Denmark

Denmark has a relatively large public sector workforce

In 2018, public employment in Denmark reached 28% of total employment, the third highest among OECD countries. Public employment compared to total employment increased following the 2009 global financial and economic crisis, but it is now back to slightly below 2007 levels.

Chapter 3. Public employment
Figure 3.1. Employment in general government as a percentage of total employment, 2007, 2009 and 2017

Denmark has made significant improvements between 2017 and 2019 on open government data policies and practices

According to the Open Useful Re-usable data *(OURdata)* Index (on a scale from 0-1 with 1 being the best value), Denmark's score in 2019 (0.49) has more than doubled compared to that in 2017 (0.21). Out of the three indicators that constitute the index – *data availability, data accessibility* and *government support for data re-use* –, the most significant progress was in the government support for data re-use.

Chapter 9. Open and digital government
Figure 9.4. Open Useful Re-Usable data (OURdata) Index 2017 and 2019

Satisfaction with key public services is among the highest in OECD countries

Danish people are consistently among the most satisfied with public services in OECD countries. In 2018, 88% and 84% of the population reported to be satisfied with the health and education systems, respectively. Since 2007 and for both services these values have improved, by four and 3 percentage points respectively.

Chapter 11. Serving citizens
Figure 11.1. Citizen satisfaction with the health care system, 2007 and 2018
Figure 11.2. Citizen satisfaction with the education system and schools, 2007 and 2018

Public Finance and Economics

Fiscal balance* (2017, 2018)
% of GDP

Denmark
1.4% 2017
0.5% 2018

-2.2% 2017

-10% -5% 0% +5% +10%
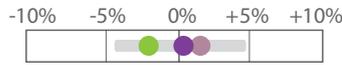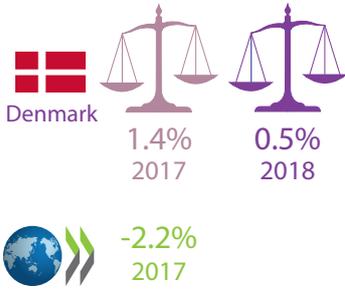
* See Notes   Source: OECD National Accounts

Government expenditures* (2017, 2018)
% of GDP

Denmark
51.2% 2017
51.4% 2018

40.4% 2017

20% 30% 40% 50% 60%

* See Notes   Source: OECD National Accounts

Government investment* (2017, 2018)
% of GDP

Denmark
3.3% 2017
3.3% 2018

3.1% 2017

0% 2% 4% 6% 8%
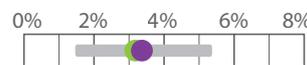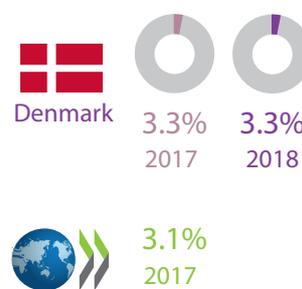
* See Notes   Source: OECD National Accounts

Government gross debt* (2017, 2018)
% of GDP

Denmark
48.8% 2017
47.4% 2018
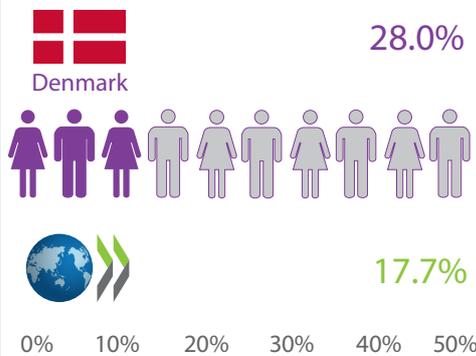
110.3% 2017

0% 50% 100% 150% 200% 250%

* SNA definition, see Notes   Source: OECD National Accounts

Public Employment

General government employment as % of total employment* (2017)

Denmark
28.0%

17.7%

0% 10% 20% 30% 40% 50%

* See Notes   Source: OECD National Accounts

Civil servants* as % of all central administration employees (2018)
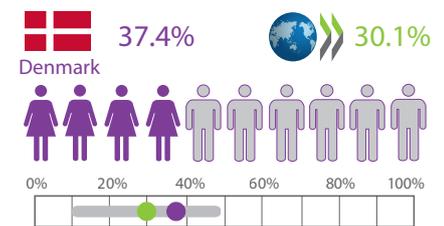
Denmark
4.4%

68.0%

0% 20% 40% 60% 80% 100%
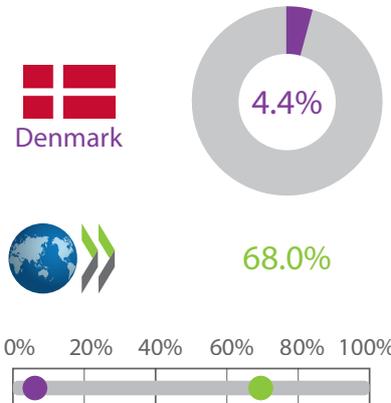
* Civil servants defined as civil public employees covered under a specific public legal framework or other specific provisions refers in Denmark to "tjenstemænd".
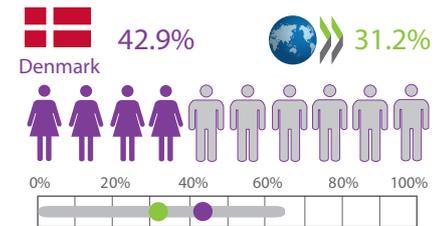
Source: OECD (2019) Survey on Strategic Human Resource Management

Gender equality ...

... in parliament (2019)

Denmark 37.4%   30.1%

0% 20% 40% 60% 80% 100%

... in ministerial positions (2019)

Denmark 42.9%   31.2%

0% 20% 40% 60% 80% 100%

Source: Inter-Parliamentary Union (IPU) "Women in Politics", 2019

Institutions

Responsibilities of the Centre of Government (2016)

	Preparation of Cabinet meetings	Policy co-ordination	Transition planning and management	Strategic planning	Government programme	Monitoring of government policy	Relations with parliament
Denmark	●	●	●	◗	●	◗	◗
🌐	● ◗ ○ 34 0 0	● ◗ ○ 24 10 0	● ◗ ○ 21 11 1	● ◗ ○ 20 13 1	● ◗ ○ 18 12 4	● ◗ ○ 16 15 3	● ◗ ○ 16 18 0

● Responsibility of the Centre of Government

◗ Shared between the Centre of Government and another body

○ Responsibility of another body

Source: OECD (2017) Survey on Organisation and functions of the Centre of Government

Human Resource Management

Performance management regime for senior managers (2019)

		Existence of a performance-management regime for senior managers	Performance-related pay	Performance agreement with the Minister (at D1)	Performance appraisal system which includes:			
					Outcome indicators	Organizational management indicators	360 degree appraisal	Dismissal for bad performance
Denmark		●	●	○	○	○	○	○
🌐 »		● 25 ○ 11	● 20 ○ 16	● 15 ○ 21	● 16 ○ 20	● 16 ○ 20	● 9 ○ 27	● 19 ○ 17

● Yes ○ No

Source: OECD (2019) Survey on Strategic Human Resources Management (SHRM)

Budgeting

Gender budgeting index (2018)

Composite index from 0 (worst) to 1 (best)

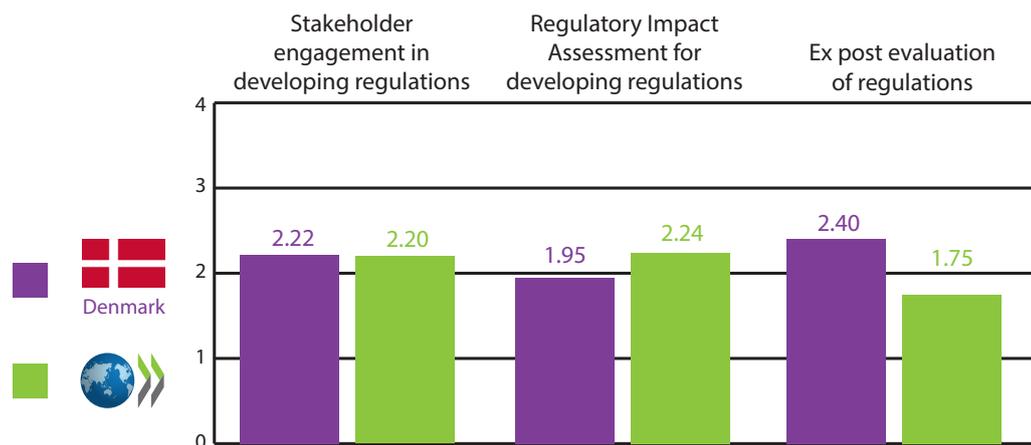Denmark 🌐 »

Denmark: Not practiced

0.53*

* Average of 17 countries practicing gender budgeting.

Source: OECD (2018) Survey on Gender Budgeting

Regulatory governance

Composite indices on regulatory governance for primary laws (2017)*

Composite index from 0 (worst) to 4 (best)

|	Stakeholder engagement in developing regulations	Regulatory Impact Assessment for developing regulations	Ex post evaluation of regulations
Denmark	2.22	1.95	2.40
🌐 »	2.20	2.24	1.75

Denmark 🌐 »

* See Notes

Source: Indicators of Regulatory Policy and Governance Surveys (iREG)

Public Procurement

General government procurement expenditures (2017)

% of government expenditures

Denmark 26.6%

🌐 » 29.1%

0% 10% 20% 30% 40% 50%
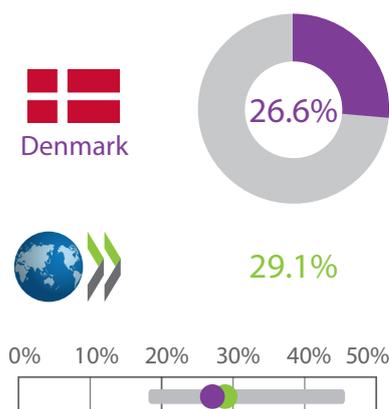
Source: OECD National Accounts

Mechanisms to prevent and manage conflicts of interests among public procurement officials (2018)

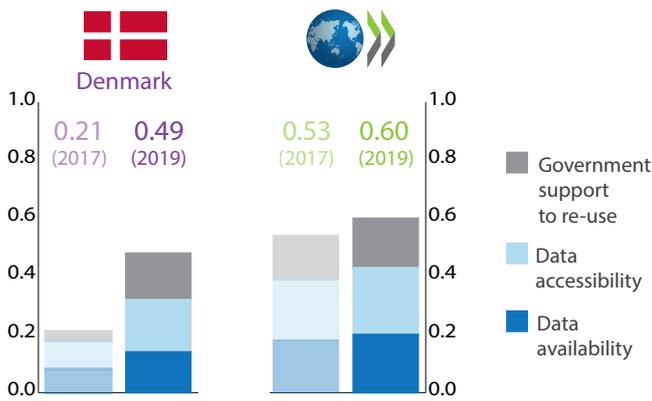|	Regulatory framework includes a definition of a conflict of interest for public procurement officials	Public procurement officials have to declare their private interests	Public procurement officials have to declare 'no conflict of interest' or notify the competent authority in case of potential conflict of interest	Certain public officials and political appointees have certain limitations in participating in public procurement opportunities
Denmark	●	○	●	○
🌐 »	● 28 ○ 3 ⊗ 5	● 18 ○ 13 ⊗ 5	● 25 ○ 6 ⊗ 5	● 18 ○ 13 ⊗ 5

● Yes ○ No ⊗ No information

Source: OECD (2018) Survey on the Implementation of the 2015 OECD Recommendations on Public Procurement

Open Data

OURdata Index:
Open, Useful, Reusable Government Data
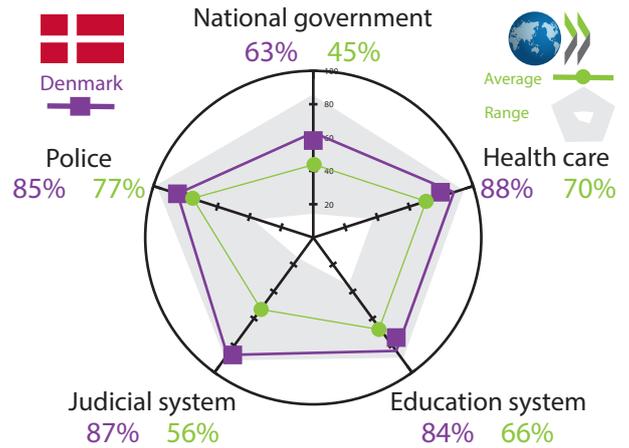## (2017, 2019)

Composite index from 0 (worst) to 1 (best)

Denmark

0.21 (2017)   0.49 (2019)

0.53 (2017)   0.60 (2019)

- Government support to re-use
- Data accessibility
- Data availability

1.0
0.8
0.6
0.4
0.2
0.0

Serving Citizens

Satisfaction and confidence across public services (2018)

% of citizens expressing confidence/satisfaction

Denmark

Average
Range

National government
63%   45%

Health care
88%   70%

Police
85%   77%

Education system
84%   66%

Judicial system
87%   56%

Core Government Results

Percentage of individuals economically vulnerable* (2015)

Denmark

30.8%   0% 20% 40% 60% 80% 100%   35.7%
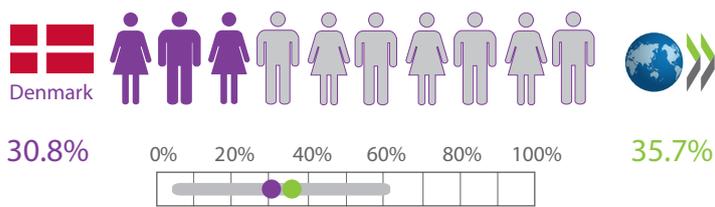
* A person is considered vulnerable when, if income were to stop suddenly, that person would not have enough readily available financial assets to keep living above the poverty line for at least three months.
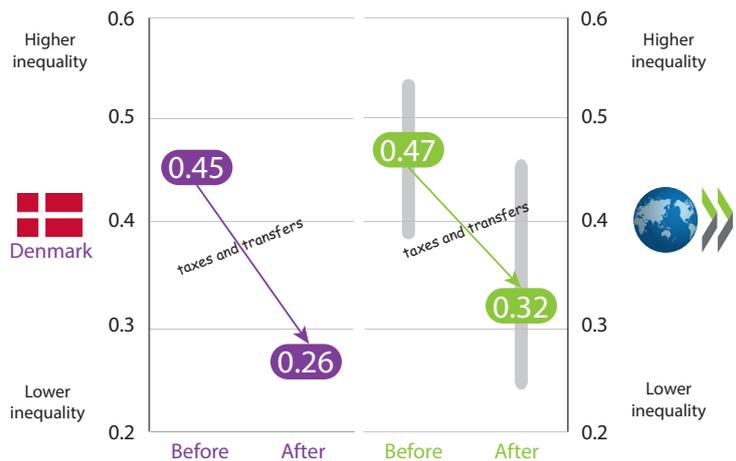
Having a say in what the government does (2016)

57.7%   Denmark   0% 20% 40% 60% 80% 100%   36.8%
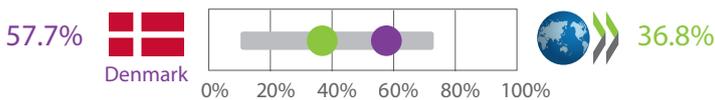
Differences in income inequality pre and post-tax and government transfers (2016)

Higher inequality

Higher inequality

0.6
0.5
0.4
0.3
0.2

Denmark

0.45   taxes and transfers   0.26

0.47   taxes and transfers   0.32

Lower inequality

Lower inequality

Before   After   Before   After

Notes

- Data on **Public finance and economics** and **General government employment**, which are based on the System of National Accounts (SNA), were extracted on 24 June 2019.
- **Fiscal balance** as reported in the System of National Accounts (SNA) framework, also referred to as net lending (+) or net borrowing (-) of government, is calculated as total government revenues minus total government expenditures.
- **Government gross debt** is reported according to the SNA definition, which differs from the definition applied under the Maastricht Treaty. It is defined as all liabilities that require payment or payments of interest or principal by the debtor to the creditor at a date or dates in the future. All debt instruments are liabilities, but some liabilities such as shares, equity and financial derivatives are not debt.
- **Regulatory governance indicators:** The results for stakeholder engagement and Regulatory Impact Assessment apply exclusively to processes for developing primary laws initiated by the executive. Data is not applicable to the United States, where all primary laws are initiated by Congress. In the majority of countries, most primary laws are initiated by the executive, except for Mexico and Korea, where a higher share of primary laws are initiated by parliament/congress (respectively 90.6% and 84%).

Government at a Glance 2019

Government at a Glance provides reliable, internationally comparative data on government activities and their results in OECD countries. In many public governance areas it is the only available source of data. It includes, input, process, output and outcome indicators as well as contextual information for each country. Input indicators are on public finance and employment; while processes in the 2019 edition include data on institutions, budgeting practices and procedures, human resources management, regulatory government, public procurement and digital government and open data. Outcomes cover core government results (e.g. trust, inequality reduction) and indicators on access, responsiveness, quality and citizen satisfaction for the education, health and justice sectors. Governance indicators are needed more than ever, given large number of OECD principles and recommendations that countries signed up to adhere to need regular monitoring; their relationship to Sustainable Development Goals and the unique position of the OECD in collecting vital information on public governance practices from government officials.

The Excel spreadsheets used to create the tables and figures in *Government at a Glance 2019* are available via the StatLinks provided throughout the publication:
http://dx.doi.org/10.1787/gov_glance-2019-en

For more information on the data (including full methodology and figure notes) and to consult all other Country Fact Sheets: www.oecd.org/gov/govataglance.htm

Government at a Glance 2019

OECD