

## Denmark (DA) (last updated 4 May)

### Overall approach and state of play

It is estimated that around 30,000 refugees from Ukraine have arrived in Denmark so far - primarily women and children.

On March 16, 2022, a broad majority in parliament passed a special law on temporary residence permits for Ukrainian refugees. The law provides a residence permit until March 17 2024, and ensures that Ukrainian refugees have access to support, accommodation, and education as well as the opportunity to work.

On 10 April 2022, almost 21,000 adult Ukrainians have applied for a residence permit under the Special Act and almost 3,700 adults / children have been granted residence.

### Coordination of joint social partner or social partner and government actions

On 15 March 2022, the social partners, together with the government, KL (the municipalities) and the Danish Regions (regions), entered into a Partnership for Ukrainians in jobs. The partnership focuses on the following:

**Good reception in Denmark:** Ukrainian citizens must be helped to start a daily life in Denmark, including help with practical challenges and integration in the labor market and in the Danish society.

**Quick competence clarification:** Ukrainians must have help to prepare a CV and have competencies assessed.

**Job bank:** Job advertisements from companies that have vacancies must be disseminated. Job-seeking Ukrainians must have easy access to finding jobs, and municipalities must help in the matching process.

**Opportunity to receive Danish tuition:** A greater knowledge of the Danish language is essential for being able to cope in the Danish society and in the labor market.

**Focus on upskilling:** Ukrainians get access to short courses that can help them gain a foothold in the Danish labor market. The partnership also works to create courses targeted at industries with good job opportunities such as hotels and restaurants, industry, and the social and health area.

**Opportunity for igu courses:** Ukrainians must have access to participate in the igu scheme to get a helping hand to work as soon as possible.

**Focus on proper working conditions:** Employment of Ukrainian citizens must take place in accordance with ordinary Danish pay and employment conditions, etc.

### Company impact

To gather inspiration and possible solutions when helping refugees from Ukraine into the labour market, about 150 people, including politicians, business, and organisational representatives, gathered for a meeting on April 4, 2022.

Here, the first experiences of receiving Ukrainians in the municipalities and in the workplaces were shared. The focus was on themes such as labor shortages, Danish language teaching, the good job match, recruitment and upskilling.

There was broad agreement on the importance of getting Ukrainians into the labor market as soon as possible. Therefore, it is absolutely crucial that the least possible time is spent on

administrative processes with residence permit, tax card and so on. At the same time, we must have structured information on skills. It will give companies a quick overview of potential new employees from Ukraine.