

KINGDOM OF DENMARK

Public Administration Country Profile

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DENMARK

[Click here](#) for detailed map



Source: [The World Factbook](#) – Denmark

Government type

constitutional monarchy

Independence

first organized as a unified state in 10th century; in 1849 became a constitutional monarchy)

Constitution

5 June 1849 adoption of original constitution; a major overhaul of 5 June 1953 allowed for a unicameral legislature and a female chief of state

Legal system

civil law system; judicial review of legislative acts; accepts compulsory ICJ jurisdiction, with reservations

Administrative divisions

metropolitan Denmark - 14 counties (amter, singular - amt) and 2 boroughs (amtskommuner, singular - amtskommune);

Source: [The World Factbook](#) – Denmark

Denmark lies between 54° and 58° of latitude north and 8° and 15° of longitude east. In addition to Denmark itself, the kingdom also includes the Faeroe Islands and Greenland. Denmark consists of the peninsula of Jutland and c. 406 islands, of which c. 79 are inhabited (2002). Of these, the largest and most densely populated are Zealand on which the capital of Copenhagen is situated, Funen and the north Jutland island. The North Sea defines Denmark to the west, while the islands divide the Baltic from the Kattegat. The Danish islands are thus on the sea lane from the Baltic to the main oceans of the world and at the same time on the trade route from the Nordic countries to central Europe. Throughout the entire history of the country, this position has been influential on the circumstances governing developments in trade and on political and military strategy.

The form of government is a parliamentary democracy with a royal head of state. The system of production is economic liberalism with private ownership of businesses and production. The state and other public authorities, however, exercise a considerable regulatory control and provide comprehensive services for the citizens. Denmark is a developed industrialised country. By international standards, the

standard of living is high, and the differences between rich and poor are smaller than in many of the countries with which Denmark is traditionally compared.

Denmark is a member of the European Union. The proximity of Germany has traditionally orientated the country south in an economic and political sense, but close co-operation with Sweden, Norway, Finland and Iceland, with which Denmark enjoys a passport union, also ties Denmark to the North. Denmark is poor in mineral deposits. However, chalk for the production of cement is found in considerable quantities, and more oil and gas is extracted from the North Sea than is needed for home consumption.

65% of Denmark is under cultivation and 10% is covered by deciduous or coniferous forest, while meadow, heath, marshland, bogs, sandhills. Lakes constitute of 10% of the area. Built-up areas and traffic areas make is about 13% of the surface area. The climate is temperate, and precipitation is sufficient to provide all the water needed.

The population stands at about 5.37 million, and the population density is about 125 per square kilometre. Foreign immigrants and their descendants amount to about 395,000, 165,000 of whom come from Europe; in addition there is a small German minority in southern Jutland. The language is everywhere Danish, and the vast majority of the population has been baptised into the established protestant church. Denmark is therefore nationally and culturally very homogeneous.

85% of the population lives in towns. The greater Copenhagen region accounts for c. 1.08 million inhabitants. The second city is Århus (218,000 inhabitants). In addition the entire country is otherwise covered by a network of medium-sized towns.

Industrial production is very varied in relation to the size of the country. Among the commodities that have made Denmark known abroad are, in addition to agricultural production, beer, medicines, furniture, shipping, wind turbines and products of the advanced metal industries.

Both agriculture and industry are highly effective. Agriculture and fisheries employ only 4%, and industry and construction 23% of the population. The remaining 73% are employed in the service sector, 35% in public and personal services and 38% in private business, including financial activities and the traditional shipping trade.

Denmark has an open economy, and trade with the rest of the world is of great importance. Imports and exports of goods and services thus represent, respectively, c. 33% and 36% of the country's GDP (2000). Around 2/3 of foreign trade is with the other countries in the EU; the remainder is divided among a very large number of trading partners, of which Norway and the USA are the most important.

Source: Ministry of Foreign Affairs of Denmark (2006)

1. General Information

1.1 People	Denmark	Sweden	Norway	1
Population				a
Total estimated population (,000), 2003	5,364	8,877	4,533	
Female estimated population (,000), 2003	2,706	4,481	2,287	
Male estimated population (,000), 2003	2,658	4,396	2,246	
Sex ratio (males per 100 females), 2003	98	98	98	
Average annual rate of change of pop. (%), 2000-2005	0.24	0.09	0.43	
Youth and Elderly Population				b
Total population under age 15 (%), 2003	19	18	20	
Female population aged 60+ (%), 2003	23	26	22	
Male population aged 60+ (%), 2003	18	21	17	
Human Settlements				c
Urban population (%), 2001	85	83	75	
Rural population (%), 2001	15	17	25	
Urban average annual rate of change in pop. (%), '00-'05	0.16	-0.1	0.74	
Rural average annual rate of change in pop/ (%), '00-'05	0.16	-0.27	-0.77	
Education				d
Total school life expectancy, 1999-2000	15	15.9	16.9 ⁱ	1
Female school life expectancy, 1999-2000	16	16.8	17.7 ⁱ	1
Male school life expectancy, 1999-2000	15	15	16.9 ⁱ	1
Female estimated adult (15+) illiteracy rate (%), 2000	..	..	..	2
Male estimated adult (15+) illiteracy rate (%), 2000	..	..	..	2
Employment				e
Unemployment rate (15+) (%), 2000	4.6 ⁱⁱⁱ	4.7 ⁱⁱ	3.4 ⁱⁱ	1
Female adult (+15) economic activity rate (%), 2000	74 ⁱⁱⁱ	76 ^{ii a}	69 ⁱⁱ	2
Male adult (+15) economic activity rate (%), 2000	83 ⁱⁱⁱ	80 ^{ii a}	78 ⁱⁱ	2

Notes: ⁱ 2000-2001, ⁱⁱ Persons aged 16 to 64 years, ⁱⁱⁱ Persons aged 15 to 66 years, ^a Including armed forces.

1.2 Economy	Denmark	Sweden	Norway	2
GDP				a
GDP total (millions US\$), 2002	174,798	229,772	189,436	
GDP per capita (US\$), 2002	32,533	25,748	41,735	
PPP GDP total (millions int. US\$), 2002	161,062	225,913	163,609	
PPP GDP per capita(int. US\$), 2002	29,976	25,315	36,045	
Sectors				b
Value added in agriculture (% of GDP), 2003	2.1	1.8	3.5	
Value added in industry (% of GDP), 2003	26.4	27.9	30.5	
Value added in services (% of GDP), 2003	71.5	70.3	66.0	
Miscellaneous				c
GDP implicit price deflator (annual % growth), 2004	1.9	0.8	1.0	
Private consumption (% of GDP), 2003	47.3	49.0	52.4	
Government consumption (% of GDP), 2003	26.5	28.3	22.1	

¹ [United Nations Statistics Division](#):

^a [Statistics Division and Population Division of the UN Secretariat](#); ^b [Statistics Division and Population Division of the UN Secretariat](#); ^c [Population Division of the UN Secretariat](#); ^{d1} [UNESCO](#); ^{d2} [UNESCO](#); ^{e1} [ILO](#); ^{e2} [ILO/OECD](#)

² [World Bank - Data and Statistics](#):

^a [Quick Reference Tables](#); ^b [Data Profile Tables](#); ^c [Country at a Glance](#)

1.3 Public Spending	Denmark	Sweden	Norway	
Public expenditures				3
Education (% of GNP), 1985-1987	7.2	7.3	6.5	a
Education (% of GNP), 1995-1997	8.1 ⁱ	8.3 ⁱ	7.7 ⁱ	a
Health (% of GDP), 1990	7	7.6	6.4	
Health (% of GDP), 1998	6.9 ⁱⁱ	6.6	7 ⁱⁱ	
Military (% of GDP), 1990	2	2.6	2.9	b
Military (% of GDP), 2000	1.5	2.1	1.8	b
Total debt service (% of GDP), 1990	..	..	..
Total debt service (% of GDP), 2000	..	..	..

Notes: ⁱ Data may not be strictly comparable with those for earlier years as a result of methodological changes, ⁱⁱ Data refer to 1999.

1.4 Public Sector Employment and Wages						
<i>Data from the latest year available</i>		Denmark 1991-1995	Denmark 1996-2000	European Union Average ⁴ 1996-2000	High income OECD average ⁴ 1996-2000	High income group average ⁴ 1996-2000
Employment						
Civilian Central Government ⁵	(,000)	143	165			
	(% pop.)	2.8	3.1	4.1	..	2.8
Sub-national Government ⁵	(,000)	268	536			
	(% pop.)	5.2	10.1	4.1	..	2.8
Education employees	(,000)	142	..			
	(% pop.)	2.8	..	1.2	..	1.3
Health employees	(,000)	103	..			
	(% pop.)	2.0	..	1.2	..	1.1
Police	(,000)	..	..	
	(% pop.)	..	..	..	..	..
Armed forces	(,000)	33	23			
	(% pop.)	0.6	0.4	0.5	..	0.5
SOE Employees	(,000)	56	..			
	(% pop.)	1.1	..	..	..	..
Total Public Employment	(,000)	..	..	
	(% pop.)	..	..	..	..	..
Total Central gov't wage bill	(% of GDP)	5.1	4.3	3.6	..	4.2
Total Central gov't wage bill	(% of exp)	11.5	12.7	12.8	..	16.4
Average gov't wage	(,000 LCU)	225	282			
Real ave. gov't wage ('97 price)	(,000 LCU)	..	282			
Average gov't wage to per capita GDP ratio		1.4	1.3	..	..	..

Source: World Bank - Public Sector Employment and Wages

³ UNDP - Human Development Report 2002

^a Data refer to total public expenditure on education, including current and capital expenditures.

^b As a result of a number of limitations in the data, comparisons of military expenditure data over time and across countries should be made with caution. For detailed notes on the data see SIPRI (2001).

⁴ Averages for regions and sub regions are only generated if data is available for at least 35% of the countries in that region or sub region.

⁵ Excluding education, health and police – if available (view [Country Sources](#) for further explanations).

2. Legal Structure

The cornerstone of the Danish constitution is Danmarks Riges Grundlov (The Constitutional Act of the Kingdom of Denmark) of 5 June 1953. Human rights guaranteed by the Constitution. Denmark has a unicameral system, a system of parliamentary government and a queen who has formal and ceremonial functions. The Constitution has not been changed since 1953, but by way of legislation and treaties far-reaching changes have been made in the constitutional legal structure, not least as a result of Danish membership of the European Union.

Source: Ministry of Foreign Affairs of Denmark (2006)

2.1 Legislative Branch

unicameral People's Assembly or Folketinget (179 seats, including 2 from Greenland and 2 from the Faroe Islands; members are elected by popular vote on the basis of proportional representation to serve four-year terms) ⁶

Women in parliament: lower house 66 out of 179 seats (36.9%) ⁷

The Folketing consists of 179 members, two of whom are elected in Greenland and two in the Faeroe Islands. The remaining 175 members are elected in Denmark. The nominated candidates are elected on the basis of proportional representation, but the candidates run in individual single constituencies, and so most of those elected have a local connection reminiscent of those elected by majority voting in individual constituencies. 135 of the 175 members of the Folketing are elected on the basis of the votes cast for them in the local constituencies, while the remaining 40 members are chosen with a view to ensuring an overall proportional representation of the parties to which the candidates are linked.

Source: Parliament of Denmark (2006)

For electoral purposes, Denmark is divided into three electoral regions: Metropolitan Copenhagen, the Islands, and Jutland. The regions are subdivided into a total of 17 multi-member constituencies. The multi-member constituencies are subdivided into a total of 103 nomination districts - they have no importance as regards seat allocation; their relevance is related to candidate nomination and selection, and election administration. When a bill has been passed by the Folketing it must be approved by the Queen and the government. The Queen does not adopt an independent stance, but follows the advice of the government.

Source: Ministry of Foreign Affairs of Denmark (2006)

Fact box:

elections: last held 8 February 2005 (next to be held February 2009)
election results: percent of vote by party - Liberal Party 29%, Social Democrats 25.9%, Danish People's Party 13.2%, Conservative Party 10.3%, Social Liberal Party 9.2%, Socialist People's Party 6%, Unity List 3.4%;
seats by party - Liberal Party 52, Social Democrats 47, Danish People's Party 24, Conservative Party 18, Social Liberal Party 17, Socialist People's Party 11, Unity List 6. ⁸

⁶ Source of fact boxes if nothing else stated: [The World Factbook](#) - Norway

⁷ [Inter-Parliamentary Union - Women in National Parliaments](#)

⁸ Source of fact boxes if nothing else stated: [The World Factbook](#) - Norway

2.2 Executive Branch

cabinet: Council of State appointed by the monarch
elections: none; the monarch is hereditary; following legislative elections, the leader of the majority party or the leader of the majority coalition is usually appointed prime minister by the monarch

The Government is appointed by the Queen and consists of the Prime Minister and the other ministers each with their own Department; individual ministers can be without a specific Department (i.e. without portfolio). The choice of Prime Minister and other ministers is determined by the party composition in the Folketing. The government appointed may not have a majority of the Folketing against it and therefore have governments with minority backing.

The government has a number of other powers that are directly provided for in the Constitution. It is thus the Government that leads the country's foreign policy, but the Folketing controls the government's activities. In major decisions the government must consult a special parliamentary committee. Before entering into treaties, the approval of the Folketing can be legally necessary.

Elections to the Folketing take place at least every four years, but the Prime Minister has the right to dissolve the Folketing and thus force an election. This right plays an important part, as the Prime Minister and the Government have, over the years, often been in a weak position in relation to the Folketing.

Fact box:

chief of state: Queen MARGRETHE II (since 14 January 1972); Heir Apparent Crown Prince FREDERIK, elder son of the monarch (born 26 May 1968)

head of government: Prime Minister Anders Fogh RASMUSSEN (since 27 November 2001)

Source: Ministry of Foreign Affairs of Denmark (2006)

2.3 Judiciary Branch

Supreme Court (judges are appointed by the monarch for life)

The highest court is the Supreme Court (Højesteret), which only deals with cases that have already been dealt with by one of the two High Courts. In the Danish court system there is no provision for special procedures or court organisation for administrative cases. These are dealt with by the ordinary courts. Nor is there a constitutional court. Constitutional questions must be decided by the court that is otherwise dealing with the case, and in the final instance the question can be decided by the Supreme Court. Danish courts have been very reluctant to have recourse to the Constitution.

Source: Ministry of Foreign Affairs of Denmark (2006)

The Supreme Court consists of a President and 18 other judges. One of the judges is the chairman of the Appeals Permission Board (Procesbevillingsnævnet) which inter alia grants leave to appeal to the Supreme Court as the third instance.

Supreme Court judges are – like other judges – appointed by the Minister of Justice at the recommendation of the independent Judicial Appointment Council (Dommerudnævnelsesrådet). This is made up of one Supreme Court judge, one high court judge, one district court judge, one attorney and two representatives of the

general public. After public announcement of a vacancy, a candidate is selected who, before being appointed, must first pass a test by rendering his or her opinion in four cases and is assessed by the appointed judges. The President is elected by and among the judges and appointed by the Minister of Justice.

Source: Supreme court of Denmark (2006)

The judges are appointed by the Queen. The independence of the judges in carrying out their duties is ensured by section 64 of the Constitution, according to which in the performance of their duties judges shall be governed solely by the law. In contrast to other state appointed employees, judges cannot be dismissed administratively; they can only be dismissed by a court judgement.

Source: Ministry of Foreign Affairs of Denmark (2006)

2.4 Local Government

Administratively, the country is divided into 14 counties (amter) and 275 local authorities (kommuner), two of which (Copenhagen and Frederiksberg) are not included in the counties.

Local authority administration, which since 1970 has grown even more rapidly than state administration, is under political control to a greater extent than the state administration; there are some 5000 members of local governments, but only about 20 ministers. The areas of competence of municipal administrations include a very large part of the specialist areas in which the public administration is in any way involved. Municipal administration is limited geographically rather than according to specialist areas.

The municipal authorities consist of 14 county councils (amtskommuner) and 275 city or district councils (primærkommuner), including the two metropolitan areas of Copenhagen and Frederiksberg. The highest authority in each municipality is a popularly elected council, and the form of management is arranged in such a way that all political groupings are able to exert influence on the administration. The distinction between government and opposition, which is a feature of state government, is only found in a watered-down version in the local authorities.

Around the nucleus represented by the public state or municipal administration, there is a large number of different kinds of institutions bordering on the private sector. It is typical that they carry out the same or similar functions as the state and municipal administrations; and these have indeed more influence here than they have on activities in the private sector. Examples of this can be self-governing institutions within the social and education sectors, private nurseries and schools, vocational colleges, incinerator plants used by more than one local authority, or state-run companies.

Source: Ministry of Foreign Affairs of Denmark (2006)

3. The State and Civil Society

3.1 Ombudsperson

The Danish Parliamentary Ombudsman was envisaged in the Constitution of 1953. In June 1996 the Parliament adopted the Ombudsman Act and it entered into force in January 1, 1997. According to its provisions the Ombudsman is elected by the Folketing after every general election. If the Ombudsman ceases to enjoy the confidence of the Folketing, it may dismiss him. The Ombudsman is not to, except with the consent of the Legal Affairs Committee of the Folketing, hold any office in public or private firms, undertakings or institutions. He is independent in the performance of the Parliament in the discharge of his functions.

The Folketing lays down general rules governing the activities of the Ombudsman. The jurisdiction of the Ombudsman extends to all parts of the public administration, including the Church, but he does not have the power to monitor the work of the courts of justice. The Ombudsman submits an annual report on his work to the Folketing and may also submit special reports in matters he considers important. In Denmark there are two more ombudsman institutions: the Ombudsman of Greenland and the Ombudsman of the Faeroe Islands.

Source: Denmark Parliamentary Ombudsman (2006) & Ombudsman information network (2006)

3.2 Civil Society

At least one-third of the Danish adult population defines itself as volunteers in formal organizations representing more than 100,000 jobs. To this should be added those who contribute in more informal contexts and on a less regular basis. One half of the voluntary work takes place within sports and other cultural and spare time activities, and it seems that only one out of ten volunteers are engaged in voluntary social work. One of the reasons for this is the extended Danish welfare state that takes responsibility for social work. Within culture examples of volunteering may be found in relation to museums, archives, libraries, visual and performing arts, the media etc. But the bulk of volunteering takes place within sports and amateur activities.

In the cultural field in a broad sense volunteering is mainly regulated by the *Act on 'Folkeoplysning'*, which is the responsibility of the Ministry of Education. Funding for volunteer activities in culture and sports is also supplied through the *Football Pools* and *National Lottery Act*, which is the responsibility of the Ministry of Taxation.

Within the Ministry of Culture there are some special funds and institutions contributing to the development of new types of activities, organisations buildings etc. in and for cultural activities. *The Foundation for Sports and Culture Facilities* was set up in 1994 to grant guarantees, loans and subsidies to promote and support the building of facilities for sport, leisure time and cultural activities. *The National Sports Policy Innovations Programme* was established in 1999 with the purpose of developing the cultural policy dimensions of sport and to strengthen diversity, quality and freedom of expression in sport in Denmark. *The Programme for Innovation in Amateur and Popular Cultural Activities* began its activities in the year 2000.

Source: Cultural Information and Research Centers Liaison in Europe

4. Civil Service

The Danish state sector comprises approximately 160,000 employees. The entire public sector comprises approximately 750,000 employees, corresponding to a third of the Danish labour market. The public sector comprises: (i) the state sector, which is in charge of tasks at central level (including central administration, the defence, the police and universities); (ii) The counties, which are in charge of tasks at regional level (including hospitals and the upper secondary school area); (iii) the municipalities, which are in charge of tasks at local level (including primary and lower secondary schools, child care and care for the elderly).

The State Employer's Authority in the Ministry of Finance is the central employer in the central government area. The State Employer's Authority carries out the function of central government employer. This entails the prescription and interpretation of rules in the area of personnel, and the tasks of concluding collective agreements and other agreements regarding pay and employment conditions. The City of Copenhagen and the Municipality of Frederiksberg have a special status as these municipalities are in charge of both regional and local government tasks. In the metropolitan area, the Copenhagen Hospital Corporation is in charge of the management of hospitals.

Source: Minister of Finance - State Employer Authority - Employment in the Danish State Sector (2005)

4.1 Legal basis

The relationship between the employer and the individual employee is as a main rule regulated by collective agreement. There are, however, a number of labour market laws which regulate the terms that apply to special groups of employees or apply to special situations. An example of the former is the Civil Servants Act and the Civil Servants' Pension Act. Examples of the latter are the Holiday Act, the Salaried Employees Act, the Equal Treatment Act, the Equal Pay Act, the Working Environment Act and the legislation regarding maternity leave. These laws cover employers and employees in both the public and private sectors.

Since 1 January 2001, appointment as civil servants is confined to special positions of civil servants' employment in the state sector and the national church. Accordingly, it is typically senior managers, judges as well as police, prison and defence staff that are employed as civil servants. Other groups are typically employed on collective agreement terms.

Source: Minister of Finance - State Employer Authority - Employment in the Danish State Sector (2005)

4.2 Recruitment

Under the Danish Constitution, Danish nationality is a prerequisite for employment as a civil servant. Detailed employment terms for civil servants are laid down in the Civil Servants Act and the Civil Servants' Pension Act as well as determined by collective agreement.

In connection with regulations employment, the terms are determined unilaterally. In connection with individual employment, the basis of employment is an individual contract that is concluded between the employee and the employment authority. Both regulations employed and individually employed members of staff are subject to the general labour market legislation. Regulations employment is used for groups

whose work area is not subject to any collective agreement. Employment based on an individual contract is used especially in connection with the appointment of high-ranking managers, where the employment authority finds it expedient to apply a more flexible and individual wage system or is in need of non-competition clauses or special dismissal or premature compensation retirement schemes. This status of employment may only be used in cases where there exists no agreement covering the area, or if the organisation with which the agreement has been concluded gives it approval.

Source: Minister of Finance - State Employer Authority -
Employment in the Danish State Sector (2005)

Ministries, government agencies and institutions are basically free to recruit personnel according to local wishes and needs, but within certain limits. For payroll-operated institutions (typically ministries and agencies), the primary limitation is the total payroll. For framework-financed institutions (for example universities and vocational schools), the limitation lies in the total budget. The pay of central government employees is fixed in different ways for various types of employees. For the highest-ranking managerial positions in the state sector, both the number of positions and the total pay for the individual positions are fixed centrally. For other positions, the point of departure is that the classification/basic pay is fixed centrally and, in addition to this, there is a possibility of allowances subject to local negotiation.

Source: Minister of Finance - State Employer Authority -
Employment in the Danish State Sector (2005)

4.3 Promotion

A civil servant's salary seniority means the time the person in question has been employed at the salary level at which the individual position is classified. If the salary level consists of several salary grades, a change to the next salary grade will take place after (normally) two years, depending on the pay interval agreed. In addition to the salary grade pay, allowances are granted in a number of cases as a permanent part of the remuneration to compensate for overtime work, inconvenience, etc. Furthermore, the salary grade system contains a certain degree of geographical differentiation according to which Danish municipalities are divided into five different local-allowance areas. The division into local-allowance areas has taken place on the basis of: (i) wages and salaries on the private labour market in the municipality; (ii) the level of prices in the municipality; and (iii) taxation in the municipality.

Source: Minister of Finance - State Employer Authority -
Employment in the Danish State Sector (2005)

The State Employer's Authority develops and implements a series of two-year career-development programmes. They are, in the first instance, programmes for HR advisers, financial advisers/controllers and international advisers. There is also a career development programme which targets experienced project staff.

Source: Minister of Finance - State Employer Authority -
Employment in the Danish State Sector (2005)

4.4 Remuneration

Terms of pay and employment that are agreed through collective bargaining apply also to non-unionised employees within the same sector. Collective agreements fixing pay and employment terms for the various personnel groups in central

government are concluded between the Ministry of Finance (State Employer's Authority) and the individual employee organizations.

In the Danish state sector, a pay adjustment scheme has been agreed which ensures that the pay of state employees in general and over a long period of time develops in parallel with the wages and salaries in the private sector. The pay adjustment scheme automatically adjusts the central government pay development to the private sector pay development, but subject to a certain time lag.

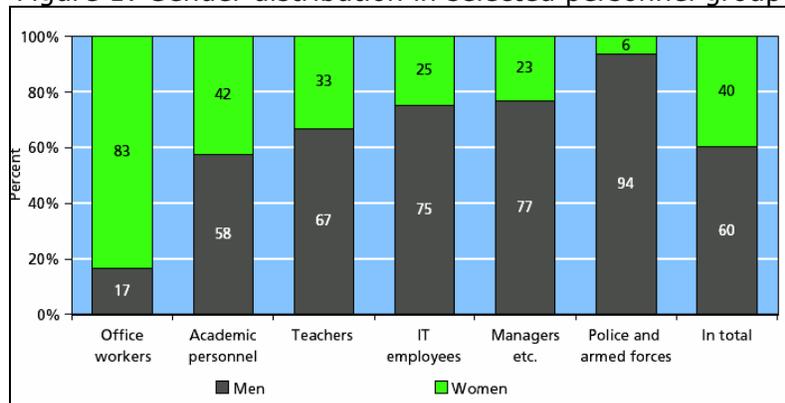
In 1999, the wage reform was further developed with the addition of a new managerial pay agreement. The objective was to achieve greater flexibility regarding the remuneration of managers. The pay level classification has been retained in the form of a fundamental, centrally agreed basic pay rate. However, liberty of action has been noticeably increased regarding the superstructure. One-off payments, permanent and temporary allowances are fixed subject to negotiation with the individual manager. Since 1995, it has been possible for directors general of government agencies to enter into performance pay contracts in order to establish visible correlation between performance and pay.

Source: Minister of Finance - State Employer Authority - Employment in the Danish State Sector (2005)

4.5 Gender

60 percent of the state sector employees in 2002 are male. In comparison, 25 percent of all local government employees are male as are 63 percent of private sector employees. There are major differences in gender distribution over the various personnel groups within the state sector. Men comprise the majority in all personnel groups with the exception of office workers, where women comprise 83 percent of the total number of employees (see figure 1).

Figure 1: Gender distribution in selected personnel group:



Source: Minister of Finance - State Employer Authority - Employment in the Danish State Sector (2002)

Apart from the office workers, there continues to be a larger percentage of men in the state personnel groups. This is particularly the case within the police and the armed forces. It thus appears that the higher the salary grade, the smaller the percentage of women (see table 1).

Table 1: Gender distribution of managers

Managers etc.	Women	Men	Percentage of state employees
Salary grades 38-42	16	84	1
Salary grade 37	18	82	2
Salary grades 35-36	29	71	3
Total	23	77	6

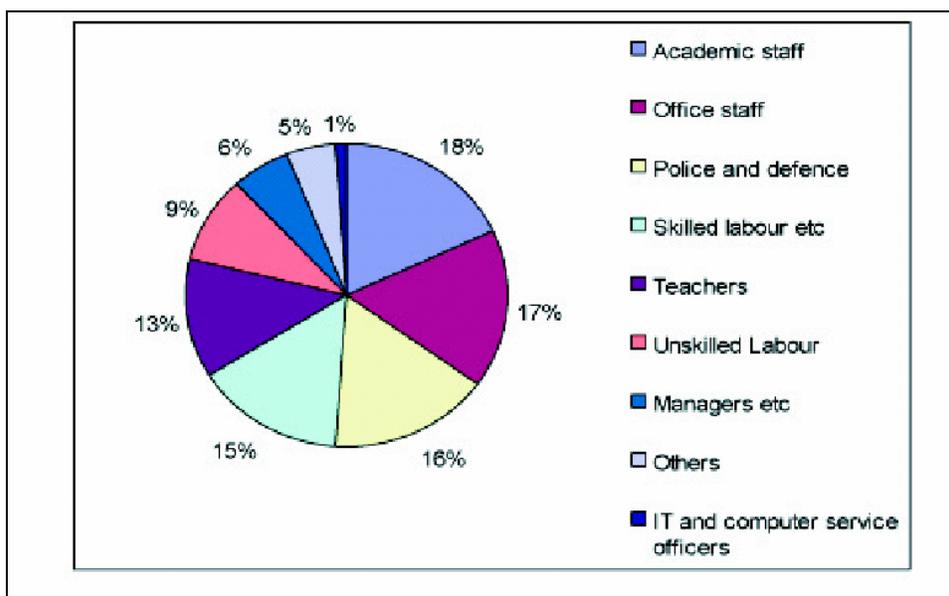
Source: Minister of Finance - State Employer Authority - Employment in the Danish State Sector (2002)

4.6 Training

Employer's Authority has set up a development programme for all newly appointed central government managers with personnel responsibility. The programme is based on three themes: 1) personal leadership, 2) personnel management and 3) partnership with the managerial group. In addition, the State Employer's Authority conducts a special development programme for personnel managers. The programme focuses on how the personnel manager can strengthen his/her role as a strategic sparring partner vis-à-vis management and how the value of Human Resource activities can be documented.

Source: Minister of Finance - State Employer Authority - Employment in the Danish State Sector (2005)

Personnel groups in the state sector (2002)



Source: Minister of Finance - State Employer Authority - Employment in the Danish State Sector (2005)

5. Ethics and Civil Service

5.1 Corruption

2003 CPI Score relates to perceptions of the degree of corruption as seen by business people and country analysts and ranges between 10 (highly clean) and 0 (highly corrupt).

Corruption Perceptions Index							
		2003 CPI Score	Surveys Used	Standard Deviation	High-Low Range	Number Inst.	90 percent confidence range
Rank	Country						
1	Highly clean	9.7	8	0.3	9.2 - 10.0	4	9.5 - 9.9
3	Denmark	9.5	9	0.4	8.8 - 9.9	5	9.3 - 9.7
133	Highly corrupt	1.3	8	0.7	0.3 - 2.2	6	0.9 - 1.7

Source: [Transparency International - Corruption Perceptions Index 2003](#)

Surveys Used: Refers to the number of surveys that were used to assess a country's performance. 17 surveys were used and at least 3 surveys were required for a country to be included in the CPI.

Standard Deviation: Indicates differences in the values of the sources. Values below 0.5 indicate agreement, values between 0.5 and c. 0.9 indicate some agreement, while values equal or larger than 1 indicate disagreement.

High-Low Range: Provides the highest and lowest values of the sources.

Number Institutions: Refers to the number of independent institutions that assessed a country's performance. Since some institutions provided more than one survey.

90 percent confidence range: Provides a range of possible values of the CPI score. With 5 percent probability the score is above this range and with another 5 percent it is below.

Under Danish criminal law, active bribery of persons exercising a public office or function is an offence under section 122 of the Criminal Code. The provision formerly only covered persons exercising a Danish public office or function. The offence of bribery of persons exercising a public office or function now applies irrespective of whether the office or function is Danish, foreign or international. In addition, the previous requirement that the public official commit a breach of duties has been replaced with the term "unlawfully" (uberettiget). Section 122 also applies to bribes to a person "exercising a Danish, foreign or international public office or function". None of these persons is defined in the Criminal Code, and a relevant definition does not exist elsewhere in the law. The Danish authorities explain that the relevant terms are defined throughout the travaux preparatoires.

A national Serious Fraud Office led by a senior prosecutor, handles investigations and prosecutions of the most serious and complicated economic crimes, and, according to the Danish authorities, it might deal with serious corruption offences. The Serious Fraud Office is comprised of a team of investigators and prosecutors specialised in dealing with such issues, and is characterised by close cooperation between the legal specialists and the investigators during the investigative stage.

Source: OECD – Report on the application of the convention on combating bribery of foreign public officials in international business transaction transactions phase 1 (2001) Denmark

5.2 Ethics

The civil service act has several provision related to ethics, such as section 10, the civil servant must conscientiously comply with the rules that apply to his position, and both on duty and off duty prove worthy of the esteem and trust required by the position. Within an appointment area, a civil servant shall be obliged to submit to

such changes regarding the scope and nature of the official duties which imply no change of the nature of the duties and which do not imply that the position may no longer be considered appropriate for him. The civil servant may to the same extent be required to assume another position. A civil servant may solely have other employment than his position as a civil servant in so far as and to the extent that this is compatible with the conscientious performance of the official duties of the position as a civil servant and with the esteem and trust required by the position.

Source: Minister of Finance - State Employer Authority -
Employment in the Danish State Sector (2005)

6. e-Government

e-Government Readiness Index:

The index refers to the generic capacity or aptitude of the public sector to use ICT for encapsulating in public services and deploying to the public, high quality information (explicit knowledge) and effective communication tools that support human development.

The index is comprised of three sub-indices: Web Measure Index, Telecommunications Infrastructure Index and Human Capital Index.

Web Measure Index:

A scale based on progressively sophisticated web services present. Coverage and sophistication of state-provided e-service and e-product availability correspond to a numerical classification.

Telecommunications Infrastructure Index:

A composite, weighted average index of six primary indices, based on basic infrastructural indicators that define a country's ICT infrastructure capacity.

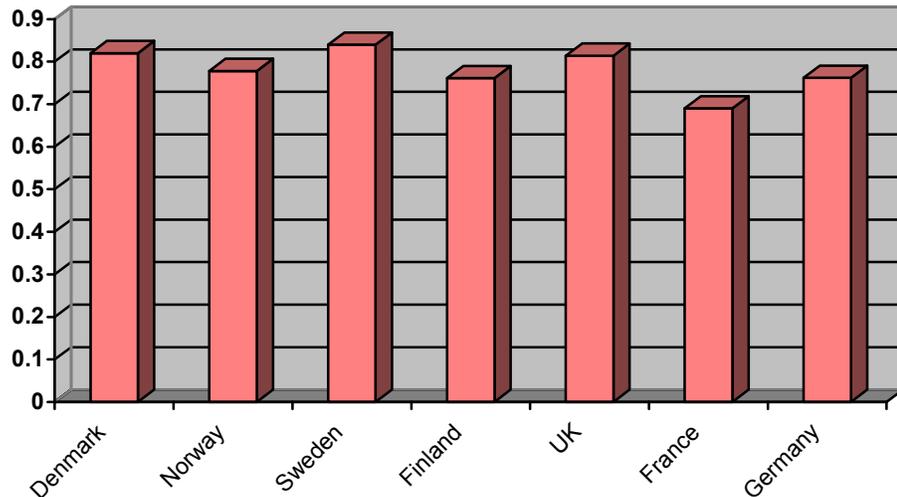
Primary indicators are: PC's, Internet users, online population and Mobile phones.

Secondary indicators are TVs and telephone lines.

Human Capital Index:

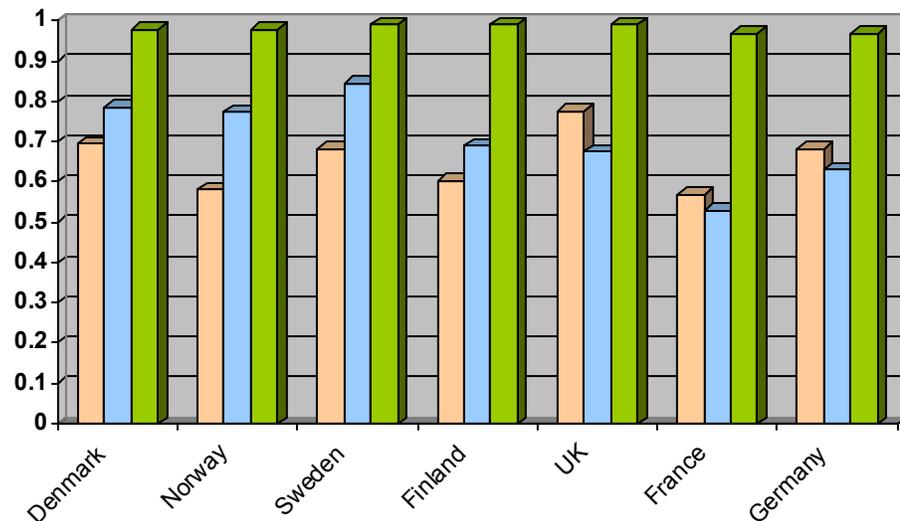
A composite of the adult literacy rate and the combined primary, secondary and tertiary gross enrolment ratio, with two thirds of the weight given to adult literacy and one third to the gross enrolment ratio.

e-Government Readiness Index



Source: United Nations – World Public Sector Report 2003

Web Measure Index Telecom. Infrastructure Index Human Capital Index



Source: United Nations – World Public Sector Report 2003

e-Participation Index:

Refers to the willingness, on the part of the government, to use ICT to provide high quality information (explicit knowledge) and effective communication tools for the specific purpose of empowering people for able participation in consultations and decision-making both in their capacity as consumers of public services and as citizens.

e-information:

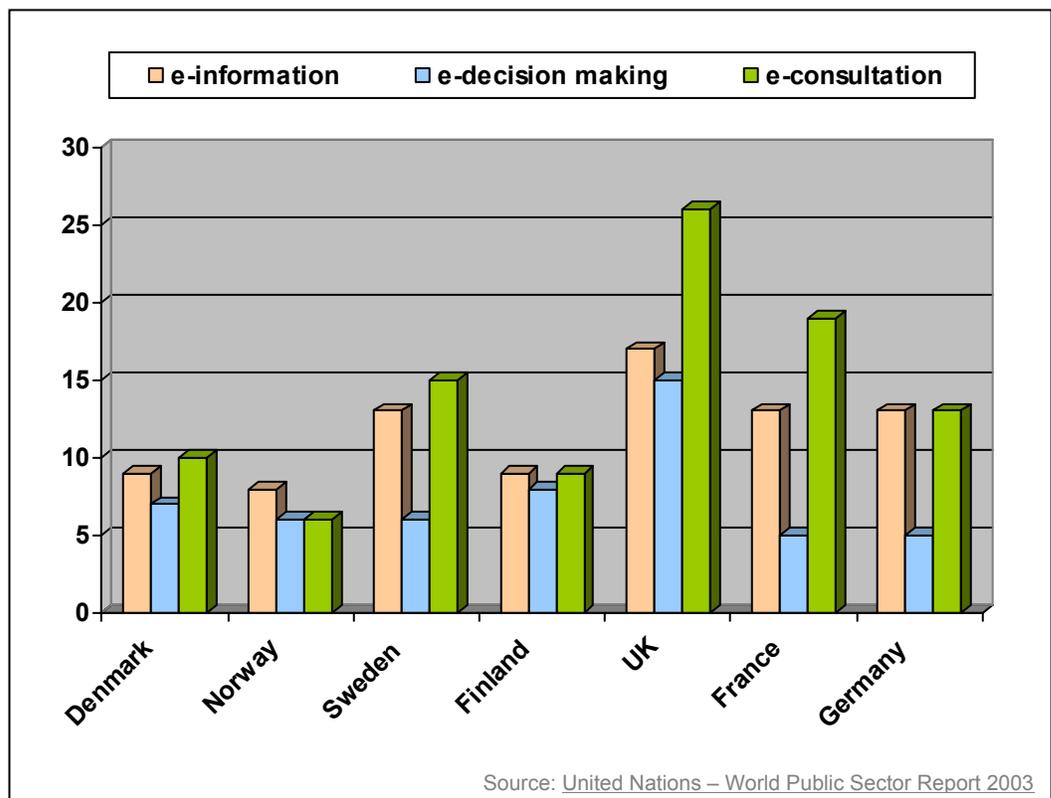
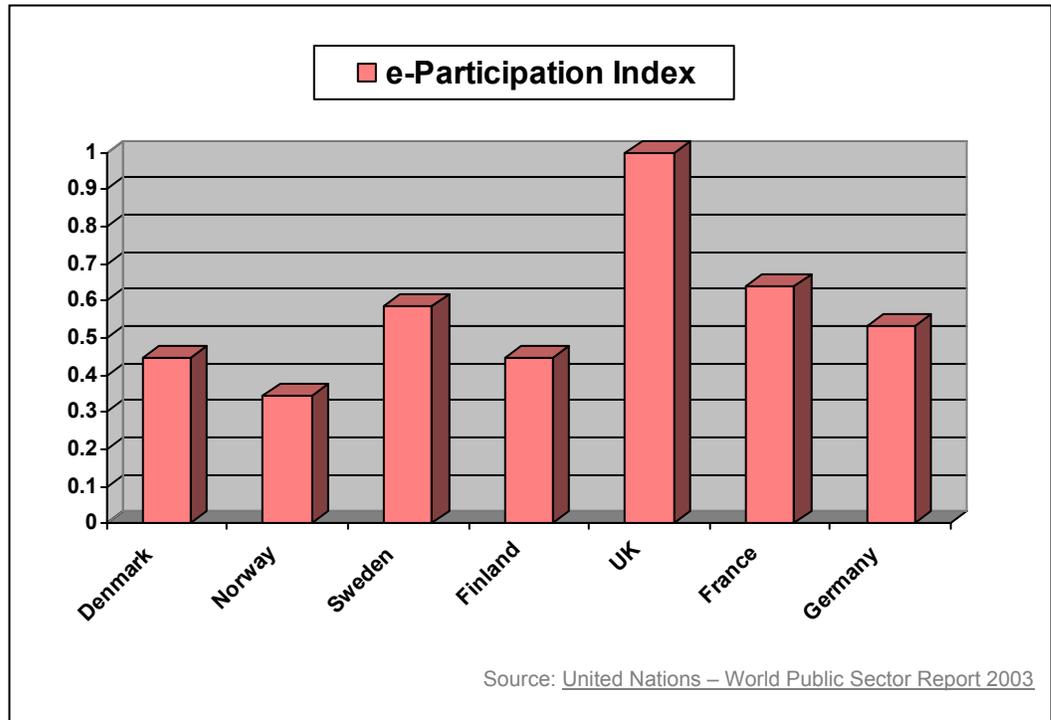
The government websites offer information on policies and programs, budgets, laws and regulations, and other briefs of key public interest. Tools for disseminating of information exist for timely access and use of public information, including web forums, e-mail lists, newsgroups and chat rooms.

e-decision making:

The government indicates that it will take citizens input into account in decision making and provides actual feedback on the outcome of specific issues.

e-consultation:

The government website explains e-consultation mechanisms and tools. It offers a choice of public policy topics online for discussion with real time and archived access to audios and videos of public meetings. The government encourages citizens to participate in discussions.



7. Links

7.1 National sites	
Authority	Topic
Denmark official website	http://www.denmark.dk/
Parliament of Denmark	http://www.folketinget.dk/
Ministry of Foreign Affairs of Denmark	http://www.um.dk/
The Supreme Court of Denmark	http://www.hoejesteret.dk/
The Danish Parliamentary Ombudsman	http://www.ombudsmanden.dk/
State Employer's Authority of Denmark	http://www.perst.dk/

7.2 Miscellaneous sites	
Institution	Topic
OECD	http://www.oecd.org
World Bank	http://www.worldbank.org
European Union	http://www.europa.eu.int