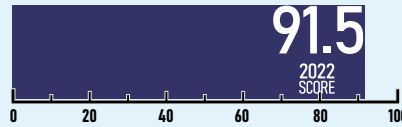


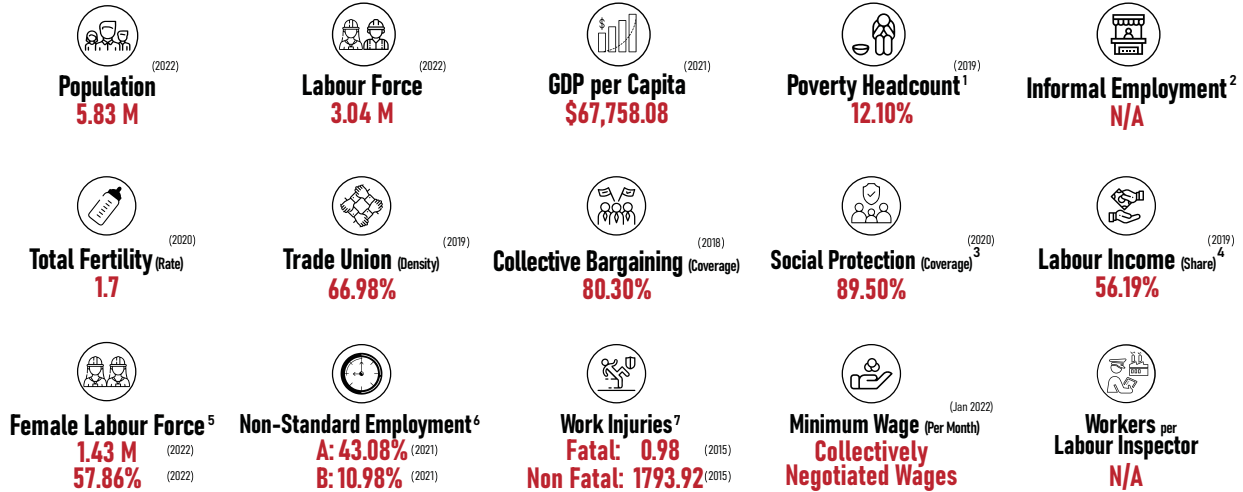


Denmark



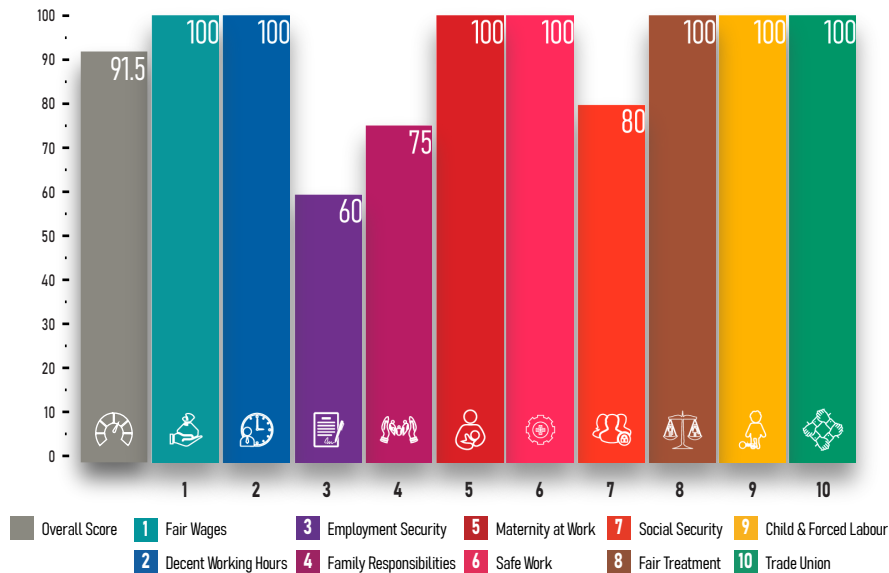
**89** 2020 SCORE  
 Western Europe  
 High Income  
 Decent Work  
 LRI RATING

## Contextual Indicators



Sources: World Bank  
 International Labour Organization  
 WageIndicator Minimum Wages and Living Wages Database  
 M = Million

## Legislative Performance Indicators



## Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Denmark's overall score is 91.5 out of 100. The overall score for Denmark is higher than the regional average observed across Western Europe (89). Within the Western European region, the highest score is observed for Belgium (96).

<sup>1</sup> Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

<sup>2</sup> Share of informal employment in total employment (%), as measured under SDG 8.3.1

<sup>3</sup> Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

<sup>4</sup> Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

<sup>5</sup> The female labour force is shown in absolute number along with the female labour force participation rate

<sup>6</sup> Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

<sup>7</sup> Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

# LABOUR RIGHTS INDEX 2022

	Question <sup>9</sup>	Answer	Legal Basis	Trend <sup>12</sup>
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	Collective Agreement for Banking and Mortgage Credit sector (2020-22)	●
	Does the law require regular payment of wages?	Yes	Collective Agreement for Banking and Mortgage Credit sector (2020-22)	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§119 of Labour Code, 2002; §4, 14, 18, 19, 20 and 21 of Ministerial Order 68/11 of May 17, 1968	●
	Does the law require additional compensation for working on a weekly rest day?	Yes	Collective Agreement for Banking and Mortgage Credit sector (2020-22)	●
	Does the law require additional compensation for night work?	Yes	§2 & 5-7 of Act No. 896 of 24 August 2004 to partially implement the Working Time Directive	●
2. Decent Working Hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§57 & 61(1) of Working Environment Act, 2017; §1-3 of Act No. 896 of 24 August 2004	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§4 of the Act No. 896 of 24 August 2004 to partially implement the Working Time Directive.	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§50-53, 61 and 62 of Working Environment Act, 2017; §3 of Act No. 896 of 24 August 2004	●
	Does the law require paid public holidays?	Yes	Public holidays list provided by the Government	●
	Does the law require at least three working weeks of paid annual leave?	Yes	Consolidated Holidays Act No. 1177 of 2015; Holiday Act (No. 60 of 2018)	●
3. Employment Security	Does the law require written employment contracts or at least written employment particulars?	Yes	§2 & 4-5 of Consolidated Act on an Employer's Obligation to Inform Employees of the Contract Conditions, 2010	●
	Does the law restrict the hiring of fixed-term contract workers?	No	Act on Fixed Term Employment (Consolidated Act No. 907 of 11 September 2008)	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	Yes	§2(5) of the Salaried Employees Act (No. 1002 of 2017)	●
	Does the law require a 30-day notice before contract termination?	Yes	§2(2, 6 & 7), 3 & 5 of the Salaried Employees Act (No. 1002 of 2017)	●
	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	No	§2A of the Salaried Employees Act (No. 1002 of 2017)	●
4. Family Responsibilities	Does the law require parental leave for parents?	Yes	§9-12 & 21 of Maternity Leave Law (LBK No. 822 of 20/06/2018)	●
	Does the law require at least one week of paid paternity leave for fathers?	Yes	§7 & 8 of Maternity Leave Law (LBK No. 822 of 20/06/2018)	●
	Does the law require flexible work arrangements for workers with family responsibilities?	No	Law on Part-time Employment (LBK No. 1142 of 14/09/2018)	●
	Does the law require paid nursing breaks?	Yes	§9-12 & 21 of Maternity Leave Law (LBK No. 822 of 20/06/2018)	●
5. Maternity at Work	Does the law prohibit inquiring about pregnancy during recruitment?	Yes	§1 of the Equal Treatment Act 2011	●
	Does the law require paid maternity leave of at least 14 weeks?	Yes	§6-8 & 13 of Maternity Leave Law (LBK No. 822 of 20/06/2018)	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	Maternity Leave Law (LBK No. 822 of 20/06/2018); §7 of the Salaried Employees Act (No. 1002 of 2017)	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	Maternity Leave Law (LBK No. 822 of 20/06/2018); §7 of the Salaried Employees Act (No. 1002 of 2017)	●
	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§7(4) of the Salaried Employees Act (No. 1002 of 2017); §6-14 of Consolidated Act No. 571 of 29 April 2015	●
6. Safe Work	Does the law require provision of free personal protective equipment to workers from employer?	Yes	Working Environment Act 2017; Executive Order No. 1706 of 15 December 2010	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§17 of the Work Environment Act 2017; §18-21 of the Executive Order No. 559 of 17 June 2004	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	Executive Order No. 559 of 17 June 2004; §6(2) of Maternity Leave Law (LBK No. 822 of 20/06/2018)	●
	Does the law provide for employment injury benefit?	Yes	§5-34 of the Act on Sickness Benefits 2018; §17-23 of the Workers' Compensation Act No. 278 of 2013	●
	Does the law provide for an old age pension?	Yes	Consolidated Act No 234 on Social Pension, 2021; Consolidated Act No 1110 on Supplementary Pension, 2014	●
7. Social Security	Does the law provide for a dependants/survivors' pension?	Yes	Consolidated Act No 234 on Social Pension, 2021; Consolidated Act No 1110 on Supplementary Pension, 2014	●
	Does the law provide for unemployment benefit?	Yes	Consolidated Act No. 1213 of 2018 on Unemployment Insurance	●
	Does the law require paid sick leave for the first 6 months of sickness?	No	§5-34 of the Act on Sickness Benefits 2018; §1 and 7(4) of the Salaried Employee Act (No. 1002 of 2017)	●
	Does the law provide for invalidity benefit?	Yes	Consolidated Act No 234 of 12 February 2021 on Social Pension; Consolidated Act No 233 of 12 February 2021 on Disability Pension etc.	●
	Does the law require equal remuneration for work of equal value?	Yes	Equal Pay Act 2019	●
8. Fair Treatment	Does the law prohibit sexual harassment in employment?	Yes	Consolidated Act on Equal Treatment of Men and Women in Employment, 2011; Consolidated Act on Gender Equality	●
	Does the law prohibit discrimination in employment matters? <sup>10</sup>	Yes	§70-71 of the Constitution of Denmark 1953; The Consolidated Act on Prohibition of Discrimination on the Labour Market, 2017	●
	Does the law allow women to do the same jobs as men?	Yes	No restrictive legal provisions could be located	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	Consolidated Act No 234 of 12 February 2021 on Social Pension	●
	Does the law prohibit employment of children?	Yes	§61 of the Working Environment Act, 2017; §33-46 of Executive Order on Youth Work, 2005	●
9. Child and Forced Labour	Does the law set employment entry age equal to or higher than the compulsory schooling age?	Yes	§61 of the Working Environment Act, 2017; §3 & 34 of the Primary School Act, 2020	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	Executive Order on Youth Work, 2005	●
	Does the law prohibit forced labour?	Yes	§260 & 262(a) of the Consolidated Act No. 1491 of 13 December 2017 (Penal Code)	●
10. Trade Union	Does the law allow workers to form and join unions of their own choice?	Yes	Freedom of Association Act, 1982; §78 of Danish Constitution 1953	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	Danish Labour Market Model (September Compromise of 1899)	●
	Does the law provide for the right to strike?	Yes	Labour Court and Industrial Arbitration Act, 2008; Public Conciliation Service Act 1997	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	Yes	No violative legal provisions could be located	●

## Covid 19 and Labour Market in Denmark\*

Total Covid Cases	3.21 Million
Total Covid Deaths	6,567
Partial Vaccinated	83.0%
Fully Vaccinated	82.0%

Wage Subsidies	✓
Social Security Contributions (deferrals/waivers)	✗
Paid Sick Leave	✓
Add. Unemployment Benefits	✓

Protection from Dismissals	✓
Telework/flexible work	✓
Improved Health Access	✗
Training (activation measures)	✗

<sup>9</sup> The Index has 10 indicators and 46 evaluation criteria or questions.

<sup>10</sup> The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

<sup>11</sup> A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Denmark on SDG 8.8.2 is 0.19 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CHRHP) to measure a country's compliance on the Trade Union indicator.

<sup>12</sup> In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change