



Beskæftigelsesregion  
Hovedstaden & Sjælland

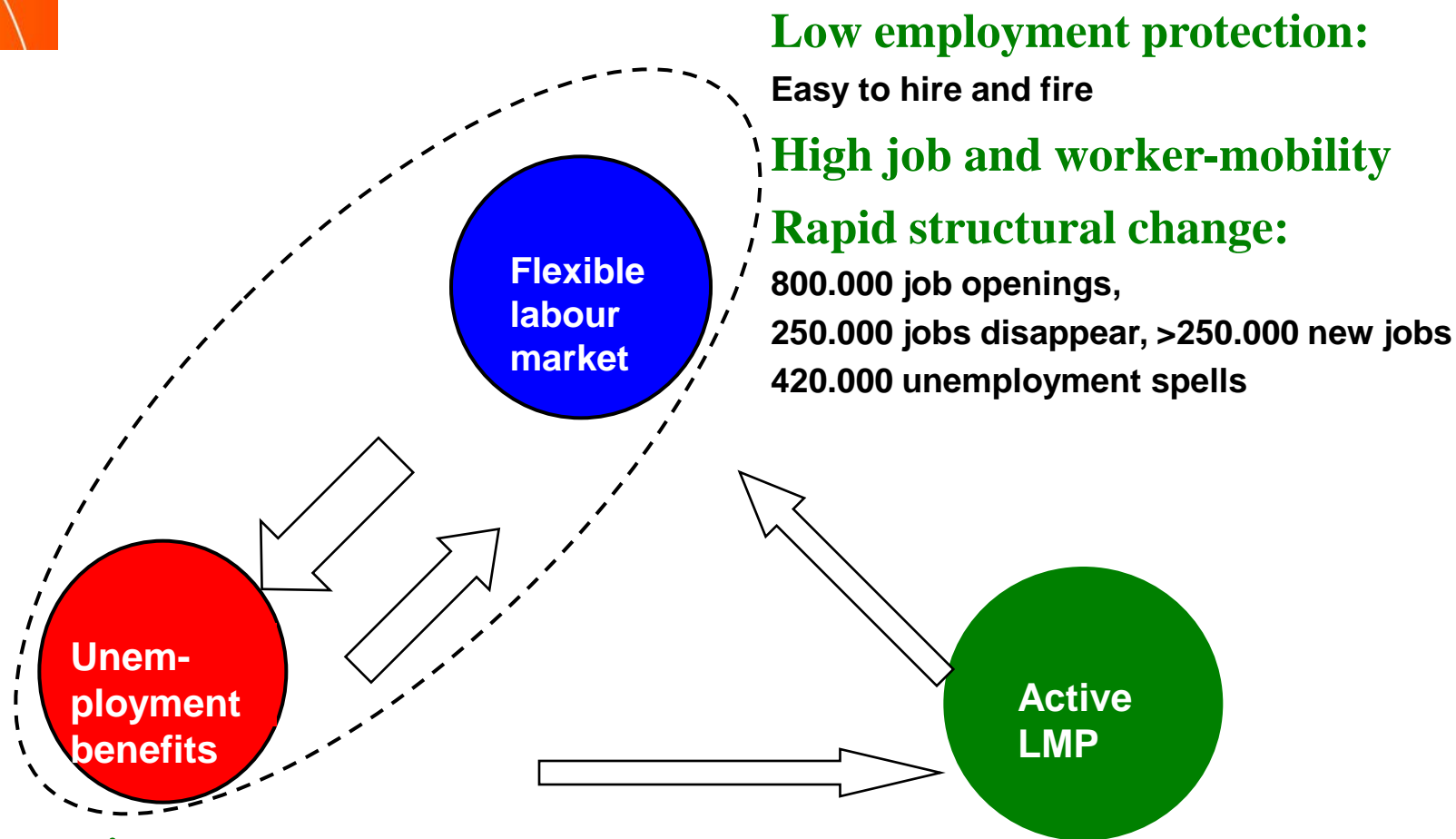
**Trento...**



# Major lay-offs in the Danish flexicurity system

- **Unionization rate: 75-80%**
- **Members of Unemployment insurance funds – benefit: 80-85%**
- **Collective agreements: 70-75%**
- **Participation rate: 7-8%**
- **Unemployment: 92.206**  
**Unemployment: 3,3%**

# The Danish flexicurity triangle



**Low employment protection:**

Easy to hire and fire

**High job and worker-mobility**

**Rapid structural change:**

800.000 job openings,

250.000 jobs disappear, >250.000 new jobs

420.000 unemployment spells

Flexible  
labour  
market

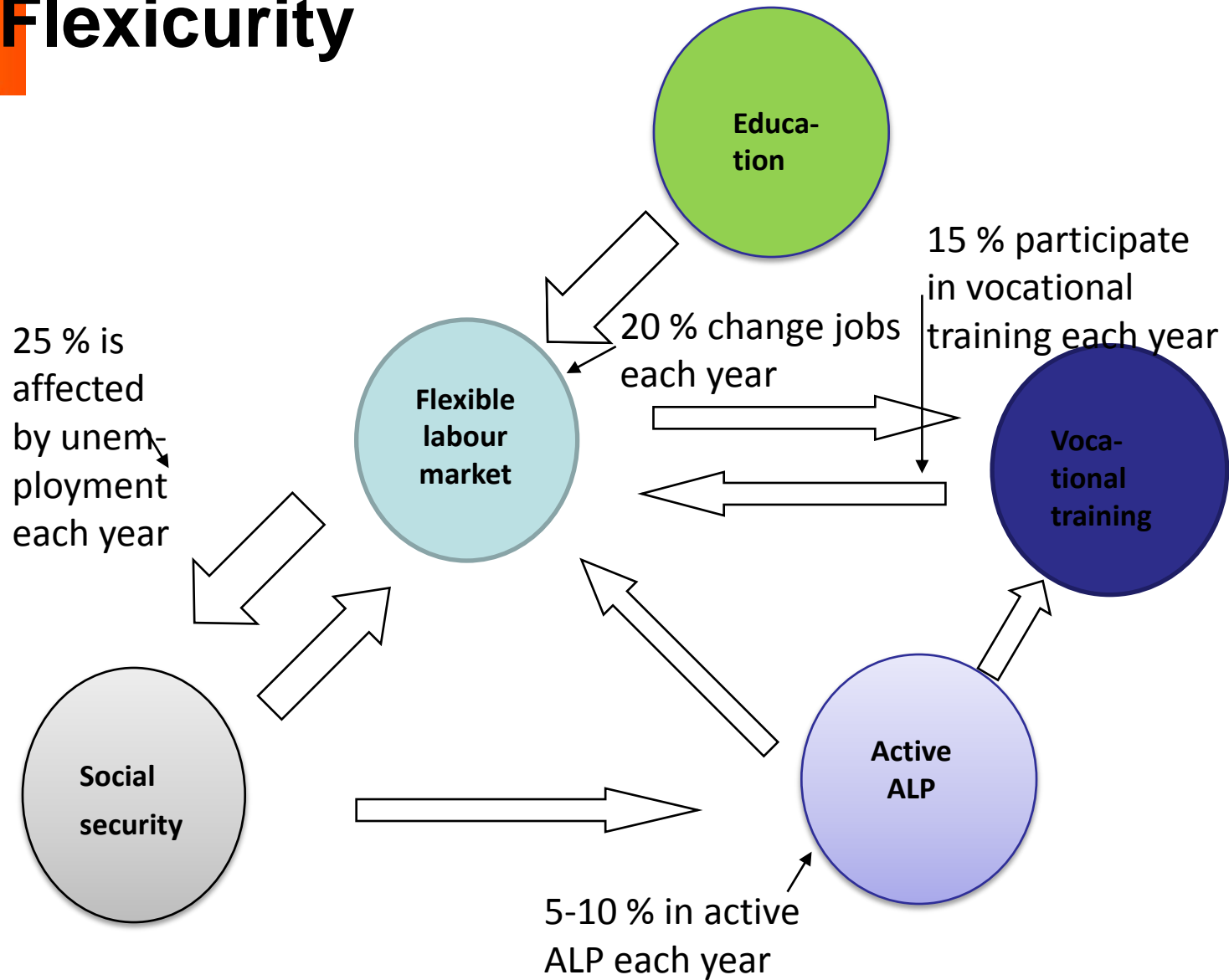
Unem-  
ployment  
benefits

Active  
LMP

**Income security** 4 years duration incl. activation,  
High compensation for low-wage groups (90%), average  
replacement rate app. 65%

**Employment security** Active  
labour market policy, Activation,  
Right and duty, Individual Job Plan

# Flexicurity



Kilde: bl.a. Per Kongshøj Madsen



# Notifying of major lay-offs

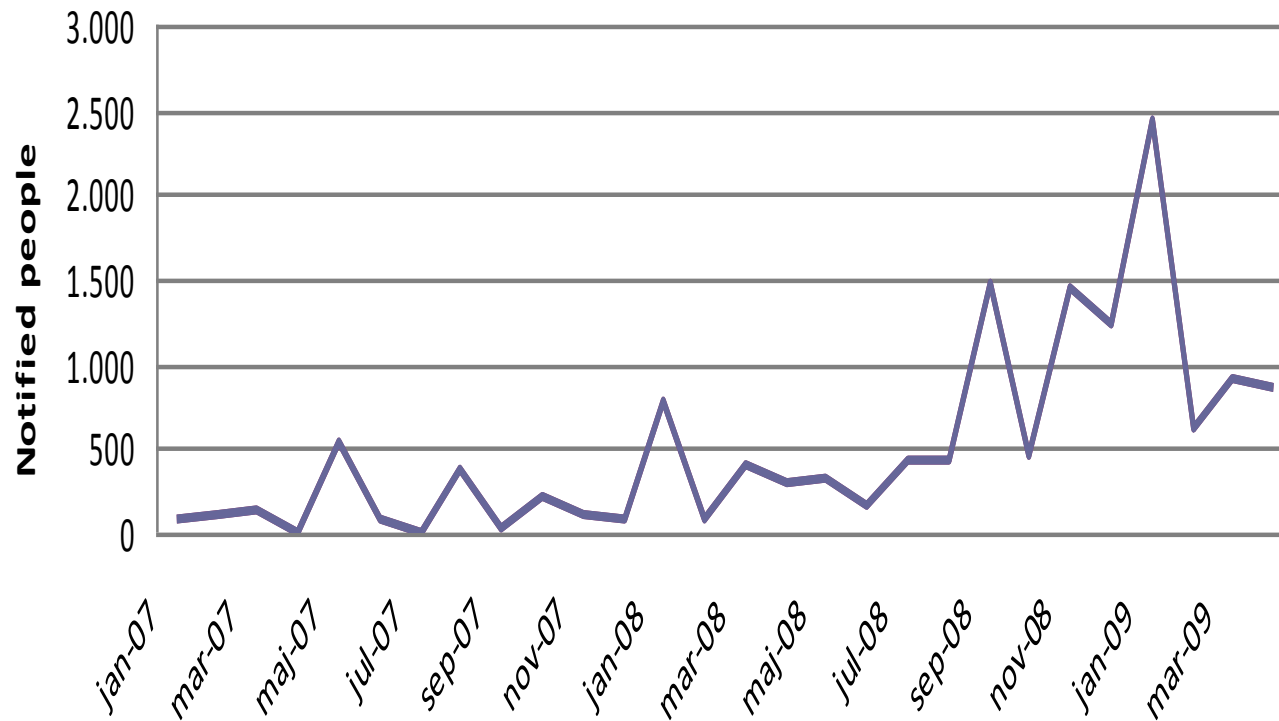
## What

- **Legislation**
- **Information of the regional/local employment authorities**
- **Lower limit of lay-off period, 30 days**

## Why

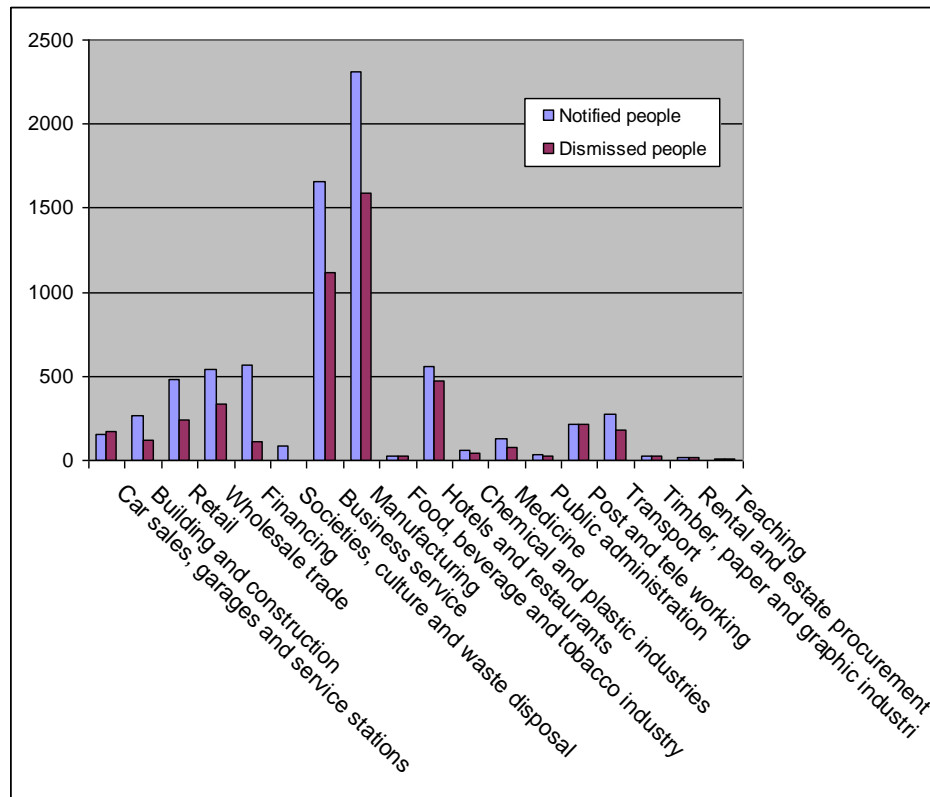
- **Impact on the local labour market**
- **Public employment service centres are able to react in order to prevent the consequences**
- **... and to prepare for maybe a high increase in the local unemployment**

# Mass lay-offs in Eastern Denmark



# Mass lay-offs in Eastern Denmark

- Number of notified and dismissed people divided between industries, January to May 2009.





# Character of lay-offs

- **Manufacturing and construction, financial sector**
- **Unskilled**
- **Men**
- **Structural changes**
- **State of the market**
- **Mobility**





# Initiatives

- **The local jobcentre contacts the company for planning initiatives**
- **The jobcentre offers information to the dismissed people about the labour market, job possibilities, rights and duties as unemployed, etc.**
- **Individual guidance and description of competences**
- **Financed by the regional labour market authorities – courses about job searching and guidance in the lay-off period**
- **8 weeks of training courses in order to obtain skills asked for in other sectors.**