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Factsheet for case **DK-2020-11/305**

Jobsharing

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Country	Denmark, applies nationwide
Time period	Open ended, started on 12 March 2020
Type	Legislation or other statutory regulation
Category	Change of work arrangements to ensure business continuity – New rota schemes
Case created	06 April 2020 (updated 21 April 2020)

Background Information

In order to avoid direct dismissals, the government has made it possible for the companies to make use of the existing jobsharing scheme in a more flexible way. Jobsharing is covered by collective agreement. The flexible measures were passed by a so-called urgent statute.

Content of measure

According to collective agreement a company can introduce a period of 13 weeks of jobsharing in the company as a provisional measure. Normally, the company must notify the local jobcentre a week before the jobsharing can start. This rule is abolished with the aim that the company can start jobsharing the same day the notification is sent.

At the same time, it becomes possible for companies to switch between the types of jobsharing periods when a cycle of jobsharing is completed. As it is, the working hours must be reduced by at least 2 full days per day, week or with 1 week of full-time work followed by 1 week of unemployment. However, the distribution can also be arranged with 2 weeks of full-time work followed by 1 week of unemployment or with 2 weeks of full-time work followed by 2 weeks of unemployment. According to the urgent statute, the employer can switch between the periods when the one in use expires.

During the periods of unemployment, the employees in question will receive a supplementary unemployment benefit.

Use of measure

The media has mentioned that jobsharing is increasing among the companies affected by COVID 19 related decrease in production/sales. However, the concrete statistics is not yet published, but it is a matter of short time.

Actors, target groups and funding

Actors	Target groups	Funding
National government	employees All companies	National funds

Social partners

Role of social partners	Informed
Form of involvement	Other

The social partners have welcomed the initiative to make the existing jobsharing scheme more flexible for a (open ended) period.

Sectors and occupations

This case is sector-specific.

Economic area	Sector (NACE level 2)
C - Manufacturing	C10 Manufacture of food products
	C11 Manufacture of beverages
	C12 Manufacture of tobacco products
	C13 Manufacture of textiles
	C14 Manufacture of wearing apparel
	C15 Manufacture of leather and related products
	C16 Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials

	C17 Manufacture of paper and paper products
	C18 Printing and reproduction of recorded media
	C19 Manufacture of coke and refined petroleum products
	C20 Manufacture of chemicals and chemical products
	C21 Manufacture of basic pharmaceutical products and pharmaceutical preparations
	C22 Manufacture of rubber and plastic products
	C23 Manufacture of other non-metallic mineral products
	C24 Manufacture of basic metals
	C25 Manufacture of fabricated metal products, except machinery and equipment
	C26 Manufacture of computer, electronic and optical products
	C27 Manufacture of electrical equipment
	C28 Manufacture of machinery and equipment n.e.c.
	C29 Manufacture of motor vehicles, trailers and semi-trailers

This case is not occupation-specific.

Sources

- 12 March 2020: Arbejdsfordeling gøres mere fleksibel ([bm.dk](https://www.bm.dk))