

22 March 2011

Agreement between the Danish government (Denmark's Liberal Party and the Conservative People's Party), the Social Democratic Party, the Danish People's Party and the Social Liberal Party.

A strategy for working environment efforts up to 2020

Workplaces in Denmark should be safe, secure and healthy. We all have a great interest in ensuring a safe and healthy working environment. Enterprises stand to benefit in terms of production and recruitment advantages and employees stand to benefit in terms of a working environment that is healthy and stimulating.

There is extensive documentation that a good safe and healthy working environment leads to a decrease in absenteeism due to sickness, and also results in people staying longer on the labour market. Thus, working environment efforts can contribute to the expansion of the Danish labour force. In this way, these efforts will help to ensure the growth required if we are to secure lasting welfare.

For this reason, the Danish government (Denmark's Liberal Party and the Conservative People's Party), the Social Democratic Party, the Danish People's Party and the Social Liberal Party have agreed on an ambitious strategy for working environment efforts up to 2020.

The parties have agreed to establish a series of objectives and priorities for the working environment efforts and to support these efforts through 19 specific initiatives. The goal is to create a good working environment to help increase the safety and health of employees, and to ensure a long working life for the individual with the least possible absenteeism due to sickness.

Inspections carried out by the Danish Working Environment Authority are crucial in terms of achieving the goal to improve the working environment in Danish enterprises. The parties have agreed to introduce the principle of risk-based inspection in two tiers. Efforts will be targeted at those enterprises that have the most issues relating to the working environment, including the psychosocial (psychological) working environment. The number of inspections will be increased for these enterprises. The Danish Working Environment Authority will visit all enterprises with a minimum of 2.0 full-time equivalents (FTE) at least once from 2012 to 2019. In the same period, approximately half of the enterprises that have between 1.0 and 1.9 FTEs will also be inspected.

The parties agree that psychosocial burnout and stress are serious health and safety issues, and there are many indications that these issues will still be significant in the future. Enhancing the focus on the psychosocial working environment is therefore essential. As a result, the psychosocial working environment is one of the focus areas of the strategy. Accordingly, risk-based inspections will focus strongly on the psychosocial working environment. The parties also agree that it is important to encourage enterprises to focus on the psychosocial working environment. Furthermore, the parties agree that the Danish Working Environment Authority in cooperation with the social partners must determine a methodology for how enterprises can identify and remedy problems relating to the psychosocial working environment.

A good working environment is primarily ensured at enterprise level. It is essential that enterprises focus on their working environment. Therefore, the parties believe it to be of great importance that enterprises embrace the new regulations on the organisation of the cooperation on health and safety that entered into force in October 2010, and establish health and safety as a key area in the strategic management and day-to-day activities of the enterprises to ensure a safe and healthy working environment in all enterprises.

By far the majority of enterprises want to create a good working environment, OSH and entering into dialogue with the enterprise can lead to good results. It is important that the Danish Working Environment Authority is a constructive dialogue partner for enterprises. The Authority has extensive knowledge on how to establish and maintain a safe and healthy working environment. Enterprises should be able to benefit from this knowledge through a positive and constructive dialogue.

The parties agree that in order to have a constructive dialogue, enterprises should regard visits from the Danish Working Environment Authority as useful and relevant. Therefore the Danish Working Environment Authority will not address minor matters. The agreement establishes a *de minimis* limit meaning that, in future, minor and insignificant offences will not result in improvement notices.

Enterprises that neglect the working environment will be punished severely, and fines for not observing the regulations on the working environment must be large enough to have an impact. For this reason, the parties have agreed that fines will be differentiated. No fine will amount to less than the fines that are currently being issued, and the initiative will mean that large enterprises will receive larger fines than small enterprises.

On the basis of the results from an external evaluation of the existing health and safety consultancy scheme and the experience of the Danish Working Environment Authority, the parties have agreed to simplify the health and safety consultancy scheme, so it will make more sense to enterprises and contribute to noticeable improvements in the working environment. Furthermore, there will be stricter requirements regarding the competences expected of authorised health and safety consultants. Additionally, discussions have been initiated in the Working Environment Council

between the Danish Working Environment Authority and the social partners to determine new types of consultancy notices for areas in which enterprises need consultancy services. The parties will be briefed about these discussions and then decide whether the health and safety consultancy scheme should be modified.

The parties also believe that smaller enterprises should be entitled to receive more and better consultancy services on how best to ensure a good working environment for their employees. There are a great many small enterprises in Denmark, and they may at times find it difficult to comprehend the vast number of rules and informative materials concerning occupational health and safety.

This agreement follows up on the working environment agreement of 2004 and the agreement on modification of the working environment reform of 2006. Relevant evaluations and impact measurements of the initiatives will be conducted regularly, and the parties agree to regularly assess the need for modification.

The specific objectives of the agreement and the 19 initiatives are described in the following.

Objectives and priorities of the 2020 working environment efforts

The parties agree to focus on the following working environment problems as part of the 2020 working environment efforts:

- Accidents at work
- Psychosocial working environment
- Musculoskeletal disorders

Problems arising from any of these three areas lead to serious health issues, long-term absenteeism due to sickness and incapacity for work resulting in early retirement. Consequences that could turn the lives of individuals and families completely upside down and greatly impact society as a whole.

The following objectives regarding the working environment in 2020 have been agreed:

- The number of serious accidents at work is to be reduced by 25% in proportion to the number of employees
- The number of employees who are psychologically overloaded is to be reduced by 20%
- The number of employees who experience musculoskeletal disorders is to be reduced by 20%

These objectives are to be achieved in the period beginning 2012 until the end of 2020.

Developments relating to the highlighted working environment problems will be monitored regularly. Mid-term evaluations will be conducted in 2014

and 2017 in cooperation with the Working Environment Council to determine how far we have come with regard to achieving the objectives.

In order to achieve the objectives, the Danish Working Environment Authority and all other working environment stakeholders, e.g. the Working Environment Council and the Sectoral Working Environment Councils, must contribute by means of the instruments at their disposal (e.g. inspections, campaigns and information). The parties to this agreement have determined that, as of 2012, the Danish Working Environment Authority and the social partners are to coordinate their respective efforts concerning the initiatives they launch within the focus areas. These efforts will be coordinated through mutual information with due consideration of the regulatory role of the Danish Working Environment Authority and the autonomy of the parties.

Focusing on accidents at work, the psychosocial working environment and musculoskeletal disorders does not entail that all other types of working environment problems will be neglected. Enterprises must continue to solve specific working environment problems that they encounter in their respective industries. Therefore, launching initiatives relating to other working environment problems could also be of relevance to the Danish Working Environment Authority and other working environment stakeholders, e.g. the Sectoral Working Environment Councils.

Modifying the efforts of the Danish Working Environment Authority and other stakeholders on the basis of developments made within the area of working environment could also be relevant in the period towards 2020. Any modification of the Danish Working Environment Authority's efforts must be presented to the parties to the agreement.

Moreover, the parties agree that the Danish Working Environment Authority will look into all major health and safety issues when carrying out inspections, and the Authority will continue to supervise enterprises experiencing problems involving noise, hazardous chemical substances and poor indoor climate.

19 new initiatives

Initiative 1: Risk-based inspection in two tiers focusing on enterprises with health and safety issues

Inspections carried out by the Danish Working Environment Authority involve various elements. Screening, adapted inspections in industries where there is a risk of burnout and attrition, construction site activities and inspections initiated on the basis of complaints, accidents and the like. The shift to risk-based inspections in two tiers only applies to screenings and subsequent inspections.

The parties agree:

- To change the inspection efforts of the Danish Working Environment Authority to risk-based inspections in two tiers. This means that

enterprises that are considered to have the most serious health and safety issues will be subject to more inspections than is the case today. At the same time, all enterprises with 2.0 FTEs or more will be inspected.

- In this context, enterprises mean production units with 2.0 FTE employees or more. Approximately half of the enterprises that have between 1.0 and 1.9 FTE employees will, however, be selected randomly for inspections as part of the risk-based inspection in two tiers. Additionally, enterprises may, regardless of the number of employees, be subjected to inspections as a result of accidents at work, complaints issued by employees etc.
- The Danish Working Environment Authority will ensure that all companies with 2.0 FTE or more employees will be inspected at least once during the period from 2012 to 2019.
- Once a year starting in 2013, the Danish Working Environment Authority will investigate whether the time spent on inspections and the quality of each inspection at those enterprises experiencing health and safety issues are sufficient to identify complex issues, including problems related to the psychosocial working environment. The results will be presented to the parties.
- The risk-based inspection is based on an index model. The index model contains a number of parameters that are business and industry-oriented. Together these will be used to identify which enterprises that are most likely to have working environment problems. Enterprises will be given points for each of the parameters. Enterprises with the highest number of points in total will be selected for inspection. The parties will be briefed annually on this ranking.
- The new risk-based inspection regime and the current appropriation limit of the Danish Working Environment Authority mean that approximately 24,500 inspection visits will be carried out in the first years after 2012. Of these, approximately 14,000 enterprises will be selected every year for inspection due to their high score in the index model, and approximately 10,500 enterprises will be selected by means of spot checks. This means that approximately 55% of inspections will be risk-based while approximately 45% are selected on the basis of spot checks.
- Annual spot checks will also be made of an average of approximately 2,500 enterprises with 1.0 to 1.9 FTE employees. This means that approximately half of the enterprises in this group will be inspected before the end of 2019. About 55% of the spot checks will be risk-based and targeted enterprises that are assumed to have working environment problems. About 45% of spot checks will be selected at random.
- The index model in question is dynamic and will be modified regularly when new knowledge on the working environment and new knowledge about the enterprises is obtained. Therefore, as of the end of 2012, the

Danish Working Environment Authority will make an annual assessment of whether the index model ensures that risk-based inspection efforts target those enterprises that are considered to have the most serious health and safety issues, and whether the model identifies the enterprises that have problems with the psychosocial working environment.

- The index will specifically emphasise the psychosocial working environment. If guidance on the psychosocial working environment has been given during an inspection visit, the index score of the enterprise in question will increase significantly and result in a new inspection. Guidance on other working environment problems than the psychosocial working environment will not result in a higher index score.
- There is greater risk of working environment problems in some industries than in others. Therefore, enterprises are given points according to the index model based on the industries to which they belong. The Danish Working Environment Authority bases its knowledge on the Authority's experience gained from its decisions (e.g. improvement notices), guidance on psychosocial working environment, accidents at work and studies by the National Research Center for the Working Environment (NRCWE). Working environment problems with the highest priority have higher values in the index than other working environment problems.
- Enterprises that have not been inspected in the first two years after having employed one or more employees for the first time, or enterprises that were inspected a long time ago, are more likely to be subjected to risk-based inspections.
- As a main rule, the Danish Working Environment Authority will contact enterprises one to four months prior to inspection to give the enterprises the opportunity to resolve any working environment problems before the inspection. Enterprises are not informed of the actual inspection date, i.e. the inspection is unannounced. The Danish Working Environment Authority will aim at ensuring that an inspection is completed in one single visit to keep the inspection simple and un-bureaucratic for the enterprise.
- The Danish Working Environment Authority will prepare material that focuses on major working environment problems in the individual industries and prepare information on relevant preventive measures. This material will be made available on the website of the Danish Working Environment Authority.
- This initiative will enter into force on 1 January 2012.

Initiative 2: *De minimis* limits:

The parties agree:

- To introduce *de minimis* limits. The Danish Working Environment Authority will not issue improvement notices concerning working

environment problems that are considered to be minor. If the Danish Working Environment Authority refrains from taking action on minor matters, enterprises will have a higher degree of understanding of, and respect for, improvement notices issued by the Danish Working Environment Authority in situations where it is necessary to ensure the safety and health of employees.

- Many different factors influence whether an OSH problem should be considered a minor matter or not. Therefore, a 'key' listing all types of minor matters cannot be made. Instead, the Danish Working Environment Authority will draw up general guidelines describing the elements that should be taken into consideration, such as the nature, extent, severity and gravity, when determining whether an OSH problem should be considered a minor matter or whether an improvement notice should be issued.
- The Danish Working Environment Council will be consulted on these guidelines. The guidelines will then be presented to the parties before they are published, and the Danish Working Environment Authority will follow up on any lessons learned on the basis of the guidelines. Lessons learned will be submitted to the parties to the agreement.
- This initiative does not entail any amendments to the Danish Working Environment Act, but it will be implemented in the existing provisions governing the working environment. As a result, the requirements for safe and healthy working environments in Danish enterprises will remain unchanged.
- This initiative will enter into force on 1 January 2012.

Initiative 3: Differentiated fines

The parties agree:

- Fines issued for violation of regulations on the working environment are to be differentiated. Fines issued to large enterprises should be larger than those issued to smaller enterprises in order to level the impact of the fines. Fines will not be smaller than they are today.
- This initiative only includes violation of matters concerning specific execution of work, such as lack of ventilation in welding shops (i.e. property violations). The initiative does not include violations concerning the framework and procedures of enterprises in their working environment efforts, for example the lack of workplace assessment and lacks in the organisation of these efforts (i.e. procedural violations).
- Fines issued for one type of violation will depend on the size of the enterprise:
 - Small enterprises with one to nine employees that violate the Danish Working Environment Act will receive a standard fine.

- o Medium-sized enterprises with 10-34 employees will receive a standard fine plus 50% (however, not for procedural violations).
 - o Large enterprises with 35-99 employees will receive a standard fine plus 75% (however, not for procedural violations).
 - o Larger enterprises with more than 100 employees will receive a standard fine plus 100% (however, not for procedural violations).
- The courts will determine the amount of a fine on the basis of each specific case.
- Starting by the end of 2012, the number of decisions, administrative fines issued by the Danish Working Environment Authority, recommendations for charges submitted to the police and unresolved criminal cases will be assessed annually as will the number of fines issued to small, medium-sized, large and larger enterprises. The results will be submitted to the parties with a view to assessing whether any changes are required.
- This initiative will enter into force on 1 January 2012.

Initiative 4: Intensified dialogue with enterprises

The parties agree:

- The Danish Working Environment Authority will intensify its dialogue with enterprises. Dialogue must take place during an inspection visit as well as whenever this is relevant. During an inspection visit, the Danish Working Environment Authority will focus on entering into a dialogue based on the enterprises' own experience with health and safety issues with a view to supporting preventive work relating to the working environment and to resolving specific working environment issues.
- Dialogue does not replace control and improvement notices. The Danish Working Environment Authority will continue to issue improvement notices etc., when enterprises are found to be in serious violation of the Danish Working Environment Act. Therefore, requirements are not being eased in this respect. Dialogue will not be conducted as opposed to control, but to motivate enterprises to prevent and resolve working environment problems themselves.
- Digital self-service solutions, written electronic materials on the website of the Danish Working Environment Authority and guidance by the Danish Working Environment Authority's call center on e.g. the psychosocial working environment will also be used to enhance the dialogue between the Danish Working Environment Authority and enterprises.

- When relevant, the Danish Working Environment Authority will inform enterprises about the possibility of receiving a binding notification from the Danish Working Environment Authority prior to making investments related to the working environment; for example in connection with removing indoor asbestos in buildings, so the enterprise can save resources. A binding notification means that the Danish Working Environment Authority may not impose additional requirements if the investment in the working environment is conducted in accordance with the notification.
- This initiative will enter into force on 1 January 2012.

Initiative 5: Focus on psychosocial working environment

- The parties agree that there are many challenges within the area of the psychosocial working environment. Burnout caused by a poor psychosocial working environment is an important issue for society, enterprises and the individuals who are affected. Psychosocial burnout must be prevented, because it has human costs. Moreover, it may also be financially worthwhile for enterprises to maintain a good psychosocial working environment which can result in increased productivity, increased efficiency and reduced absenteeism due to sickness among the employees.
- The parties agree that the social partners play a central role in finding solutions to how enterprises could approach this issue.
- The parties agree that the Danish Working Environment Authority and the social partners should uncover methods to identify and resolve problems relating to the psychosocial working environment. This effort will result in a catalogue of ideas listing the methods and tools (including workplace assessments (risk assessments) which enterprises can use to uncover and resolve psychosocial working environment problems, and provide ideas for the Danish Working Environment Authority on how to optimise the collaboration with enterprises in these areas with a view to improving the prevention of psychosocial working environment problems in enterprises.
- This work will commence on 1 January 2012.

Initiative 6: More help for smaller enterprises

The parties agree:

- When carrying out inspections in enterprises with one to four employees, the Danish Working Environment Authority will provide guidance for the individual enterprise on how to meet the requirements in the Danish Working Environment Act concerning the OSH initiatives

of the enterprise. For example how to use a workplace assessment or how to introduce annual talks on OSH.

- Similarly, the Danish Working Environment Authority will provide guidance for smaller enterprises when the Authority identifies OSH problems at enterprises, for example by highlighting specific examples given in the Authority's guidelines.

Similarly, the Danish Working Environment Authority will refer smaller enterprises to other relevant stakeholders, including sector organisations and Sectoral Working Environment Councils, for further guidance.

- This initiative will enter into force on 1 January 2012.

Initiative 7: Starter kit for new enterprises

The parties agree:

- The Danish Working Environment Authority will prepare a starter kit on the working environment for newly established enterprises with employees. This starter kit will provide enterprises with an introduction to the requirements stipulated in the Working Environment Act for enterprises with employees. For instance, the starter kit informs enterprises of the requirement to prepare a workplace assessment and where they can find the help they need for this. When preparing the starter kit, the Working Environment Council must be consulted.
- Enterprises will receive the starter kit when the Danish Working Environment Authority becomes aware of the fact that the enterprise in question has employees.
- Information material will be provided to foreign enterprises in Danish, Lithuanian, Polish, English and German concerning inspections and selected working environment issues in the areas of forestry, agriculture, nurseries and construction, for instance personal protective equipment and personal safety when carrying out scaffolding work. For more information about Danish regulations on the working environment and other issues relating to business operations in Denmark, foreign enterprises can go to www.posting.dk and www.workindenmark.dk
- This initiative will enter into force on 1 January 2012.

Initiative 8: Simplified health and safety consultancy scheme

The parties agree:

- The current health and safety consultancy scheme will be simplified. This means that enterprises will only be issued a consultancy notice when:

- the Danish Working Environment Authority identifies complex working environment problems that are difficult to solve.
- the Danish Working Environment Authority identifies serious working environment problems that are difficult to solve.
- the Danish Working Environment Authority assesses that an enterprise may be experiencing problems relating to the psychosocial working environment which need to be examined.
- the Danish Working Environment Authority has made five or more decisions concerning violation of regulations on the working environment - the so-called multi-improvement notices

In other words, consultancy notices are only issued when the Danish Working Environment Authority assesses that enterprises need to consult an authorised health and safety consultant. Identical decisions will only be counted as one with regard the issuance of improvement notices. Enterprises will receive a letter stating that they must consult an authorised health and safety consultant.

- The existing consultancy notices issued as a result of repeated notices will be repealed. Furthermore, consultancy notices issued regarding serious problems will also be repealed when the problem is easy to solve. These types of consultancy notices have often not facilitated actual improvements in the working environment as the enterprise, for instance, has solved the problem themselves before the authorised consultant comes into play. Consultancy notices have not had the intended preventive effect.
- The Danish Working Environment Authority will enter into discussions with the social partners to identify whether it is possible to simplify and debureaucratise the aforementioned consultancy notices and introduce new forms of notices in areas where there is an actual need for consultancy services. These discussions will be terminated in the middle of 2011 and the results will be submitted to the parties.
- The simplification of the consultancy scheme will not imply that violations of the working environment regulations will be allowed to pass unnoticed. For instance, when a serious working environment problem is identified, the Danish Working Environment Authority will still respond by issuing an improvement notice, a prohibition notice etc. However, consultancy notices will no longer be issued to the same extent in addition to the general notices.
- There will be stricter requirements regarding the competence expected of authorised health and safety consultants. In future, consultants must have more experience with working environment efforts at enterprise level. The goal is that health and safety consultancy will be more qualified and provide workable solutions for the individual enterprise. This is to ensure that the required consultancy services will always be of high quality.

- This initiative will enter into force no later than 1 June 2012.

Initiative 9: Modified Smiley scheme

The parties agree:

- The smiley scheme will be modified so that the green smiley has an expiration date. Five years after the Danish Working Environment Authority has inspected the key elements in the working environment of an enterprise, the green smiley will be removed.
- Enterprises with a green smiley that has expired or is about to expire can request a new inspection by contacting the Danish Working Environment Authority.
- Enterprises that do not have a smiley will also be able to request a new inspection by contacting the Danish Working Environment Authority.
- The Danish Working Environment Authority will monitor how many enterprises request new inspections as well as the resources used for these inspections. The number of requests for inspections will be included in the evaluation of the smiley scheme. This evaluation will be conducted no later than 2013.
- The yellow and red smiley will be removed from the website of the Danish Working Environment Authority as usual once an enterprise has complied with the decisions. However, smileys will be displayed on the website of the Danish Working Environment Authority for no less than six months. Then the enterprises will be given a green smiley if the key elements with regard to working environment have been inspected by the Danish Working Environment Authority within the past five years.
- The parties agree to evaluate the smiley system no later than 2013.
- This initiative will enter into force on 1 January 2012.

Initiative 10: Analysis of the experiences with the Health and Safety Organisation at the enterprise level

The parties agree:

- In spring 2010, the Danish Parliament passed new rules on cooperation with regard to the health and safety activities of enterprises. The new rules are aimed at strengthening the health and safety activities of enterprises. The parties place great emphasis on ensuring that the new rules have the intended effect.
- At least once a year, the Working Environment Council will be asked to comment on whether the rules have the intended effect and whether modifications are needed.

- An external study on the preventive working environment efforts of enterprises will be launched, including, for example, how enterprises specifically work to develop the cooperation on health and safety activities. This study will analyse whether the rules have the intended effect, including whether health and safety is an integral part of the strategic management and day-to-day operation, and whether the members of the health and safety groups use the option of receiving further training.
- The Working Environment Council will also be consulted with regard to which areas could be relevant to take including when analysing the experience gained from the health safety organisation at enterprise level. The Council will also have the opportunity to comment on the results of the analysis before they are submitted to the parties for their assessment of whether modification of the rules is needed or whether other appropriate action should be taken.
- This analysis will be initiated before 2013.

Initiative 11: Dialogue concerning health promotion

The parties agree:

- In future, the Danish Working Environment Authority will offer to include health promotion as part of the guidance and dialogue with the enterprise during an inspection. This will take place through the special inspections or in connection with risk-based inspections. A management representative and an employee representative, for instance a health and safety representative, will normally be present during an inspection.
- The dialogue and guidance will focus on how enterprises can voluntarily create the best possible basis for employees to make healthy choices, and how the promotion of healthy choices can interact with health and safety at work and e.g. prevent musculoskeletal disorders.
- The Danish Working Environment Authority adapts the dialogue on health promotion to fit the needs of the enterprises, and emphasises that it is voluntary for the enterprises whether they wish to take any action within this area.
- This initiative will enter into force on 1 January 2012.

Initiative 12: Focus on young and new employees

The parties agree:

- As part of the efforts aimed at new employees in relation to accidents at work and occupational diseases, the Danish Working Environment Authority will increase its focus on the obligation of employers to ensure the training and instruction of new employees regardless of age. The

Danish Working Environment Authority will also focus on whether employers supervise that new employees carry out their work safely. This initiative involves a dialogue between the Danish Working Environment Authority and the enterprises based on good examples. The Danish Working Environment Authority will continue to issue notices to enterprises that do not comply with the regulations.

- The Danish Working Environment Authority will implement communication initiatives on health and safety at work aimed at young people. The communication initiatives must be at a level which appeals to young people and be carried out via the favourite media of the target group as well as be based on the experience of the National Research Centre for the Working Environment.
- Both the Danish Working Environment Authority and the Working Environment Council have launched initiatives to improve the working environments of children and young people. For example, the Working Environment Council has established a partnership with the Danish Ministry of Education to make children and young people more aware of the concept of occupational health and safety through school activities. Together with the social partners, the Danish Working Environment Authority will continue to focus on health and safety issues for children and young people in holiday and part time jobs. Furthermore, the Danish Working Environment Authority will coordinate its efforts with the Working Environment Council with a view to improving the overall effort through exchange of information.
- The Danish Working Environment Authority will also coordinate its efforts aimed at new employees with the Working Environment Council to reduce the number of accidents at work.
- This initiative will enter into force no later than 1 April 2011.

Initiative 13: Focus on foreign enterprises

The parties agree:

- The Danish Working Environment Authority will strengthen the inspection of foreign enterprises, particularly within the construction industry.
- The strengthened inspection of foreign enterprises will involve that the Danish Working Environment Authority will carry out unannounced inspections in industries that have many foreign enterprises, for instance construction sites and private construction, on the basis of requests submitted by professional organisations and by citizens.
- The parties will discuss the launch and impact of this targeted effort of the Danish Working Environment Authority no later than by the end of 2012.

- This initiative will enter into force no later than 1 April 2011.

Initiative 14: Improved guidance and information on the working environment

The parties agree:

- An external study will be initiated to clarify how the various working environment stakeholders can enhance their cooperation on providing information and guidance to enterprises. For instance, it should be clarified how the stakeholders can improve their coordination of working environment campaigns. In addition, the study will clarify whether the targeted guidance and information could be organised more appropriately.
- Prior to the study, the Working Environment Council will be included, and the Council will be consulted again once the results are ready.
- The study will be submitted to the parties. The views of the Working Environment Council will be taken into consideration when deciding which initiatives should be implemented in order to achieve a more coordinated effort with regard to enterprises.
- This study will be initiated in 2012.

Initiative 15: Coordination of guidance and inspections of enterprises by various authorities

The parties agree:

- It should be clarified if enterprises would find it more simple and efficient if authorities coordinated their guidance and control activities.
- When the study is to begin will depend on the recommendation and other initiatives if any of the enforcement committee. The enforcement committee is a committee under the Ministry of Economic and Business Affairs which is currently working on drawing up principles and recommendations for the coordination of the efforts of several authorities.
- If the initiative is launched, it must not jeopardise the control of the Danish Working Environment Authority.

Initiative 16: Danish Centre for Nano-Safety

The parties agree:

- Intensive development of nanotechnology and nanotechnology products is currently underway in Denmark. However, essential knowledge is still

lacking on the possible health-related consequences for Danish employees and consumers in the production, utilisation and disposal of the products. For this reason, the Danish Centre for Nano-Safety will be established by the Danish Working Environment Research Fund

- The Danish Working Environment Research Fund will launch a new theme on the consequences of nanotechnology on health and safety. A sum of DKK 10 million will be allocated annually to a new Danish Centre for Nano-Safety for a period of three years.
- This initiative will enter into force in 2012.

Initiative 17: Targeting the resources of the Danish Working Environment Research Fund

The parties agree:

- The basis of the new strategy of the Danish Working Environment Research Fund in 2011 is that the resources of the Fund should be targeted towards projects that primarily relate to the three focus areas for the working environment and measures. However, continued research in key areas such as indoor environment, chemicals and noise should be ensured.
- Furthermore, the strategy must also incorporate the evaluation results of the Fund's performance. The evaluation will be completed in the spring of 2011.
- This initiative will enter into force in 2012.

Initiative 18: Measuring progress with regard to the working environment

The parties agree:

- The Danish Working Environment Authority, the National Research Centre for the Working Environment and the National Board of Industrial Injuries will adapt the existing measurement programme for progress with regard to the working environment. Information about the relevant working environment factors will be gathered to enable the regular monitoring of progress within the focus areas. Monitoring areas that are not focus areas will also be possible.
- This initiative will be launched no later than 1 April 2011.

Initiative 19: Impact measurement of specific activities

The parties agree:

- The Danish Working Environment Authority and other stakeholders within the working environment receiving public sector funding are

required to document the impact of essential activities. The goal is to ensure that activities contribute to achieving the objectives of the working environment efforts. As for the Danish Working Environment Authority, the activities involve evaluation of e.g. adapted inspections, accident activities, dialogue with enterprises and Bullying & Harrasment (telephone) Hotline.

- The Working Environment Council must be informed of the working methods of the Danish Working Environment Authority in relation to impact and impact measurement. At the same time, the Working Environment Council will be involved in the impact measurement of the activities of Sectoral Working Environment Councils.
- Any need for adaptation, modification and development of specific activities must be determined on the basis of the results.
- This initiative will enter into force no later than 1 April 2011.