

National strategies mapping

Country Overview

DENMARK

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1. Basic information	<p>Danish document: En strategi for arbejdsmiljøindsatsen frem til 2020¹</p> <p>English document: A strategy for working environment efforts up to 2020 2011 – 2020^{2 3}</p> <p>En styrket arbejdsmiljøindsats – Alle har ret til et sikkert og sundt arbejdsmiljø (Agreement between the Danish government, Denmark's Liberal Party, the Danish People's Party and the Conservative People's Party)⁴</p> <p>Handlingsplan 2016⁵</p> <p>Former strategies:</p> <ol style="list-style-type: none"> 1. Action Programme for a Clean Working Environment 2005 (1996) 2. New National Action Plan and the prioritisation of the overall WE-Efforts in Denmark up to 2010
2. Background and the perceived problem	<p>Defining the perceived problem:</p> <p>Background report: Fremtidens arbejdsmiljø 2020</p> <p>The former two OSH strategies already aimed at improving safety and health at work mainly regarding the development of OSH prevention tools, structuring OSH research and improving OSH knowledge.</p>
3. Main characteristics and objectives of the OSH-strategy (activity plan)	<p>Overall 19 different initiatives, from 'Differentiated fines' to 'More help for smaller enterprises'.</p> <p>There are three priority areas:</p> <ul style="list-style-type: none"> ▪ Accidents at work ▪ Psychosocial working environment ▪ Musculoskeletal disorders

¹ En strategi for arbejdsmiljøindsatsen frem til 2020. Available at: <http://bm.dk/-/media/BEM/Files/Dokumenter/Pressemeddelelser/2011/Aftaletekst.ashx>

² Danish Working Environment Authority. Available at: <http://engelsk.arbejdstilsynet.dk/en>

³ A strategy for working environment efforts up to 2020. Available at : <http://engelsk.arbejdstilsynet.dk/-/media/AT/at/12-Engelsk/Rapporter/2020%20engelskpdf.pdf>

⁴ En styrket arbejdsmiljøindsats – Alle har ret til et sikkert og sundt arbejdsmiljø (Agreement between the Danish government, Denmark's Liberal Party, the Danish People's Party and the Conservative People's Party). Available at : http://www.ftf.dk/fileadmin/Bruger_filbibliotek/Uddannelse_og_ledelse/Uddannelse/Aftaletekst_arbejdsmiljoe_pdf.pdf

⁵ Handlingsplan 2016. Available at: <http://www.amr.dk/Files/Dokumenter%20og%20publikationer/Strategi%20og%20handlingsplan/Handlingsplan%20for%202016%20endelig%20version.pdf>

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	<p>Following ambitious targets have been set up to 2020:</p> <p>25% fewer serious industrial accidents</p> <p>20% fewer people with occupational psychological problems</p> <p>20% fewer people with musculoskeletal strain and overload</p> <p>An agreement between the Danish government, Denmark's Liberal Party, the Danish People's Party and the Conservative People's Party decided in 2015 to strengthen the health and safety initiatives further. The parties supplemented the 2011 Agreement with 15 new initiatives. The aim of the 15 new initiatives is to supplement the 2020 strategy with stronger health and safety initiatives and ensure that poor working conditions are not a competitive factor.</p>
4. Details of the strategy and activity plan Axis description	
Priorities Accidents at work Psychosocial working environment Musculoskeletal disorders	<ul style="list-style-type: none"> ▪ Less Accidents at work ▪ Better psychosocial working environment ▪ Less musculoskeletal disorders <p>The number of serious accidents at work is to be reduced by 25% in proportion to the number of employees</p> <p>The number of employees who are psychologically overloaded is to be reduced by 20%</p> <p>The number of employees who experience musculoskeletal disorders is to be reduced by 20%</p>
Initiatives 1-19 (2011 Agreement) Additional initiatives 1-15 (2015 Agreement)	
Initiative 1: Inspections	Risk-based inspection in two tiers focusing on enterprises with health and safety issues
Initiative 2: De minimis limits:	LI (Danish Working Environment Authority) will 'issue improvement notices concerning working environment problems that are considered to be minor'
Initiative 3: Differentiated fines	Fines to larger enterprises will be higher than to smaller
Initiative 4: Intensified dialogue with enterprises	Enhanced communication with enterprises, also during inspections.
Initiative 5: Focus on psychosocial working environment	The parties agree on high relevance of the issue and the important role of social partners. The LI will intensify their efforts to find ways to resolve problems.
Initiative 6: More help for smaller enterprises	More advice to MSE with less than 5 emp., better connections to sector organisations.
Initiative 7: Starter kit for new enterprises	Preparation of a special starter kit for small enterprises plus specific information material concerning inspections and selected working environment issues in the areas of forestry, agriculture, nurseries and

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	construction, particularly to foreign enterprises (languages: Danish, Lithuanian, Polish, English and German)
Initiative 8: Simplified health and safety consultancy scheme	Consultancy notices are only issued when the Danish Working Environment Authority assesses that enterprises need to consult an authorised health and safety consultant. Violations will still be prosecuted.
Initiative 9: Modified Smiley scheme	Expiration of the green Smiley after five years. Enterprises can request a new inspection to receive a new Smiley.
Initiative 10: Analysis of the experiences with the H&S Organisation at the enterprise level	Evaluation of new legislation on H&S organisation from 2010
Initiative 11: Dialogue concerning health promotion	Inclusion of health promotion in inspection activities
Initiative 12: Focus on young and new employees	Better instruction and training, better and more intense ways of communication
Initiative 13: Focus on foreign enterprises	Strengthening of the inspection of foreign enterprises, particularly in construction
Initiative 14: Improved guidance and information on the working environment	Quote: <i>“An external study will be initiated to clarify how the various working environment stakeholders can enhance their cooperation on providing information and guidance to enterprise.”</i>
Initiative 15: Coordination of guidance and inspections of enterprises by various authorities	Launch of a study to clarify whether enterprises would find it more simple and efficient if authorities coordinated their guidance and control activities.
Initiative 16: Danish Centre for Nano-Safety	A Danish Centre for Nano-Safety was established by the Danish Working Environment Research Fund, financed with a sum of DKK 10 million for a period of three years.
Initiative 17: Targeting the resources of the Danish Working Environment Research Fund	Quote: <i>“The basis of the new strategy of the Danish Working Environment Research Fund in 2011 is that the resources of the Fund should be targeted towards projects that primarily relate to the three focus areas for the working environment and measures. However, continued research in key areas such as indoor environment, chemicals and noise should be ensured.”</i>
Initiative 18: Measuring progress with regard to the working environment	Quote: <i>“The Danish Working Environment Authority, the National Research Centre for the Working Environment and the National Board of Industrial Injuries will adapt the existing measurement programme for progress with regard to the working environment. Information about the relevant working environment factors will be gathered to enable the regular monitoring of progress within the focus areas. Monitoring areas that are not focus areas will also be possible.”</i>

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Initiative 19: Impact measurement of specific activities	Impact measurement of strategic activities of the actors, e.g. the bullying and harassment hotline of the Danish Working Environment Authority (LI).
Strengthening the 2020 strategy	
New initiative 1: More inspection of enterprises with biggest health and safety problems	80% of the enterprises will be inspected annually using the index model ⁶ . The remaining 20% will be inspected randomly. Follow-up inspections will be organised more flexible (no longer bound to 12-18 months follow-up)
New initiative 2: Including more information to select companies for inspection	Reports of occupational diseases will be included in the selection of enterprises for the inspection. It will be investigated how reported and recognised OSH injuries can be included as parameters in the index model and how information about work-load can be used to prepare inspection visits.
New initiative 3: Inspection where work is being performed	The risk-based inspection has to be carried out on-site. The Danish WEA (Working Environment Authority) will be able to contact all companies with temporary and mobile workplaces before the risk-based inspection.
New initiative 4: Earlier inspection of newly established enterprises	No grace period of two years for new enterprises: new established enterprises with high health and safety problems will be selected for an inspection in line with other enterprises with high health and safety problems. However, new established enterprises will continue to receive a starter kit immediately after they employ staff.
New initiative 5: Enterprises with a working environment certificate but with problems can be inspected	If a company with a “crown” smiley, indicating that the company holds a recognised health and safety certificate (working environment certification), breaks the OSH rules it will lose its certificate. The Danish WEA must always check by new inspection whether the company fulfils the improvement notes before re-issuing the certificate. Companies with a “crown” smiley will not be selected for OSH inspections.
New initiative 6: Better control of working environment certification	An investigation has been initiated on July 2015 to check whether there is a need to improve the quality of certification and auditing by the certification bodies. The investigation lasted one year and results were submitted to the Parties. The report was drawn up by DANAK in April 2016 and revealed that there is room for improvement of the inspections carried out by the certification bodies. ⁷
New initiative 7:	The Danish WEA will stipulate focus areas for relevant sectors in the framework of risk-based inspections annually. The relevant Sector

⁶ The index model contains a number of parameters which are used to identify which companies are most likely to have working environment problems. Companies will be given points for each of the parameters. Companies with the highest number of points in total will be selected for inspection.

⁷ DANAK, "Styrket arbejdsmiljøindsats – Initiativ 6: DANAK's redegørelse for akkreditering af og tilsyn med certificeringsorganer vedr. Arbejdsmiljøcertificering", April 2016. Online not yet available.

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The Danish WEA and the sector working environment councils are to coordinate their work	Work Environment Councils (Branchearbejdsmiljørådet) will be involved and will be able to submit proposals prior to stipulating areas.
New initiative 8: Access to targeted guidelines from the Danish WEA	Companies shall access easier targeted information to comply with OSH regulations. Companies will be allowed to set up “personal” pages on the Danish WEA website containing OSH regulations, information material and guidelines from the Branchearbejdsmiljørådet especially aimed at their sector and company size.
New initiative 9: Risk-based inspection to be notified digitally	Notifications of risk-based inspections by phone will be replaced by digital notifications.
New initiative 10: Trial with announced risk-based inspection	The Danish WEA will conduct a trial with selected sectors (in 2016 and 2017 with about 2-3,000 companies) with advance notice (date and time) of risk-based inspections in order to gain information about preparations by companies and benefits of inspections for companies.
New initiative 11: Investigation of a method to select enterprises for inspection	<p>The Danish WEA should initiate an analysis to examine whether there is a basis for making the selection of enterprises for a new risk-based inspection following reactions more targeted and differentiated. The analysis was conducted from July 2015 to autumn 2016.</p> <p>The overall result of the analysis showed no basis to modify the existing principle for selection of enterprises for risk-based inspection.⁸ The analysis has shown that material decisions given to enterprises are a good risk parameter in the index model.</p>
<i>Ensuring poor working conditions are not a competitive factor</i>	
New initiative 12: Serious violations to result in higher fines	Companies which commit serious violations of the Working Environment Act should be sanctioned harder. In future the total increased fines will be differentiated and not just standard fines. The fines in situations with aggravating or especially aggravating circumstances should be differentiated on the basis of the size of the company.
New initiative 13: Inspection of enterprises that commit serious violations of the regulations	Companies that have been issued with a prohibition notice as a result of a gross violation of OSH regulations are to be subject to stricter inspection (unless, for example, the work has been completed). This means more rapid follow-up inspections than today, i.e. a few days/weeks after the gross violation was ascertained. The inspections will be carried out without announcement.
New initiative 14: Breaches of the occupational safety and health regulations to be followed up rapidly	Companies will get a simpler and faster follow-up to sanctionable breaches so that they do not have to wait for a police case or court proceedings.

⁸ Arbejdstilsynet, „Initiativ 11 : Analyse af risikoparameteren ’materielle afgørelser’“, Notat 4. Nov. 2016. Online not yet available.

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<p>New initiative 15: Regulations on cooperation concerning health and safety are to be toughened</p>	<p>The cooperation OSH stakeholders concerning the safety and health at work shall be enhanced.</p>
<p>5. Actors and stakeholders</p>	<p>Ministries and their departments (particularly the Ministry of Employment), unions and employer associations on a national and sectoral and professional level, the Danish Working Environment Authority (LI), the Working Environment Council, Research Organisations like the Danish Working Environment Research Fund, the National Research Centre for the Work Environment, the 11 Sector Councils for Working Environment, the Working Environment Information Centre, professional OSH associations like Arbejdsmiljørådgiverne – The Danish Association Of Occupational Health And Safety Consultants with 39 authorised companies, the Fund for Better Working Environment and Labour Retention, the nine Occupational Health clinics.</p> <p>The Agreement was negotiated between the Danish government (the Danish Social Democrats and the Danish Social-Liberal Party), Denmark's Liberal Party, the Danish People's Party and the Conservative People's Party.</p>
<p>6. Resources and timeframe</p>	<p>Years: 2011 – 2020</p> <p>In kind contribution from all institutions and associations</p> <p>Additional financing of activities of the sectoral working environment councils and the National Working Environment Council ('Arbejdsmiljørådet'), supporting the activities of the strategy.</p> <p>Founding of the Nano Safety Centre.</p> <p>Studies to clarify the status quo, measure the impact, or evaluate.</p> <p>Campaign support.</p>
<p>7. Evaluation/lessons learned</p>	<p>Evaluation: No overall evaluation or impact measurement was done until now.</p> <p>However, all initiatives on OSH are systematically evaluated by a general monitoring including two large surveys programs⁹:</p> <ul style="list-style-type: none"> ▪ One of workplace-subject (Workplaces) and ▪ One of individual-subject and of statistics on occupational accidents. <p>The outcomes of the reduction targets on the experienced impact on MSD and on psychologically overload are every second year assessed by the individual-subject OSH survey (Work environment and health) with qualitative indicators.</p> <p>The outcome of the reduction target on serious accidents (absence of work for more than four weeks) is every second year assessed by interconnection of multiple databases with quantitative indicators.</p>

⁹ Arbejdstilsynet, Strategier, evalueringer og rapporter (2017). Available at:
<https://arbejdstilsynet.dk/da/om%20arbejdstilsynet/strategier-evalueringer-og-rapporter>

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	<p>The midterm evaluation in 2015 showed a decrease on experienced impact on MSD and a smaller increase on psychologically overload. Regarding accidents the evaluation showed a significant decrease.</p>
<p>Ex ante indicators for the years 2012 to 2020</p>	<p>Accidents at work</p> <p>The number of serious accidents at work is to be reduced by 25% in proportion to the number of employees</p> <p>Psychosocial working environment</p> <p>The number of employees who are psychologically overloaded is to be reduced by 20%</p> <p>Musculoskeletal disorders</p> <p>The number of employees who experience musculoskeletal disorders is to be reduced by 20%</p>
<p>8. Relationship to EU Strategic Framework</p>	<p>Very strong relation to EU OSH Strategy Challenge 1 (<i>Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enterprises to put in place effective and efficient risk prevention measures.</i>)</p> <p>Due to the broad and general approach of the Danish Strategy there are relations to practically every aspect of the EU-OSH Strategic Framework including simplification.</p> <p>There is a particularly strong relation to ergonomic and psychosocial issues (mentioned on p6 of the EU-strategy) and the nanotechnology-debate.</p> <p>The weakest direct relation seems to be to the demographic challenge (EU-OSH Strategic Framework: 'Third Challenge: Tackling demographic change') and to chemicals (p6 of the EU-strategy).</p>