unskilled workers' union, etc.) has concluded agreements with the employers concerning rules for shop stewards.

The shop steward is authorised to enter into agreements with the employer on local pay and working conditions. If this does not result in a satisfactory arrangement, the shop steward may refer the case to his/her trade union. A shop steward can only be dismissed if absolutely necessary. The employer has to appear at a mediation meeting with the trade union for the purpose of proving that the dismissal is justified. If a shop steward is dismissed without good cause, the dismissal may be declared void or the employer may be ordered to pay him/her up to 9 months' wages in compensation.

The Education Fund

The employer pays a small amount per hour of work for the education of shop stewards. The money is administered by the Trade Unions' Education Fund.

The Cooperation Committee

Agreement on cooperation and cooperation committees of June 1986.

Cooperation between management and employees within the enterprises

The Danish Employers' Confederation (DA) and the Danish Federation of Trade Unions (LO) concluded a revised Cooperation Agreement in 1986 as the basis for cooperation between management and employees within enterprises in the private sector. Similar agreements cover the public sector.

The central organisations are agreed that continued improvement of the corporate sector's competitiveness and employees' job satisfaction are prerequisites for the continued development of enterprises and for promoting the welfare and security of their employees.

Development and increased efficiency are joint aims for management and employees. The use and development of new technology are vital to competitiveness, employment, working environment and job satisfaction.

The parties have agreed to achieve these aims through systematic cooperation between management and employees at all levels.

In enterprises with 35 employees or more, day-to-day cooperation should be promoted and observed by a cooperation committee composed of representatives of management and employees.

For the purpose of the work performed by the cooperation committee, management shall keep the committee informed about the following matters of relevance to the enterprise:

- its financial position and future prospects, including the volume of orders and market conditions, as well as production matters;
- employment prospects;
- major changes and any reorganisation planned, e.g. the application of new technology to production and administration, including the introduction of computer-aided technology and systems.

In order to ensure that all employees are kept informed about the work performed by the cooperation committees, the committee shall develop and promote specific communication methods.

The cooperation committee has the following objectives:

- To establish principles for the local working environment and human relations, as well as principles for the personnel policy pursued by the enterprise towards the employees represented in group B of the cooperation committee.
- To establish principles for training and retraining employees who are to work with new technology.

- To establish principles for in-company compilation, storage and use of personal data.
- To exchange viewpoints and consider proposals for guidelines on the planning of production and work and the implementation of major changes in the enterprise.
- To assess the technical, financial, staffing, training and environmental consequences of the introduction of new technology or changes made in existing technology, including computer-aided technology and systems, where the introduction of such technology or changes is extensive.
- To inform employees about proposals for incentive pay schemes, including particulars about their basic structure, effects and application, and to inform them about the possibility of setting up funds for educational and social security purposes.

Where the introduction of new technology (cf. above) results in redundancies, the enterprise shall seek to transfer or retrain the individual employees for other work functions in the enterprise.

Employees who are dismissed due to the introduction of new technology shall be given adequate time off to participate in a labour market introduction course, as arranged in consultation with the Public Employment Service during the period of notice. The duration of the course may not exceed 4 weeks.

For persons employed continuously with the same enterprise during the preceding 12 months, course fees and any loss of wages shall be reimbursed by the enterprise in so far as such expenses are not covered by the public authorities.

In dealing with special matters in both cooperation committees and subcommittees, either party may call in experts on the matter in question.

Enterprises employing 35 persons or more within the same geographical region shall establish a cooperation committee where proposed by either the employer or a majority of employees.

The cooperation committee is a joint body with equal representation of management and employees.

In groups with separate subsidiaries which cooperate in sales and production, it is recommended to set up a group committee to be composed of representatives from the subsidiaries' cooperation committees. Group committees shall discuss matters of common interest to the subsidiaries.

Cooperation on the working environment

According to the Working Environment Act, which came into effect in 1977, matters concerning health and safety are to be dealt with by the enterprises themselves under the guidance of employers' and employees' organisations, and under the guidance and supervision of the National Labour Inspection Service.

The Act, which applies to all sectors of trade and industry, including the public sector, is essentially a framework act which authorises the Minister of Labour to lay down more detailed rules for the various areas of activity. These rules, however, must be laid down in cooperation with the employers' and the employees' organisations. This takes place within a body called the Working Environment Council.

According to the Act, it is the employer's duty to guarantee a safe working environment in the company in cooperation with the employees. In companies with 10 or more employees (for clerical activities more than 20), the employees elect special advisers as their representatives in matters concerning the working environment. These safety representatives, together with the supervisors in the department or area of activity, constitute a safety group. In companies with more than 20 employees, a safety committee is set up comprising one responsible employer representative, two representatives of the supervisors and two of the safety representatives.

Safety representatives are protected against dismissal in the same way as shop stewards, e.g. in the form of a longer period of notice.

Health and safety at work has always had a high priority in Danish labour market policy. The Government, in cooperation with the social partners, has drawn up an action plan „Clean working environment by the year 2005" in order to underline that it is not only a matter of creating more jobs, but also better jobs. This action programme is based on seven visions about a clean working environment. In order to promote a better working life the Ministry of Labour has set aside DKR 105 million for the period up to the year 2000 for projects which aim at improving the working life of employees and at the same time strengthening the flexibility and development potential of enterprises.

Employee participation at board level

The board of directors is required to have at least three members elected by the shareholders' general meeting. It is responsible for the overall policy and proper management of the company. It appoints a board of one or more members, who are responsible for the day-to-day management of the company.

According to the Limited Companies' Act (1974), employees in all companies which have had an average of at least 35 employees during the preceding three years, are entitled to elect a number of representatives to the board of directors corresponding to half of the number elected by the shareholders' general meeting.

According to an administrative order of December 1980 the procedure shall be the same in groups of enterprises, though the number of workers' representatives on the board of directors of groups of enterprises shall be not less than three, and the election shall take place by indirect ballot of members of an electoral college.

Employee representation at board level is not automatic. The decision of the employees to elect members to the board of directors must be made by secret ballot. If at least 50% of those entitled to vote, vote "yes" election becomes compulsory. Similarly, where participation does exist, a ballot may be demanded to discontinue the arrangement.

Nomination and election of members to the board of directors takes place outside the union machinery. To be eligible, a candidate must be of age (18 years) and have been employed in the company for at least 12 months. The election shall be by written and secret ballot. The employee representatives are appointed for a period of four years and must resign if they cease to be employed in the company. They enjoy the same rights and obligations as the shareholder representatives on the board and the same protection against dismissal as shop stewards.

The Act on European Works Councils

With the establishment of a European Works Council or introduction of a consultation and information procedure it is now possible to provide uniform information and consultation about decisions which affect employees in several member states in parts of or the whole undertaking or group. Consultation means exchange of views and establishment of a dialogue between employee representatives and the central management or any other appropriate management level.

The objective is to ensure that employees in multinational undertakings and groups are informed and consulted about the activities of the undertaking or group so that they are in a position to estimate the consequences of these activities for employees in different member states.

It is up to the management and the employees in the individual undertaking or group to agree on the form of cooperation they want in the individual undertaking or group. They can freely negotiate whether they want a cooperation committee or any other form of information and consultation procedure, how the composition of the cooperation committee should be, the powers that should be vested in it, its functioning and the financial resources that should be made available to it.

The Act also covers agreements on the information and consultation of employees concluded before the Act came into force if these agreements cover all employees and concern information and consultation of employees on matters which affect undertakings or enterprises in several member states.

In accordance with the Danish traditions of labour market regulation, the Act does not apply if the social partners have concluded an agreement which is at least as favourable in relation to the employees as the Directive on which the Act is based.

The Act does not prejudice existing Danish agreements about cooperation committees, etc. even though the subject-matter of information and consultation under the Act covers more or less the same matters that are usually discussed by Danish cooperation committees.

The Act on European Works Councils (Act No. 371 of 22 May 1996) came into force on 22 September 1996.

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Introduction

The active labour market policy

Since the 1970s action to combat youth unemployment has been a central element of Danish labour market policy. A number of the instruments which were originally used in the efforts to combat unemployment continue to play an important role. Vocational guidance, education, job training with wage subsidies and enterprise allowances are some of the instruments which have always been used in the connection.

In the early 1990s the existing system of measures was widely criticised, partly because it was a highly regulated and inflexible system and partly because it was difficult to prove that the results achieved justified the resources spent. In spite of increasing resources, unemployment continued to grow. This was the background to the labour market reform which was adopted by the *Folketing* (the Danish Parliament) in June 1993 which came into operation on 1 January 1994. The central elements of the reform were: the Act on an active labour market policy, the Act on leave schemes and the Act on activation at local level.

There are, in particular, two features which characterise the present initiatives and distinguish them from the measures deployed in the 1970s and the 1980s. The first is the principle that rights must be accompanied by duties. The second is the way in which the measures are organised. It has now, to a much higher degree, become the responsibility of regional and local authorities to decide which measures should be taken at the regional and local level. The leave schemes open up new possibilities for a better reconciliation of working life and family life and have provided the basis for job rotation schemes which are today one of the best ways in which to get the unemployed back into ordinary employment.

Between 1993 and 1995 unemployment fell by more than one third, or by 100,000 persons, and long-term unemployment declined from about 165,000 to about 110,000. During the same period more than 50,000 new jobs were created in the private sector alone. In the light of this positive development, in December 1995 a number of adjustments to the measures to combat unemployment were introduced with a view to making them more specifically targeted on getting the unemployment – including the long-term unemployment – back into ordinary employment and ensuring that firms can recruit the staff they need.

The concrete measures are targeted on two different groups of unemployed persons. The first group comprises unemployed persons who are insured against unemployment and who qualify for unemployment benefits. Measures in relation to this group of unemployed persons are regulated by the Act on an active labour market policy, which falls under the competence of the Ministry of Labour. The second group comprises unemployed persons who are either not insured against unemployment or who do not satisfy the conditions for qualifying for unemployment benefits, but who are entitled to social assistance. The provisions relating to this group are laid down in the Act on activation at local level, which falls under the competence of the Ministry for Social Affairs.

The Act on an active labour market policy

The aim of the Act on an active labour market policy is to contribute to ensuring a well-functioning labour market through an active labour market policy responding to the need of job seekers and persons who want to undergo education/training (both unemployed persons and employed persons who want to find a new job) as well as private and public employers.

Measures in relation to unemployed persons qualifying for unemployment benefits

Measures in relation to unemployed persons qualifying for unemployment benefits are a central element of active labour market policy. There are different measures for different target groups.

Labour market policy instruments

The following instruments can be used, either separately or in a combination:

- Placement activities in connection with ordinary (non-subsidised) work. The overall aim of the measures in relation to the unemployed is to bring them back into the ordinary labour market in a non-subsidised job.
- Information and guidance. It is of decisive importance that the unemployed are informed about their training and employment opportunities on the labour market.
- The drawing up of a personal action plan which forms the basis for measures in relation to the individual unemployed person.
- Job training, which may be offered with both public and private employers. Pay and other working conditions must be those laid down by collective agreement or those normally applying to the type of work concerned. However, the wage in connection with job training in the private sector may not amount to more than DKR 84,45 per hour (April 1996). A wage subsidy of about 45 DKR per hour is paid to employers who recruit unemployed persons in job training. If subsidy periods total more than 6 months, a private employer is obliged to subsequently employ the unemployed person without a subsidy or offer him/her training.
- Individual job training for unemployed persons who cannot be placed in job training at ordinary work places. The wage (called a project allowance) may be lower than in job training and is subject to agreement with the organisations who have the right to negotiate in the occupational field concerned. The subsidy to the employer may – unlike in ordinary job training – exceed 45 DKR per hour and the subsidy period may be longer than one year. Thus in employment in individual job training it is possible to take greater account of individual characteristics as regards the qualifications of the individual unemployed person.
- So-called "pool jobs" are jobs in the public sector of up to three years' duration for persons who have been unemployed for a total period of two years within the preceding three years. The hourly pay is the same as with public job training. The main aim of the pool job scheme is to create more permanent jobs in priority social fields in which demand remains unmet or in which there is a need for a higher level of services. The jobs can be set up by public employers in the fields of environmental protection, nature conservation, culture, public transport, housing, education, the labour market and the health and care sector.
- Education/training, either in the ordinary education/training system or as an element of special tailor-made programmes. During participation in such education the unemployed person may receive a training allowance which – for unemployed persons above the age of 25 years – corresponds to the amount of unemployment benefit that the person concerned would otherwise have been entitled to (and for unemployed persons under the age of 25 years to 50% of the maximum rate of unemployment benefit). No training allowance is paid if the young persons qualifies for State Educational Support (SU) or the education/training programme is covered by this support system.
- Enterprise allowance to unemployed persons qualifying for unemployment benefits who wish to set up and run their own business. The enterprise allowance corresponds to 50% of the maximum rate of unemployment benefit and is payable for up to 2 ½ years.

It is a condition that the employment of unemployed persons in ordinary or individual job training or in pool jobs results in a net increase in the number of staff employed in the enterprise and that recruitment does not lead to unfair competition in relation to private enterprises.

Measures in support of persons under the age of 25 years who qualify for unemployment benefits

Persons under the age of 25 years who have not completed a formal education or training programme have a right and duty to at least 18 months' education/training after a total period of six months' unemployment.

Initiatives in relation to other persons receiving unemployment benefits

Other persons receiving unemployment benefits, including young persons who have completed special programmes for young persons or who have undergone formal education or training, have a right to a five-year unemployment benefit period, which is divided into a support period of two years and an activation period of three years.* During the first two years – the support period – the unemployed person has a higher degree of responsibility for his/her own situation. The aim is to bring the unemployed person back into work as quickly as possible. If the unemployed person does not get a job during this two-year support period, he/she enters the activation period lasting three years. Generally, unemployed persons in this group have greater difficulties in getting back into ordinary employment and therefore they have a right to and a duty to accept offers during the entire period. If the unemployed person has not obtained a job after this total period of five years, it is the task of the local authorities to ensure that the person concerned is offered activation measures under the Act on activation at local level.

The leave schemes

The leave schemes – offering a leave benefit – were introduced to the Danish labour market in 1992 and have since developed into a central element of Danish labour market policy. There are several reasons for this:

- Parental leave is an important step towards creating a better interaction between working life and family life.
- Training leave is an important instrument to ensure the continuous up-grading of the qualifications and skills of the labour force.
- The job rotation schemes made possible by the leave schemes have turned out to be one of the best ways to reintegrate the unemployed into the labour market.

Since the leave schemes were introduced in 1992 they have been adjusted several times, most recently in December 1995. The central thrust of these changes was that unemployed persons and employees now have the same right to training leave. Both groups now have the option of taking one year's training leave within a five-year period. Another change is that periods of training leave taken by unemployed persons are now included in the total unemployment benefit period. Furthermore, unemployed persons and employees now have the same rights to parental leave, as both groups have the right to 26 weeks' leave for children under the age of one year and 134 weeks' leave for children in the age group one to eight years.

By the end of 1995 a total number of about 70,000 persons were on leave: about 34,000 were on training leave, about 33,000 persons on parental leave and about 3,000 on sabbatical leave.

* In December 1995 it was decided that the right to offers should already apply after two years' unemployment. At the same time the total unemployment benefit period was reduced from seven to five years. This earlier entitlement to offers is to be gradually introduced during the period from 1 July 1996 to the end of 1998 and the total benefit period is gradually reduced to five years during the same period.

Training leave

Training leave may be given for periods of from one week to one year for approved training courses. However, as a rule leave may not be given in connection with participation in long-duration medium-level and higher education programmes.

The target group consists of unemployed persons, persons in employment and self-employed persons above the age of 25 years.

Conditions: It is a condition for obtaining leave that the person concerned is a member of an unemployment insurance fund and qualifies for unemployment benefit. Persons in employment and self-employed persons must also have worked for three years within the last five years. As regards employees, leave is subject to an agreement with the employer. Unemployed persons on training leave have a duty to accept a job offered to them.

Leave benefit: In connection with training leave a leave benefit is paid which amounts to (up to) 100% of the maximum rate of unemployment benefit (DKR 2,615 per week as per 1 January 1996).

Parental leave

Parental leave may be granted for consecutive periods of 13 to 52 weeks.

The target group is persons in employment, self-employed persons and unemployed persons with children in the age group 0-8 years. Both parents may (together or separately) obtain leave for up to 52 weeks for each of their children between 0-8 years.

Conditions: For employees and self-employed persons it is a condition that the person concerned qualifies for cash benefits in the event of sickness and maternity. For unemployed persons it is a condition that they qualify for unemployment benefits or are receiving social assistance. Employees and unemployed persons have a right to leave for 13 weeks (26 weeks if the child is under one year old). The remaining period is subject to agreement with the employer or the public employment service.

Leave benefit: During the period of parental leave a leave benefit is paid which corresponds to (up to) 70% of the maximum rate of unemployment benefit. As from 1 April 1997 this benefit level will be reduced to 60%.

Sabbatical leave

Sabbatical leave (for any purpose) may be granted for periods of 13 to 52 weeks.

The target group is employed persons above 25 years of age.

Conditions: The leave must be agreed with the employer. The person concerned must be a member of an unemployment insurance fund and qualify for unemployment benefits and have been employed for three years within the last five years. Finally, it is a condition that the vacancy is filled by an unemployed person who has been unemployed for at least one year.

Leave benefit: During sabbatical leave a leave benefit is paid which amounts to (up to) 70% of the maximum rate of unemployment benefit. As from 1 April 1997 the benefit level will be reduced to 60%.

The sabbatical leave scheme will expire at the end of March 1999.

Supplement to leave benefits

All the leave benefits may be supplemented by the employer. The benefit in connection with parental leave may also be supplemented by a local authority grant of up to DKR 35,000. The leave benefit is paid to the employer if the employee receives his/her normal wage or salary during the period of leave.

Administration

The leave schemes are administered by the public employment service which also offers its assistance in connection with the establishment of job rotation schemes. As mentioned earlier, the Act on leave schemes should also be seen in the context of the Act on active labour market policy. The public employment service is to ensure that the leave schemes has the best possible employment effects by establishing job rotation schemes. This can be done by offering guidance to employed persons about the possibilities for obtaining leave for advanced and continued training and by counselling and, in some cases, co-financing of the training of the replacement workers.

Financing

About DKR 6.8 billion have been earmarked to finance the direct cost of the schemes in 1996. Seen as a whole, the schemes will be cost-neutral in relation to the public budgets, as the costs of the leave schemes are off-set by, among other things, reduced expenditure on unemployment benefits.

The voluntary early retirement pay scheme

The voluntary early retirement pay scheme (VERPS) took effect on 1 January 1973 as a labour market policy measure.

The scheme covers people who have reached the age of sixty and are members of an unemployment insurance fund, provided that:

- they have been members of an unemployment insurance fund for at least twenty years in the last 25 years; however, people who have reached the age of 40 before 31 March 1992 qualify if they have been members since that date and have been members for 10 years within the last 15 years;
- they satisfy the conditions for entitlement to unemployment benefits (daily cash benefits) in case of unemployment; and
- they are resident in Denmark.

Members who are receiving benefits under the social pension acts will not be entitled to the VERP allowance.

This scheme means that it is possible for both wage and salary earners as well as self-employed persons to obtain VERP when they reach the age of sixty, as membership of an unemployment insurance fund is open to any employed person.

When joining the scheme the member will receive VERP equalling the amount which the member would have been entitled to if he had been unemployed. The daily cash benefit totals 90% of the previous earnings of the insured, but not more than approximately DKR 136,730 per annum (1997 rate). The maximum rate is adjusted every year on 1 July.

This amount of VERP will be paid for as long as the person concerned would have been entitled to receive daily cash benefits. For full-time insured members over 60 years of age the pay rate can amount to a maximum of approximately DKR 136,730 per annum for a maximum of 2½ years. For the rest of the VERP period the rate may amount to not more than 80% of this (approx. DKR 112,060 per annum). For the same periods the VERP for part-time insured members may constitute a maximum of 2/3 of this amount.

According to the provisions of the Act, any person who receives VERP is allowed to be in employment for a total of not more than 200 hours a year. If the total of 200 hours is exceeded, the member must withdraw from the VERP scheme. The income received for the 200 hours of work is not deducted from the VERP.

Persons who have joined the VERP scheme are not allowed to engage in activities as self-employed persons.

Certain kinds of pensions are deducted from the VERP. However, other kinds of pensions are not usually deducted.

The VERP may not be exported; however, the right to receive the VERP is maintained during stays abroad totalling not more than three months annually.

A member who leaves the voluntary early retirement pay scheme in order to return to the labour market may rejoin the scheme once. If a person moves from the voluntary early retirement pay scheme to join the part-time early retirement pay scheme, he may later rejoin the voluntary early retirement pay scheme. If a person leaves the voluntary early retirement pay scheme for other reasons it will not be possible to rejoin it.

The part-time early retirement pay scheme

Gradual withdrawal from the labour market is an issue which has been discussed for years. In the spring of 1994 all parties of the *Folketing* (the Danish Parliament) concluded an agreement on introduction of part-time voluntary early retirement for elderly employees who partly retire from the labour market and who work reduced hours. The part-time early retirement scheme took effect on 1 January 1995.

In order to qualify for part-time early retirement pay, the person must be between 60 and 66 years of age and must satisfy the conditions for joining the ordinary early retirement pay scheme. This means that he or she must be entitled to unemployment benefits and must have been a member of an unemployment insurance fund for 20 years within the last 25 years. However, persons who reached the age of 40 years before 31 March 1992 qualify if they have been members since that date and for at least 10 years within the last 15 years.

The employees concerned must substantiate that the working time has been reduced by at least 1/4, however, not to less than 12 hours per week on average.

Self-employed persons must substantiate that their working time as self-employed has been reduced to 18½ hour per week.

Unemployed persons and persons who are on early retirement pay and obtain part-time work may join the part-time early retirement pay scheme.

Part-time early retirement pay is paid at a fixed rate of about 58 DKR for each hour by which the working time is reduced.

It is the unemployment insurance funds which administer the scheme and pay out part-time early retirement pay (like the ordinary early retirement pay scheme).

1. General Measures

DK-i.1 Individual action plan (*Individuel handlingsplan*)

DK-i.2 Job training (*Jobtræning*)

DK-i.3 Individual job training (*Individuel jobtræning*)

DK-i.4 Enterprise allowance (*Etableringsydelse*)

DK-i.5 Training leave (*Orlov til uddannelse*)

DK-i.6 Parental leave (*Orlov til børnepasning*)

DK-i.7 Sabbatical leave (*Sabbatorlov*)

Individual action plan
(Individuel handlingsplan)*Aim*

The intention underlying the Act on an active labour market policy is to give unemployed persons a relevant offer at the right time with a view to getting him or her back into employment in an ordinary unsubsidised job. With a view to solving this task in the best possible way an individual action plan is drawn up.

Legal basis

The (Consolidation) act on an active labour market policy, no. 1199 of 27 December 1993.

Contents

An unemployed person has a right to an individual action plan after 6 months' unemployment. The individual action plan is drawn up by the public employment service in cooperation with the unemployed person. The action plan is signed by both parties and it lays down what offers the person is to receive taking into account both the needs of the labour market and his or her own wishes and preferences. If the situation of the unemployed person changes, the action plan is revised and updated.

Institutional support

The scheme is administered by the Public Employment Service.

Job training (Jobtr ning)

Aim

The aim of job training is to improve the unemployed person's chances of obtaining a job in the ordinary labour market.

Legal basis

The (Consolidation) Act on an active labour market policy, no. 1199 of 27 December 1993.

Contents

The unemployed person is offered employment – either with a public or a private employer with a wage subsidy of DKR 43.77 per hour (as per March 1995). In connection with employment with a private employer the terms and conditions offered must be those applying under the appropriate collective agreement. In connection with employment in the public sector there is a ceiling on the wage so that the maximum hourly wage is DKR 82. Other terms of employment must be those following under the appropriate collective agreement.

Financial resources

The financing of the active labour market policy is primarily assured by the state. The county/municipal authorities contribute through payment of the net wage costs in connection with job training places in the county/municipal sector.

Institutional support

The regional labour market councils and the public employment service.

Duration

Unemployed members of an unemployment insurance fund may be offered job training for up to 2 years within sub-periods 1 and 2.

However, the wage subsidy is payable for up to 1 year.

**Individual job training
(*Individuel jobtr ning*)***Aim*

The aim of individual job training is to provide training for persons who find it difficult to obtain ordinary job training (cf. measure DK-i.2)

Legal basis

The (Consolidation) Act on an active labour market policy, no. 199 of 27 December 1993.

Contents

The target group for individual job training are unemployed persons who find it difficult to obtain employment at ordinary terms of pay or employment or in job training in the ordinary job market. As a main rule, individual job training will be offered in sub-period 2. Individual training may take the form of employment with private associations, private households, sports clubs, cultural associations, etc. as well as with public employers.

Financial resources

The allowance paid in connection with individual job training corresponds – for unemployed persons in sub-period 2 – to the maximum rate of unemployment benefit.

Institutional support

The public employment service.

Duration

According to agreement between the public employment service and the employer.

DK-i.4

**Enterprise allowance
(Etableringsydelse)***Aim*

The aim of the enterprise allowance scheme is to make it possible for unemployed persons to set up their own enterprise with an enterprise allowance.

Legal basis

The (Consolidation) Act on an active labour market policy, no. 1199 of 27 December 1993.

Contents

It is a condition for receiving an enterprise allowance that a business plan is first drawn up and approved.

Financial resources

The enterprise allowance corresponds to 50% of the maximum rate of unemployment benefit.

Institutional support

The public employment service.

Duration

The enterprise allowance is payable for up to 2½ years.

Training leave (Orlov til uddannelse)

Aim

The aim of training leave is to make it possible to take leave for training purposes and to create job rotation on the labour market.

Legal basis

The (Consolidation) Act on leave, no. 1060 of 20 December 1995.

Contents

Training leave may be given for a period of one week to one year for approved training courses. However, as the main rule leave may not be given in connection with participation in medium and long-term advanced education programmes.

The target group are unemployed persons, persons in employment and self-employed persons above the age of 25 years. It is a condition for obtaining leave that the person concerned is a member of an unemployment insurance fund and qualifies for unemployment benefit. Persons in employment and self-employed persons must further have been working for 3 years within the last 5 years. As regards employees, leave is subject to an agreement with the employer.

Financial resources

During the leave a leave benefit is paid of (up to) 100% of the maximum rate of unemployment benefit.

Institutional support

The administration of the leave schemes is the responsibility of the public employment service which also has to offer its assistance in connection with the introduction of job rotation arrangements. The Act on leave schemes must be seen in the context of the Act on an active labour market policy so that the public employment service may contribute – through guidance to employed persons about the possibilities for taking leave and about training and further training opportunities – to ensuring that leave schemes will lead to increased employment through job rotation arrangements.

Duration

Training leave may be given for a period of 1 week to 1 year.

Effects

By the end of 1995 a total number of about 70,000 persons were on leave; of these about 34,000 were on training leave.

DK-i.6

Parental leave (Orlov til børnepasning)

Aim

The aim of the parental leave scheme is to make it possible for parents to take leave to take care of their children and to create job rotation on the labour market.

Legal basis

The (Consolidation) Act on leave, no. 1060 of 20 December 1995.

Contents

Parental leave may be given for consecutive periods from 13 to 52 weeks. The target group are persons in employment, self-employed persons and unemployed persons with children in the age group 0-8 years. Both parents may (together or separately) obtain leave for up to 52 weeks for each of their children between 0-8 years.

For employees and self-employed persons it is a condition that the person concerned qualifies for cash benefits in the event of sickness and maternity. Employees have a right to leave for 13 weeks (26 weeks if the child is under 1 year old). The remaining period is subject to agreement with the employer. As regards unemployed persons it is a condition that the person concerned qualifies for unemployment benefit or is receiving social assistance.

Financial resources

During the period of parental leave a leave benefit is paid which corresponds to (up to) 70% of the maximum rate of unemployment benefit. As from 1 April 1997 the benefit will be reduced to 60%. The municipal authorities may supplement the leave benefit by a subsidy of up to DKR 35,000.

Institutional support

The administration of the leave schemes is the responsibility of the public employment service which also has to offer its assistance in connection with the introduction of job rotation arrangements. The Act on leave schemes must be seen in the context of the Act on an active labour market policy so that the public employment service may contribute – through guidance to employed persons about the possibilities for taking leave and about training and further training opportunities – to ensuring that leave schemes will lead to increased employment through job rotation arrangements.

Duration

Parental leave may be given for consecutive periods from 13 to 52 weeks.

Effects

By the end of 1995 a total number of about 70,000 persons were on leave; of these about 34,000 were on parental leave.

Sabbatical leave (*Sabbatorlov*)

Aim

To offer employed persons the possibility of taking sabbatical leave and to create job rotation on the labour market.

Legal basis

The (Consolidation) Act on leave, no. 1060 of 20 December 1995.

Contents

Sabbatical leave (i.e. leave for any purpose) may be given for consecutive periods of 13 weeks' up to one year. The target group are employed persons above 25 years of age. The period of leave must be agreed with the employer. It is also a condition that the person concerned is a member of an unemployment insurance fund and qualifies for unemployment benefit. Finally, it is a condition that the vacancy is filled by a person who has been unemployed for at least one year.

Financial resources

During the leave a leave benefit is paid of (up to) 70% of the maximum rate of unemployment benefit. As from 1 April 1977 the leave benefit will be reduced to 60%.

Institutional support

The administration of the leave schemes is the responsibility of the public employment service which also has to offer its assistance in connection with the introduction of job rotation arrangements. The Act on leave schemes must be seen in the context of the Act on an active labour market policy so that the public employment service may contribute – through guidance to employed persons about the possibilities for taking leave and about training and further training opportunities – to ensuring that leave schemes will lead to increased employment through job rotation arrangements.

Duration

Sabbatical leave may be given for consecutive periods of at least 13 weeks' duration to a maximum of one year. The sabbatical leave scheme is a pilot scheme which will expire by the end of March 1999.

Effects

By the end of 1995 a total number of about 70,000 persons were on leave; of these about 2,000 were on sabbatical leave.

2. Employment Maintenance

- DK-ii.1 Redrafting of young persons for military service (*Genindkaldelse til militærtjeneste*)
- DK-ii.2 Work stoppage due to weather conditions or lack of materials (*Vejrlig eller materialemangel*)
- DK-ii.3 Work Sharing (*Arbejdsfordeling*)

DK-ii.1

**Redrafting of young persons for military service
(*Genindkaldelse til militærtjeneste*)***Aim*

To enable young persons to be redrafted for military service without losing their jobs.

Legal basis

Section 6 of the Salaried Employees' (Legal Relationship) Act no. 261 of 9 June 1948, most recently amended on 23 July 1987.

Contents

Employees employed under the Salaried Employees' (Legal Relationship) Act are entitled to be reinstated in their jobs at the same level of seniority in connection with their second or subsequent period of military service.

Financial resources

The employee is entitled to receive a salary from the employer for the month in which he is drafted and the following month.

DK-ii.2

**Work stoppage due to weather conditions or lack of materials
(Vejrlig eller materialemangel)***Aim*

To continue payment to employees temporarily deprived of work due to weather conditions or lack of materials.

Legal basis

- Act on the Unemployment Insurance System, etc.;
- Consolidation Act no. 16 of 11 January 1994;
- Order no. 1143 of 20 December 1995 on payment of supplementary benefits.

Contents

Employees who are members of an unemployment insurance fund are entitled to daily cash benefits if weather conditions or lack of materials make it necessary to suspend work.

Financial resources

On the fourth day at the latest of an uninterrupted period of lay-off the employee must register as a jobseeker at the public employment office in order to qualify for daily cash benefits.

Institutional support

The scheme is administered by the Public Employment Service.

Work Sharing (Arbejdsfordeling)

Aim

To maintain jobs by giving financial aid to workers who share the work available.

Legal basis

- Act on the Unemployment Insurance System, etc.;
- Consolidation Act no. 16 of 11 January 1994;
- Order no. 1143 of 20 December 1995 on payment of supplementary benefits.

Contents

A member of an unemployment insurance fund who works under a work sharing scheme shall be entitled to reduced (supplementary) cash benefits if the work sharing arrangement meets the following requirements:

- The work sharing arrangement must be introduced according to an existing collective agreement or other agreement on temporary reduction of the working time with a view to avoiding dismissals.
- The public employment service must be notified of the work sharing scheme not later than one week before it is planned to start.
- The working time must be reduced by whole days and the reduction must be at least two days per week.
- The work sharing scheme must be agreed to cover the whole enterprise, a particular division of the enterprise, or a particular production unit of the enterprise.
- The work sharing must provide for the issue of special so-called "release certificates" (*frigørelsesattester*) which make it possible for members covered by the scheme to quit their job without notice in order to take over a job with longer working hours.

Financial resources

Employees who are members of an unemployment insurance fund may receive supplementary cash benefits.

Institutional support

The individual labour market boards must approve the work sharing scheme if it lasts more than 13 weeks. Otherwise, the work sharing scheme must be introduced according to an existing collective agreement or other agreement.

3. Aid to the Unemployed

DK-iii.1 Unemployment insurance (*Arbejdsløshedsforsikring*)

Unemployment insurance (Arbejdsløshedsforsikring)

Aim

To provide unemployment insurance.

Legal basis

- The Act on the Public Employment Service and the Unemployment Insurance System, etc.;
- Consolidation Act no. 586 of 13 August 1990;
- Consolidation Act no. 855 of 17 September 1996.

Contents

Employees and self-employed persons who are members of an unemployment insurance fund and who satisfy the conditions for receiving daily cash benefits in the event of unemployment are entitled to unemployment insurance. Daily cash benefits are granted for up to 6 days a week and are set at a maximum amount corresponding to 90% of the previous earnings of the persons concerned for one week, with a ceiling of DKR 2,630 per week (1997).

Financial resources

The financing of the unemployment insurance scheme is based on labour market contributions, membership contributions and transfer payments from the State.

Institutional support

The scheme is administered by the state-approved unemployment insurance funds.

Duration

Entitlement to daily cash benefits is conditional upon employment for a period equivalent to the full normal working hours within the trade or occupational field concerned for at least 52 weeks within the last 3 years, or employment as a self-employed person to the same extent. For part-time employees the employment requirement is 34 weeks within the last 3 years.

When a member satisfies the conditions for entitlement to unemployment benefits, he or she will, normally, be entitled to unemployment benefits for a period of 2 years followed by various offers of training/employment for a period of 3 years.

Members above the age of 60 years are entitled to unemployment benefits for a maximum of 30 months.

Members under the age of 25 years who have not completed vocational training may, as a starting point, only receive unemployment benefits for 6 months within a period of 9 months. After this period the member has a right and duty to offers of training (or a job offer). During participation in training the member may receive an allowance corresponding to 50% of the maximum rate of unemployment benefits.

4. Training, Retraining and Occupational Mobility

DK-iv.1 Adult vocational training (*Arbejdsmarkedsuddannelserne*)

DK-iv.2 VTP and IDV courses (*VTP- og IDV-kurser*)

cf. also DK-i.2, DK-i.3, DK-vi.1, DK-vi.4

Adult vocational training (Arbejdsmarkedsuddannelserne)

Aim

Vocational training courses for adults serve the following purposes:

- to provide, maintain or improve the vocational skills of the participants in accordance with the needs of the enterprises, the labour market and the individuals, on the basis of the vocational background of the individual and in line with the technological and social development, and
- to facilitate conversion and adaptation problems on the Danish labour market.

Contents

The qualifications which a person obtains by participation in a specific training programme are well-known and generally accepted on the labour market and recognised by the social partners. These training schemes give the participants formal qualifications that are recognised national.

The organisation of vocational training programmes is to a great extent based on a close cooperation with the social partners, who are, among other things, involved in the identification of training needs, development and formulation of the content of the training programmes as well as training of teachers and instructors.

Training programmes exist within more than 50 occupational fields/sectors. For each occupational field a committee for continued training has been set up and is – in cooperation with the National Labour Market Authority and the Training Committee – responsible for the content of the training programmes.

**VTP and IDV courses
(VTP- og IDV-kurser)***Aim*

VTP courses are adult vocational training courses which are specifically tailored to suit the needs of specific enterprises.

IDV courses offer the enterprises training which caters for their specific needs. The full cost of the training is paid for by the users.

Legal basis

- The Act on Adult Vocational Training;
- Consolidation Act no. 430 of 30 June 1993.

*Financial resources***IDV:**

The enterprise pays the full costs of the training.

VTP:

No state subsidies are paid to cover costs incurred because of the special design of the training course to suit the specific needs of the enterprise. Support is granted to cover the wages of trainers and teachers and the participants receive 50% compensation for loss of earnings as for participation in the training courses for semi-skilled workers, etc.



5. Job Creation

cf. DK-i.4

cf. DK-vi.2

6. Special Categories of Workers

Youth

DK-vi.1 Basic vocational training (*Grundlæggende erhvervsuddannelse*)
cf. also DK-i.3

General

DK-vi.2 Local activation (*Kommunal aktivering*)

DK-vi.3 Initiation of training against payment (*Iværksættelse af uddannelse mod betaling*)

DK-vi.4 Specific training courses (*Sammenhængende uddannelsesforløb*)

DK-vi.5 Individual testing of qualifications

DK-vi.6 One-year vocational training programme for unemployed persons (P47)
(*Den et-årige arbejdsmarkedsuddannelse for ledige – P47*)

cf. also DK-i.2

Basic vocational training (Grundlæggende erhvervsuddannelse)

Aim

- To motivate young persons to undergo training and to ensure that all young persons who want to undergo vocational training can do so;
- to give young persons relevant training;
- to meet the needs of the labour market;
- to offer opportunities for further and advanced training;
- to provide a basis for continued training.

Legal basis

- The Act on Vocational Training;
- Consolidation Act no. 480 of 22 June 1990, as amended most recently by Act no. 321 of 29 May 1991.

Contents

The reform of vocational training activities which took effect on 1 January 1991 introduced a new system of vocational training. The reform also brought about a reduction in the number of different training programmes from 300 to about 85.

New legislation has also been introduced as regards practical training places. The new legislation means that more enterprises can now be approved for the purpose of offering practical training places to young persons. Young persons who are not able to find a training place in an enterprise may now be offered practical training in commercial or technical schools instead.

Institutional support

The reform of the vocational training system is characterised by decentralisation. It is the training schools which register training agreements while special committees are responsible for approving the enterprises which recruit trainees.

Local activation (Kommunal aktivering)

Aim

The aim is to create more and better offers of employment and training in connection with activation measures for unemployed persons receiving social assistance.

Legal basis

The (Consolidation) Act on activation at the local level, no. 8 of 5 January 1994.

Contents

The Act on activation at the local level should be seen in the context of the Act on active labour market policy and other rules concerning activation measures, for instance in social legislation. The target group are persons receiving social assistance including persons who are insured against unemployment, but who do not qualify for or have lost their entitlement to unemployment benefits. The instruments under the Act on local activation which the county/municipal authorities may use either separately or in combination are to a wide extent identical with those which apply to persons who receive unemployment benefits:

- information and guidance;
- personal action plan;
- job training;
- individual job training;
- self-start allowance to persons who want to set up their own business.

Financial resources

The financing of the costs of activation of persons receiving social assistance is shouldered by the county/municipal authorities. The state grants reimbursements/subsidies to the county/municipal authorities in connection with the costs for activation of persons on social assistance.

Institutional support

The initiation and implementation of activities for persons on social assistance are the responsibility of the individual county/municipal authorities.

DK-vi.3

**Initiation of training against payment
(*Iværksættelse af uddannelse mod betaling*)***Aim*

To improve the employment opportunities for young persons and for other disadvantaged groups of unemployed persons.

Legal basis

Act on municipal activation, June 1993.

Contents

In order to strengthen the training aspect of the action taken to combat unemployment it has now been made possible for municipal/county authorities to buy training courses. This applies not only to adult vocational training courses (the so-called *AMU* courses), but to all types of courses. It is up to the municipal/county authorities themselves to agree on their joint financing of training, including any compensation allowance to the participants.

Participants in adult vocational training courses may undergo practical training in an enterprise for up to four weeks.

**Specific training courses
(Sammenhængende uddannelsesforløb)***Aim*

A number of specific training courses have been introduced that are targeted on different groups, such as employed persons, unemployed persons, young persons and refugees/migrant workers.

Contents

There are four main groups of training courses:

1. Centrally organised ordinary training courses.
2. Decentralised ordinary training courses.
3. Centrally organised special training.
4. Decentralised special training courses.

Duration

The training programmes have a duration of from 6 weeks to several months. Ordinary training courses typically have a duration of up to 36 weeks, whereas special training courses may have a duration of up to 18 months.

DK-vi.5

Individual testing of qualifications

Aim

The aim of individual testing of qualification is to identify the vocational skills and general qualifications of individuals with a view to their participation in vocational training courses or other specifically targeted vocational education or training.

Contents

The training mainly takes places in workshops, and comprises education and vocational guidance, practical testing of vocational skills and general qualifications in relation to the vocational training programmes selected.

Duration

The target group for individual testing of qualifications comprises unemployed persons as well as persons in employment. The duration is from 1 to 3 weeks, depending upon the individual background and needs of participants.

DK-iv.6

**One-year vocational training programme for unemployed persons
(Den et-årige arbejdsmarkedsuddannelse for ledige – P47)***Aim*

The one-year vocational training programme for unemployed persons aims at giving the participant vocational and general skills at strengthening their flexibility, self-reliance and problem-solving capacity so that they will be broadly qualified for performing job functions within the occupational sector on which the individual programme is targeted.

Target group

Unemployed persons above 25 years without up-to-date vocational skills.

Legal basis

- Act no. 430 of 30 June 1993 on vocational training
- Order no. 1047 of 17 December 1993 issued by the Ministry of Labour on the content and structure of vocational training, etc.

Contents

The training takes the form of alternating training comprising a theoretical part of 30-36 weeks and practical training of 10-13 weeks duration.

Financial resources

The training is free of charge for the participants and the participants receive a training allowance.

Duration

About 33 weeks plus 10-13 weeks' practical training.

7. Working Time

Early retirement

- DK-vii.1 Voluntary early retirement pay scheme – VERPS (*Efterlønsordningen*)
(cf. Chapter III Introduction)

- DK-vii.2 Part-time early retirement pay scheme (*Dølefterløøn*)
(cf. Chapter III Introduction)

DK-vii.1

Voluntary early retirement pay scheme – VERPS (Efterlønsordningen)

Aim

To enable workers between 60 and 67 years of age to receive voluntary early retirement pay and to make it easier for younger workers to obtain employment.

Legal basis

- The Act on the Public Employment Service and the Unemployment Insurance System, etc.;
- Consolidation Act no. 586 of 13 August 1990;
- Consolidation Act no. 855 of 17 September 1996.

Contents

The voluntary early retirement pay scheme may be joined from the age of 60 by older members of an unemployment insurance fund who withdraw from the labour market before the normal pensionable age (67 years), whether they have been in employment or unemployed prior to joining the scheme.

Financial resources

The expenditure on VERPS is covered by the state, but members of unemployment insurance funds must pay a contribution to the state. On an annual basis this corresponds to about 4 times the amount of daily cash benefits as per 1 July of the preceding year. The employers must pay a contribution which corresponds to a per mille rate of the VAT basis to be fixed once a year by statute.

Institutional support

The voluntary early retirement pay scheme is administered by the unemployment insurance funds.

Duration

Voluntary early retirement pay may be received from the age of 60 until the person concerned reaches the age of 67 (the normal pensionable age).

Effects

The scheme took effect on 1 January 1979. By the end of 1996 about 123,735 persons were receiving voluntary early retirement pay.

Part-time early retirement pay scheme (Delefterløn)

Aim

The aim of the part-time early retirement pay scheme is to make it possible for elderly employees to retire partly from the labour market.

Legal basis

- The (Consolidation) Act on unemployment insurance, etc., no. 16 of 11 January 1994, as amended by Act no. 413 of 1 June 1994;
- Consolidation Act no. 855 of 17 September 1996.

Contents

In order to qualify for part-time early retirement pay the person must be between 60 and 66 years of age and must satisfy the conditions for joining the ordinary voluntary early retirement pay scheme.

The employee concerned must substantiate that the working time has been reduced by at least 1/4, however, to not less than 12 hours per week on average.

Self-employed persons must substantiate that their working time as self-employed has been reduced to 18½ hour per week.

Part-time early retirement pay is paid at a fixed rate of about 58 DKR for each hour by which the working time is reduced.

Financial resources

The part-time voluntary early retirement pay scheme is financed in the same way as the ordinary early retirement pay scheme.

Institutional support

It is the unemployment insurance funds which administer the scheme and pay out part-time early retirement pay (like the ordinary early retirement pay scheme).

Duration

Part-time early retirement pay may be received by persons in the age group 60 to 66 years.

8. Placement Measures

DK-viii.1 Special placement activities (*Særlige formidlingsaktiviteter*)

DK-viii.2 Educational and vocational guidance (*Uddannelses- og erhvervsvejledning*)

DK-viii.1.

**Special placement activities
(Særlige formidlingsaktiviteter)***Aim*

To promote employment and balance in the labour market through special measures.

Legal basis

- Act on active labour market policy no. 1199 of 27 December 1993, as amended by Act no. 1085 of 21 December 1994;
- Order no. 1200 of 27 December 1993 on active labour market policy measures.

Contents

With a view to promoting employment and balance in the labour market, subsidies may be granted to activities targeted at persons who are registered with the public employment service as job-seekers and at efforts to fill vacancies notified to the public employment service. Normally, a condition for granting such subsidies will be that there are no unemployed people in the local area with the skills required to fill the vacancies concerned. Subsidies may, for instance, be granted for organising information meetings in enterprises with vacancies and to cover costs in connection with jobseeking activities, including travel costs associated with recruitment interviews and job tests and participation in information meetings. The public employment service is responsible for the administration of these activities. The National Labour Market Authority retains a small part of the appropriations in a central fund to cover national activities and measures.

Financial resources

It is up to the public employment service in the individual region to decide which activities to support (section 28 (1) of the above-mentioned order).

Institutional support

The National Labour Market Authority assists the local employment services in administering this scheme.

DK-viii.2

**Educational and vocational guidance
(Uddannelses- og erhvervsvejledning)***Aim*

To enable people to receive educational and vocational guidance to promote their subsequent integration into working life.

Legal basis

The Act on Educational and Vocational Guidance – Act 276 of 10 June 1981.

Contents

Guidance shall be given with due regard to the personal qualifications of the individual and to his/her future employment prospects. Its purpose is to ensure that the person concerned obtains a satisfactory educational basis and position in working life.

Institutional support

Educational and vocational guidance is given by the public employment service, by schools and other educational institutions and by other authorities and institutions.

A Council for Educational and Vocational Guidance has been set up for the purpose of contributing to the development and coordination of guidance activities and preparing proposals on matters relating to such guidance.

In each region a committee has been set up to coordinate regional guidance activities concerning education/training, and industrial and labour market matters.



9. Other Measures

- DK-ix.1 Equal treatment of men and women as regards access to employment, etc. (*Ligebehandling af mænd og kvinder*)
- DK-ix.2 Equal pay for men and women (*Ligeløn til mænd og kvinder*)
- DK-ix.3 Protection against dismissal due to organisational matters (*Beskyttelse mod afskedigelse som følge af organisationsforhold*)
- DK-ix.4 Ban on discrimination on the labour market (*Forbud mod diskrimination på arbejdsmarkedet*)

DK-ix.1

**Equal treatment of men and women as regards access to employment, etc.
(*Ligebehandling af mænd og kvinder*)**

Aim

To ensure equal treatment for men and women as regards access to employment, training and other working conditions.

Legal basis

- The Act on Equal Treatment of Men and Women as regards Access to Employment, etc.;
- Act no. 244 of 1989, amended most recently by Consolidation Act no. 875 of 17 October 1994.

Contents

An employer is not allowed to discriminate on the basis of gender. This principle applies to both direct and indirect discrimination, mainly with reference to pregnancy or marital status or family responsibilities. An employer who employs men and women at the same place of work shall treat them equally as regards employment, vocational training and retraining and other working conditions.

The Equal Treatment Act also contains rules on absence from work due to maternity leave.

As a result of an amendment to the Act in 1989 the sanctions against employers who dismiss a pregnant woman were made more severe as the burden of proof was reversed (the employer must prove that the dismissal is not related to the pregnancy). Women who have been unfairly dismissed have a right to be reinstated in their job. However, it is possible under the Act to make employers pay compensation corresponding as a maximum to 78 weeks' pay as an alternative to reinstatement.

Financial resources

If an employee is dismissed for having claimed equal treatment, the employer will be liable to pay him/her compensation.

Institutional support

The Minister of Labour may grant exemptions from the Act (positive discrimination) with a view to promoting equal opportunities for men and women, mainly by reducing or countering existing inequalities which influence access to employment, vocational training, etc.

The Equal Opportunities Council may grant exemptions from the Equal Treatment Act (positive discrimination).

**Equal pay for men and women
(Ligeløn til mænd og kvinder)***Aim*

To ensure equal pay for men and women.

Legal basis

The Equal Remuneration (Men and Women) Act, no. 639 of 17 July 1992.

Contents

Any employer who employs men and women at the same place of work shall give them equal pay for the same work or work having the same value. If different wages are paid to men and women the onus of justifying this is on the employer.

Financial resources

If an employee is dismissed for having claimed equal pay under the above-mentioned Act, the employer will be liable to pay him/her compensation.

Institutional support

The Act only applies if the employer is not already under an obligation to give equal pay under a collective agreement.

DK-ix.3

**Protection against dismissal due to organisational matters
(Beskyttelse mod afskedigelse som følge af organisationsforhold)**

Aim

To protect employees from dismissals due to organisational matters, i.e. for being or not being a member of a trade union or other professional organisation.

Legal basis

- The Act on Protection against dismissal due to organisational matters;
- Act no. 285 of 9 June 1987.

Contents

An employer is not allowed to dismiss an employee for being a member of a union or of a specific union or for not being a member.

Financial resources

If an employee is dismissed in violation of the provisions laid down in the Act, the employer shall be liable to pay him/her compensation.

DK-ix.4

Ban on discrimination on the labour market
(Forbud mod diskrimination på arbejdsmarkedet)*Aim*

To prevent any kind of discrimination on the labour market due to race, colour, religion, political opinion, sexual orientation or national, social or ethnic origin and to implement ILO Convention no. 111 on discrimination in occupation and employment as well as the UN Convention on racial discrimination on the labour market.

Legal basis

Act No. 459 of 12 June 1996 prohibiting discrimination on the labour market, etc.

Contents

An employer may not discriminate employees or applicants for vacancies due to race, colour, religion, political opinion, sexual orientation or national, social or ethnic origin. The prohibition against discrimination also applies in connection with recruitment, dismissal, transfer, promotion and in relation to pay and working conditions and also covers to any person engaged in guidance and training activities and engaged in placement activities.

Financial resources

If an employer discriminates against an employee in violation of this Act, the employee may be awarded compensation. An employer who inserts a discriminatory job advertisement may be liable to a fine.

Institutional support

If a specific race, colour, ethnic origin etc., is genuinely in connection with the exercise of certain professional activities or training, the responsible ministers may grant exemptions from the main rules of the Act after consultation with the Ministry of Labour.

CHAPTER IV INFORMATION AND RESEARCH

1. Statistical Data

1.1 *Danmarks Statistik* – the National Bureau of Statistics

Danmarks Statistik is the central authority for Danish statistics. It was established to collect, process and publish statistical information on aspects of life in Denmark, either alone or in cooperation with other agencies of local or central government. On request *Danmarks Statistik* may also compile statistics for local government agencies, private organisations, enterprises, etc. Moreover, *Danmarks Statistik* supervises or assists in the establishment and use of central registers operated by public authorities, assists public committees and commissions, prepares statistical analyses and forecasts and participates in international statistical cooperation.

General publications

News from *Danmarks Statistik* (*Nyt fra Danmarks Statistik*)

Is a rapid release service primarily intended for the news media. It presents summary results of the most important monthly, quarterly and annual inquiries and surveys. As a general rule, more detailed results are later given in *Danmarks Statistik*'s other publications.

The annual number of issues is around 360 and it is obtainable only by subscription.

Monthly Review of Statistics (*Statistisk månedsoversigt*)

Gives an overall view of essential short-term statistics. It is primarily intended for those who wish to follow some key items of important monthly and quarterly statistics.

The Monthly Review contains some of the most frequently used statistical indicators of economic trends in Denmark. Moreover, it contains a separate chapter with international statistics, including main economic indicators.

As far as possible, the statistics are given in the form of annual figures for the last five years and either monthly figures for the last 25 months, or quarterly figures for the last 16-19 quarters.

Another feature of the publication is an economic calendar, i.e. a textual outline of recent events in Denmark that are important for an evaluation of general trends in the Danish economy.

A separately published annual supplement contains source references and notes to the individual tables of the monthly issues.

It also contains an economic calendar covering the entire period of years for which figures are published in the monthly issues.

Statistical ten-year review (*Statistisk tiårsoversigt*)

Presents comparable annual statistics for the past ten years thus revealing both trends and structural changes.

The ten-year review is adapted to the educational sector.

The tables are supplemented by charts and definitions of the most important concepts used in the publication within the fields of economics, demography, etc. The ten-year review also contains a politico-economic calendar covering the last 12 years. It appears every year in September.

Statistical Yearbook (*Statistisk årbog*)

Consists of tables (without explanatory text) with the main results of most censuses and surveys conducted by *Danmarks Statistik*. This makes the Yearbook the major single work summarising statistics compiled by *Danmarks Statistik*.

In addition there are tabulations of data compiled and published by Danish institutions other than *Danmarks Statistik*, and a chapter concerning international statistics in the form of abstracts of international publications.

Statistical Yearbook is subdivided into 15 subject groups and each subject group contains a textual description of statistical basis, definitions and other published statistics.

Statistical Yearbook also contains a chapter on international affairs. This chapter is mainly in the form of abstracts from international publications.

Statistical Yearbook has a final section giving surveys of the classifications of occupations and goods used, units of weights and measures and the most recent publications from *Danmarks Statistik*.

Denmark for 30 years. Statistical survey 1958-1988 (*Danmark i 30 år. Statistisk oversigt 1958-1988*)

Danmark i 30 år is a brief survey containing statistics for the period 1958-1988. The publication has been developed for educational purposes.

Texts, figures and tables show the development over a period of 30 years within the following fields: population, living conditions, labour market, industry, private consumption, public consumption, foreign trade and national accounts.

Development in Denmark is supplemented by a section on international development. The publication also contains a section with explanations of important terms and concepts.

Danish Statistics on Cultural Matters 1970-1985 (*Dansk Kulturstatistik – 1970-1985*)

Dansk Kulturstatistik – 1970-1985 was published in 1987 in cooperation with the Ministry of Cultural Affairs. The publication is a collection of statistics and in addition to traditional cultural matters it also deals with such matters as sport and leisure activities, religious activities and mass media and communication.

It also includes sections dealing with the financing of cultural activities, cultural workers, cultural education and cultural studies in addition to the separate sections dealing with the individual cultural fields. Each section starts with a brief text which describes the legislation and data sources as well as comments, tables and charts.

Living conditions in Denmark 1992 (*Levevilkår i Danmark 1992*)

Gives a number of important figures about the living conditions of the Danish population.

The publication contains 17 sections of text, tables and figures on the population's health, education/training, work, economic conditions and environment as well as conditions concerning families, children and young persons, elderly persons, housing conditions, leisure time activities, politics and foreign nationals. It is published every four years.

Subject-oriented publications

Statistical News (*Statistiske Efterretninger*)

Is the cornerstone among the publications. It presents both final and preliminary results of all periodic inquiries, surveys and censuses, as well as results of statistics compiled on an ad hoc basis.

In order to make it possible to take out a subscription for individual fields of statistics, Statistical News is divided into 13 subject-groups with the following main contents:

Population and elections (*Befolkning og valg*)

Population size, foreign nationals, births, deaths, international and external migration, marriages, divorces, families, households, adoptions, legal abortions, population forecasts.

Housing conditions and urban regulations, etc.

National elections, local government elections.

Education and culture (*Uddannelse og kultur*)

Education/training background of the population, income of students, upper secondary education, university and other higher education, free schools, single-subject courses, vocational training courses.

Cinemas, theatres, museums.

The Danish National Church.

Social Security and justice (*Social sikring og retsvesen*)

Social resources, social benefits, social security, statistics relating to the Social Assistance Act, housing allowances, family allowances, maintenance payments to children, daily cash benefits in the event of sickness or maternity, social pensions, part-time pension, cases concerning anticipatory pension, statistics concerning social appeal cases, civil administration of justice, crimes reported to the police, charges, indictments, judgements and orders, criminal law statistics for Greenland.

Labour market (*Arbejdsmarkedet*)

Labour force, employment, unemployment, work stoppages, staff statistics in the public sector, commuting statistics.

Incomes, consumption and prices (*Indkomst, forbrug og priser*)

General income and property statistics, wage statistics, tax-oriented income statistics.

Consumer expectations statistics, consumer studies, durable consumer goods, consumer goods index, net price index, wholesale price index, raw material price index.

Regulation and consumer price index for Greenland.

Agriculture (*Landbrug*)

Matters concerning production and prices, harvest, stock of grain, pig population, cattle population, dairy products, fertilisers, gross domestic product at factor cost, gross investments, volume and price index, felling in woods and plantations, export subsidies from the Agricultural Fund in Brussels.

Manufacturing industry and energy (*Industri og energi*)

Turnover in industry, balance sheet statistics for public limited companies and private limited companies in the industrial sector, statistics on economic trends, investment studies, stock statistics. Energy balance, energy supplies, energy consumption in the industrial sector.

Construction industry (*Bygge- og anlægsvirksomhed*)

Employment, building and construction activities, building costs index, contracting price index, regulation index for the residential construction sector.

Evaluation of economic development trends.

Sale of real estate, building survey.

Transport and tourism (*Samfærdsel og turisme*)

Motor vehicle stock and registrations, goods transport by road, vehicle inspections, road traffic accidents.

Ships, maritime transport, shipping.

Holidays and travel, nights spent in hotels, foreign exchange transactions in tourism, renting of summer houses.

General economic statistics and domestic trade (*Generel erhvervsstatistik og handel*)

Accounts, business units registered for VAT, sales by non-agricultural industries, register-based workplace statistics, index of retail sales.

Export trade (*Udenrigshandel*)

Imports, exports, quantity indexes, terms of trade, distribution by country, by commodity group and by mode of transport. Export trade of Greenland. Export trade of the Faroe Islands.

Money and credit market (*Penge- og kapitalmarked*)

Liquidity matters, the state's financial transactions, the liquid funds of county/municipal authorities, financial affairs of harbours, ports and plants, the balances of financial institutions, registration of mortgage deeds and charges etc., issue of bonds, interest rates and exchange rates.

Financial assets of insurance companies and of pension funds.

Forced sales, bankruptcies, compulsory winding-up of companies, compulsory compositions.

National accounts, public finance and balance of payments (*Nationalregnskab, offentlige finanser og betalingsbalance*)

National accounts, public finance, the financial affairs of the Danish National Church, local government budgets and accounts, personal taxation, advance assessment of income, real estate taxation, taxes and duties, customs and excise duties.

It is possible to take out a subscription for each subject-group of *Statistiske Efterretninger*. Single copies can also be obtained.

Annual publications, etc. (*Årspublikationer m.v.*)

Gives an all-round description of the statistics produced in various subject fields and includes explanatory text, tables and charts. In addition, this group of publications includes volumes of tables showing the results of major recurrent censuses and surveys. Typically, these publications are also divided into a text section and tables section.

Annual publications

Population flows (*Befolkningens bevægelser*)
 Population of municipalities (*Befolkningen i kommunerne*)
 Building and construction (*Bygningsopførelsen*)
 External trade of Denmark (*Danmarks vareindførsel of - udførsel*)
 Road traffic accidents (*Færdelsuheld*)
 Income and property assessments (*Indkomster og formuer*)
 Industrial statistics (*Industristatistik*)
 Input-output tables and analyses (*Input-output tabeller og analyser*)
 Local government finances (*Kommunale finanser*)
 Crime statistics (*Kriminalstatistik*)
 Agricultural statistics (*Landbrugsstatistik*)
 National accounts statistics (*Nationalregnskabsstatistik*)
 Accounts statistics for industrial enterprises (*Regnskabsstatistik for industrien*)
 Taxes and duties (*Skatter og afgifter*)

Other recurrent publications

The administrative division of Denmark (*Danmarks administrative indeling*)

General elections (*Folketingsvalget*)

Election of county/municipal councils (*Valgene til de kommunale råd*)

Statistical inquiries (*Statistiske undersøgelser*)

Is a series designed for publications providing special-purpose processing of available data of statistical studies covering a number of years.

Statistics service (*Statistikservice*)

With a special, particularly high level of detail or with data combinations.

Generally, the main data contents are listed in time series covering several years and/or standard breakdown by industry or region, at a higher level of detail than the corresponding breakdown given in *Statistical News*. Thus, the series can be seen as a special service which goes beyond *Danmarks Statistik's* general publishing obligations.

The series consists of the following publications:

Economic trends in selected countries (*Konjunkturtendenser i udvalgte lande*)
 twice a month

Quarterly national accounts (*Kvartalsvise nationalregnskaber*)

Statistics of wages and incomes (*Løn- of indkomststatistik*)
 issued 4-6 times a year

Monthly statistics of industrial employment and labour costs (*Månedlig beskæftigelses- of lønstatistik for industri*)

Monthly statistics of industrial sales and order books (*Månedlig ordre- of omsætningsstatistik for industri*)

Key figures by postal codes (*Nøgletal på postnumre*)
annual

Price statistics (*Prisstatistik*)
monthly

Social statistics (*Socialstatistik*)
issued 6-10 times a year

Sales of commodities in industry (*Varestatistik for industri*)
4 series, quarterly

Export trade analysed by commodity and country (*Udenrigshandel fordelt på varer og lande*)
quarterly

Working papers (*Arbejdsnotater*)

Deal with studies or reviews (often in a preliminary form) which – although also of interest outside *Danmarks Statistik* – have not been accepted for publication in any other series issued by *Danmarks Statistik*. Among other publications, the series includes papers on national accounts (which provide documentation and analyses relating to the Danish national accounts) and reports on the model group (progress reports concerning work on a macroeconomic model for Denmark).

The working papers are for sale.

Other publications

Danish Nomenclature

Danish Education Nomenclature (*Dansk Uddannelses-Nomenklatur – DUN*) was published in 1994 in cooperation with the Ministry of Education.

DUN is a classification based on the curricula. It comprises both existing and obsolete types of education and thus the nomenclature covers the educational background of the whole population. The different types of education are grouped into 9 levels.

Sample surveys

Sample surveys in *Danmarks Statistik (Stikprøveundersøgelse i Danmarks Statistik)* contains descriptions of 23 sample surveys within the following statistical fields: Agriculture, industry, building and construction, general industrial statistics, commerce, staff matters.

The following areas are described for each survey sample: purpose and characteristics, population, size of sample, stratification, selection of sample, calculation methods, calculation of statistical uncertainties, publication and comparability in terms of periods covered.

The book contains a brief introduction to the general problems in connection with sample surveys.

Occupational groupings code (*Danske branchekode*)

Was published in 1992. The publication contains the occupational groupings code (DSE) which is based upon the code drawn up by the UN, International Standard Industrial Classification of all Economic Activities (ISIC). DSE has a hierarchical structure in main groupings, sub-groupings, groupings and occupations.

DSE is used for classification of enterprises on the basis of their main economic activity.

New enterprises

The aim of the publication "New enterprises. Statistical data on enterprises founded in 1985 and 1986" (*Nye virksomheder. Statistisk belysning af virksomheder etableret i 1985 og 1986*) is to improve statistics on the founding of new enterprises.

The study is mainly based on new registrations and cancellations in the register of enterprises kept by the Danish VAT authorities. This makes it possible to eliminate transfers of undertakings and restructuring of enterprises.

The report describes the establishment of new enterprises on the basis of a number of structural and economic factors, including a breakdown on economic sector, location, turnover, exports, employment, gender and age of the entrepreneur.

The report was published in 1990 by *Danmarks Statistik* and the Technological Council.

Environment statistics

Economics and the environment from a statistical point of view (*Økonomi og miljø i statistisk belysning*) is a report which was prepared by the Zeuthen committee in 1990. The committee draws the conclusion that there is a need to give higher priority to developing statistics relating to environmental matters.

The committee further points to the need for more systematic and coherent statistics to illustrate physical aspects of the environment and recommends a thorough analysis of the production and publishing of statistics in this field.

The committee also recommends that the national accounts should be supplemented by so-called "satellite" accounts which may illustrate the connection between the environment and the economy.

Survey of statistics

Every year in January, *Danmarks Statistik* publishes its activity plan for the coming year. The activity plan also describes planned changes in the current production of statistics.

Guide to statistics

Guide to statistics (*Vejviser i statistikken*) gives a systematic survey of the figures etc. which are used in the current production of statistics by *Danmarks Statistik*. A brief description is given for each survey of the content and data collection, a survey of where the results are published and information on databases and various services. Furthermore, it is indicated where the method used is described and a description is also given of any future development plans. Reference is also given to supplementary statistics.

Publications from *Danmarks Statistik*

Publications from *Danmarks Statistik* (*Danmarks Statistiks publikationer*) gives a list of the publications produced by *Danmarks Statistik* over the preceding years. A description is given of the activities and services of *Danmarks Statistik*. This publication is also available in English.

The four databases of *Danmarks Statistik*

An increasing part of the dissemination of information from *Danmarks Statistik* to its customers/users takes place in the form of databases. These bases are open on a 24-hour basis and by means of the user's terminal or personal computer it is possible to retrieve more than 400 million statistical data. The databases comprise both the most recent official figures and figures for a number of years back.

Many users store figures from the databases directly in their own personal computer so that they can be combined with text, other figures, etc.

The databases always include the most recent figures, but also data going back 10-20 years. When the key figures are published in News from *Danmarks Statistik (Nyt fra Danmarks Statistik)* the users of the databases will also have access to the far more detailed data in the databases.

There are four databases:

Denmark's time series database (*Danmarks Statistiks tidsseriedatabank – DSTB*) which includes current key figures and time series for the analysis of economic trends.

Trade statistics (*Erhvervsstatistisk data – ESDB*) which includes statistics on trade and industry and monthly figures for imports and exports.

Statistics on municipalities and counties (*Kommunalstatistisk databank – KSDB*) which includes statistics broken down per county/municipality.

Labour market statistics (*Arbejdsmarkedsstatistikken's brugerbank – ABBA*) which mainly includes monthly unemployment statistics.

1.2 The Danish Employers Confederation (DA)

The DA compiles and circulates to all its members statistics of

- wages and salaries;
- employment;
- absenteeism;
- other key statistics about labour relations;
- and financial matters.

Special sector statistics are produced for member organisations.

2. Industrial Framework and Organisation of Labour Market Research

2.1 The Danish National Institute of Social Research

The legal Status of the Institute

The Danish National Institute of Social Research (*Socialforskningsinstituttet*) was set up as an independent research institute under an Act of the Danish Parliament which was passed on 18 April 1958, and amended by the Act of 19 May 1977.

The Director of the Institute is appointed by the Ministry of Social Affairs on the recommendation of the Social Research Board.

The Act stipulates that the Institute shall publish the results of its work. This is an obligation which the Institute must comply with and which at the same time serves to safeguard its independence.

Activities of the Institute

The purpose of the Danish National Institute of Social Research is to undertake research aimed at highlighting social conditions. In the Act, the Institute's research field is defined as studies and experiments aimed at highlighting social conditions, including the system of social insurance and assistance, labour market problems and social aspects of family and youth problems, housing and health conditions.

2.2 The Ministry of Labour

Arbejdsmarkedspolitisk årbog is the annual report of the Ministry of Labour on the most recent developments on the labour market. The annual report describes the most recent research results in labour market research. Because of its general character and the broad survey that it gives, the report is useful for those who have a special interest in labour market matters.

The report aims at giving an adequate description of all matters which are of significance to the development of the labour market. The report gives a description of supply and demand on the labour market and of unemployment and wage formation. It also describes new legislation in the labour market field. In addition, it contains evaluations of labour market policies.

Appendix 1: Abbreviations

ABBA	Labour market statistics
AC	Central Organisation of Academics
AMU	Adult vocational training (course)
DA	Danish Employers' Organisations
DSE	Occupational groupings code
DSTB	Time series database
DUN	Danish Education Nomenclature
efg	Basic vocational training (course)
EI	Special training (centre)
EIFL	Work introduction scheme for the long-term unemployed
EIFU	Work introduction scheme for young persons
ESDB	Trade statistics
FTF	Federation of Salaried Employees' and Public Servants' Organisations
HK	Union of Commercial and Clerical Employees
IDV	User-paid training programmes
ILO	International Labour Organisation
ISIC	Industrial Standard Industrial Classification of all Economic Activities
KSDB	Statistics on municipalities and counties
LAMU	Long-term vocational training (course)
LO	Federation of Danish Trade Unions
OECD	Organisation for Economic Cooperation and Development
PUS	Project and Development Secretariat
SALA	Federation of Employers' Organisations in Agriculture
SID	Semi-skilled Workers' Union
SU	State Educational Support
UTB	Training offer scheme
VERPS	Voluntary Early Retirement Pay Scheme
VTP	Adult vocational training

Appendix 2: National Correspondents

Belgium

Joseph Remy, Ministère de l'Emploi et du Travail

Denmark

Karen Thrysoe, Arbejdsministeriet

Germany

Jochen Jahn, Bundesministerium für Arbeit und Sozialordnung

Detlef Hein, Bundesanstalt für Arbeit

Greece

Ekaterini Kritikou, Ministry of Labour

Spain

Delmira Paz Seara Soto, Ministerio de Trabajo y Asuntos Sociales

Finland

Helinä Melkas, Ministry of Labour

France

Henri Roux, Ministère du Travail et des Affaires Sociales

Claudine Elhaïk, Agence Nationale pour l'Emploi

Ireland

Frank Doheny, Department of Enterprise and Employment

Italy

Mariarosaria Damiani, Ministero del Lavoro e della Previdenza Sociale

Luxembourg

Jean Hoffmann, Administration de l'Emploi

Netherlands

Martin G. Blomsma, Ministerie van Sociale Zaken en Werkgelegenheid

Austria

Johannes Schweighofer, Bundesministerium für Arbeit und Soziales

Marius Wilk, Arbeitsmarktservice

Portugal

Victor Viegas, Ministério para a Qualificação e o Emprego

Sweden

Mats Wadman, Arbetsmarknadsdepartementet

Palle Landin, Arbetsmarknadsstyrelsen

United Kingdom

Graham Archer, Department of Education and Employment

John Frankham, Employment Service

European Commission

Sergio Piccolo, DG VIA/2

