

FONDEN FOR  
**FOREBYGGELSE OG FASTHOLDELSE**

# **The Fund for Better Working Environment and Labour Retention**

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# History

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- Established in 2007 by the Welfare Agreement
  - The initial capital of DKK 3bn (€ 400m)
  - The original objective was to reduce early retirement caused by attrition and burnout
  - Granted DKK 350m annually between 2007 and 2011 to initiate innovative measures in enterprises to:
    - improve health and safety
    - raise awareness of health risks related to smoking, alcohol, obesity and physical inactivity
- 626 projects in total equivalent to DKK 1.3bn (€ 173m)
- Offering 'prevention self-help kit' to enterprises in industries at high risk for attrition and burnout in from 2011
  - The Fund's objective is adjusted in August 2013 in the government's political initiative: "A good and long working life for everybody"



## A good and long working life for everybody

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- A political initiative from the government (The Social Democratic Party, the Socialist People's Party and the Social Liberal Party) - August 2013
- The initiative defines the Fund's work and includes ten measures
- DKK 1.4bn (€ 186m) is left in the Fund's capital
- The spending of approx. DKK 1bn (€ 133m) is defined

# The Fund's new objective

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## **A twofold objective:**

- Better health and safety - to prevent burnout and attrition caused by poor safety and health conditions in the workplace
- A firmer foothold in the labour market - to secure and retain the citizen's foothold in the labour market

Exploring the possibility to achieve a synergy from initiatives in the two fields

## Measures: Better health and safety

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### DKK 531m (€ 70m)

- A partial reimbursement scheme applicable to enterprises using health and safety consultancy services (administered by the Danish Working Environment Authority)
  - **More funds to 'prevention self-help kit' - self-help kits to prevent attrition and burnout for enterprises in industries at high risk for attrition and burnout**
  - Inspections specially designed to identify a risk of attrition (conducted by the Danish Working Environment Authority)
  - Inspections specially designed to identify a risk of burnout (conducted by the Danish Working Environment Authority)
  - Action plans against accidents at work in building and construction industry (implemented by the Danish Working Environment Authority)
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## Measures: A firmer foothold in the labour market

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**DKK 484m (€ 64m)**

- **A better working life for seniors**
- Grant-in-aid for establishing rehabilitation teams in local jobcentres (administered by the Danish Agency for Labour Market and Recruitment)
- **New flexi-job bonuses to enterprises**
- Establishing brand new National Labour Retention Centres (implemented by the National Board of Industrial Injuries)
- Finding news methods to help workers suffering from workplace injuries stay in the labour market (implemented by the National Board of Industrial Injuries)

# Prevention self-help kits

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- Started in 2011
- Providing step-by-step instructions to improve health and safety conditions and employees' health in enterprises in industries with high risk for attrition and burnout.
- Receiving grant-in-aid to follow the instructions in the kits
- DKK 55m (€ 64m) annually in 2013-2015
- Duration: 3 – 9 months
- Target: enterprises in industries at high risk for attrition and burnout
- Approx. 1,000 kits annually

# Industries

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- Building and construction
- Child day care services
- Social care services
- Electronic manufacturers
- Agriculture, forestry and fisheries, incl. arboriculture and landscape gardening
- Metalworking and machineries
- Plastics, cement, concrete, glass and glazing manufacturers
- Police, rescue and prison services
- Cleaning
- Slaughterhouses
- Motor vehicle repair
- Passenger transport
- Woodworking and furniture



# A better working life for seniors

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- Launched 'senior starter kit' in June 2013
- A starter kit for small and medium sized enterprises to help seniors stay on the job as long as possible in a best-suitable way for seniors
- Highlighting health and safety at work for seniors and seniors' health, qualifications and skills as well as to take into considerations seniors' special needs and access to flexible working arrangements
- Receiving grant-in-aid to follow the instructions in the kits
- DKK 9m (€ 1.2m) in 2013, DKK 12m (€ 1.6m) in 2014 and 43m (€ 5.7m) in 2015
- Duration: max. 6 months
- Target: workplaces with fewer than 250 workers

## New flexi-job bonuses to enterprises

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- Launched in February 2014
- A bonus to enterprises that employ those with a limited capability for work in a flexi-job: no more than 10 hours a week
- DKK 25,000 (€ 3,333) after 6-month employment
- DKK 33m (€ 4.4m) annually in 2013 – 2015, 1,320 bonuses
- Extra DKK 21m (€ 2.8m) in 2013, 840 bonuses
- Temporary suspended pr. 24. January 2014
- The bonus will be adjusted during this spring



## Contact

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