

Labour Market Balance

Arbejdsmarkedsbalancen

POLICY INSTRUMENT

 Denmark

Description

Country

 **Denmark**

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

The labour market balance is a national tool to check where there are good job opportunities. The labour market balance can give an idea of what the job opportunities are within 900 across regional areas.

It supports guidance and management of efforts in e.g. job centres and unemployment insurance funds as well as within the regional area. The aim is to target guidance on job search and the activation offers that is provided to the unemployed.

The labour market balance is updated every year in January and July and shows the situation in the labour market for six months at a time. It is not an assessment of the future development in demand or supply in the individual subjects, but describes the situation as it is here and now.

Link

<https://arbejdsmarkedsbalancen.dk/>

Implementation level

NATIONAL

Legal base

Arbejdsmarkedsbalancen is mentioned in several laws regarding the employment effort, see for example

<https://www.retsinformation.dk/eli/ft/200812L00185> and

<https://www.retsinformation.dk/eli/retsinfo/2019/10084> (danish)

Starting period

The first analysis was made back in 2007

Perspective

No. It is not an assessment of the future development in demand or supply in the individual subjects, but describes the situation as it is here and now.

Policy area

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

Within the labour market balance there is an indicator on how many jobs that could not be filled within a given profession. This means that it is possible to look up areas and jobs which have been marked as "missing labour"

Skills matching focus

ADDRESS MISMATCH BROADLY

It addresses skill shortages by showing positions and job areas with bad job opportunities

Methods

Methods

EMPLOYER SURVEYS

The balance is based on a survey conducted among companies which have advertised for labour (the survey contains answers for approx. 17,500 completed recruitment trials across the entire country)

VACANCY SURVEYS

The balance is based on full register data of unemployed persons registered in Jobindsats, employees as well as job turnover

Use of skills intelligence

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

Arbejdsmarkedsbalancen is used by, e.g. job consultants, who use it in their work guiding the unemployed to find a new job

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

Arbejdsmarkedsbalancen is available to everyone, not only public employees and can, therefore, be used by the unemployed themselves to look up jobs with good employment opportunities

Stakeholders

Main responsible body

NATIONAL AGENCY

The Danish Agency for Labour Market and Recruitment (STAR)

Other involved organisations

OTHER

It is mainly STAR who has a role in the initiative (they run it). However, there's a lot of different actors using the balance e.g., job centres, unemployment insurance funds, the three employment offices within STAR etc. This is due to the fact that is stated in the law that - in the assessment of employment opportunities - STARs' overview of employment opportunities (labour market balance) must be used.

Beneficiaries

OTHER

Job consultants working with unemployed people. The balance is a tool used in the active employment effort, which helps to ensure the job consultants a good basis for being able to target the effort towards the unemployed with the aim of securing these people a job. However, the balance can also benefit unemployed people since they are able to see the positions and areas where there is labour shortage.

Sustainability

Success factors

One of the success factors is the fact that it is so widely used among actors within the employment area and, therefore, constitutes an important tool in matching skills within the labour market

Barriers

No barriers in the implementation has been located.

Monitoring and evaluation

Arbejdsmarkedsbalancen as a tool has not been evaluated.

Updates

NO

Effectiveness

Arbejdsmarkedsbalancen is an effective instrument since it gives a national overview over e.g. jobs with good employment opportunities and jobs with less good employment opportunities. Knowledge, which is then used by job consultants in every municipality in the country to guide the unemployed into jobs that are needed and adds value to society.

Sustainability

The tool is sustainable and will likely continue to be available since it plays a major role in the Danish employment effort. However, it's been criticized that the tool is not forward-looking as it does not take green jobs into account. Therefore, it's been decided at a national level that a new green labour market balance is to be developed (this is especially relevant due to the fact that the government facilitates a green transition and, therefore, some jobs and positions will naturally disappear within the near future). Since this green tool is in its infancy, it is difficult to evaluate what this will mean for the use of the labour market balance as it exists today.

Other instruments in Denmark

- [Continuing training and education committees](#)
Efteruddannelsesudvalg
- [The Regional Labour Market Councils \(RAR\)](#)
De Regionale Arbejdsmarkedsråd (RAR)
- [Trade committees and local committees](#)
Faglige udvalg og lokale uddannelsesudvalg