Denmark has a relatively large public sector workforce

In 2018, public employment in Denmark reached 28% of total employment, the third highest among OECD countries. Public employment compared to total employment increased following the 2009 global financial and economic crisis, but it is now back to slightly below 2007 levels.

Chapter 3. Public employment
Figure 3.1. Employment in general government as a percentage of total employment, 2007, 2009 and 2017

Denmark has made significant improvements between 2017 and 2019 on open government data policies and practices

According to the Open Useful Re-usable data (OURdata) Index (on a scale from 0-1 with 1 being the best value), Denmark’s score in 2019 (0.49) has more than doubled compared to that in 2017 (0.21). Out of the three indicators that constitute the index – data availability, data accessibility and government support for data re-use –, the most significant progress was in the government support for data re-use.

Chapter 9. Open and digital government
Figure 9.4. Open Useful Re-Usable data (OURdata) Index 2017 and 2019

Satisfaction with key public services is among the highest in OECD countries

Danish people are consistently among the most satisfied with public services in OECD countries. In 2018, 88% and 84% of the population reported to be satisfied with the health and education systems, respectively. Since 2007 and for both services these values have improved, by four and 3 percentage points respectively.

Chapter 11. Serving citizens
Figure 11.1. Citizen satisfaction with the health care system, 2007 and 2018
Figure 11.2. Citizen satisfaction with the education system and schools, 2007 and 2018
Public Finance and Economics

Fiscal balance* (2017, 2018) % of GDP
-2.2% 2017
1.4% 2017
0.5% 2018

Government expenditures* (2017, 2018) % of GDP
51.2% 2017
51.4% 2018
40.4% 2017

Government investment* (2017, 2018) % of GDP
3.3% 2017
3.3% 2018

Government gross debt* (2017, 2018) % of GDP
48.8% 2017
47.4% 2018

Public Employment

General government employment as % of total employment* (2017)
Denmark
28.0%
0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Civil servants* as % of all central administration employees (2018)
Denmark
4.4%
0% 20% 40% 60% 80% 100% 120% 140% 160% 180% 200%

Gender equality ...

... in parliament (2019)
Denmark
37.4%
0% 20% 40% 60% 80% 100% 120% 140% 160% 180% 200% 220% 240% 260% 280% 300%

... in ministerial positions (2019)
Denmark
42.9%
0% 20% 40% 60% 80% 100% 120% 140% 160% 180% 200% 220% 240% 260% 280% 300%

Institutions

Responsibilities of the Centre of Government (2016)

Preparation of Cabinet meetings

Policy co-ordination

Transition planning and management

Strategic planning

Government programme

Monitoring of government policy

Relations with parliament

Denmark

Responsibility of the Centre of Government

Shared between the Centre of Government and another body

Responsibility of another body

Source: OECD (2017) Survey on Organisation and functions of the Centre of Government

How to read the figures:
Country value in purple (not represented if not available)
Average of OECD countries in green
Range of OECD country values in grey
Values have been rounded. n.a. refers to data not available.
### Human Resource Management

#### Performance management regime for senior managers (2019)

<table>
<thead>
<tr>
<th>Existence of a performance-management regime for senior managers</th>
<th>Performance-related pay</th>
<th>Performance agreement with the Minister (at D1)</th>
<th>Performance appraisal system which includes:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denmark</td>
<td>Denmark</td>
<td>Denmark</td>
<td>25 11</td>
</tr>
<tr>
<td>Denmark</td>
<td>Denmark</td>
<td>Denmark</td>
<td>20 16</td>
</tr>
<tr>
<td>Denmark</td>
<td>Denmark</td>
<td>Denmark</td>
<td>16 20</td>
</tr>
<tr>
<td>Denmark</td>
<td>Denmark</td>
<td>Denmark</td>
<td>19 17</td>
</tr>
</tbody>
</table>

Source: OECD (2019) Survey on Strategic Human Resources Management (SHRM)

### Budgeting

#### Gender budgeting index (2018)

Composite index from 0 (worst) to 1 (best)

<table>
<thead>
<tr>
<th>Country</th>
<th>Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denmark</td>
<td>0.53*</td>
</tr>
</tbody>
</table>

* Average of 17 countries practicing gender budgeting.

Source: OECD (2018) Survey on Gender Budgeting

### Regulatory governance

#### Composite indices on regulatory governance for primary laws (2017)*

Composite index from 0 (worst) to 4 (best)

<table>
<thead>
<tr>
<th>Stakeholder engagement in developing regulations</th>
<th>Regulatory Impact Assessment for developing regulations</th>
<th>Ex post evaluation of regulations</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.22</td>
<td>2.20</td>
<td>2.40</td>
</tr>
<tr>
<td>1.95</td>
<td>2.24</td>
<td>1.75</td>
</tr>
</tbody>
</table>

Source: Indicators of Regulatory Policy and Governance Surveys (IREG)

### Public Procurement

#### General government procurement expenditures (2017)

% of government expenditures

<table>
<thead>
<tr>
<th>Country</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denmark</td>
<td>26.6%</td>
</tr>
</tbody>
</table>

Source: OECD National Accounts

#### Mechanisms to prevent and manage conflicts of interests among public procurement officials (2018)

<table>
<thead>
<tr>
<th>Regulatory framework includes a definition of a conflict of interest for public procurement officials</th>
<th>Public procurement officials have to declare ‘no conflict of interest’ or notify the competent authority in case of potential conflict of interest</th>
<th>Certain public officials and political appointees have certain limitations in participating in public procurement opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denmark</td>
<td>28 3 5</td>
<td>25 6 5</td>
</tr>
<tr>
<td></td>
<td>28 3 5</td>
<td>18 13 5</td>
</tr>
</tbody>
</table>

Government at a Glance 2019

Government at a Glance provides reliable, internationally comparative data on government activities and their results in OECD countries. In many public governance areas it is the only available source of data. It includes, input, process, output and outcome indicators as well as contextual information for each country. Input indicators are on public finance and employment; while processes in the 2019 edition include data on institutions, budgeting practices and procedures, human resources management, regulatory government, public procurement and digital government and open information for each country. Output indicators are on public finance and employment; while processes in the 2019 edition include data on institutions, budgeting practices and procedures, human resources management, regulatory government, public procurement and digital government and open information for each country. Outcome indicators are on public finance and employment; while processes in the 2019 edition include data on institutions, budgeting practices and procedures, human resources management, regulatory government, public procurement and digital government and open information for each country. Core Government Results

Percentage of individuals economically vulnerable* (2015)

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</table>

* A person is considered vulnerable when, if income were to stop suddenly, that person would not have enough readily available financial assets to keep living above the poverty line for at least three months.

Differences in income inequality pre and post-tax and government transfers (2016)

<table>
<thead>
<tr>
<th>Country</th>
<th>Lower inequality</th>
<th>Higher inequality</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denmark</td>
<td>0.26</td>
<td>0.47</td>
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Notes

- Data on Public finance and economics and General government employment, which are based on the System of National Accounts (SNA), were extracted on 24 June 2019.
- Fiscal balance as reported in the System of National Accounts (SNA) framework, also referred to as net lending (+) or net borrowing (-) of government, is calculated as total government revenues minus total government expenditures.
- Government gross debt is reported according to the SNA definition, which differs from the definition applied under the Maastricht Treaty. It is defined as all liabilities that require payment or payments of interest or principal by the debtor to the creditor at a date or dates in the future. All debt instruments are liabilities, but some liabilities such as shares, equity and financial derivatives are not debt.
- Regulatory governance indicators: The results for stakeholder engagement and Regulatory Impact Assessment apply exclusively to processes for developing primary laws initiated by the executive. Data is not applicable to the United States, where all primary laws are initiated by Congress. In the majority of countries, most primary laws are initiated by the executive, except for Mexico and Korea, where a higher share of primary laws are initiated by parliament/congress (respectively 90.6% and 84%).