

Overview of systems in the Scandinavian countries - Denmark



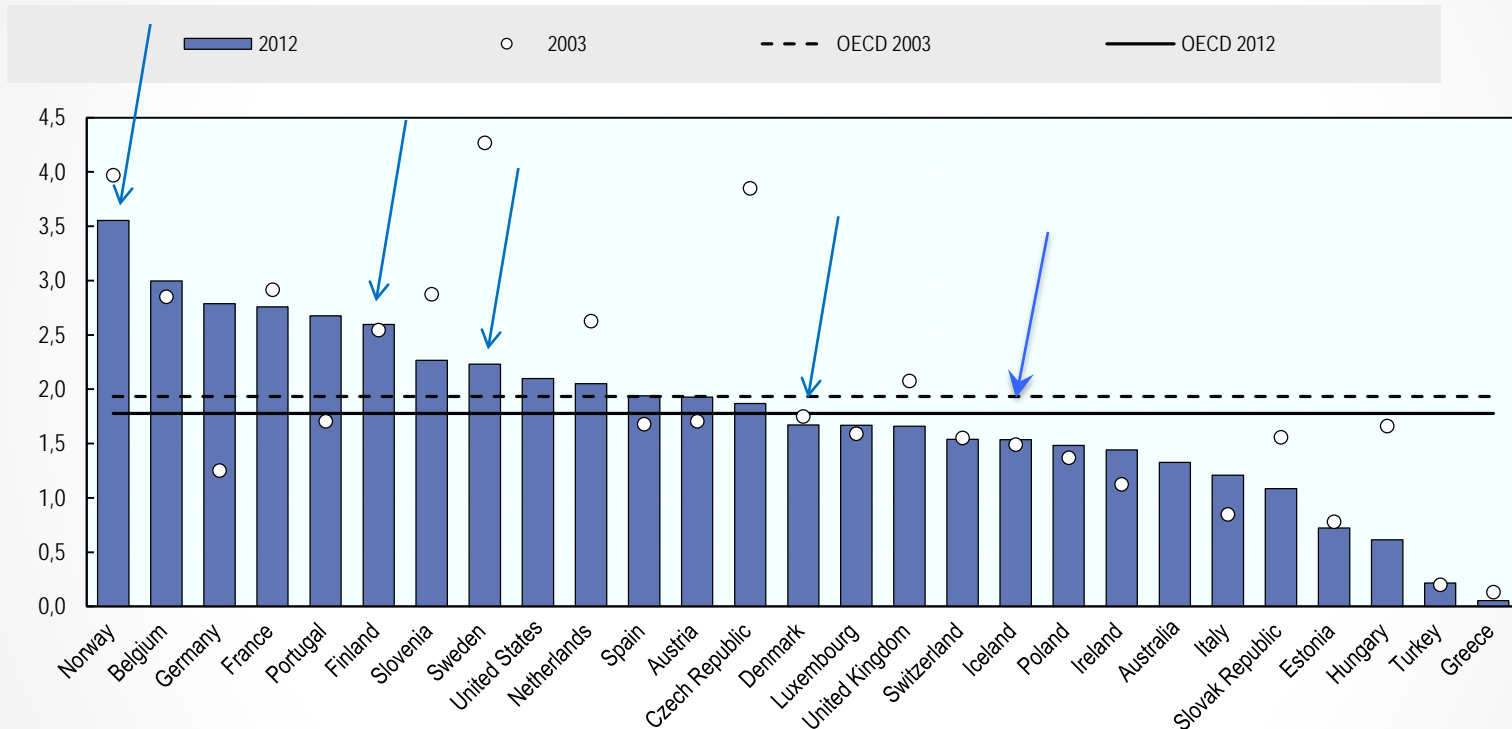
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The Danish Flexicurity-model - in short

- Limited employment protection
→ easy to dismiss → easy to adjust workforce
- **A generous system of economic support for non-employed**
- Sick leave and disability policy is an integrated part of the welfare state model

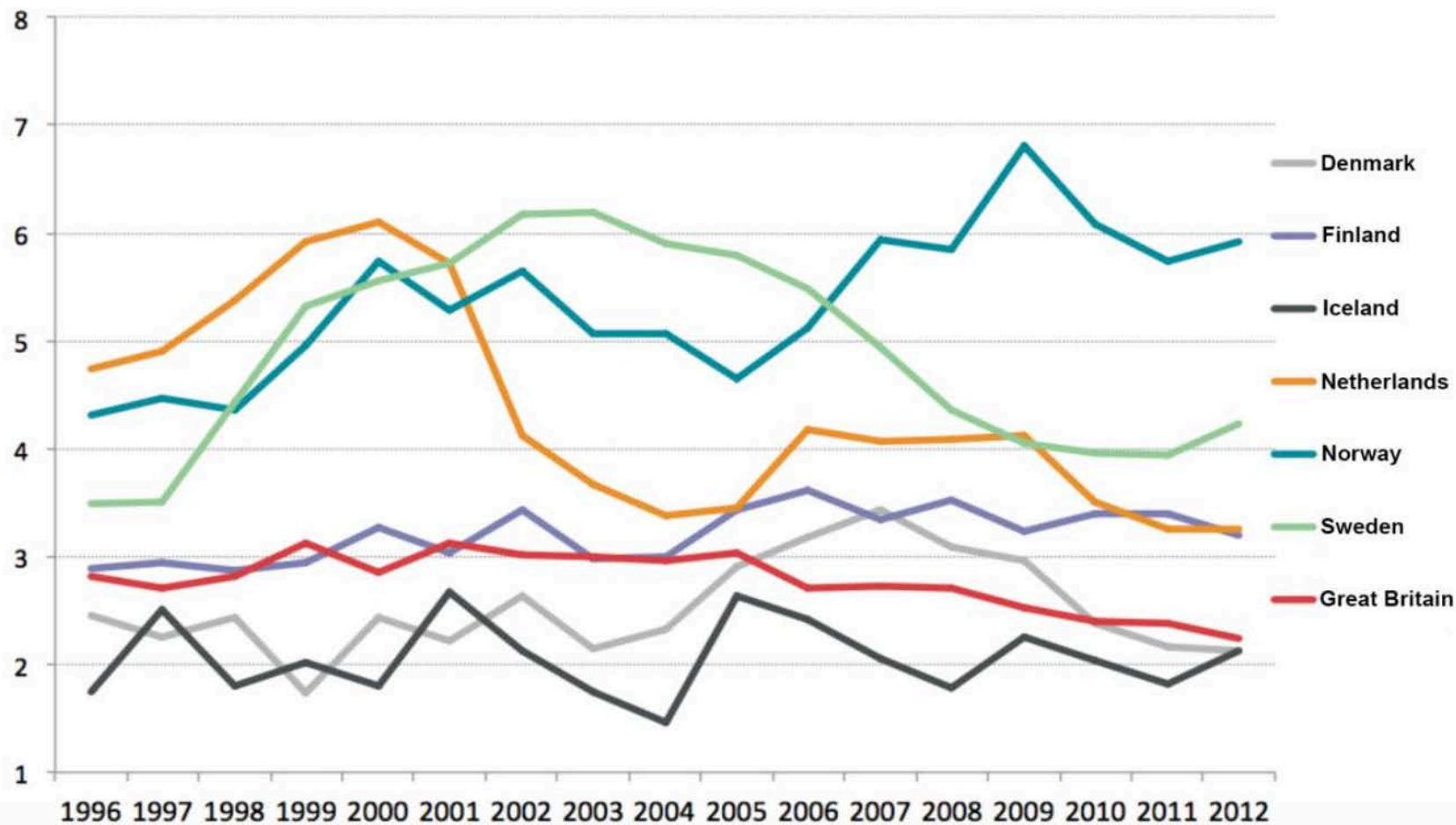
Incidence of sickness absence of employees



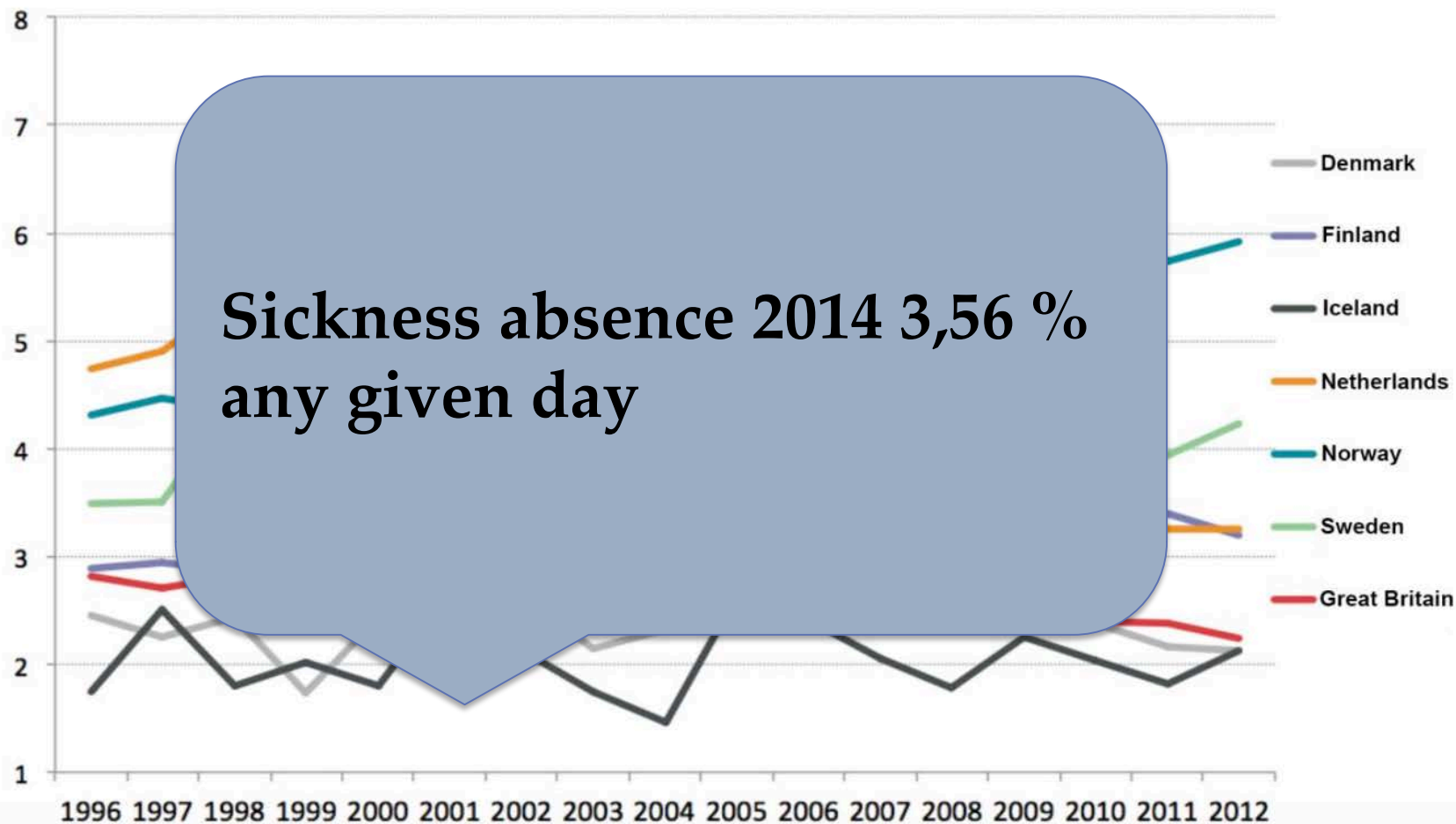
Source: OECD

Note: The incidence of work absence: the share of employees absent from work due to sickness and temporary disability (either one or all days of the work week).

Sick leave rates in Denmark



Sick leave rates in Denmark



The Danish sickness and disability policy

- What happens if you become ill at your job?

Ill at your job...



0

Report
sick to
employer

Weeks

Ill at your job...



0

Report
sick to
employer

4

Meeting
with
employer

Weeks

Ill at your job...



Work retention plan?
Medical certificate?

0

4

Weeks

Report sick to employer

Meeting with employer

Ill at your job...



0
Report
sick to
employer

Work
retention
plan?

Medical
certificate?

4
Meeting
with
employer

Employer
notifies
jobcentre

Weeks

Ill at your job...



0
Report
sick to
employer

Work
retention
plan?

Medical
certificate?

4
Meeting
with
employer

Employer
notifies
jobcentre

5-7
Sick leave
question-
naire to
jobcentre

Weeks

Ill at your job...



0
Report
sick to
employer

Work
retention
plan?

Medical
certificate?

4
Meeting
with
employer

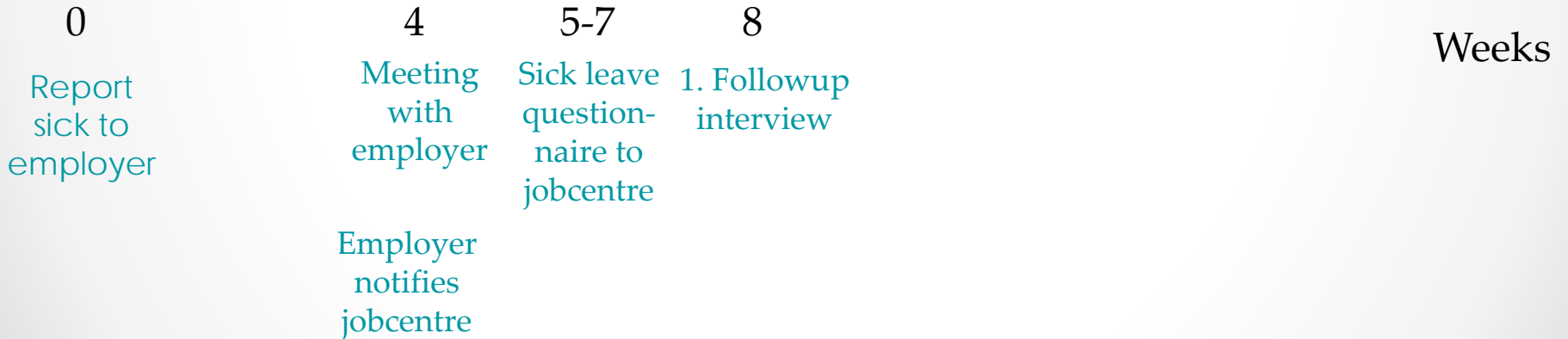
Employer
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5-7
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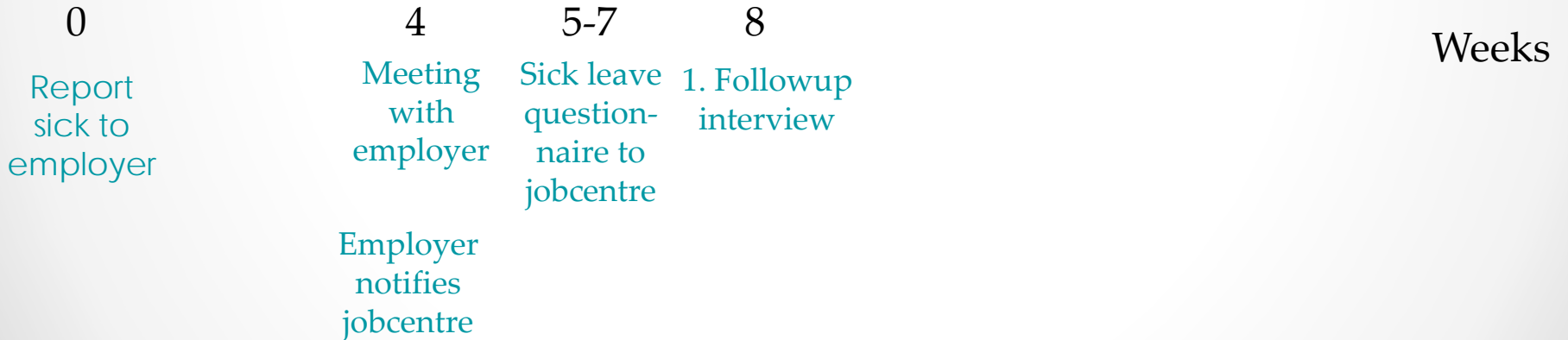
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1. Followup
interview

Weeks

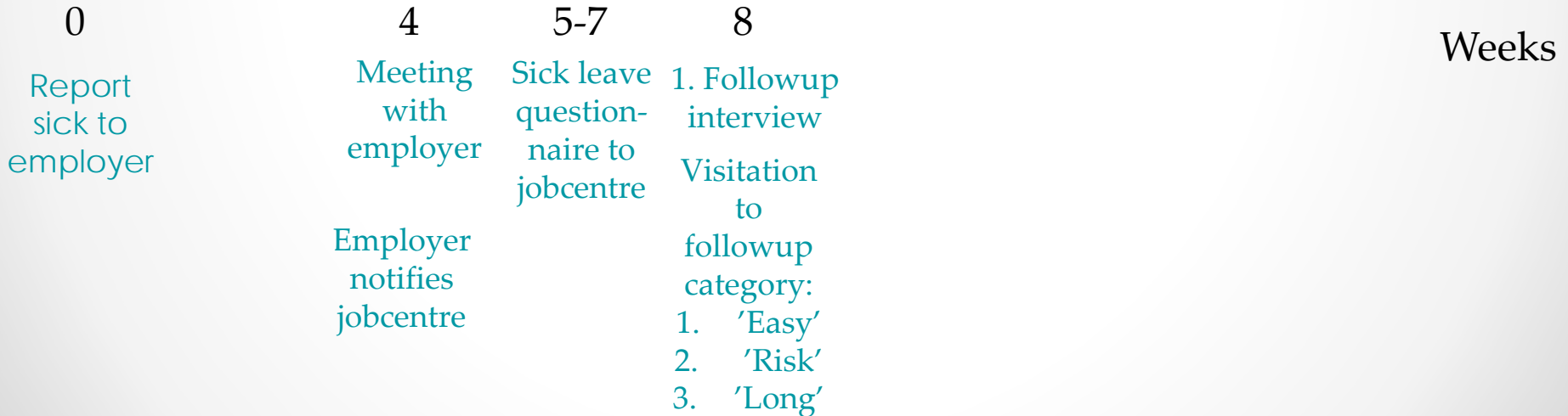
Ill at your job...



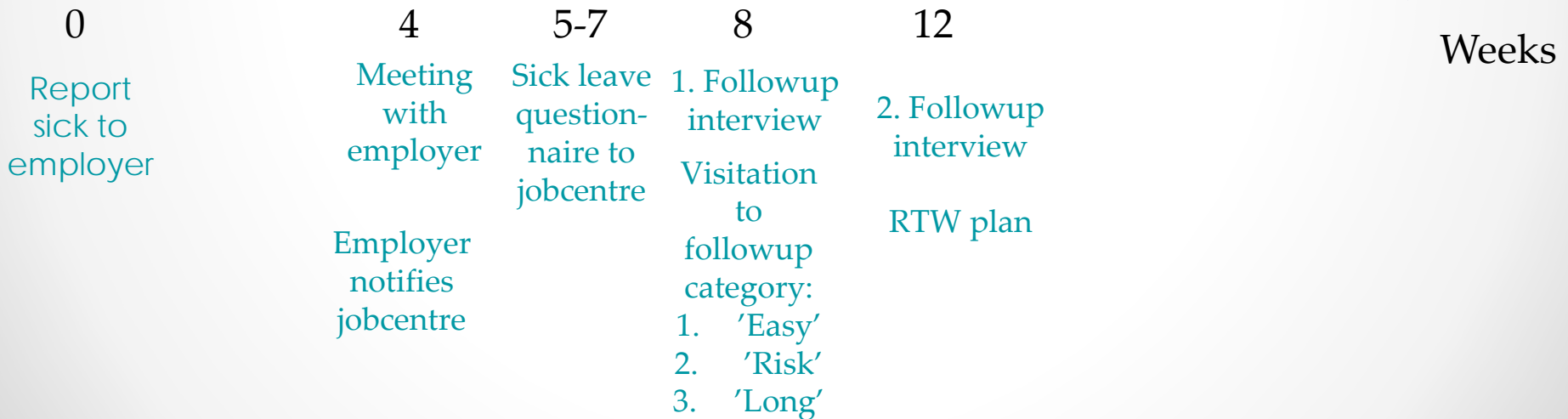
Ill at your job...



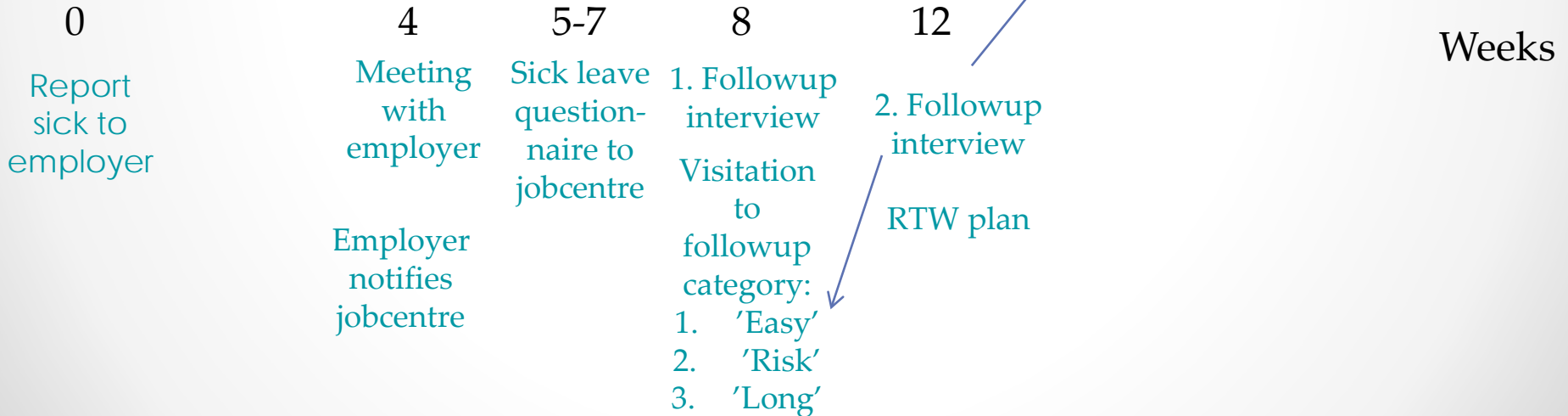
Ill at your job...



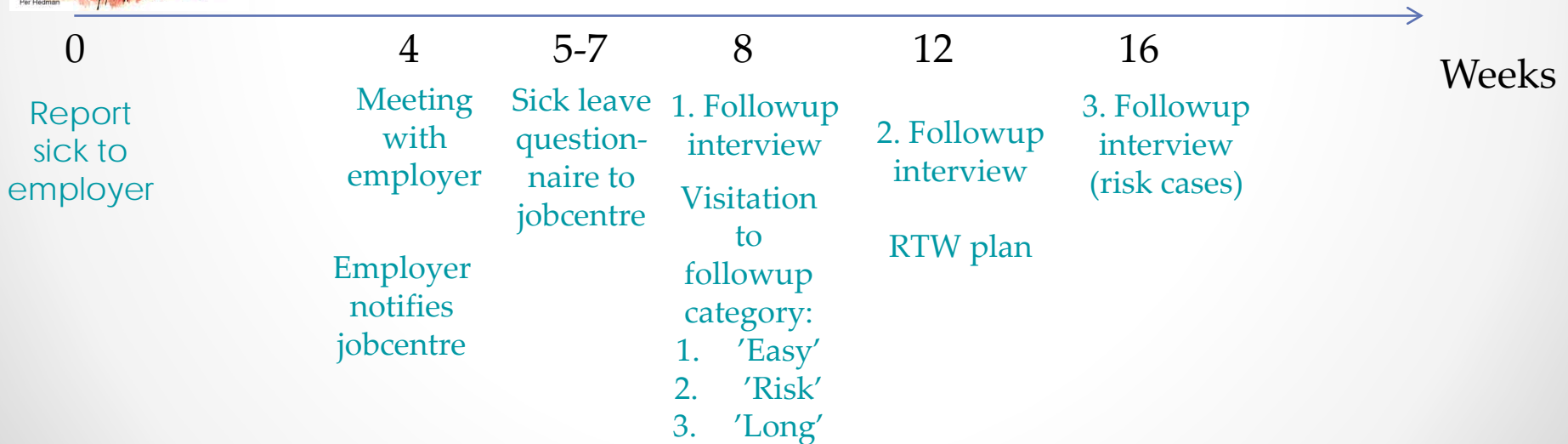
Ill at your job...



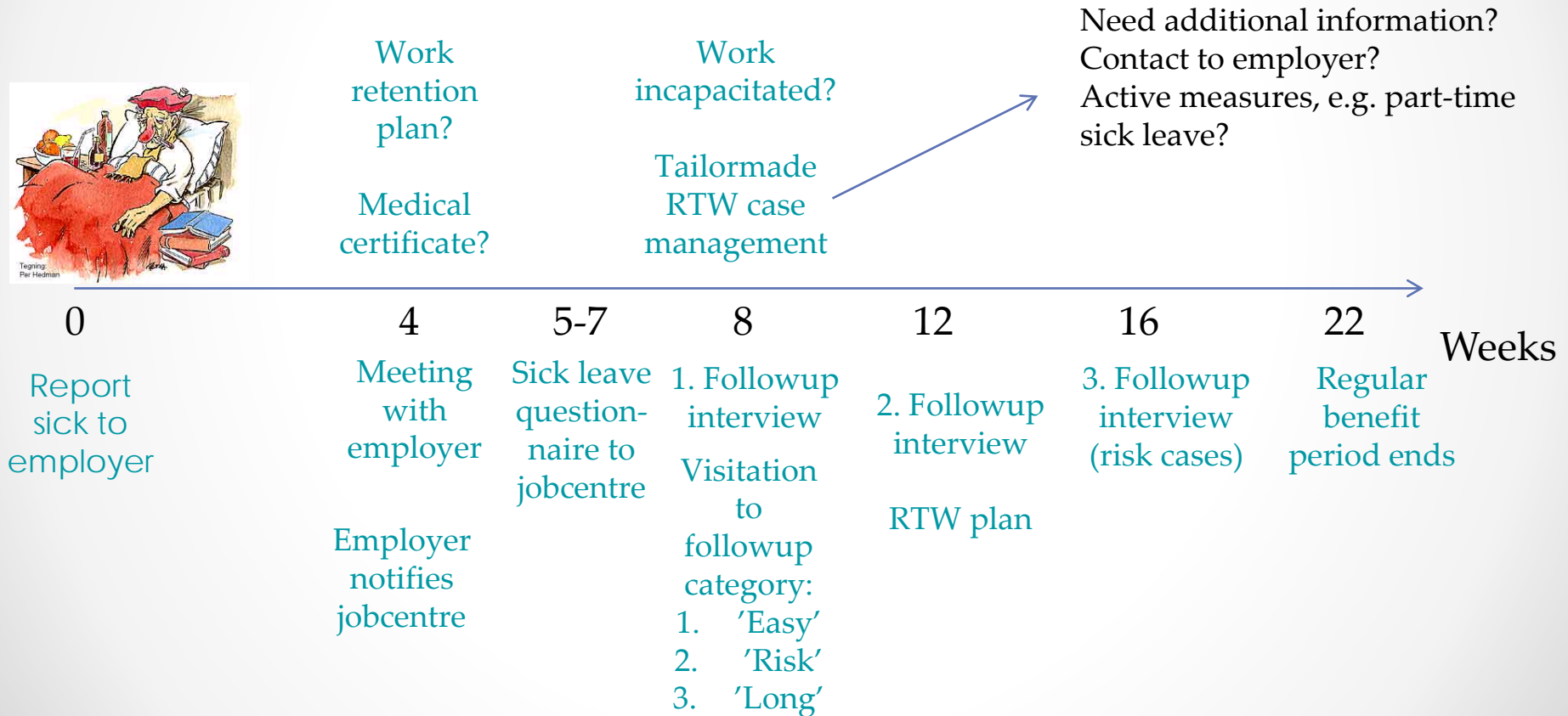
Ill at your job...



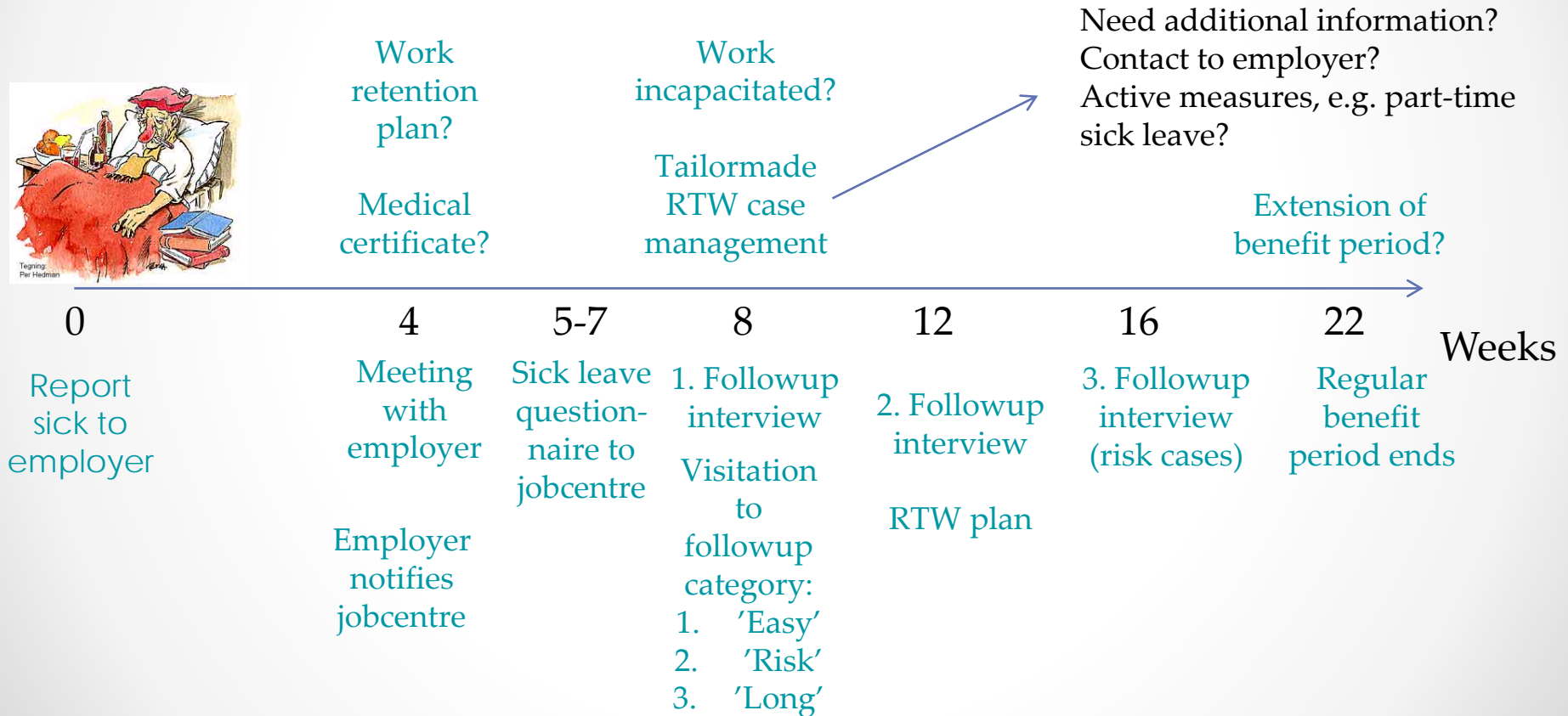
Ill at your job...



Ill at your job...



Ill at your job...



The sickness benefit scheme

- Covers wage earners, self-employed, unemployed
- Benefit = 100 % of wage up to ceiling (=max UI benefit)
- Duration: 22 weeks, with possibility for extension
- Eligibility: - Partly or fully unable to work
 - Employed 8 (26) weeks
- **Financing: employers (4 weeks) and municipality/state**

Changes to the SB scheme the last 30 years

- Strengthening of active policy and of municipalities' obligations, e.g.
 - Introduction of max benefit duration (1982)
 - Follow-up advanced from 13 to 8 weeks (1997)
 - Change of state refund (1999)
 - Intensive follow-up in risk cases (2005)
 - Higher refund of SB in active cases (2010)
 - "Extension" of benefit period, "Fast Track" (2014/2015)

But also:

- Extension of employer financed period (2008, 2012)
- Employer-employee interview (2010)



Thanks!

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