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| CSR 1: Public finances | a) Implement budgetary strategy as envisaged | Measure 1: 2013 Budget | Fiscal consolidation, implementation of budgetary strategy Follow-up to CSR | See below for description of concrete measures and reforms introduced as part of the Budget 2013 | Budget for 2013 | Budget passed on 19 December 2012 | - | Positive contribution to employment and education targets | No specific implementing risk | In 2013, the fiscal deficit is estimated to 1.7 per cent of GDP, which represents a significant decrease compared to 2012, where the deficit was 4.1 per cent of GDP (with a significant one-off measure: reimbursement of the VERP contributions) |
| CSR 1: Public finances | a) Implement budgetary strategy as envisaged | Measure 2: 2020-plan | Medium-term budgetary objective Follow-up to CSR | The government's medium- and long term plan for the Danish economy, the so-called 2020-plan includes a medium-term budgetary objective (MTO) of annual structural deficits of maximum 0.5 per cent of GDP. The plan also includes the aim of at least structural balance by 2020 | Long term economic framework | Presented by the government on 8 May 2012 | - | Positve contribution to employment targets | No specific implementing risk | - |
| CSR 1: Public finances | a) Implement budgetary strategy as envisaged | Measure 3: Growth Plan DK | The government aims to increase GDP by 40 billion. DKK, half of which will come from growth in productivity and the other half from increased labor supply. Also, thegovernment aims to free 12 bn DKK of public | One of the reform tracks in the Growht Plan DK is to continue to ensure sustainable public finances and to further modernise the public sector with a view to improve public service within high priority areas | Long term economic framework | A proposal was presented by the government on 26 February 2013. A political agreement was reached on the Growth Plan DK on 24 April 2013 | - | Positive contribution to employment and target | No specific implementing risk | - |

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| | | | ressources towards 2020 through a modernisation of the public sector Follow-up to CSR Europlus Pact commitment | | | | | | | |
| CSR 1: Public finances | a) Implement budgetary strategy as envisaged | Measure 4: Budget Law, Fiscal Compact | Fiscal consolidation through the Budget Law, which stipulates that the target for structural budget balance is the MTO Follow-up to CSR Europlus Pact commitment | Implementing the provisions of the Fiscal Compact regarding a budget balance rule and an automatic correction mechanism. Ensuring the objective of structural balance in 2020 | Budget law L547 of 18 June 2012 | Adopted in the Parliament on 12 June 2012 | The provisions of the Budget law concerning the Fiscal Compact into force 1 February 2013 | - | No specific implementing risk | - |

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| CSR 1: Public finances | a) Implement budgetary strategy as envisaged | Measure 5: Budget Law, Law on expenditure ceilings | Strengthening public expenditure Follow-up to CSR Europlus Pact commitment | Strenghtening public expenditure, so that actual expenditure are kept in line with budgets. This law introduces binding multi-annual expenditure ceilings for the three major public sub-sectors in Denmark, i.e. central government, municipalities and regions | Budget law L547 of 18 June 2012 | The expenditure ceilings must be adopted by Parliament and will cover a rolling 4-year period. The fiscal framework based on expenditure ceilings will take effect from January 2014, and the ceilings covering the years 2014-2017 are expected to be determined in spring 2013 | The provisions of the Budget law concerning expenditure ceilings came into force 1 January 2013 | - | No specific implementing risk | |
| CSR 2: Labour supply | - | Measure 6: Tax reform 2012 | To increase employment by making it more attractive to have a job so that those who are on benefit will be motivated to find work and those who are already employed will be rewarded for staying in their job or working more | As part of the tax-reform: - The top tax threshold will gradually be increased - The employment allowance will gradually be increased - Single parents will be granted an additional employment allowance | Change of legal act | Political agreement reached in June 2012 Adopted in Parliament on 13 September 2012 | - | Positve contribution to employment targets | No specific implementing risk | The total tax reform will lead to a sustainable increase in public finances by estimated 2.7 billion DKK |

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| CSR 2: Labour supply | a) Reform the disability pension | Measure 7: Reform of disability pension | Reform of the disability pension and the employment schemes towards people with reduced work capacity Follow-up to CSR Europlus Pact commitment | The objective is that as many as possible should work in the ordinary job market and be employed in ordinary jobs. The reform includes the following measures: In all municipalities there will be rehabilitation teams, providing people with a holistic and multidisciplinary service in employment, health, social services and education. The focus will be on individual needs. Persons below 40 years old will as a general rule not have access to disability pension but should instead undergo a labour market reintegration process | Social Pension Act (lov om social pension) | Was adopted by Parliament in December 2012 | Entered into force 1 January 2013 | Positive contribution to employment target | No specific implementing risk | Is expected to reduce public spending by 1. 9 billion DKK (approx. 253 million EUR) in 2020 in total from the integrated reforms of disability pension and the flexi-job scheme No EU funds used |
| CSR 2: Labour supply | b) Better target subsidised employment schemes towards people with reduced work capacity | Measure 8: Flexi-job | Reform of the flex job system, targeting people with reduced work capacity Follow-up to CSR Europlus Pact commitment | The flexi-job scheme is targeted at people with the smallest working capacity, and the way subsidies are given is restructured. The purpose is to enable persons with a small working capacity to enter the scheme as well as ensuring that those in the highest income groups do not receive the highest grants. Further persons below 40 years old will receive a | Active Social Policy Act Active Labour Market Policy Act | Was adopted by Parliament in December 2012 | Entered into force 1 January 2013 | Positive contribution to employment target | No specific implementing risk | Is expected to reduce public spending by 1. 9 billion DKK (approx. 253 million EUR) in 2020 in total from the integrated reforms of disability pension and the flexi- job scheme No EU funds used |

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| | | | | "flexi job" for 5 years at time. For people above 40 years old the first flexi-job is for 5 years and can then become permanent. | | | | | | |
| CSR 2: Labour supply | - | Measure 9: Comprehensive youth unemployment package | Ensure that more youths obtain an education and gain employment Follow-up to CSR | The package includes: - Establishment and development of bridge building courses on fx vocational educations - Training consultants which helps students in bridge building finding a training place - Better adult training scheme - Jobrotation scheme - Vocational scheme, grants to companies if they hire newly qualified young workmen - Knowledge pilot scheme, more small and mediumsized businesses can get grants to hire highly educated young people | Budget 2013 | Budget passed on 19 December 2012 | Entered into force 1 January 2013 | Positive contribution to employment target | No specific implementing risk | Increased cost in government spending: 645 million DKK (€86 million) in total from 2012-2016 |
| CSR 2: Labour supply | - | Measure 10: Reform of the Cash Benefit System | Ensure that more youths obtain an education and gain employment Follow-up to CSR Europlus Pact commitment | The reform implies that 1) youths with no education who have the prerequisites to begin and complete an education must be ordered to do so 2) youths with no education and different barriers to begin and complete an education must be offered upskilling for the purpose of | Change of legal act | Government reform proposal presented on 25 February 2013. Political agreement reached on 18 April 2013 | Expected entered into force the 1 January 2014 | Positive contribution to employment target | No specific implementing risk | Expected reduction of public expenditure on cash benefit of 1.2 billion DKK in 2020 |

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| | | | | entering ordinary employment 3) youths who do have an education must be helped find employment 4) The efforts towards youths with weak reading and writing skills will be intensified and systematised | | | | | | |
| CSR 2: Labour supply | - | Measure 11: Sickness benefits reform | To improve the existing sickness benefit system Follow-up to CSR | The government wishes to abolish the limited duration of sickness benefits, in order to ensure that no one on sick leave risk finding themselves without maintenance. At the same time, those on sick leave must be met with a swifter and better effort than is the case today | Change of legal act | Government proposal not yet put forward | - | Neutral contribution to employment target | No specific implementing risk | - |
| CSR 2: Labour supply | - | Measure 12: New employment policy | To improve the employment efforts to help the unemployed to find employment as fast as possible | The government has appointed an expert group which will carry out an examination of the employment effort/measures in Denmark. The group will look at how to improve the employment effort, including how to strengthen the cooperation between enterprises and job centres. The group will on the basis of examination | - | The expert group was appointed on 5 February 2013 | The first stage of proposals will be presented no later than the fall of 2013. The second stage will be initiated in the fall of 2013 and concluded in the fall of 2014 | Positive contribution to employment target | No specific implementing risk | - |

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| | | | | make proposals to the government in order to ensure that the resources allocated for the active employment effort are used as effectively as possible | | | | | | |
| CSR 2: Labour supply | c) Improve employability of people with a migrant background | Measure 13: A strengthened integration policy | Increase the employability of people with migrant background Follow-up to CSR | The task of helping more immigrants gain employment will, primarily, be solved in an integrated part of the ordinary, municipal measures within the area | No specific plans for change of legal and administrative instruments | The government published a proposal for revising domestic integration policies on 27 November 2012 | No specific policy or legal acts in progress | Positive contribution to employment target | No specific implementing risk | Awaiting planned cross-sectoral budget reviews |
| CSR 2: Labour supply | c) Improve employability of people with a migrant background | Measure 14: A strengthened integration policy | Increase the employability of people with migrant background Follow-up to CSR | The different labour market reforms, including in particular the reform of the cash benefit system, disability reform, "flexi job reform", apprenticeships and vocational training, are expected to help more immigrants gain employment | See measures 7-11, 18-20 and 22 | See measures 7-11, 18-20 and 22 | See measures 7-11, 18-20 and 22 | Positive contribution to employment target | No specific implementing risk | See measures 7-11, 18-20 and 22 |
| CSR 2: Labour supply | - | Measure 15: Acute package – job opportunities and upgrading of skills | To create job opportunities and upgrade skills for long term unemployed who will lose their unemployment benefits for reaching the maximum number of years on | As part of the acute package the long term unemployed will receive further assistance in the job centres and improved training possibilities is offered | Agreement between all the social partners and the government L1033 of 7 November 2012 | Part of 2013 budget passed on 19 December 2012 | The effects and consequenses will be evaluated by the government and the social partners by mid-2013 | Positive contribution to employment target | No specific implementing risk | Increased cost in government spending: 115 million DKK, 90 million DKK in 2013 and 25 million DKK in 2014 |

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| | | | unemployment benefits | | | | | | | |
| CSR 3: Education | a) Improve the cost-effectiveness of the education system | Measure 16: Reform of public school system | Reform of the public school system (folkeskolen) Follow-up to CSR | One of the main features is is a coherent and active school day with more time for high quality teaching and supporting activities. As part of the coherent school day the hours of the school day will increase significantly. Other main coponents are strengthened professional development and inservice training of teachers, social educators and school leaders and few but clear goals for the development of the public school and increased local autonomy. | Change of a legal act L998 of 16 August 2010 | Government proposal put forward on 4 December 2012 | Political negotiations on-going. The reform is expected to enter into force for the school year 2014-2015 | Positive contribution to education targets | No specific implementing risk | Suggested total increase in investements of 4 billion DKK in 2013-2020. Part of this will be allocated to an increased budget for teacher training 1 billion DKK and for training for leaders 60 millon DKK |
| CSR 3: Education | a) Improve the cost-effectiveness of the education system | Measure 17: Reform of the Danish educational grant system and framework for higher education programmes | Stimulate early entry to higher education and a reduction of the average study time for students in higher education (faster completion). Follow-up to CSR Europlus Pact commitment | The reform consists of the several initiatives including strengthened incentives for the students starting studying faster, increased demands regarding progress in studies and a new framework for higher education programmes that supports active completion , bonus for faster completion, changed regulation of grants, revisted grant for | Change of a legal act | Government reform proposal put forward in February 2013 A political agreement was reached on 18 April 2013 | Legislative act expected to be approved in june 2013. The initatives in the reform is expected to enter into force in 2014 and 2015 | Positive contribution to employment target . The reform will increase the labour supply by approx. 5,900 persons in 2020 | No specific implementing risk | The reform improves public finances with 2.2 billion DKK in 2020 |

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| | | | | students living with their parents, allowing higher income when recieving grant and a maximum of five youth education programmes with the state education grant. | | | | | | |
| CSR 3: Education | b) Reduce drop out percentage, especially in the vocational education sector, and increase the number of traning places | Measure 18: Reform of vocational training system I | To improve the quality of vocational youth education Follow-up to CSR | The agreement about improved quality in vocational education - based on the first part of the recommendations for the vocational education committee – includes: more targeted classes as well as measures to upskill teachers and managers, mentor schemes andstrengthened social and psychological counselling and improved bridging between school and apprenticeships | Budget 2013 | Budget passed on 19 December 2012 | See measure 19 for next step | Positive contribution to education (and employment) targets | No specific implementing risk | Increased cost in government spending: 3,089 million DKK from 2013 – 2016 |
| CSR 3: Education | b) Reduce drop out percentage, especially in the vocational education sector, and increase the number of traning places | Measure 19: Reform of vocational training system II | To improve the quality of vocational youth education | The vocational education committee will come up with recommendations on how vocational education and training programmes and especially training places to a higher degree can be targeted the young | Follow up on the recommendations will be decided at a later stage | The second part of the committee's work is taking place from December 2012 to May 2013 | The government will follow-up with a proposal later in 2013 | Positive contribution to education (and employment) targets | No specific implementing risk | - |

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| CSR 3: Education | b) Reduce drop out percentage, especially in the vocational education sector, and increase the number of traning places | Measure 20: Vocational education guarantee | To improve the vocational education guarantee | Bonus payment of 33.000 DKK to employers taking new apprenticeships, setting up of apprenticeship centres, boarding schools, apprenticeships in the public sector etc. | Budget 2013 | Budget passed on 19 December 2012 | - | Positive contribution to education (and employment) targets | No specific implementing risk | Increased cost in government spending: 3,089 million DKK from 2013 – 2016 |
| CSR 3: Education | - | Measure 21: Service check of upper secondary education programmes | To improve the quality of the upper secondary education programmes | Part of the service check on the content and frames of the upper secondary school programmes is to be implemented as a development plan, which is a trial and development acticity where the schools can develop and test new forms of teaching and working | Not yet decided | Improvement of the upper secondary education programmes is part of the Governments ministerial committee on youth education. The Committee is expected to propose measures to improve the upper secondary in spring 2013 programmes | The aim is to implement improvement s in 2014/15 | Positive contribution to education target | No specific implementing risk | - |
| CSR 3: Education | - | Measure 22: Better and more adult education and training | To ensure a significant competence boost of the work force Follow-up to CSR | As part of the Growth Plan DK, the government has set aside substantial resources to provide better and more adult education and traning, including to support manufacturing companies | Growth plan DK | A proposal was presented by the government on 26 February 2013. A political agreement was reached on the Growth Plan DK | Implementa- tion to be discussed between the government and social partners | Positive contribution to employment target | No specific implementing risk | Increased cost in government spending: 1 bn DKK for the period 2014-217 |

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| | | | | and jobs remaining in Denmark | | on 24 April 2013 | | | | |
| CSR4: Competition | a) Remove obstacles to competition in local services, retail and construction | Measure 23: Competition policy package | To strengthen competition for the benefit of Denmark Follow-up to CSR Europlus Pact commitment | The package sets out specific initiatives to tightening up competition law (see below) and for stepping up competition, both within trade oriented domestic market and within public works, services and supplies (see below). The Government has appointed a number of working parties and commissions to examine the options for modernising the pharmacy sector, to modernise the authorisation schemes for electrical, plumbing and sewerage contractors, to perform an audit of the electricity supply sector and to identify challenges in the taxicab trade. In addition, an analysis is in preparation of the building and construction sector as well as an analysis of the retail sector. Finally, the Government has appointed an interministerial taskforce | Most of the planned measures will require change of legislation | The governments' policy package was published on 26 October 2012 | The government will perform annual follow-up on the initiatives in the competition package – starting in June 2013. | - | No specific implementing risk | No budgetary implications |

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| | | | | more than 100 professions regulated by law to determine whether the regulatory system can be made more effective | | | | | | |
| CSR4: Competition | a) Remove obstacles to competition in local services, retail and construction | Measure 24: Elimination of restrictions in the provision of services in the retail trade sector through the necessary legislative tools | Promote integration to the EU internal market and enhance competition and services of high- level quality for the EU citizens / consumers Follow-up to CSR | On 1 October 2012, the Danish law on opening hours expired and shops are allowed to stay open all day, including all Sundays, with the exception of public holidays | Expiration of the relevant National Law on prohibitions on regarding the functioning hours of shops L543 of 26 May 2010 | - | - | - | No specific implementing risk | No budgetary implications |
| CSR4: Competition | b) Open up municipal and regional procurement of services | Measure 25: Competition within public works, services and supplies | To step up competition and facilitate partnerships and cooperation in solving public sector tasks Follow-up to CSR | The government is working on how to ensure more effective and flexible public procurement rules (as a follow-up on the EU Public Procurement Package), an effective complaints system for public procurement with shorter case-handling times, simplified rules for delivering home help as well as easing cooperation between public and private actors | Change of legal acts L153 | The working party on the complaint system submitted its report in December 2012 | A new act concerning the framework for the complaints system is expected to be adopted in spring 2013 The bill on public procurement is due to be presented in Parliamentary Year 2014-2015 | | No specific implementing risk | No budgetary implications |

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| CSR4: Competition | c) Ensure competition law sanctions are deterrent | Measure 26: Competitiveness Act | Increasing competition through more deterrent sanctions under competition law | The Danish Competition Act and the Danish Penal Code were amended in December 2012 so that, among other measures, the sanctions on contravention of the Competition Act were made more stringent. As of 1 March 2013, cartel members will be liable to a custodial sentence, and fines for individuals and enterprises have been raised significantly. In addition, a number of minor amendments were made to ensure effective legal enforcement and compliance. The legislative amendments are expected to act as stronger deterrents in preventing companies from contravening the Competition Act | Change of legal act L41 of 19 December 2012 | Was adopted by Parliament on 19 December 2012 | Entered into force 1 March 2013 | | No specific implementing risk | No budgetary implications |
| CSR4: Competition | - | Measure 27: Productivity Committee | To strengthen productivity in Denmark and thereby improve Danish competitiveness Europlus Pact commitment | The Committee is looking at how to strengthen productivity in Denmark | - | The government last year on 2 May appointed a "Productivity Committee" with independent experts. Some preliminary | The Committee will come out with a first set of concrete proposals before the summer and finalise its | - | No specific implementing risk | |

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| | | | | | | results were published by the Committee on 9 April 2013 | work by the end of 2013 | | | |
| CSR4: Competition | - | Measure 28 Growth Plan DK – Framework conditions for private enterprises | Making it more attractive to invest in Danish companies | Measures include changes to the tax system (e.g. a gradual reduction in corporate taxation from 25% to 22% from 2014 to 2016, and advancing public investments (e.g. in infrastructure) in the short term to support activity and competitiveness | Growth plan DK Change of legal act | A proposal was presented by the government on 26 February 2013. A political agreement was reached on the Growth Plan DK on 24 April 2013 | - | Positive contribution to employment target | No specific implementing risk | - |
| CSR5: Housing and financial market | a) Take preventive measures to strengthen stability of housing market | Measure 29: Rule securing that only households able to service a loan with fixed rate and installments are allowed interest- only loans and/or variable rate loans | Stable housing finance Follow-up to CSR Europlus Pact commitment | From 1 May 2013, the government introduces new rules meaning banks and mortgage credit institutions can solely offer mortgages with variable interest rates and/or interest-only to people purchasing homes who are able to finance their house with a fixed-rate mortgage with amortization | Change of legal act | Amendments to the executive order on best practices have been approved in 2013 | Rules will be in force from 1 May 2013 | - | No specific implementing risk | No budgetary implications |
| CSR5: Housing and financial market | a) Take preventive measures to strengthen stability of housing market | Measure 30: Risk labelling of housing mortgage loans | Stable housing finance Follow-up to CSR Europlus Pact commitment | To give borrowers better information about the risks of their loans, the government has implemented a risk labelling scheme for housinig mortgage loans — a traffic light. The traffic light is meant to a supplement to the usual | - | - | Rules will be in force from 1 July 2013 | - | No specific implementing risk | No budgetary implications |

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| | | | | guidance to borrowers from the credit institutions | | | | | | |
| CSR5: Housing and financial market | a) Take preventive measures to strengthen stability of housing market | Measure 31: Spreading of refinancing auctions for adjustable-rate loans | Stable housing finance Follow-up to CSR Europlus Pact commitment | At the present time, all mortgage institutions have ceased issuing adjustable-rate loans for refinancing in December. New mortgage loans are now being issued for refinancing during the other quarters. Assuming that the mortgage institutions continue to issue adjustable-rate loans according to this pattern, refinancing auctions will be evenly spread over the year by 2017. | - | - | - | - | No specific implementing risk | No budgetary implications |
| CSR5: Housing and financial market | a) Take preventive measures to strengthen stability of housing market | Measure 32: Danish mortgage institutions' need for supplementary collateral | Stable housing finance Follow-up to CSR Europlus Pact commitment | A task force has been appointed to address the need among Danish mortgage institutions to provide supplementary collateral in the event of a fall in property prices. The task force is examining the consequences of the requirements for supplementary collateral ensuing from the EU Capital Requirements Directive (CRD) | - | - | The task force expects to submit its report in autumn2013 | - | No specific implementing risk | No budgetary implications |

| CSR nr | S . | title of the | Description of main measures of direct relevance to address the CSRs | | | | | | Risks | Budgetary implications |
|---|---|--|--|---|--|--|--|---|---|--|
| | | | Main policy objectives and relevance for CSR | Description of the measure | Legal/ administrative instrument | Timetable on progress achieved in the last 12 months | Timetable on upcoming steps | Estimated contribution to Europe 2020 targets | Specific risks in implementing the measures | Overall and yearly change in government revenue and expenditure Contribution of EU funds |
| CSR5: Housing and financial market | a) Take preventive measures to strengthen stability of housing market | Measure 33: Establisment of the Systemic Risk Council | Intensified monitoring of systemic risks Follow-up to CSR Europlus Pact commitment | The task of the council is to monitor the build up of systemic financial risks and to recommend initiatives which may prevent and manage systemic financial risks | | The Systemic Risk Council was established on 21 february 2013 and has held its first meeting on 8 April | The council may come up with observations, warnings or recommenda tions directed towards relevant authorities or under certain circumstance s towards specific corporations. The recipient of a recommenda tion has to provide in public an explanation if a given recommenda tion is not followed | - | No specific implementing risk | No budgetary implications |
| CSR5: Housing and financial market | a) Take preventive measures to strengthen stability of housing market | Measure 34: Regulation of Systemic important financial institutions (SIFIs) | Stronger requirements for SIFIs Follow-up to CSR Europlus Pact commitment | The report of the SIFI committee includes recommendations on the identification of SIFI's as well as requirements to and crisis management of SIFI's | - | The SIFI committee published its report on14 March 2013 | It is expected that political negotiations begin in May 2013 and that a bill will be introduced in the autumn of 2013 | - | No specific implementing risk | No budgetary implications |