

# Ageing at work: Denmark

## OSH policies

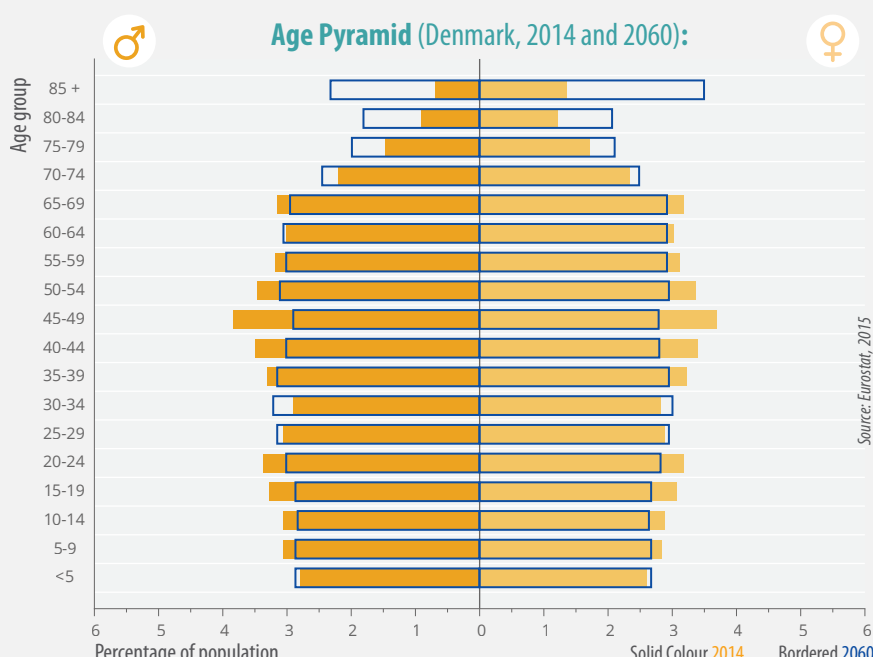
## Population ageing

- Population is moderately old
- Population ageing is less rapid in Denmark than in other EU countries on average



**Median age:**  
**41.5 years** (2015)  
(EU 28: 42.2)

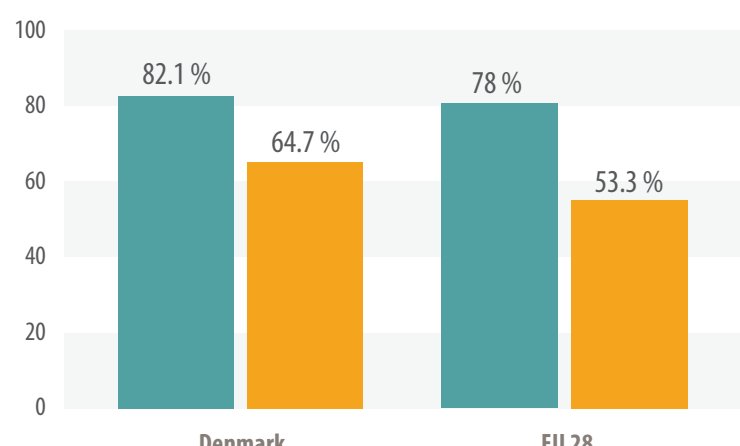
Source: Eurostat, 2015



## Labour market participation

**Employment rates by age group (2015)**

■ 25-54 years ■ 55-64 years



Source: Eurostat, 2015

## Health

**Life expectancy at age 65 (2014)**

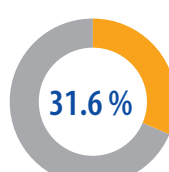
♀ **20.8** (EU 28: 21.6)  
♂ **18.1** (EU 28: 18.2)

Source: Eurostat, 2014

**Healthy life years at age 65 (2014)**

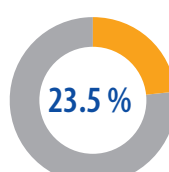
♀ **12.8** (EU 28: 8.6)  
♂ **11** (EU 28: 8.6)

Source: Eurostat, 2014



of people aged 50-69 stopped working for health or disability reasons.

Source: Eurostat, 2014



Proportion of employed people reporting a long-standing illness or health problem (55-64)

(Eurostat, European Statistics of Income and Living Conditions, 2014)

## Working conditions, ageing, and health



**Workers who think their health is affected by work negatively (50+)**

Denmark: 31.31 %  
EU: 26.87 %

(European Working Conditions Survey 2015)



**Workers who think they will not be able to do the same job at 60**

Denmark: 15.77 %  
EU: 21.69 %

(European Working Conditions Survey 2015)



**Work-related health problems (from 55 to 64 years)**

Denmark: 7.2 %  
EU: 11.3 %

(Eurostat 2013)



**Share of persons who think that age discrimination is widespread**

Denmark: 32 %  
EU: 45 %

(Eurobarometer 393, 2012)



**Enterprises having a procedure for return to work**

Denmark: 74.97 %  
EU: 68.42 %

(European Survey of Enterprises on New and Emerging Risks (ESENER) 2014)



**Share of establishments in which H&S are discussed regularly between workers and the management**

Denmark: 67.05 %  
EU: 59.32 %

(European Survey of Enterprises on New and Emerging Risks, 2014)

## OSH and related policies addressing the challenges associated with an ageing workforce

- The Danish National Return to Work Programme, Danish Government (2010).

Initiative that grew out of the tripartite agreement on sick leave (launched in 2008) that followed a government action plan.

Consisted of three core elements designed to change how sick leave is managed, and the procedures involved:

- establishment of multidisciplinary teams;
- introduction of standardised work ability assessments and sick leave management procedures;
- comprehensive return-to-work training course for all multidisciplinary team members.

- Action plan to reduce sickness absence, followed by a tripartite agreement, Danish Government (2008)

Encompassed various initiatives to strengthen follow-up and dialogue measures during sick leave, to conduct analyses and investigations in relation to employees who are ill, and to support labour market affiliation during sick leave.

<https://osha.europa.eu>