



Country: **Denmark**

1 Introduction

Denmark is a constitutional monarchy. The monarch is not answerable for their actions, and their person is sacrosanct. The monarch formally appoints and dismisses the prime minister and other ministers. The prime minister is customarily chosen through negotiation between the parliament party leaders.

Legislative authority is vested in the executive (Prime Minister) and the Danish parliament conjointly. Judicial authority lies with the courts of justice.

The Danish political system has traditionally generated coalitions. Most Danish post-war governments have been minority coalitions ruling with the support of non-government parties.

Denmark is divided into 5 so called Regions (Region) and 98 municipalities (Kommune)

The Government consists of 18 ministers, who leads 21 Ministries.

Work Environment matters underlies Beskaeftelseministeriet (The Ministry of Employment)

Denmark has been member of the EU since 1972, but has not joined the Euro.

It should be noted that Denmark has a very flexible work market, it is rather easy to hire or to dismiss employees, and the unemployment compensation is rather high. This system is called Flexicurity (a combination of the word Flexibility and Security)

1.1 Institutions and links

Institution	Link
Danish, page for finding Ministries	http://www.indexa.dk/ministerier/
Danish Business Authority	http://danishbusinessauthority.dk/
The Ministry of Employment	http://www.bm.dk/
Work Environment Authority (WEA)	http://engelsk.arbejdstilsynet.dk/
Industry OHS Councils (danish: Brancearbejds miljøråd (BAR))	www.bar-web.dk/ list of all Industry specific OHS councils, e.g. www.barhandel.dk for retailing
Industry OHS council for retailing	http://www.barhandel.dk/
Danish Emergency Management Agency (DEMA)	http://brs.dk/eng
Knowledge Center Work Environment	http://www.arbejdsmiljoviden.dk/
Fire and Safety for retailing	http://www.barhandel.dk/INDLEDNING

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Institution	Link
National Board of Industrial Injuries in Denmark	Arbejdsskadestyrelsen - http://www.ask.dk/da/English.aspx
1.1.1.1.1 Danish Safety Technology Authority (Safety technological aspects relevant to fires, accidents and explosions)	http://www.sik.dk/Global/English

1.2 Health & Safety Law references

The Danish Work Environment Act, Arbejdsmiljøloven (AML) cover work that is done by employees. It doesn't cover work in the air or on ships at sea.

AML states that employees and employers shall cooperate in H&S matters.

- Chapter 1 Purpose and scope
- Chapter 2 Collaboration on Health and Safety
- Chapter 3 Industry OHS Councils
- Chapter 4 General duties
- Chapter 5 Performance of work
- Chapter 6 Workplace design
- Chapter 7 Technical aids, etc.
- Chapter 8 Chemical substances and Materials
- Chapter 9 Rest periods and rest days
- Chapter 10 Young persons under 18 years
- Chapter 11 Medical examinations etc.
- Chapter 12 Safety Councils
- Chapter 12 a Financing of the work market parties H&S work effort
- Chapter 13 The Working Environment Authority, Arbejdstilsynet (AT)
- Chapter 13 a National Research Centre for Working Environment
- Chapter 14 Appeals
- Chapter 15 Penalties
- Chapter 16 Entry into force of this law.

The Danish Working Environment Authority, WEA, (Arbejdstilsynet, AT) is an agency under the auspices of the Ministry of Employment. WEA is the authority which contributes to the creation of safe and sound working conditions at danish workplaces. This is done by:

- carrying out inspections of companies
- drawing up rules on health and safety at work
- providing information on health and safety at work.

WEA has authority to penalize enterprises which do not comply with the working environment rules. As regards clear violations of the substantive rules of the Working Environment Act, WEA has the power to issue administrative fines. In cases of extreme danger, WEA may also order the work to be suspended.

The document structure of the Danish Working Environment Authority distinguishes between documents of a legal nature and documents of an informative nature. Documents of a legal nature include Acts, Executive Orders and WEA Guidelines (danish: At-vejledninger):

Acts

- The Danish Working Environment Act (AML) includes general provisions on the working environment. The Act is binding on citizens and any violation of the rules is therefore subject to legal sanctions.
- The Offshore Safety Act regulates safety of offshore installations, the working environment on the installations and other health conditions.
- Consolidation Act concerning posting of workers etc.

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Executive Orders

The Act is implemented through Executive Orders. Executive Orders are binding on citizens and any violation of the rules is therefore subject to legal sanctions.

WEA Guidelines (danish: At-vejledninger)

WEA Guidelines describe how the regulations laid down in Danish working environment legislation are to be interpreted. WEA Guidelines are not, in themselves, binding on citizens; they are, however, based on regulations (Acts and Executive Orders) that are binding. The Danish Working Environment Authority will take no further action in situations where an enterprise, for example, has acted in accordance with the relevant WEA Guidelines.

The responsibilities of WEA are based on the Working Environment Act and related Executive Orders.

WEA is on a current basis supplemented by Executive Orders, which further describe how the purpose of the Act can be achieved in specific areas. Executive Orders are rules of law which are legally binding on the enterprises and which usually contain rules on penal sanctions.

The rules are divided into five groups: “Love”(acts) - notices - judgments - To guides etc and EU rules. At-guides will inform on how businesses can comply with the rules in the Working Environment Act and the Orders. There are approx. 150 At-guides on everything from acoustics to welfare measures. Many of At-guides begin with a summary so you can quickly see if the guide is relevant to you and your business.