



# OSH BAROMETER

## Denmark

### Country Report

# Denmark Country Report Index

This document contains the OSH Barometer Country Report Summary of Denmark

Introduction	General information
Generic information	OSH authorities Economic and sector profile Workforce profile
Steering of OSH	National strategies Social dialogue
OSH outcomes and working conditions	Work accidents Health perception of the workers OSH culture and health awareness Working conditions Prevention in companies Worker involvement
OSH infrastructure	Enforcement capacity OSH statistics, surveys and research

## Introduction **General information**

The **development and provision of the OSH BAROMETER — Status of Occupational Safety and Health in Europe** is a long-term activity of the European Commission's Directorate-General for Employment, Social Affairs and Inclusion (**DG Employment, Social Affairs and Inclusion**) and the European Agency for Safety and Health at Work (**EU-OSHA**). It aims to provide up-to-date online information for all interested parties and stakeholders about the status of OSH in the European Union.

The overall objective of this activity is to design and develop a reliable and stable information system on OSH in Europe, based on data from the relevant national and European data providers. From 2016 to 2018, two contractors of DG Employment, Social Affairs and Inclusion (Kooperationsstelle Hamburg IFE and Eurogip) developed the structure of the system, collected data for a selected number of indicators and assessed their reliability.

EU-OSHA will contribute to the establishment and maintenance of the **OSH BAROMETER** by designing and running the data visualisation tool, ensuring data quality in cooperation with key data providers and stakeholders, and feeding in the quantitative and qualitative data in close collaboration with EU institutions and Member State Contact Points. As part of its activity '**EU OSH INFO System**', EU-OSHA will publish an analytical report, based on the collected data, every 3 years.

The **OSH BAROMETER** uses the following data sources:

- Eurostat: data on economy, sectors, population, and employment
- Eurostat: Labour Force Survey (LFS), particularly the ad hoc module from 2013: 'Accidents at work and other work-related health problems'
- Eurostat: European Union Survey on Income and Living Conditions (EU-SILC)
- Eurofound: European Working Conditions Survey (EWCS)
- EU-OSHA: European Survey of Enterprises' New and Emerging Risks (ESENER) 2014
- European Commission, DG Employment, Social Affairs and Inclusion: several reports and studies
- Senior Labour Inspectors Committee (SLIC): non-confidential country evaluations
- National contact points in Member States: national data and descriptions
- EU-OSHA focal points/EU-OSHA: descriptions of the national OSH Systems in OSHwiki
- comprehensive reports from national or European sources

This methodology contains a compilation of all references and data sources that were used to provide texts, diagrams and tables, and in some cases additional explanations.

In most cases we provide the following data:

- the indicator and diagram/table/description title
- a short description of the data evaluation and visualisation approach
- exact source with name and link
- the period of reference (year/period) and the last update
- the coverage of Member States and other countries
- filter options or selection criteria of the source
- the measuring unit
- any calculation that EU-OSHA performed based on the original data
- visualisation basics
- other useful explanations and additional comments

## Generic information OSH authorities

This indicator is an overview of OSH authorities and relevant OSH institutions in the different Member States and at EU level.

For further information refer to Methodology



### OSH authority

#### Danish Working Environment Authority (DWEA) (Arbejdstilsynet)

See more in its website and in OSHwiki

The DWEA is an agency that works under the auspices of the Ministry of Employment at national and regional levels, contributing to the creation of safe working conditions. It has supervision and enforcement rights, which are commonly assigned to labour inspectorates in other countries. Its three main activities are carrying out inspections in companies, drawing up occupational safety and health (OSH) rules and providing OSH information.

The DWEA has the authority to penalise companies that do not comply with the working environment rules. It can also issue administrative fines for clear violations of the Working Environment Act, and, in cases involving extreme danger, it may also order companies to suspend work.

The DWEA is managed by an administrative board made up of the Director-General, two deputy directors and three inspection directors. Its headquarters and two of its four centres are located in Copenhagen. The regional inspection centres have approximately 100 employees each.

The Working Environment Authority is responsible for the inspection of OSH conditions in companies. This includes verifying that a written evaluation, specific to that particular workplace, has been carried out. This is equivalent to a risk assessment, which is outlined in the terminology of the EU OSH directives.

If a company's working environment and the health and safety policies are in order, there is no reason for a new inspection in the near future. However, if problems are found, the company will be visited within a period of 12 to 18 months.

### Compensation and insurance body

#### Labour Market Insurance (AES — Arbejdsmarkedets Erhvervssikring)

See more in its website and in OSHwiki

AES is an independent institution administrated by the Danish Labour Market Supplementary Pension Scheme (*Arbejdsmarkedets Tillægspension* — ATP).

It follows the applicable regulations in determining whether or not an injury or illness can be classified as an industrial injury. When an injury or illness is recognised as an industrial injury, AES then decides the amount of compensation to be paid.

AES funds and pays compensation for recognised occupational diseases. It is mandatory for all private and public sector employers in Denmark to contribute to AES.

## Prevention institute

n/a

See more in OSHwiki

The Danish Occupational Health Service system was modified by the government in the Working Environment Reform in 2005. The previous mandatory system, which required enterprises to seek advice from the Occupational Health Service, was replaced with a system based on a combination of market-based consultancies and authorised consultants of the Working Environment Service.

If a company is found to have an OSH problem, the Danish Working Environment Authority can issue a consultancy notice, ordering the company to seek advice from an authorised health and safety consultant, who must help solve the problem and also reinforce preventive OSH activities.

## Standardisation body

### **Danish Standards (Dansk Standard)**

See more in its website and in OSHwiki

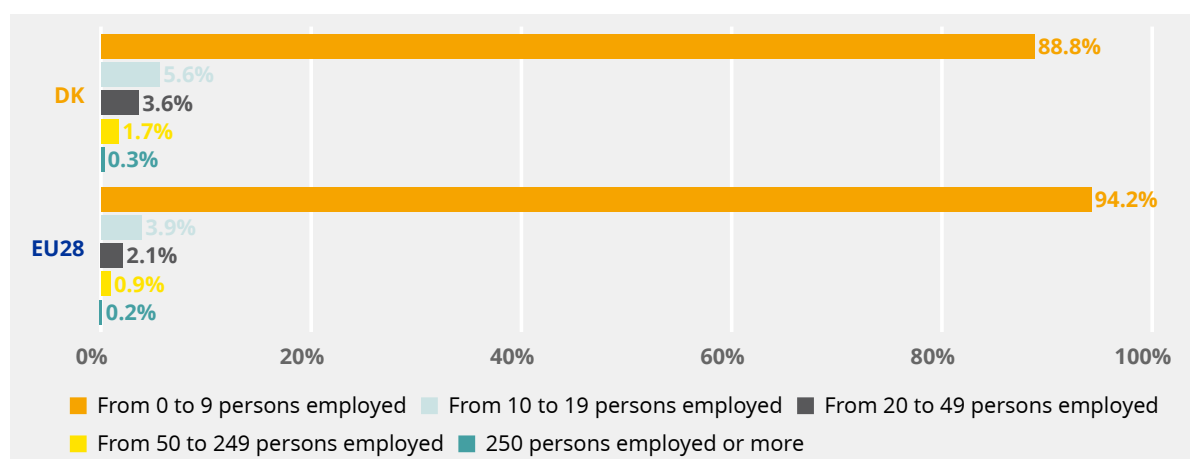
Danish Standards develops and publishes standards, provides training and offers consultancy services. Certification or accreditation by a recognised body are used to ensure that national standards correspond with training.

## Generic information Economic and sector profile

The indicator 'Economic and sector profile' displays relevant data on the economy and sectoral structure of the EU and its Member States, e.g. percentages of company size, employment per sector and information on gross domestic product. Note: Not all data is available for every country.

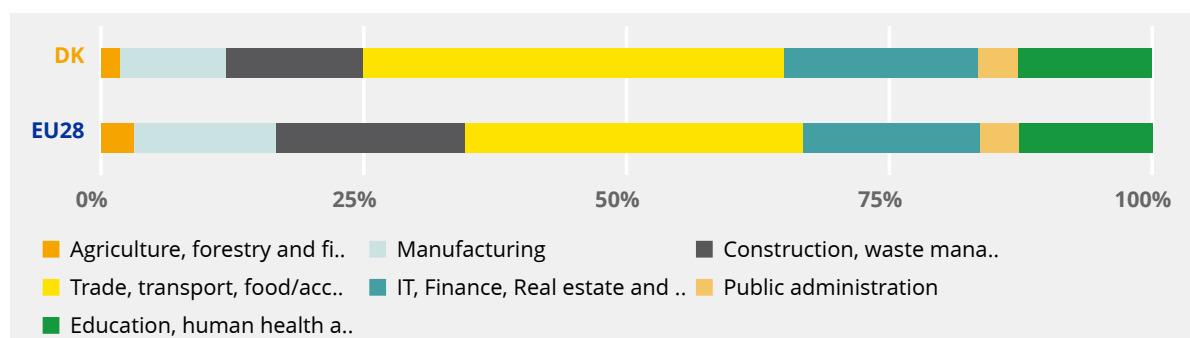
Source: EUROSTAT. For further information refer to Methodology

### Company size



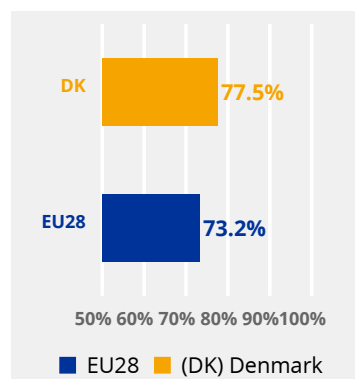
Sector	Country	Value (%)	Country	Value (%)
From 0 to 9 persons employed	DK	88.8	EU28	94.2
From 10 to 19 persons employed	DK	5.6	EU28	3.9
From 20 to 49 persons employed	DK	3.6	EU28	2.1
From 50 to 249 persons employed	DK	1.7	EU28	0.9
250 persons employed or more	DK	0.3	EU28	0.2

### Employment per sector



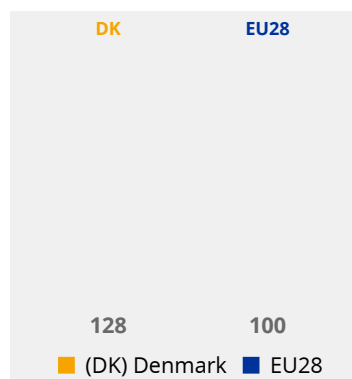
Sector	Country	Value (%)	Country	Value (%)
Agriculture, forestry and fishing	DK	1.8	EU28	3.2
Manufacturing	DK	10.2	EU28	13.5
Construction, waste management, water and electricity supply	DK	13	EU28	18
Trade, transport, food/accommodation and recreation activities	DK	40.1	EU28	32.1
IT, Finance, Real estate and other technical scientific or personal service activities	DK	18.4	EU28	16.9
Public administration	DK	3.8	EU28	3.7
Education, human health and social work activities	DK	12.7	EU28	12.7

## Employment rate



Country	Value (%)
EU28	73.2
(DK) Denmark	77.5

## GDP per capita in relation to EU28 average



Country	Value (%)
(DK) Denmark	128.1
EU28	100

## Income per capita




Country	Year	Income
(DK) Denmark	2010	17949
(DK) Denmark	2018	21680
EU28	2010	14841
EU28	2018	17079

## Generic information Workforce profile

This indicator includes a few key data on ageing workers and the workforce: median age, employment rate of different age groups, total and sex.

Source: EUROSTAT. For further information refer to Methodology

	Median age of population:	Employment rate (55 - 64):	Employment rate (female):	Employment rate (male):	Employment rate (total):	Unemployment rate:
<b>EU28</b>	<b>43.3 years</b>	<b>58.7 %</b>	<b>67.4 %</b>	<b>79 %</b>	<b>73.2 %</b>	<b>6.8 %</b>
	Median age of population:	Employment rate (55 - 64):	Employment rate (female):	Employment rate (male):	Employment rate (total):	Unemployment rate:
<b>DK</b>	<b>41.9 years</b>	<b>69.2 %</b>	<b>73.9 %</b>	<b>80.9 %</b>	<b>77.5 %</b>	<b>5.1 %</b>

## Steering of OSH **National strategies**

National strategies are well known as a policy instrument to enhance the effectiveness of an OSH system through the collaborative and smart use of resources. They include approaches such as priority setting, prior action defining and action plans. You will find here a short harmonised description of current national strategies based on the full mapping report of EU-OSHA on national strategies (December 2017) plus later updates as received from Member States.

For further information refer to Methodology



**Denmark**

### Structure of each National strategy

#### Basic information

Danish document: **En strategi for arbejdsmiljøindsatsen frem til 2020**

English document: **A strategy for working environment efforts up to 2020**

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).

Former strategies:

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

#### Background

Defining the perceived problem:

Background report: Fremtidens arbejdsmiljø 2020

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.

#### Characteristics and objectives

Overall 19 different initiatives, from 'Differentiated fines' to 'More help for smaller enterprises'.

There are three priority areas:

- Accidents at work
- Psychosocial working environment
- Musculoskeletal disorders

Following ambitious targets have been set up to 2020:

- 25% fewer serious industrial accidents.
- 20% fewer people with occupational psychological problems
- 20% fewer people with musculoskeletal strain and overload.

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.

#### Details and activity



## Priorities

- Less Accidents at work: The number of serious accidents at work is to be reduced by 25% in proportion to the number of employees
- Psychosocial working environment: The number of employees who are psychologically overloaded is to be reduced by 20%
- Musculoskeletal disorders: The number of employees who experience musculoskeletal disorders is to be reduced by 20%

### Initiatives 1-19 (2011 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 info material concerning inspections and selected working environment issues in the areas of forestry, agriculture, nurseries and 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: "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".
- 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: "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.
- Initiative 18: Measuring progress with regard to the working environment  
Quote: "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".
- 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).

#### **Additional initiatives 1-15 (2015 Agreement)**

- 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. 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.

- New initiative 7: The Danish WEA and the sector working environment councils are to coordinate their work  
The Danish WEA will stipulate focus areas for relevant sectors in the framework of risk-based inspections annually. The relevant Sector 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  
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.  
The overall result of the analysis showed no basis to modify the existing principle for selection of enterprises for risk-based inspection. The analysis has shown that material decisions given to enterprises are a good risk parameter in the index model.
- 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.
- New initiative 15: Regulations on cooperation concerning health and safety are to be toughened  
The cooperation OSH stakeholders concerning the safety and health at work shall be enhanced.

## Actors and stakeholders

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.

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.

## Resources and timeframe

Years: 2011 – 2020

In kind contribution from all institutions and associations.

Additional financing of activities of the sectoral working environment councils and the National Working Environment Council ('Arbejdsmiljørådet'), supporting the activities of the strategy.

Founding of the Nano Centre.

Studies to clarify the status quo, measure the impact, or evaluate.

Campaign support.

## Evaluation

Evaluation: No overall evaluation or impact measurement was done until now.

However, all initiatives on OSH are systematically evaluated by a general monitoring including two large surveys programs:

- One of workplace-subject (Workplaces)
- One of individual-subject and of statistics on occupational accidents.

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.

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.

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.

Ex ante indicators for the years 2012 to 2020

Accidents at work: The number of serious accidents at work is to be reduced by 25% in proportion to the number of employees.

Psychosocial working environment: The number of employees who are psychologically overloaded is to be reduced by 20%.

Musculoskeletal disorders: The number of employees who experience musculoskeletal disorders is to be reduced by 20%.

## Relation to EU Strategic Framework

Very strong relation to EU OSH Strategy Challenge 1 (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).

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.

There is a particularly strong relation to ergonomic and psychosocial issues (mentioned on p6 of the EU-strategy) and the nano-debate.

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).

## Response of national strategies to EU challenges

## **Implementation record**

### **Priority:**

- Prevention of accidents at work.

### **Initiatives:**

- De minimis limits.
- Differentiated fines.
- Intensified dialogue with enterprises.
- More help for smaller enterprises.
- Starter kit for new enterprises.
- Simplified health and safety consultancy scheme.
- Modified Smiley scheme.
- Analysis of the experiences with the H&S Organisation at the enterprise level.
- Focus on young and new employees.

## **Prevention of work-related diseases**

### **Priorities:**

- Psychosocial working environment.
- Musculoskeletal disorders.

### **Initiatives:**

- Focus on psychosocial working environment.
- Danish Centre for Nano-Safety.
- Targeting the resources of the Danish Working Environment Research Fund.

## Steering of OSH Social dialogue

This indicator consists of text-based descriptions of the social dialogue plus quantitative data, e.g. responses to ESENER 2019 questions. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology



**Denmark**

**45 %**

Joint consultative,  
employment forum  
or similar

**72 %**

Health and safety  
representative

**52 %**

Trade union  
representation

**59 %**

Health and safety  
committee



**EU27\_2020**

**24 %**

Joint consultative,  
employment forum  
or similar

**57 %**

Health and safety  
representative

**19 %**

Trade union  
representation

**23 %**

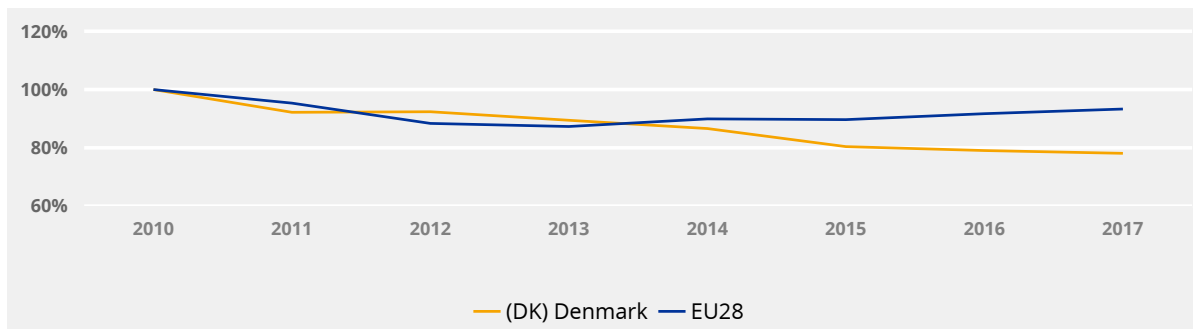
Health and safety  
committee

## OSH outcomes and working conditions **Work accidents**

This indicator consists of two data sets: trends in non-fatal work accidents from 2010, and fatal work accidents (Eurostat data).

For further information refer to Methodology

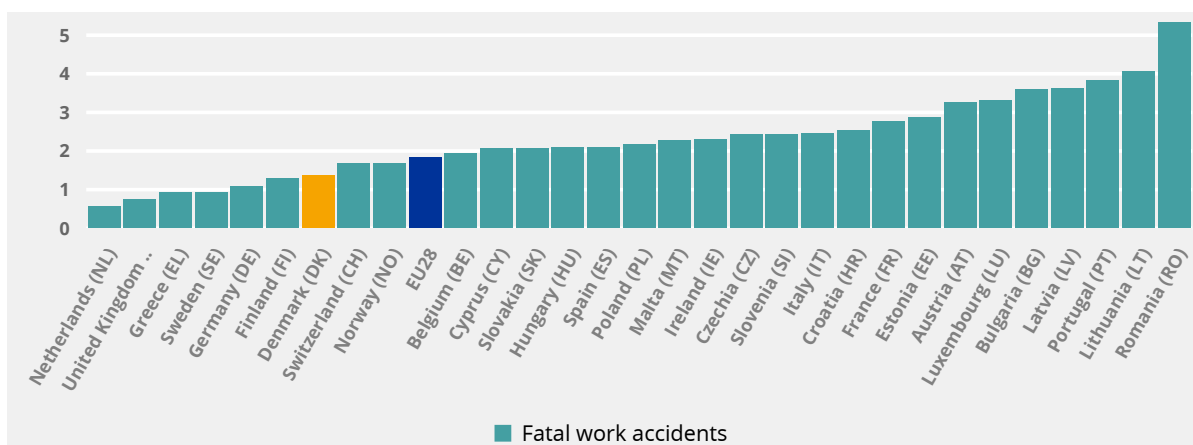
### Non-fatal work accidents



The diagram shows the development of non-fatal work accidents between 2010 until the latest available year. The year 2010 has been set as baseline (2010 = 100). The country lines and the EU line (dark blue) show the trend as percentage of the value of this base year.

Country	Year	Value (%)	Country	Year	Value (%)
(DK) Denmark	2010	100	EU28	2010	100
(DK) Denmark	2011	92.2	EU28	2011	95.3
(DK) Denmark	2012	92.4	EU28	2012	88.4
(DK) Denmark	2013	89.5	EU28	2013	87.3
(DK) Denmark	2014	86.6	EU28	2014	89.9
(DK) Denmark	2015	80.4	EU28	2015	89.7
(DK) Denmark	2016	79.1	EU28	2016	91.7
(DK) Denmark	2017	78.1	EU28	2017	93.3

### Fatal work accidents



This diagram shows the number of fatal accidents for every Member State per 100,000 employees. The EU average was 1,85 accidents per 100,000 employees in the period 2010-2017. The source of the data is the incidence rate as published by Eurostat.

Country	Value (accidents)
Denmark (DK)	1.4
EU28	1.9

## OSH outcomes and working conditions

### Health perception of the workers

This indicator contains six data sets based on responses in the European Working Conditions Survey (EWCS) 2015 from Eurofound and the Labour Force Survey 2013 from Eurostat. Every 8 years this survey has an ad hoc module on OSH-related questions. All data are from the latest OSH ad hoc module. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology



<b>86 %</b> Satisfaction with working conditions	<b>25 %</b> Health affected by work
<b>8 %</b> Health problem in the last 12 months	<b>8 %</b> More than 15 days of absence
<b>42 %</b> Sick but at work	<b>73 %</b> Likelihood of staying in current job until 60 years old



<b>91 %</b> Satisfaction with working conditions	<b>26 %</b> Health affected by work
<b>6 %</b> Health problem in the last 12 months	<b>8 %</b> More than 15 days of absence
<b>61 %</b> Sick but at work	<b>81 %</b> Likelihood of staying in current job until 60 years old



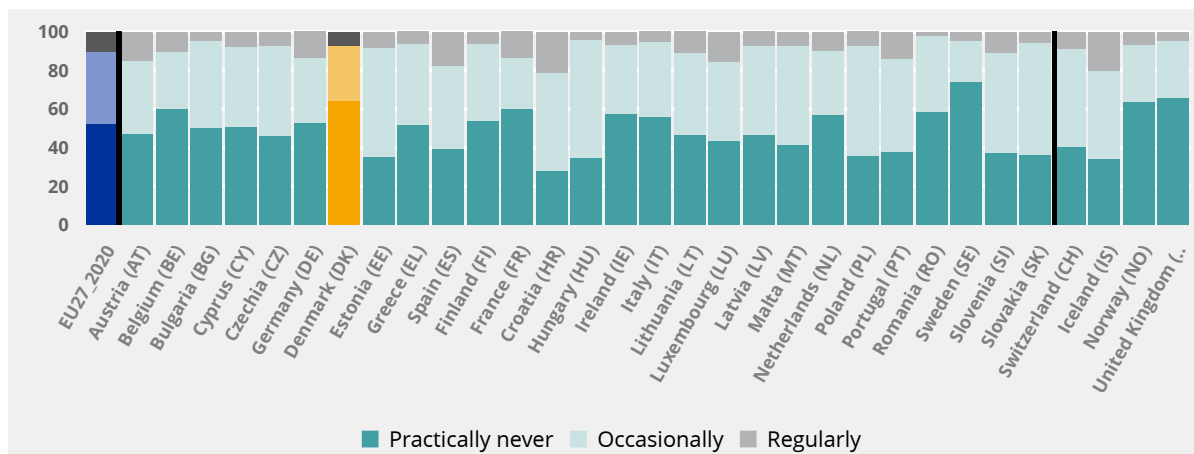
## OSH outcomes and working conditions

### OSH culture and health awareness

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

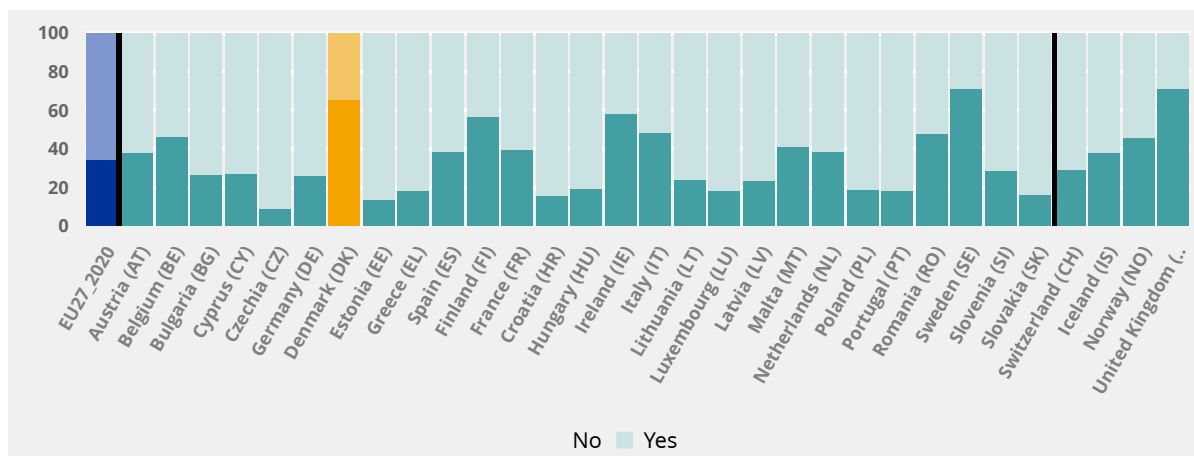
#### Health and safety discussed



The diagram presents the responses in the ESENER 2019 Survey to the question: “How often is health and safety discussed between employee representatives and the management? Do such discussions take place regularly, only when particular health and safety issues arise or not at all?”

Country	Practically never (%)	Occasionally (%)	Regularly (%)
EU27_2020	10	37.5	52.4
Denmark (DK)	7.1	28.6	64.3

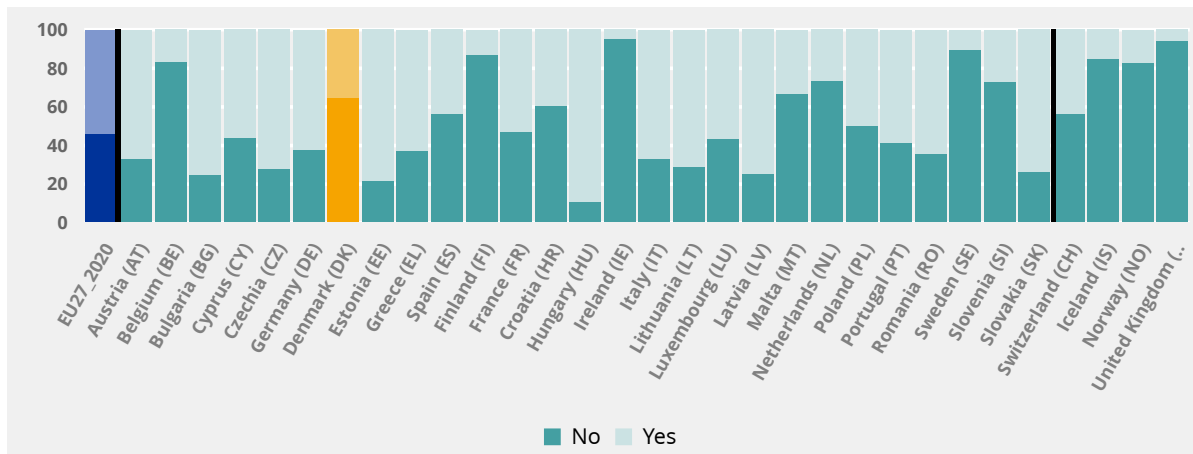
#### Action plan to prevent stress



The diagram presents the responses in the ESENER 2019 Survey to the question: “Does your establishment have an action plan to prevent work-related stress?”

Country	Yes (%)	No (%)
EU27_2020	65.4	34.6
Denmark (DK)	65.8	34.2

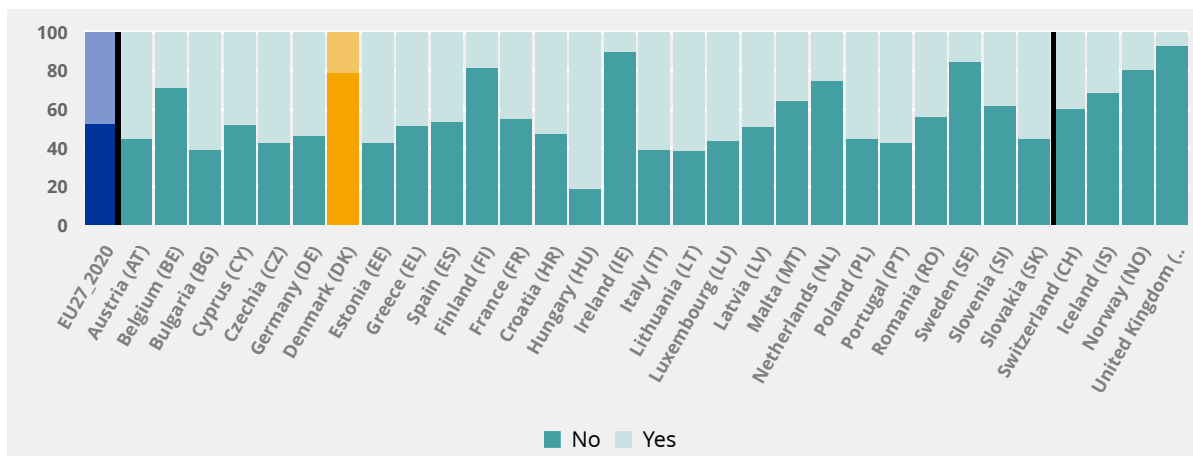
## Procedure against bullying



The diagram presents the responses in the ESENER 2019 Survey to the question: “Does your establishment have an action plan to prevent work-related stress?”

Country	Yes (%)	No (%)
EU27_2020	46.3	53.7
Denmark (DK)	64.5	35.5

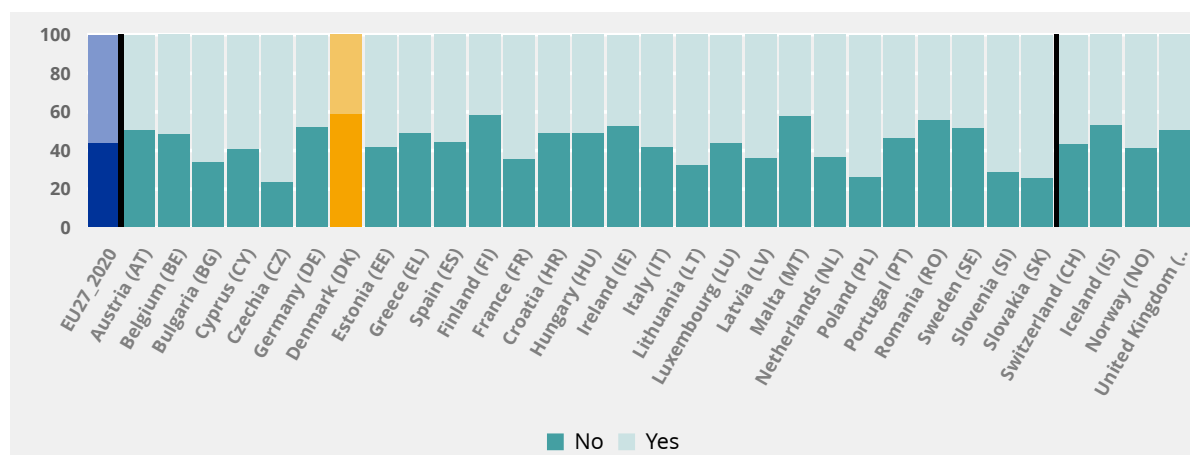
## Procedures to deal with threats



The diagram presents the responses in the ESENER 2019 Survey to the question: “Is there a procedure in place to deal with possible cases of bullying or harassment?”

Country	Yes (%)	No (%)
EU27_2020	52.6	47.4
Denmark (DK)	78.9	21.1

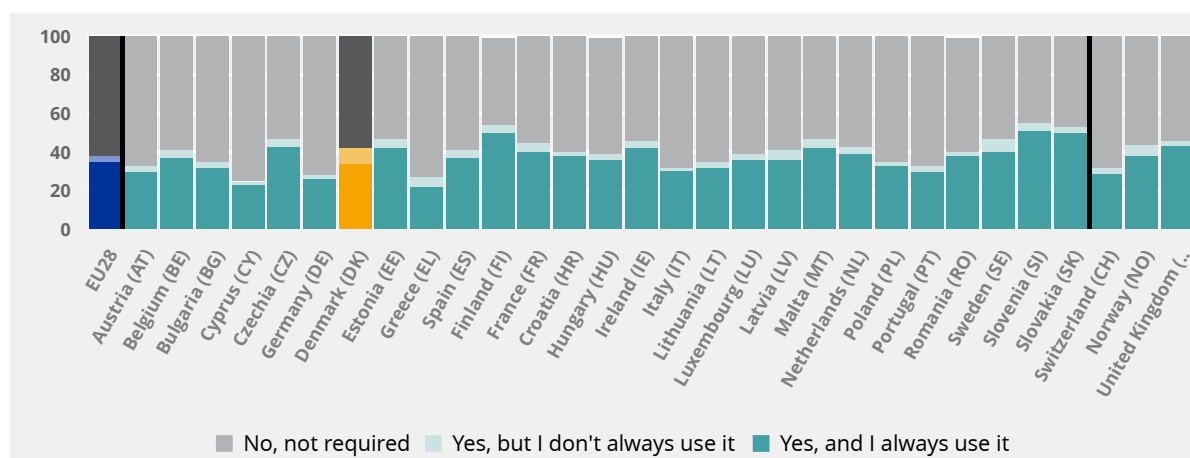
## Measures to reduce work pressure



The diagram presents the responses in the ESENER 2019 Survey to the question: “Is there a procedure to deal with possible cases of threats, abuse or assaults by clients, patients pupils or members in public?”

Country	Yes (%)	No (%)
EU27_2020	44.1	55.9
Denmark (DK)	58.9	41.1

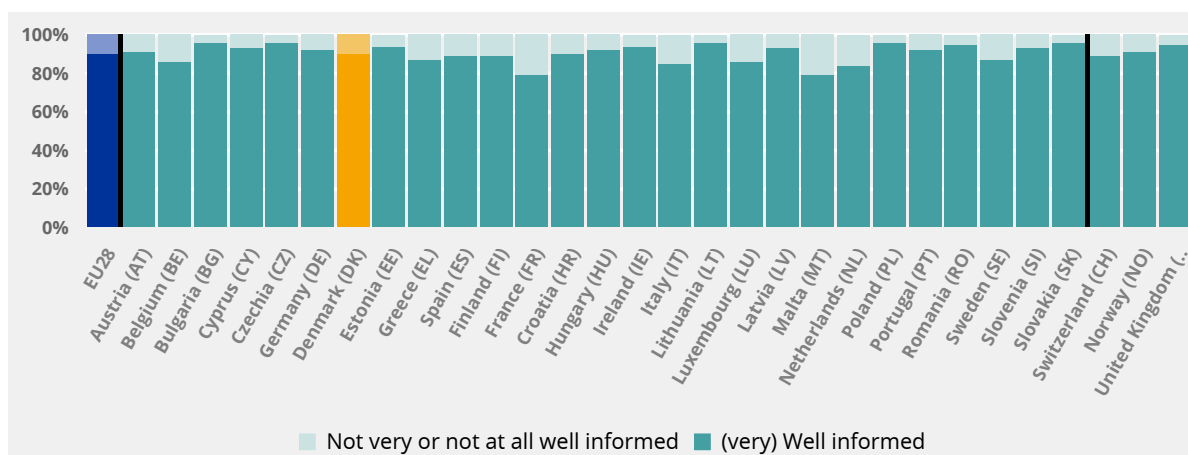
## Use of personal protective equipment



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: “In the last 3 years, has your establishment used any of the following measures to prevent psychosocial risks?” The diagram shows the response to the following answer option: “Reorganisation of work in order to reduce job demands and work pressure”

Country	No, not required (%)	Yes, but not required (%)	Yes and always (%)
EU28	62	3	35
Denmark (DK)	58	8	34

## Information about risks



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question : “Does your job ever require that you wear personal protective equipment and do you use it?”

Country	Yes (%)	No (%)
EU28	90	10
Denmark (DK)	90	10

## OSH outcomes and working conditions

### Working conditions

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

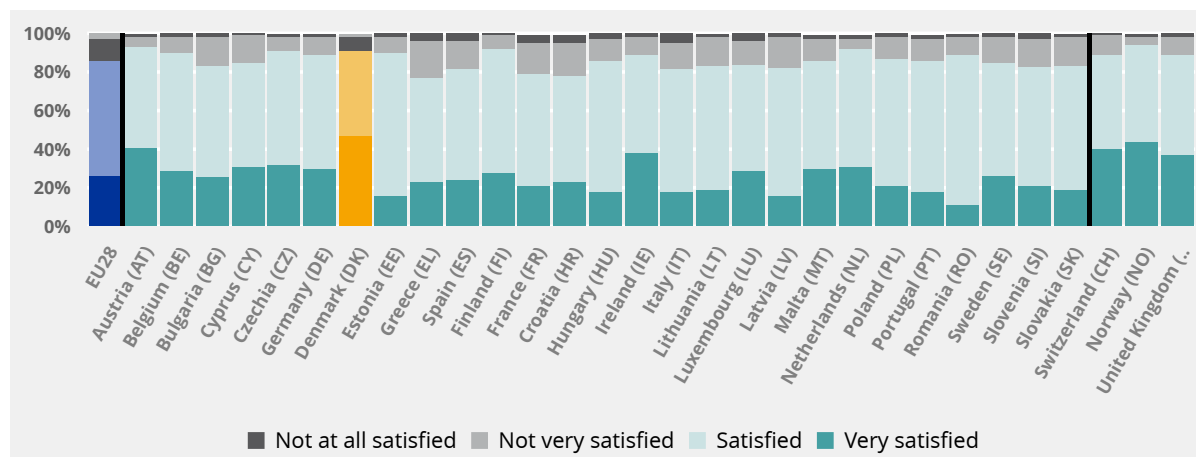
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

### Overall opinion

This topic displays data on the workers' overall general assessment of risks and their overall satisfaction with working conditions. Note: Percentages might not total 100% because of rounding.

Source: European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

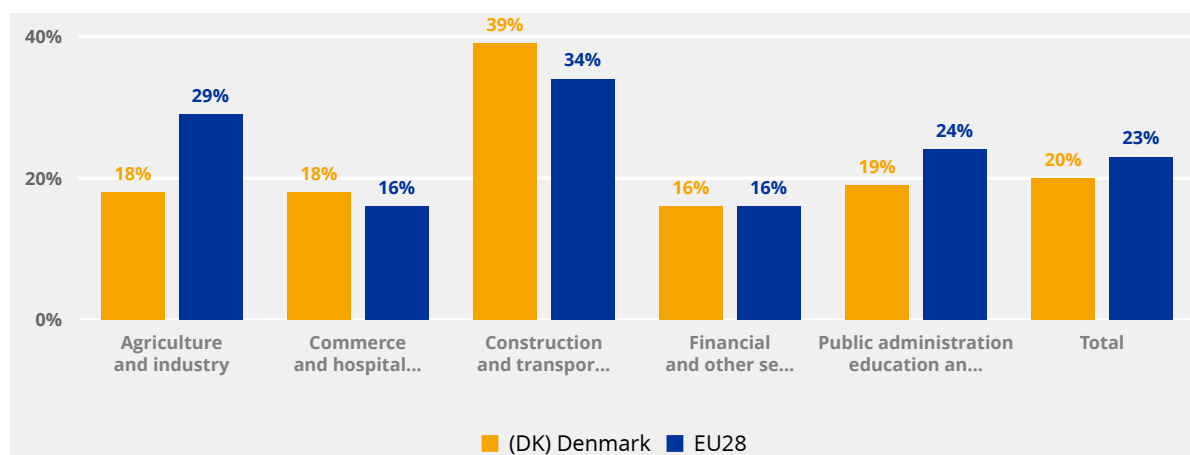
#### How satisfied are you with working conditions in your main paid job?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How satisfied are you with working conditions in your main paid job?"

Country	Not at all satisfied (%)	Not very satisfied (%)	Satisfied (%)	Very satisfied (%)
EU28	3	11	60	26
Denmark (DK)	1	8	44	47

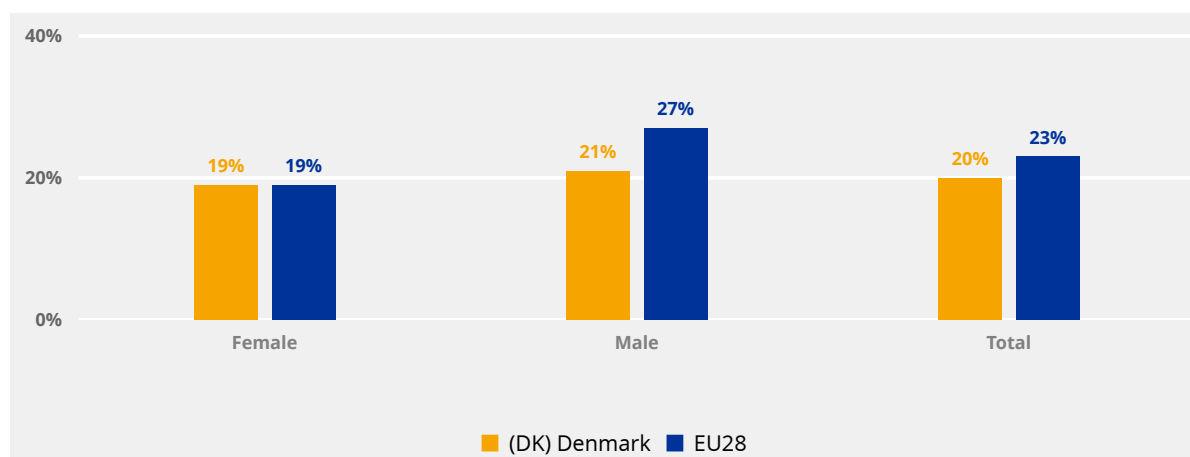
## Do you think your health or safety is at risk because of your work?



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and sector - to the question : "Do you think your health or safety is at risk because of your work?"

Sector	Country	Value (%)	Country	Value (%)
Agriculture and industry	(DK) Denmark	18	EU28	29
Commerce and hospitality	(DK) Denmark	18	EU28	16
Construction and transport	(DK) Denmark	39	EU28	34
Financial and other services	(DK) Denmark	16	EU28	16
Public administration education and health	(DK) Denmark	19	EU28	24
Total	(DK) Denmark	20	EU28	23

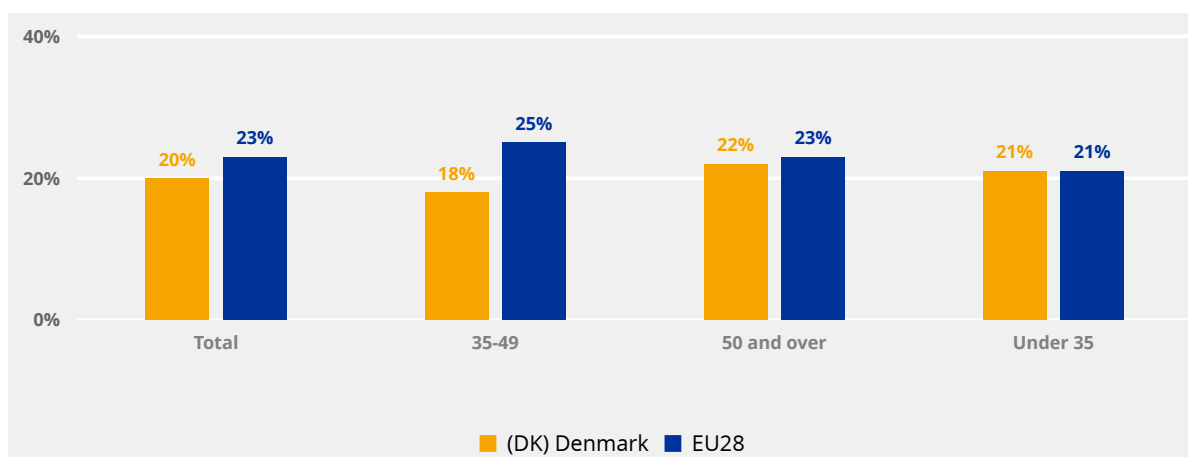
## Do you think your health or safety is at risk because of your work?



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and gender- to the question: "Do you think your health or safety is at risk because of your work?"

Gender	Country	Value (%)	Country	Value (%)
Female	(DK) Denmark	19	EU28	19
Male	(DK) Denmark	21	EU28	27
Total	(DK) Denmark	20	EU28	23

## Do you think your health or safety is at risk because of your work?



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and age - to the question : “Do you think your health or safety is at risk because of your work?”

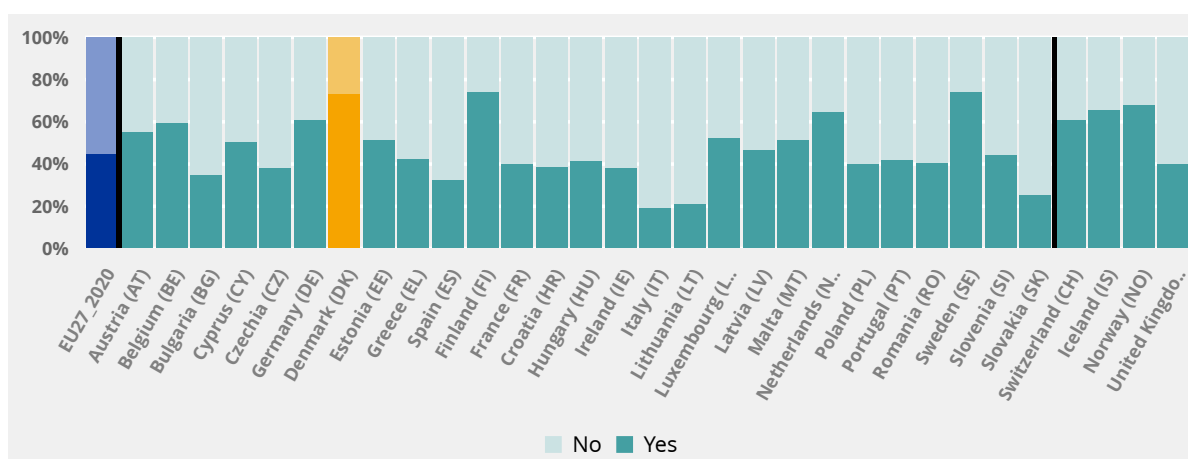
Age	Country	Value (%)	Country	Value (%)
Total	(DK) Denmark	20	EU28	23
35-49	(DK) Denmark	18	EU28	25
50 and over	(DK) Denmark	22	EU28	23
Under 35	(DK) Denmark	21	EU28	21

## Mental risk

This topic displays data from surveys on certain important aspects of mental risks such as time pressure, poor communication or cooperation, employees' lack of influence, job insecurity, difficult customers or clients, long or irregular working hours and discrimination. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

### Please tell me for each of the following risks whether or not it is present in the establishment? Time pressure

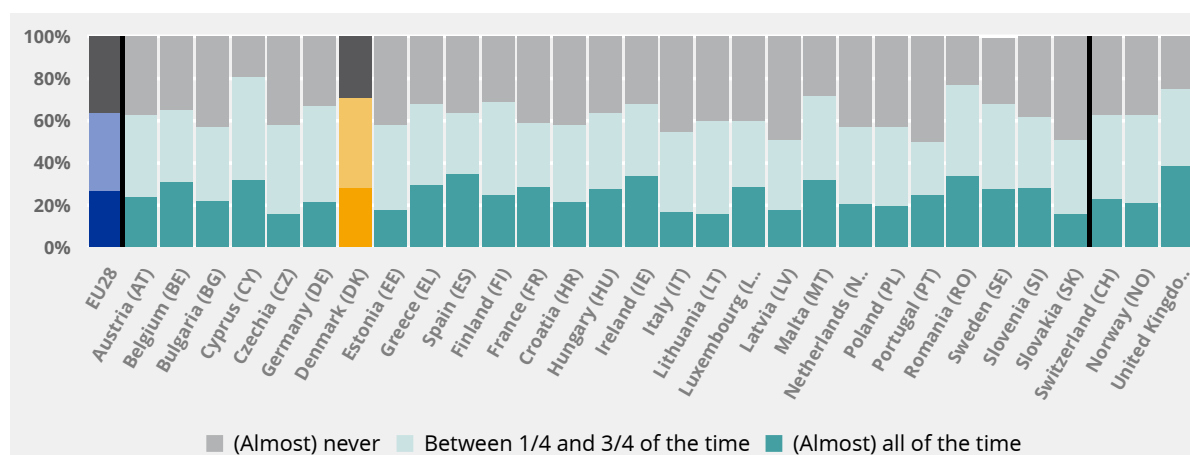


The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Time pressure".

Country	Yes (%)	No (%)
EU27_2020	45.1	54.9
Denmark (DK)	73.2	26.8



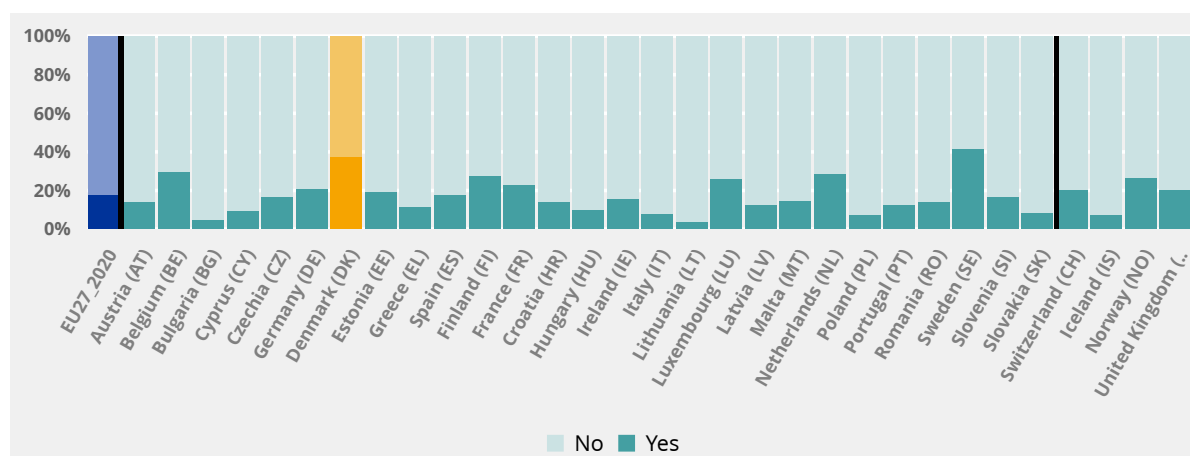
## Does your job involve working to tight deadlines?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your job involve working to tight deadlines?"

Country	Never (%)	¼ and ¾ of the time (%)	All the time (%)
EU28	36	37	27
Denmark (DK)	30	43	28

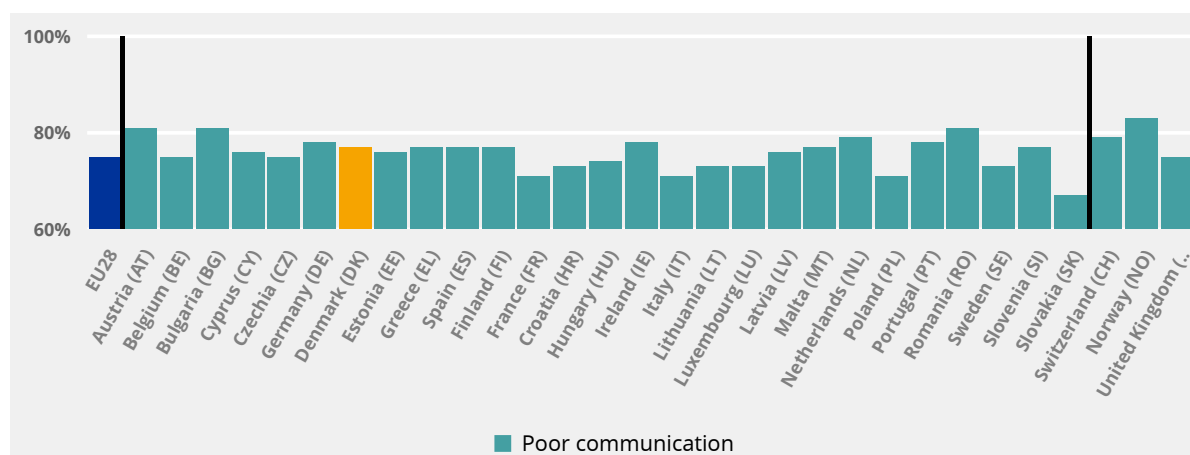
## Please tell me for each of the following risks whether or not it is present in the establishment? Poor communication



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Poor communication or cooperation."

Country	Yes (%)	No (%)
EU27_2020	17.9	82.1
Denmark (DK)	37.4	62.6

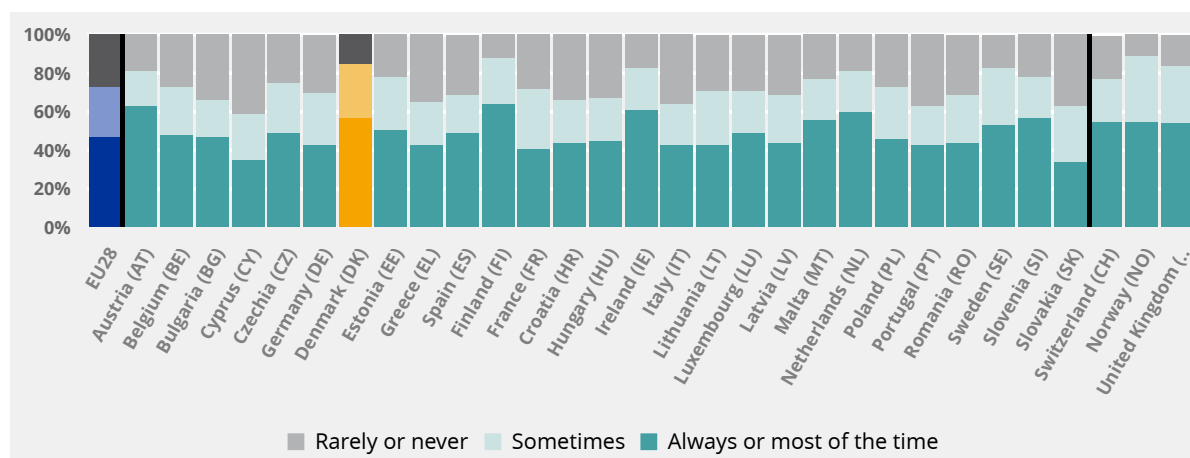
## Level of fairness, cooperation and trust



The diagram presents a composite indicator “Level of fairness, cooperation and trust” based on responses to a number of questions in the European Working Conditions Survey 2015 (EWCS).

Country	Value (%)
EU28	75
Denmark (DK)	77

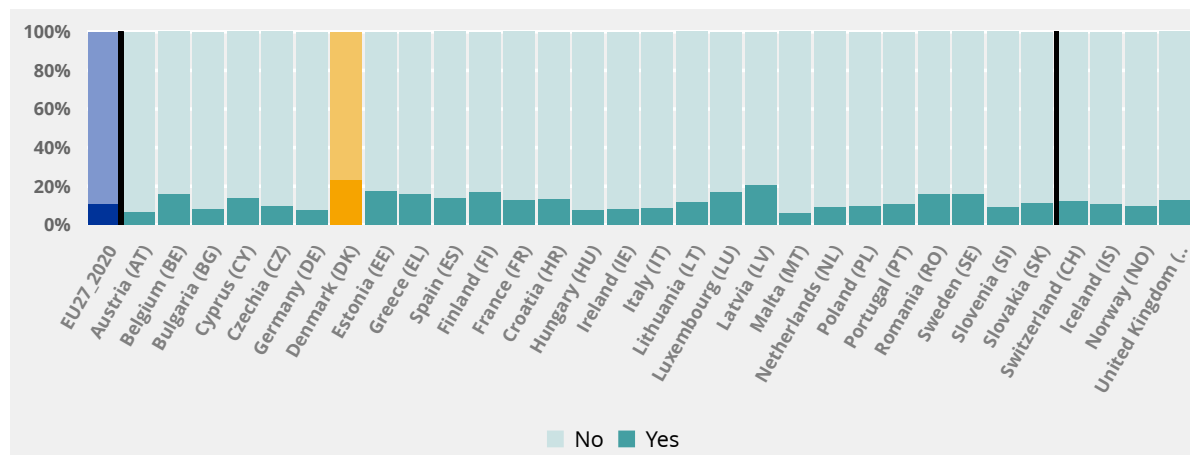
## Can you influence decisions that are important for your work?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Can you influence decisions that are important for your work?”

Country	Rarely or never (%)	Sometimes (%)	Always or most of the time (%)
EU28	27	26	47
Denmark (DK)	16	28	57

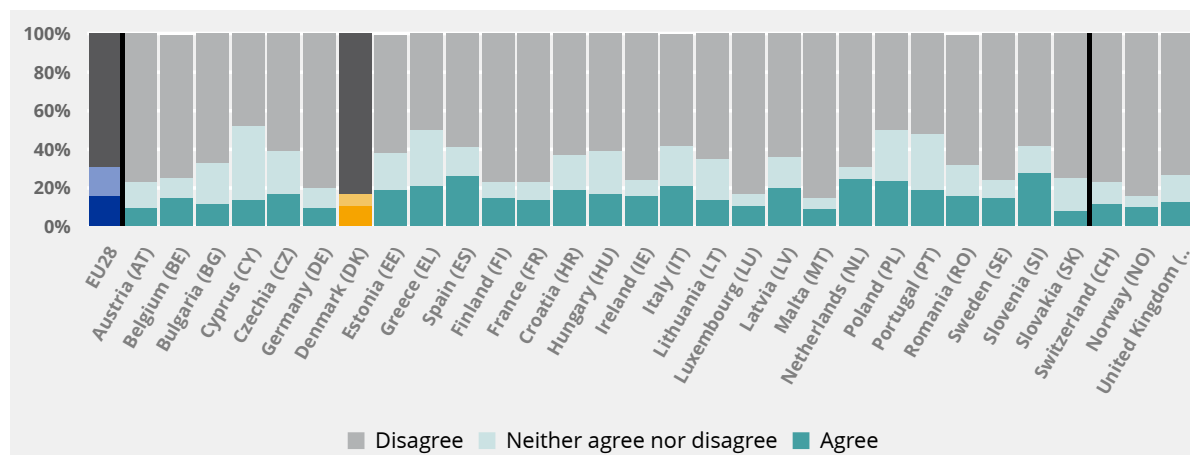
## Please tell me for each of the following risks whether or not it is present in the establishment? Fear of job loss



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Fear of job loss."

Country	Yes (%)	No (%)
EU27_2020	11.1	88.9
Denmark (DK)	23.6	76.4

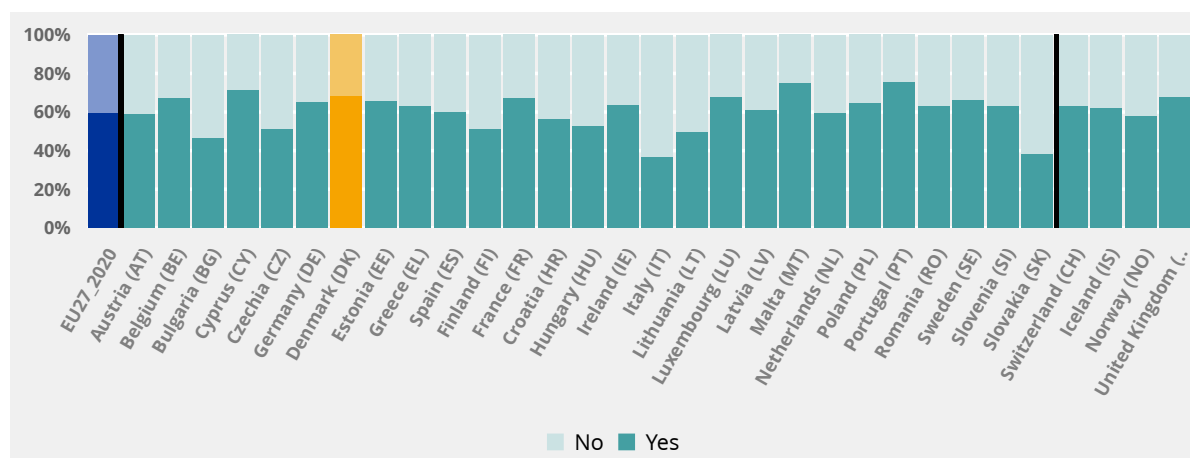
## I might lose my job in the next 6 months



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "I might lose my job in the next 6 months"

Country	Disagree (%)	Neither agree or disagree (%)	Agree (%)
EU28	69	15	16
Denmark (DK)	83	6	11

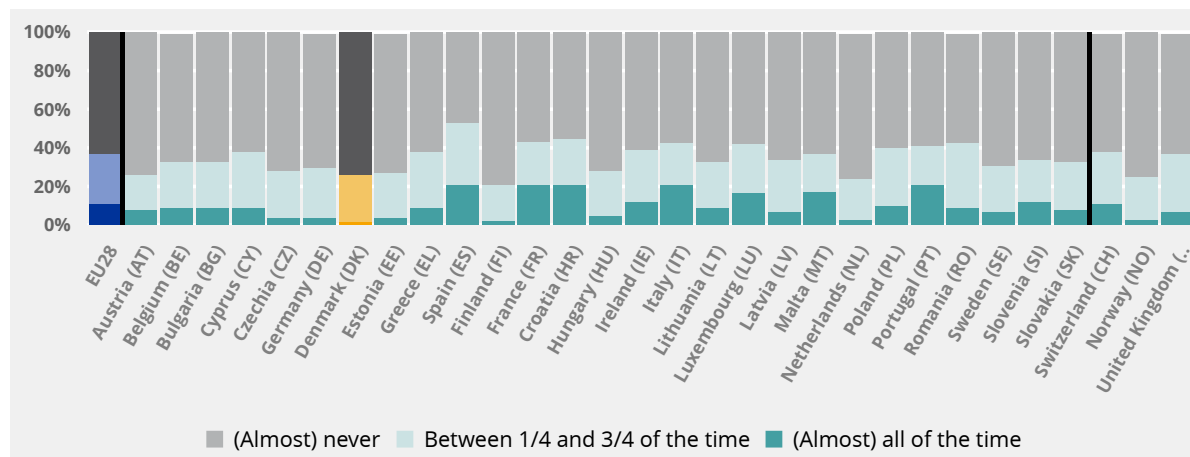
## Please tell me for each of the following risks whether or not it is present in the establishment? Difficult clients



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Having to deal with difficult customers, patients, pupils etc".

Country	Yes (%)	No (%)
EU27_2020	59.7	40.3
Denmark (DK)	68.3	31.7

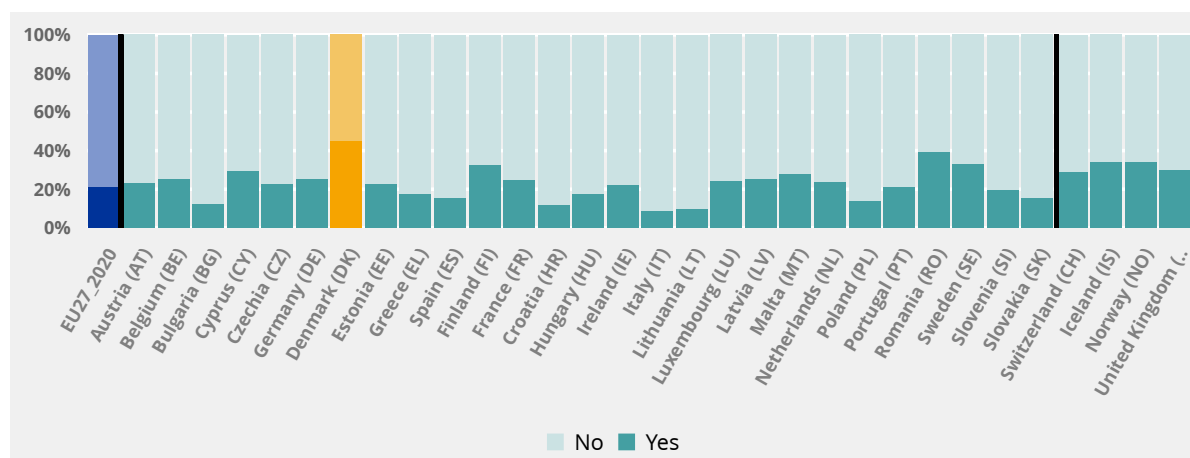
## Does your work involve handling angry clients?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your work involve handling angry clients?"

Country	Never (%)	1/4 and 3/4 of the time (%)	All the time (%)
EU28	63	26	11
Denmark (DK)	74	24	2

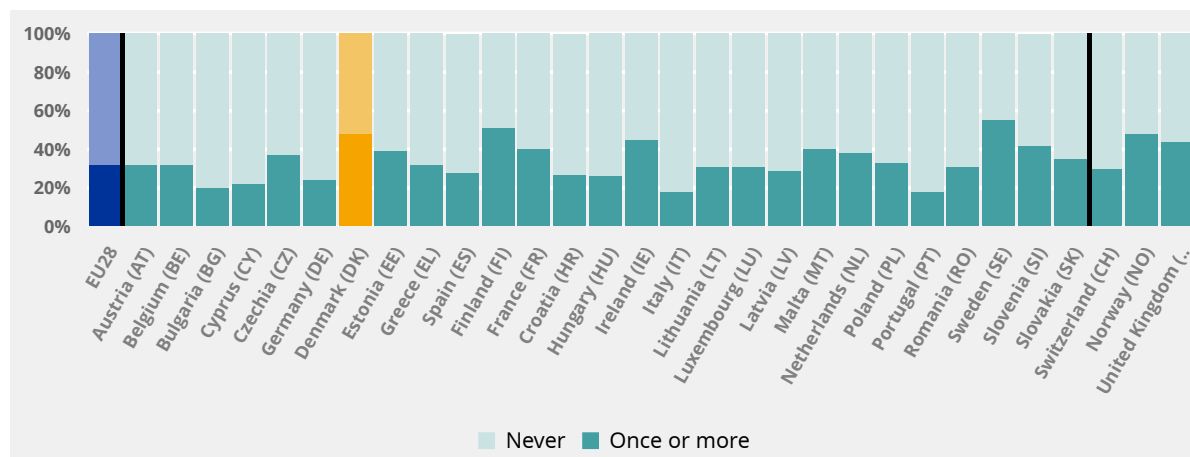
## Please tell me for each of the following risks whether or not it is present in the establishment? Working hours



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: “Please tell me for each of the following risks whether or not it is present in the establishment?” The diagram shows the response to the following answer option: “Long or irregular working hours.”

Country	Yes (%)	No (%)
EU27_2020	21.5	78.5
Denmark (DK)	44.9	55.1

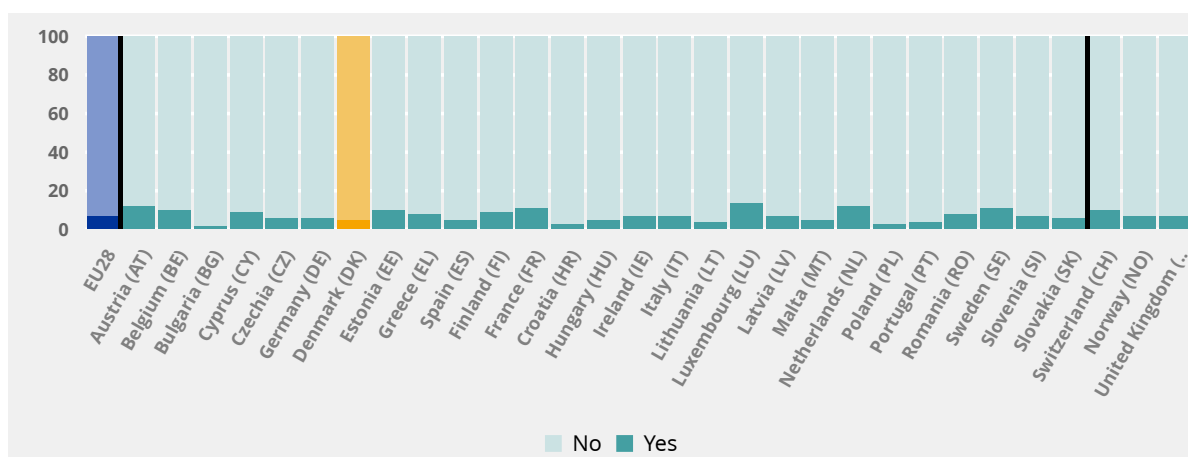
## How many times a month do you work more than 10 hours a day?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “How many times a month do you work more than 10 hours a day?”

Country	Yes (%)	No (%)
EU28	32	68
Denmark (DK)	48	52

## Have you been subjected to discrimination at work in the last 12 months?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Have you been subjected to discrimination at work in the last 12 months?"

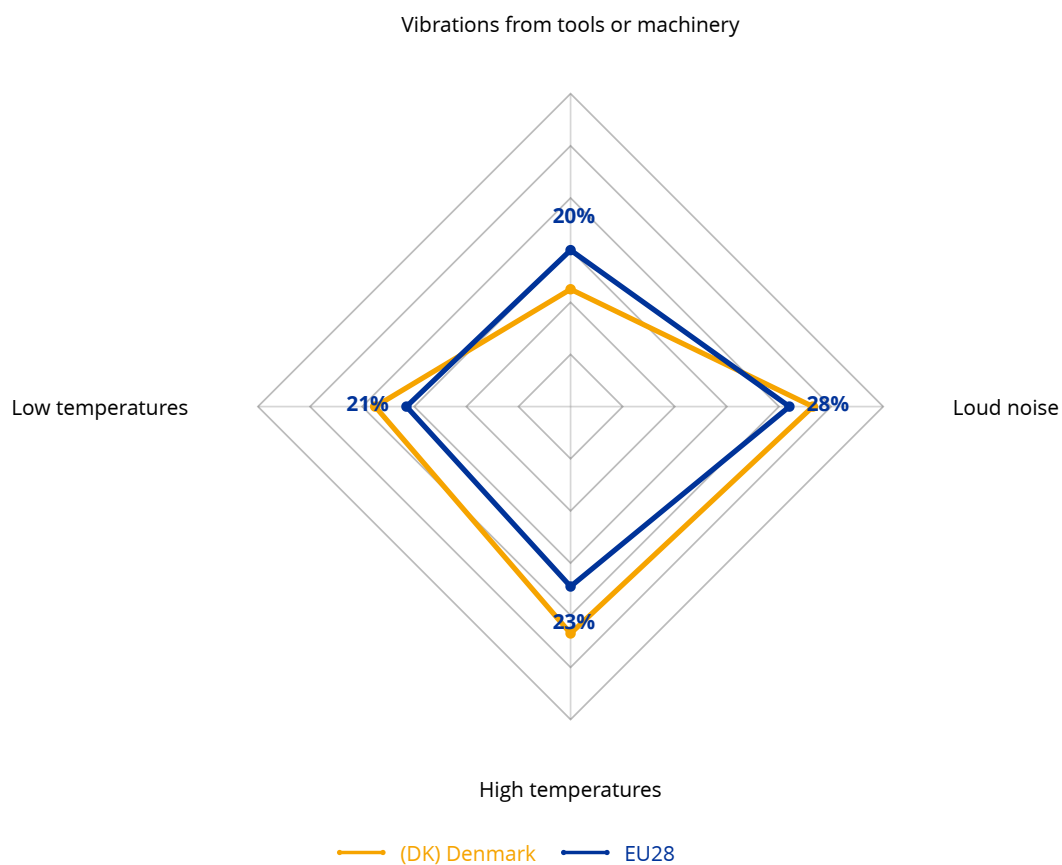
Country	Yes (%)	No (%)
EU28	7	93
Denmark (DK)	5	95

## Physical risk

This topic displays data on exposure to chemical and biological substances, exposure to noise, vibrations and high or low temperatures, and working tasks involving carrying, lifting or work in tiring or painful positions.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

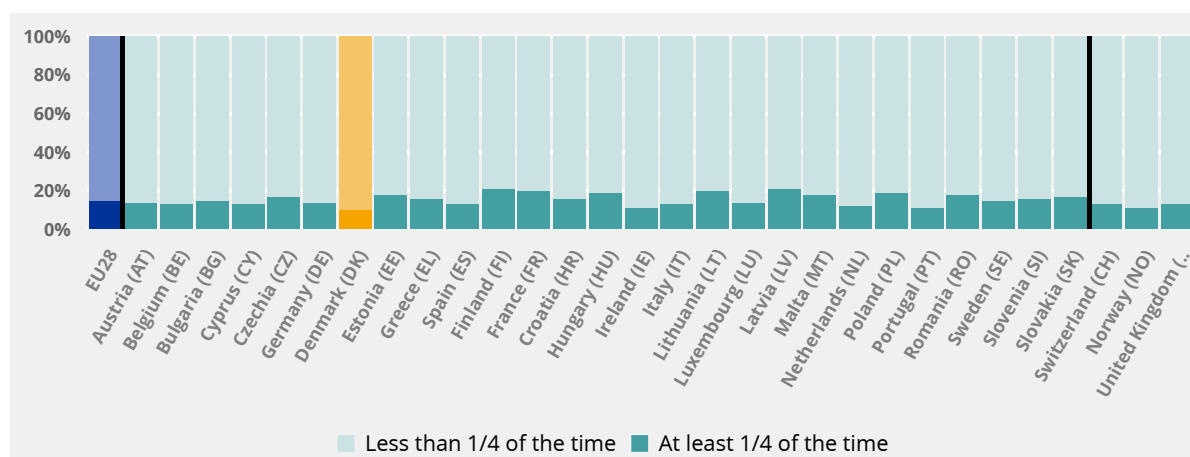
### Vibrations, loud noise and temperature



Indicator	Country	Value (%)
Vibrations from tools or machinery	EU28	20
Loud noise	EU28	28
High temperatures	EU28	23
Low temperatures	EU28	21
Vibrations from tools or machinery	(DK) Denmark	15
Loud noise	(DK) Denmark	31
High temperatures	(DK) Denmark	29
Low temperatures	(DK) Denmark	25

### Exposure to dangerous substances

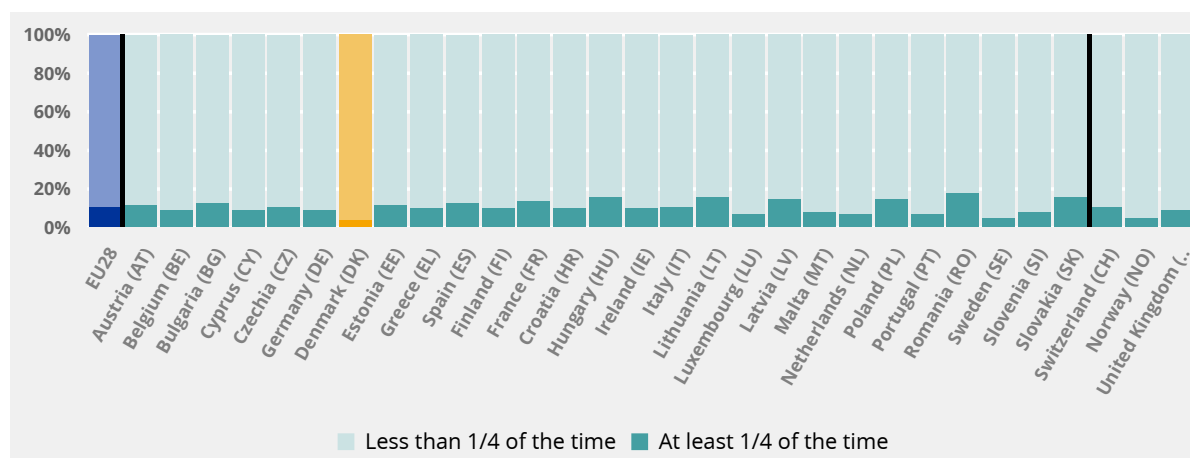
## Are you exposed to breathing in smoke, fumes, powder or dust?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in smoke, fumes, powder or dust?"

Country	Lees than ¼ of the time (%)	At least ¼ of the time (%)
EU28	85	15
Denmark (DK)	90	10

## Are you exposed to breathing in vapours?

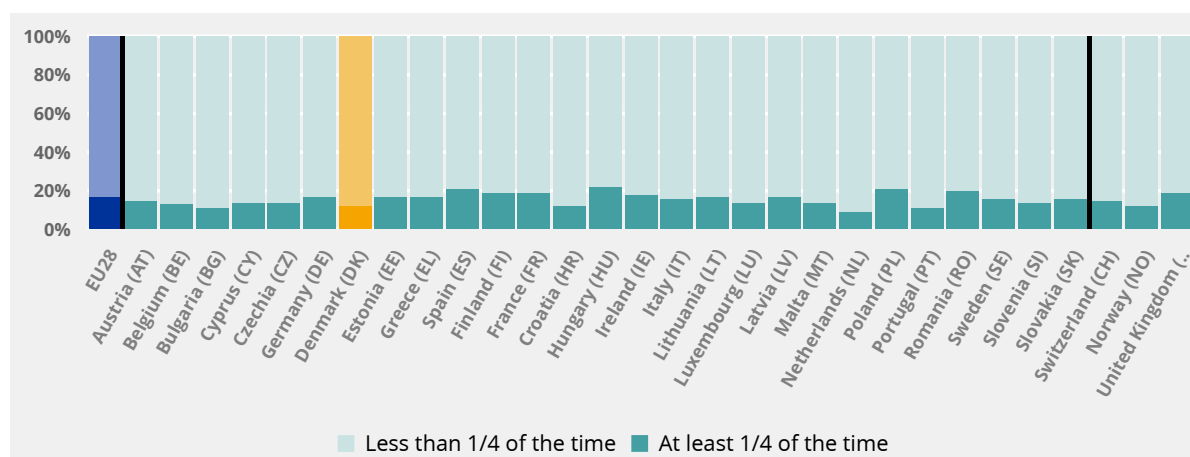


The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in vapours?"

Country	Lees than ¼ of the time (%)	At least ¼ of the time (%)
EU28	89	11
Denmark (DK)	96	4



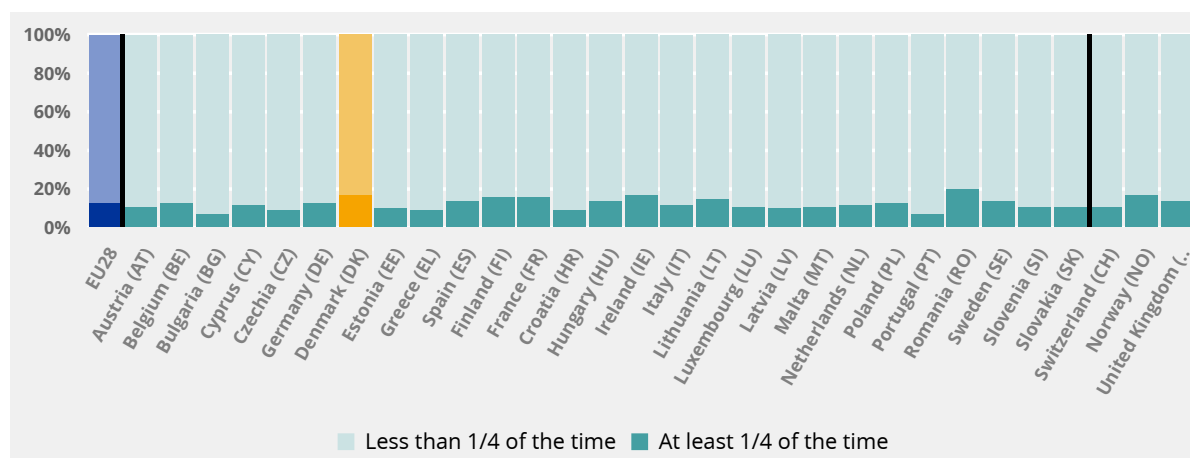
## Are you exposed to chemical products or substances?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to chemical products or substances?"

Country	Less than ¼ of the time (%)	At least ¼ of the time (%)
EU28	83	17
Denmark (DK)	88	12

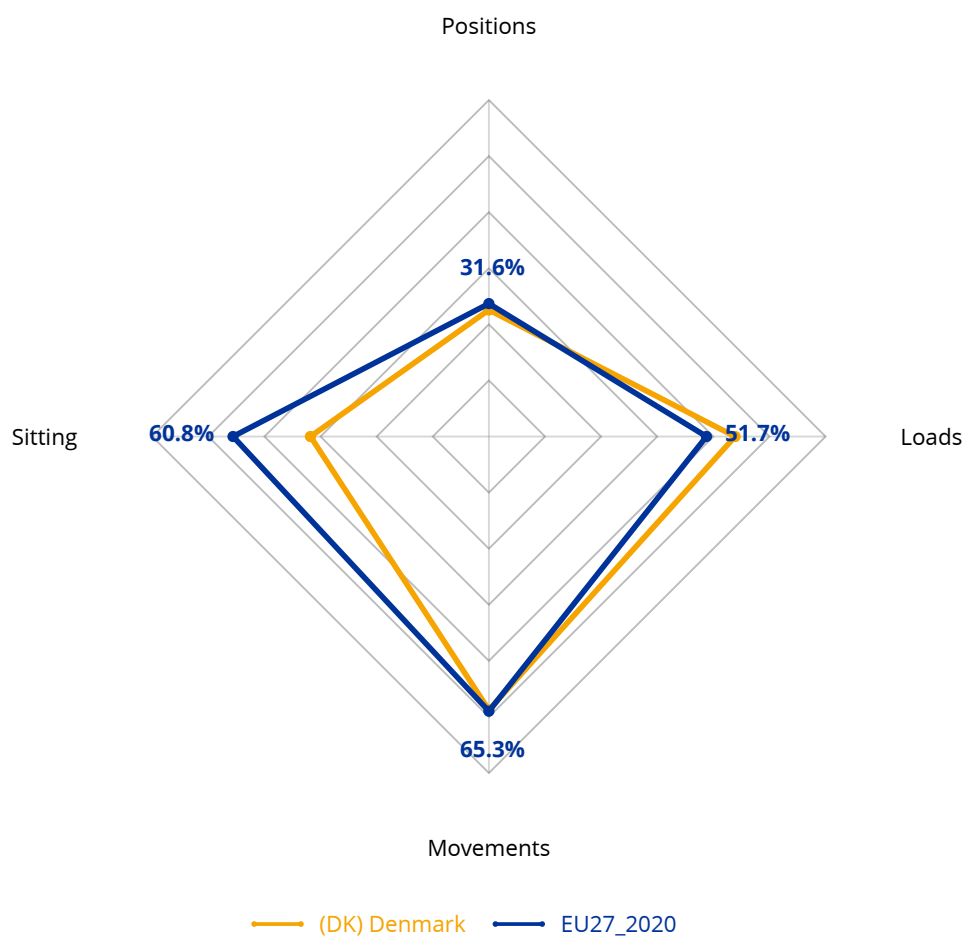
## Are you exposed to materials which can be infectious?



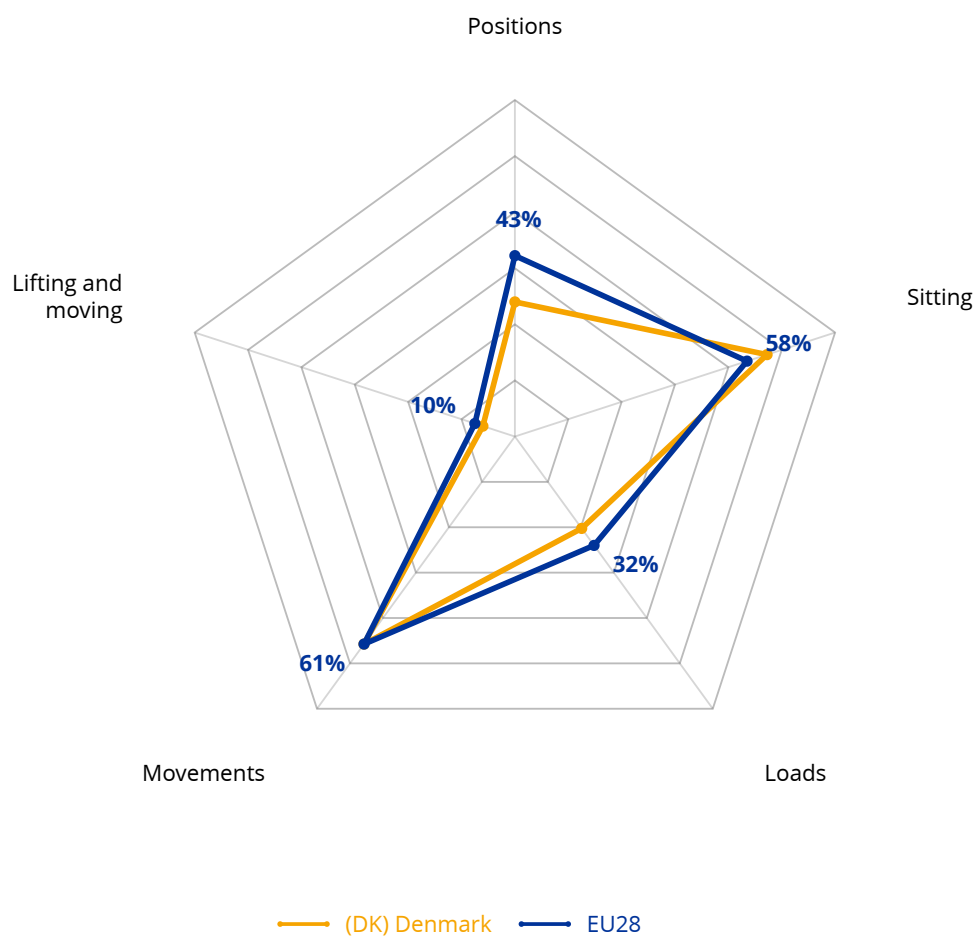
The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to materials which can be infectious?"

Country	Less than ¼ of the time (%)	At least ¼ of the time (%)
EU28	87	13
Denmark (DK)	83	17

## Ergonomic risks - ESENER



Indicator	Country	Value (%)
Positions	(DK) Denmark	30.1
Loads	(DK) Denmark	58.5
Movements	(DK) Denmark	65
Sitting	(DK) Denmark	42.4
Positions	EU27_2020	31.6
Loads	EU27_2020	51.7
Movements	EU27_2020	65.3
Sitting	EU27_2020	60.8



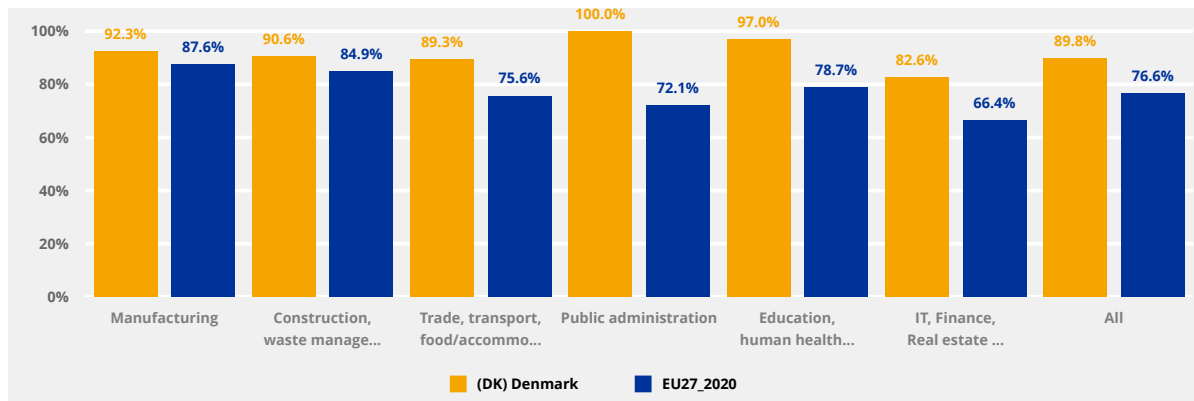
Indicator	Country	Value (%)
Positions	EU28	43
Sitting	EU28	58
Loads	EU28	32
Movements	EU28	61
Lifting and moving	EU28	10
Positions	(DK) Denmark	32
Sitting	(DK) Denmark	63
Loads	(DK) Denmark	27
Movements	(DK) Denmark	61
Lifting and moving	(DK) Denmark	8

## OSH outcomes and working conditions **Prevention in companies**

This indicator visualises data on how OSH is implemented on company/enterprise level, mainly focusing on risk assessment, related questions and OSH training for workers.

Source: ESENER 2019 Survey. For further information refer to Methodology

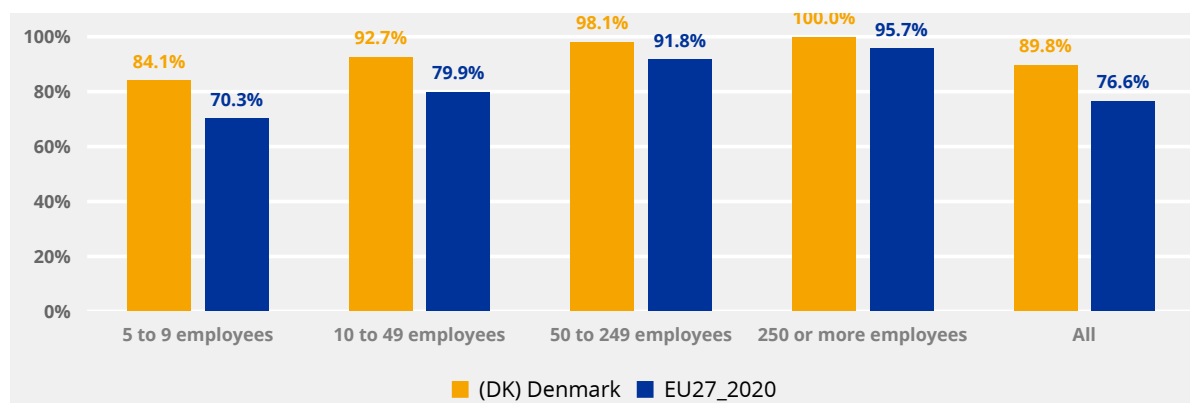
### Does your establishment regularly carry out workplace risk assessments?



The diagram displays 'yes' the responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Does your establishment regularly carry out workplace risk assessments?"

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(DK) Denmark	92.3	EU27_2020	87.6
Construction, waste management, water and electricity supply	(DK) Denmark	90.6	EU27_2020	84.9
Trade, transport, food/accommodation and recreation activities	(DK) Denmark	89.3	EU27_2020	75.6
Public administration	(DK) Denmark	100	EU27_2020	72.1
Education, human health and social work activities	(DK) Denmark	97	EU27_2020	78.7
IT, Finance, Real estate and other technical scientific or personal service activities	(DK) Denmark	82.6	EU27_2020	66.4
All	(DK) Denmark	89.8	EU27_2020	76.6

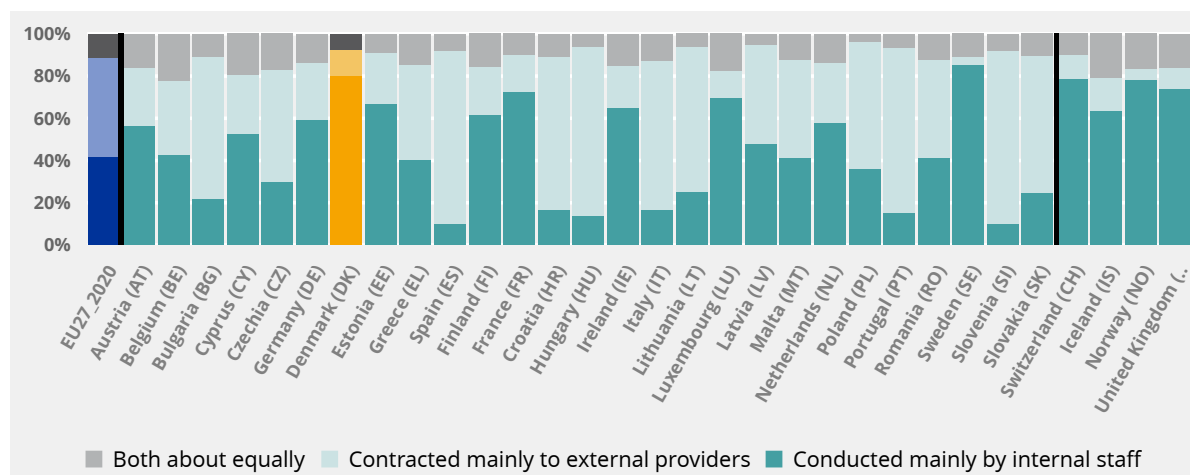
## Does your establishment regularly carry out workplace risk assessments?



The diagram presents the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : “Does your establishment regularly carry out workplace risk assessments?”

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(DK) Denmark	84.1	EU27_2020	70.3
10 to 49 employees	(DK) Denmark	92.7	EU27_2020	79.9
50 to 249 employees	(DK) Denmark	98.1	EU27_2020	91.8
250 or more employees	(DK) Denmark	100	EU27_2020	95.7
All	(DK) Denmark	89.8	EU27_2020	76.6

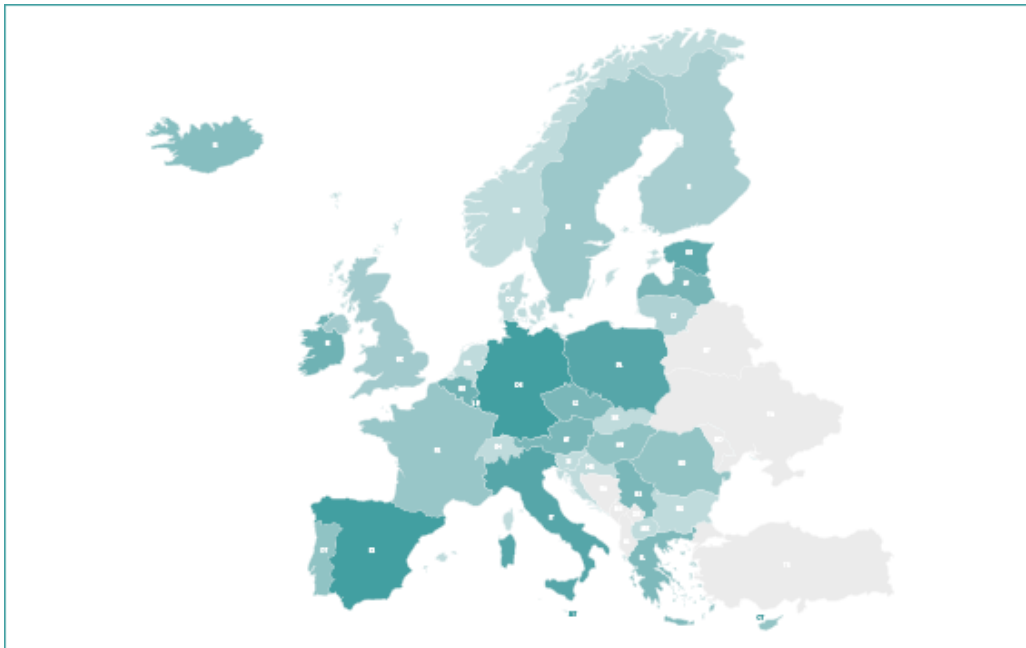
## Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?



The diagram displays the responses in the ESENER 2019 Survey to the question: “Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?”

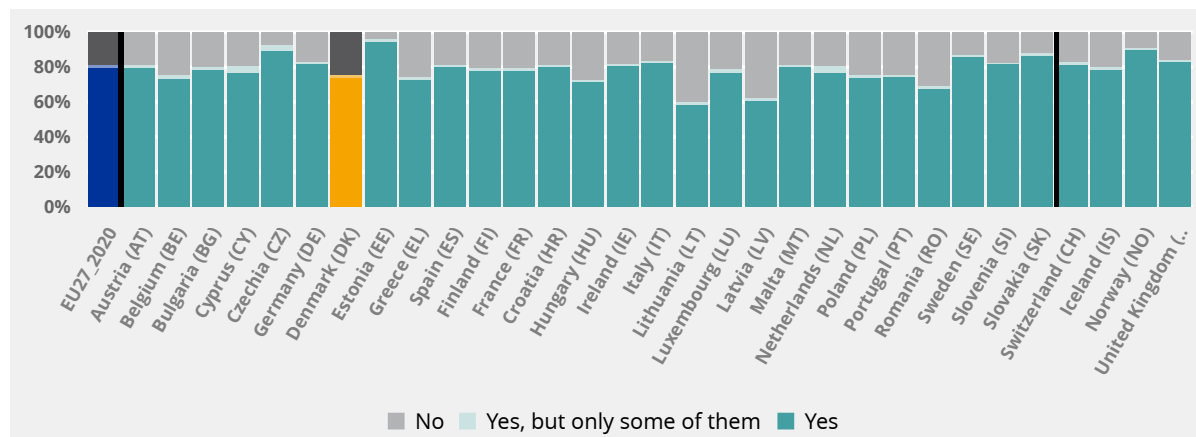
Country	Both about equal (%)	External (%)	Internal (%)
EU27_2020	11.2	47.1	41.7
Denmark (DK)	7.4	12.7	79.9

## Evaluated aspects in risk assessments



Responses to Evaluated aspects can be found in ESENER 2019 Survey in the section OSH Management – Aspects evaluated in the workplace risk assessment. For further information please, check the ESENER methodology.

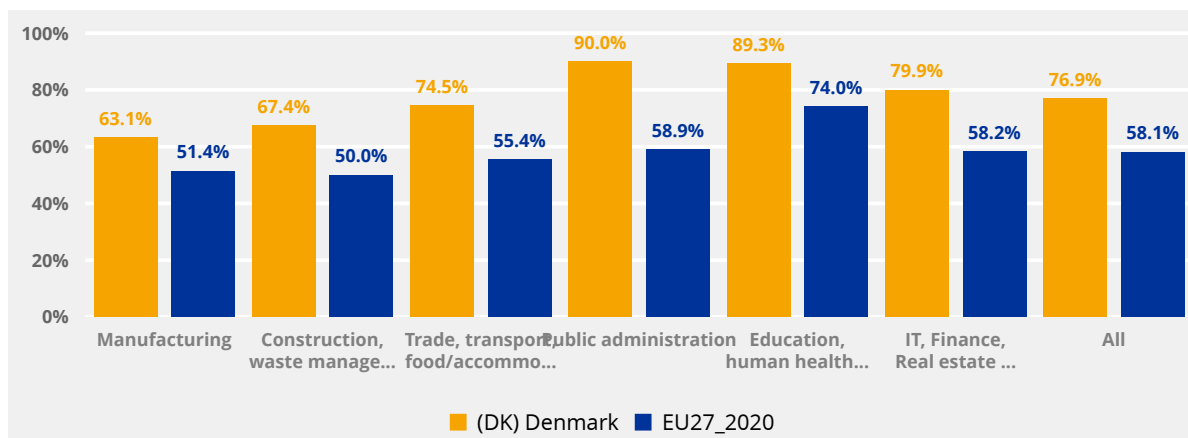
## Are the health and safety representatives provided with any training during work time?



The diagram displays the responses in the ESENER 2019 Survey to the question: “Are the health and safety representatives provided with any training during work time?”. additional information about this indicator can be obtained in ESENER 2019 Survey in the section OSH Management – Lack of information or adequate tools to deal with the risk effectively

Country	No (%)	Yes, but only some of them (%)	Yes (%)
EU27_2020	18.7	1	80.3
Denmark (DK)	24.4	1.1	74.5

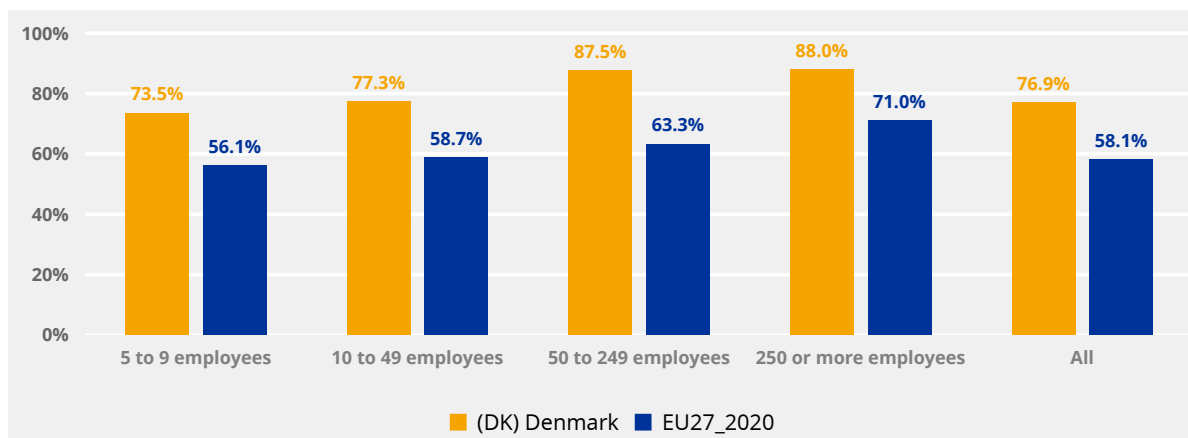
## Did the employees have a role in the design and set-up of measures to address psychosocial risks?



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Did the employees have a role in the design and set-up of measures to address psychosocial risks?"

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(DK) Denmark	63.1	EU27_2020	51.4
Construction, waste management, water and electricity supply	(DK) Denmark	67.4	EU27_2020	50
Trade, transport, food/accommodation and recreation activities	(DK) Denmark	74.5	EU27_2020	55.4
Public administration	(DK) Denmark	90	EU27_2020	58.9
Education, human health and social work activities	(DK) Denmark	89.3	EU27_2020	74
IT, Finance, Real estate and other technical scientific or personal service activities	(DK) Denmark	79.9	EU27_2020	58.2
All	(DK) Denmark	76.9	EU27_2020	58.1

## Did the employees have a role in the design and set-up of measures to address psychosocial risks?



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : "Did the employees have a role in the design and set-up of measures to address psychosocial risks?"

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(DK) Denmark	73.5	EU27_2020	56.1
10 to 49 employees	(DK) Denmark	77.3	EU27_2020	58.7
50 to 249 employees	(DK) Denmark	87.5	EU27_2020	63.3
250 or more employees	(DK) Denmark	88	EU27_2020	71
All	(DK) Denmark	76.9	EU27_2020	58.1



## OSH outcomes and working conditions

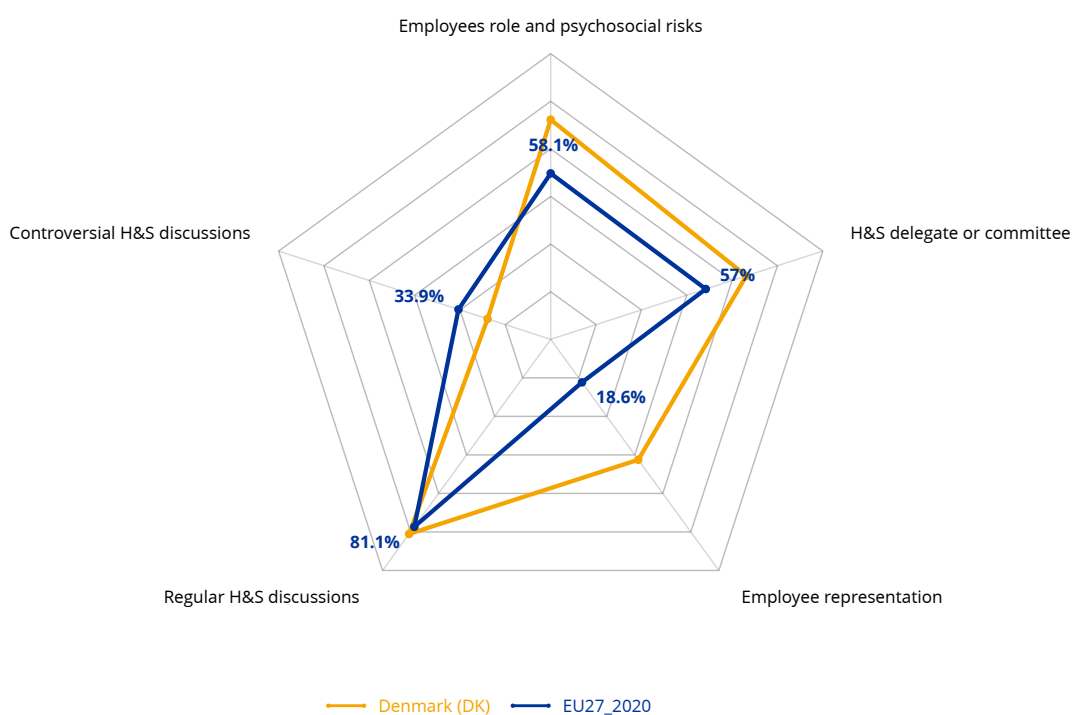
### Worker involvement

This section displays mainly quantitative data that show how workers are represented at company level and how they are involved in the prevention policy of the companies.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

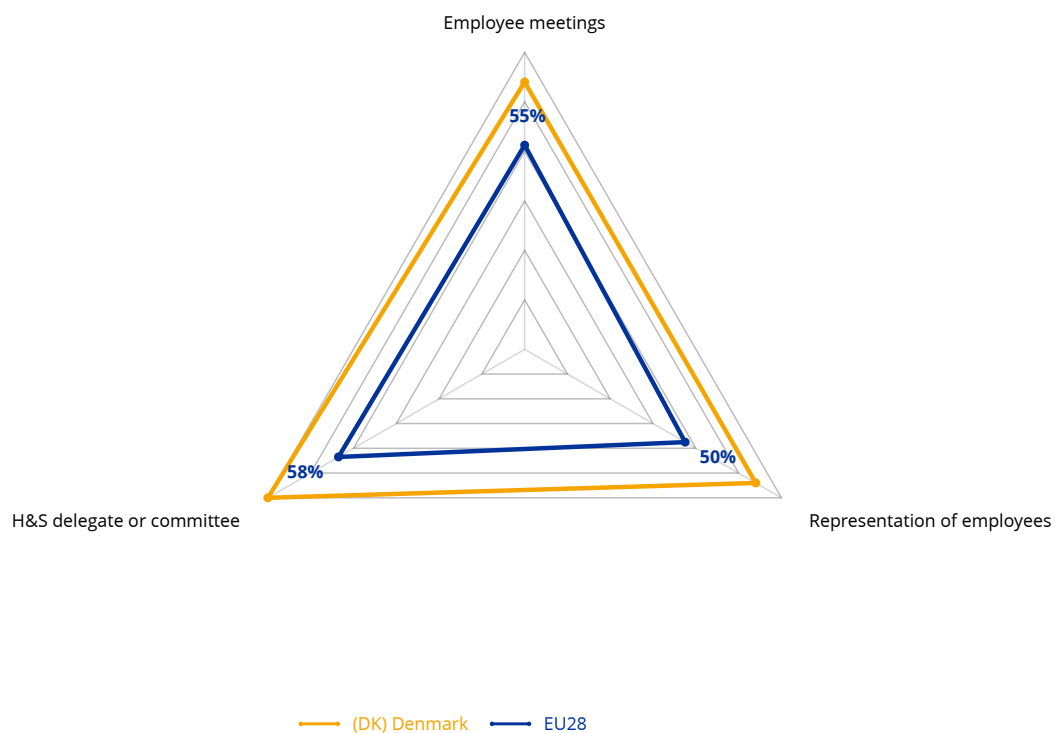
### Worker involvement

#### ESENER



Sector	Country	Value (%)
Employees role and psychosocial risks	EU27_2020	58.1
H&S delegate or committee	EU27_2020	57
Employee representation	EU27_2020	18.6
Regular H&S discussions	EU27_2020	81.1
Controversial H&S discussions	EU27_2020	33.9
Employees role and psychosocial risks	Denmark (DK)	76.9
H&S delegate or committee	Denmark (DK)	71.9
Employee representation	Denmark (DK)	52.1
Regular H&S discussions	Denmark (DK)	84.2
Controversial H&S discussions	Denmark (DK)	23.2

## EWCS



Sector	Country	Value (%)
Employee meetings	EU28	55
Representation of employees	EU28	50
H&S delegate or committee	EU28	58
Employee meetings	(DK) Denmark	72
Representation of employees	(DK) Denmark	72
H&S delegate or committee	(DK) Denmark	80

## OSH infrastructure **Enforcement capacity**

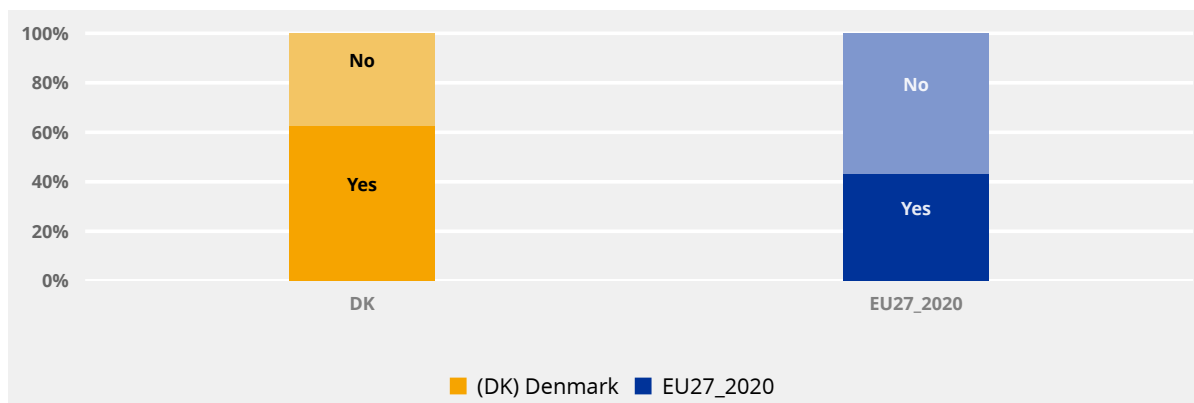
This indicator mainly contains the non-confidential parts of Senior Labour Inspectors Committee reports about enforcement in Member States

Sources: ESENER 2019 Survey and Senior Labour Inspectors' Committee.

For further information refer to Methodology

### **% of establishments inspected**

Have you been visited by the labour inspectorate in the last 3 years?



Country	Yes (%)	No (%)
(DK) Denmark	62.6	37.4
EU27_2020	43.2	56.8

### **Authority**

No information available

### **Scope of the Labor Inspection**

No information available

### **Inspector powers**

No information available

### **Strategy/Plan**

No information available

## OSH infrastructure OSH statistics, surveys and research

Here you will find a comprehensive overview of availability of OSH statistics and surveys on working conditions and research capacities in the different Member States and the EU.

For further information refer to Methodology



**Denmark**

### OSH statistics

Notified accidents at work (Anmeldte arbejdsulykker 2014)

**Data holder:**

Labour Inspection (Arbejdstilsynet)

**Functionalities:**

- Monitoring of work accidents - Five years periods from 1997 on (annual reports)

Arbejdstilsynet: Anmeldte Erhverssygdomme 2014. Arbejdstilsynets årsopgørelse 2014 over anmeldte tilfælde af erhvervssygdomme og sundhedsskadelige påvirkninger i arbejdsmiljøet (Labour Inspection: Notified occupational diseases 2014. Annual report of the labour Inspection about the notified cases of occupational diseases and health damaging working conditions: The report is amended by a separated annex (bilag) Official statistics.

**Data holder:**

Arbejdstilsynet

**Functionalities:**

- Monitoring of occupational diseases - Five-years periods reports from 1997 on (Annual reports)

Jacobsen, P./Bach, E. Det Nationale Forskningscenter for Arbejdsmiljø (NFA): Arbejdsmiljø og helbred i Danmark 2012 Resumé og resultater, Copenhagen 2013

**Data holder:**

NFA

**Functionalities:**

- Monitoring of work-related illness

### Surveys

Work Environment and Health in Denmark (WEHD)

- **Time span:** 2012, 2016, 2018 (ongoing), every second year
- **Contact person:** Senior analyst Nina Føns Johnsen and Chief analyst Peter Linde. The National Research Centre for the Working Environment in Denmark (NFA)

Workplaces environment initiatives (no english version)

- **Time span:** 2013, 2015, 2017 (ongoing), every second year
- **Contact person:** Chief analyst Peter Linde. The National Research Centre for the Working Environment in Denmark (NFA)

## Research Institutes

National Research Centre for the Working Environment (NRCWE) (Det Nationale Forskningscenter for Arbejdsmiljø)

[Link to the institute](#)

### Short abstract

The NRCWE is a government research institute under the auspices of the Ministry of Employment. The mission of the NRCWE is to generate new research-based knowledge about OSH to contribute to healthy and stimulating working conditions, in accordance with the demands and needs of society, enterprises and the working environment system. The NRCWE provides research-based knowledge and counselling to the Ministry of Employment, including the Danish Working Environment Authority. The NRCWE disseminates research-based knowledge to social partners, enterprises and working environment counsellors, contributes to higher education at universities, and serves as a port of call for general information about working environment issues through the Working Environment Information Centre.

The following areas are the current strategic research areas of the NRCWE:

- psychosocial working environment;
- musculoskeletal disorders;
- nanosafety;
- work accidents and safety culture.

[See more in OSHWiki](#)

Danish Working Environment Research Fund

[Link to the institute](#)

### Short abstract

The objective of the Danish Working Environment Research Fund is to strengthen Danish working environment research through the adoption of a research strategy and allocation of funds, based on the prioritised themes laid out in the research strategy. Presently, these themes are:

- work accidents;
- psychological working environment;
- musculoskeletal disorders;
- OSH instruments.

The fund supports research and development in OSH, with the purpose of preventing and reducing issues in the working environment that lead to mental and physical health problems and early retirement from the labour market. The fund also supports reviews of occupational diseases on the basis of specific calls for applications. From 2003 to 2016, the fund approved research grants for 284 projects amounting to DKK 758.7 million. The Danish Working Environment Research Fund invites applications twice a year, with deadlines around 1 March and 1 September.

[See more in OSHWiki](#)

