



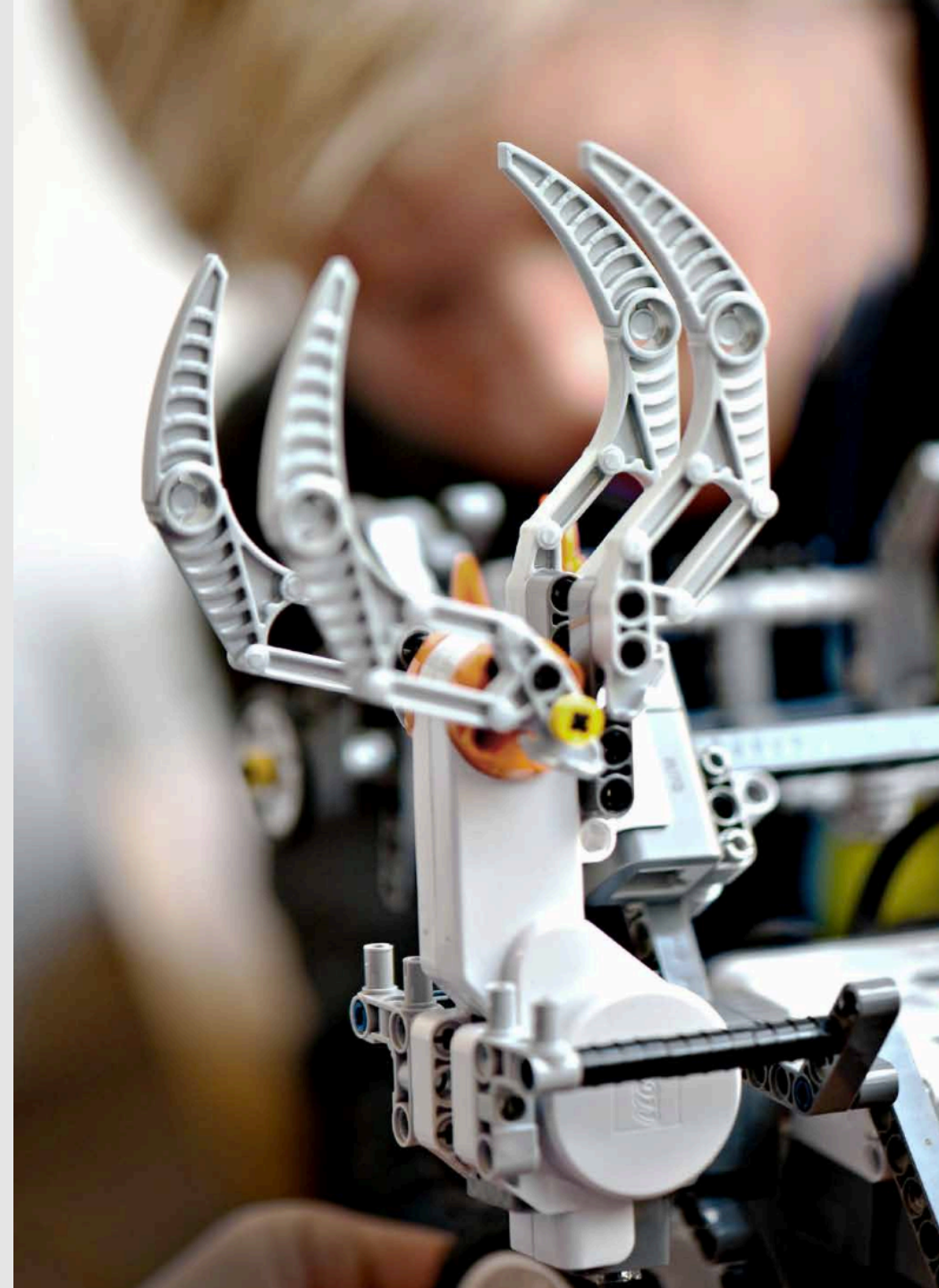
DENMARK – SHAPING THE FUTURE OF WORK

**DISCUSSION WITH CALIFORNIA'S FUTURE OF WORK COMMISSION
OCTOBER 10TH**

**Katrine Paaby Joensen
Consul General**

THE FUTURE OF WORK IN DENMARK

- 40% of work hours in Denmark can potentially be automated (McKinsey)
- 86% of Danes agree that robots and AI are a good thing for society – the most optimistic in the EU (Eurobarometer)
- 60% believe automation will create more interesting tasks, only 13% disagree (Danish Confederation of Trade Unions)
- 80% believe it will create a better work environment (Danish Confederation of Trade Unions)



DENMARK BY THE NUMBERS

- 5.8 million people
- High GDP pr. capita
- 1.4% growth in 2018
- Unemployment rate 3.8%
- Public sector 51.4% of GDP
- Ranked 10th most competitive economy in 2019
- Ranked 1st most digitized economy in 2018
- Ranked 3rd for 'Ease of doing business' in 2019



FLEXICURITY

A black and white photograph of a large crowd of people, mostly men wearing hats, sitting on the ground in front of a line of trees. The image is used as a background for a presentation slide. Overlaid on the image are four red boxes with white text. The top box is centered and contains the text 'FLEXIBLE LABOR REGULATION'. Below it are two boxes, one on the left and one on the right, containing 'INCOME SUPPORT DURING UNEMPLOYMENT' and 'ACTIVE LABOR MARKET POLICY' respectively. At the bottom center is a white box with a red dashed border containing the text 'VOCATIONAL AND ADULT EDUCATION'.

FLEXIBLE LABOR
REGULATION

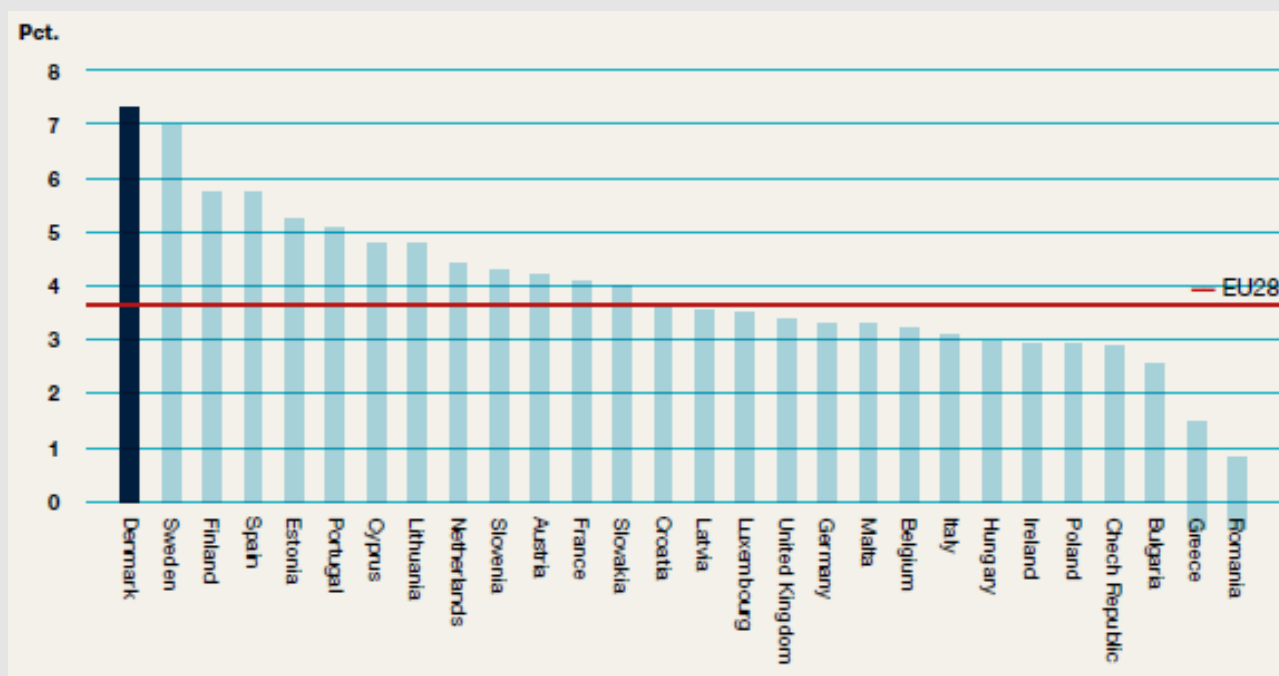
INCOME SUPPORT DURING
UNEMPLOYMENT

ACTIVE LABOR
MARKET POLICY

VOCATIONAL AND ADULT
EDUCATION

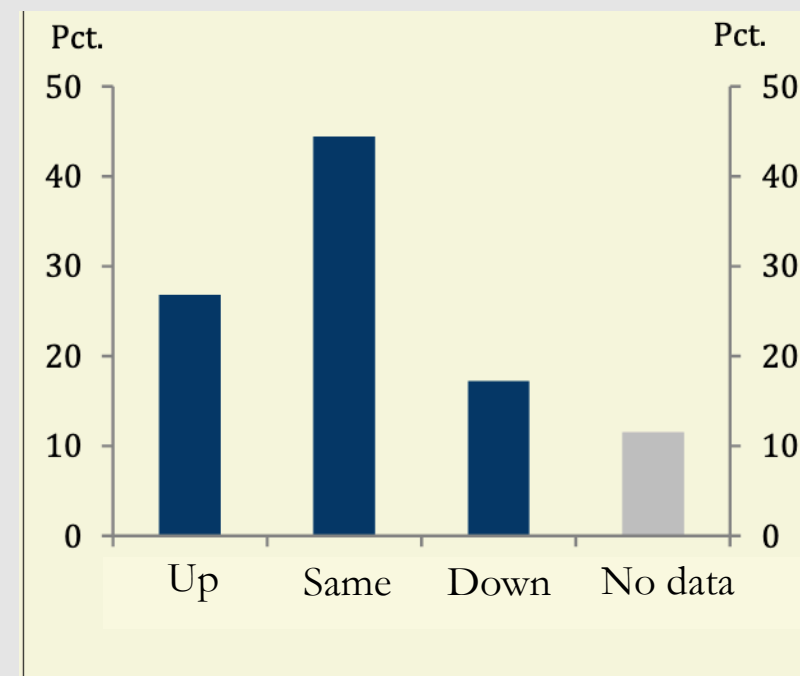
THE RESULT: A FLEXIBLE LABOR MARKET

Share of workers aged 15-64 who got their job within the last 3 months (2017)



Source: Eurostats Labour Force Survey and further calculations by Danish Employers' Association

Change in status for those who changed job, 2014-15



Source: The Danish Ministry of Employment

WELFARE SYSTEM AND CULTURE

- Progressive taxation and low income inequality
- Free universal health care
- Public education and life-long learning
- Child care, elder care and safety net
- High trust
- Work-life balance
- Among the world's happiest countries



OUR APPROACH TO THE FUTURE OF WORK

- The Danish Disruption Council
- New approaches to the sharing economy
- Digital growth strategy
- New education for a digital labor market
- Tripartite agreement on new adult education and training
- Ongoing...



THE DANISH GOVERNMENT

Prepared for the future of work

Follow-up on the
Danish Disruption Council

