

The inclusive labour market

Danish case

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Agenda

- The inclusive labour market in Denmark
 - Law for active employment initiatives
 - Framework agreements on the social chapter
 - Agreement on integration and training positions
- Implementation of “The autonomous framework agreement on inclusive labour markets” on the municipal and regional labour market



The inclusive labour market in Denmark

- In 2003 the state passed a “law for active employment initiatives”.
- The social partners in the public sector have negotiated two agreements in 2002:
 - Framework agreements on the social chapter
 - Agreement on integration and training positions



Framework agreement on the social chapter (1)

- The framework agreement on the social chapter became effective in 2002
- The framework agreement provides tools and recommendations on how the employers can get the disadvantaged groups that no longer can uphold an ordinary job to:
 - Retain their employment on the labour market
 - Get help to be able to enter the labour market



Framework agreement on the social chapter (2)

- The framework agreement presents 4 different initiatives:

1) Contractual jobs on special terms

People with reduced ability to work, that no longer can uphold an ordinary job

2) Flexible jobs

People with reduced ability to work, that no longer can uphold an ordinary job.

The reduced ability to work can be caused by physical or mental conditions



Framework agreement on social chapter (3)

3) Wage subsidy jobs

Wage subsidy jobs are given to people that are unemployed or have reduced working capacity which makes it more difficult for them to enter the labour market

4) Internship

Internship is given to people that are unemployed and receive social benefit and who either A) have reduced working capacity B) or individuals with deficient academic, linguistic or social skills



Employment on special working terms

- The municipal labour market employs 497,095 persons. This number includes for example:
- 15.963 people in flexible jobs
- 11.870 people in wage subsidy jobs



Agreement on integration and training positions

- The agreement was negotiated by the social partners and became effective in 2002
- The agreement focuses on:
 - Immigrants and their descendants whom has limited language skills and
 - Young people under 25 years with no work experience
- The agreement is meant to help with integration of the two groups in the labour market if they have had difficulties getting an ordinary job. The agreement establishes the wages and employment terms.



Implementing “The autonomous framework agreement on inclusive labour markets”

- The implementation of “The autonomous framework agreement on inclusive labour markets” happened in 2011.
- It was implemented into the existing framework agreement “The social chapter”. There was no changes made to the existing framework, as the aim of the two agreements are the same.



Implementing “The autonomous framework agreement on inclusive labour markets”

- The aim of the two agreements are the same
 - Access, return, retention and development with a view to achieving integration of individuals in the labour market
 - Increases the awareness, understanding and knowledge of employers, workers and their representatives of inclusive labour markets

