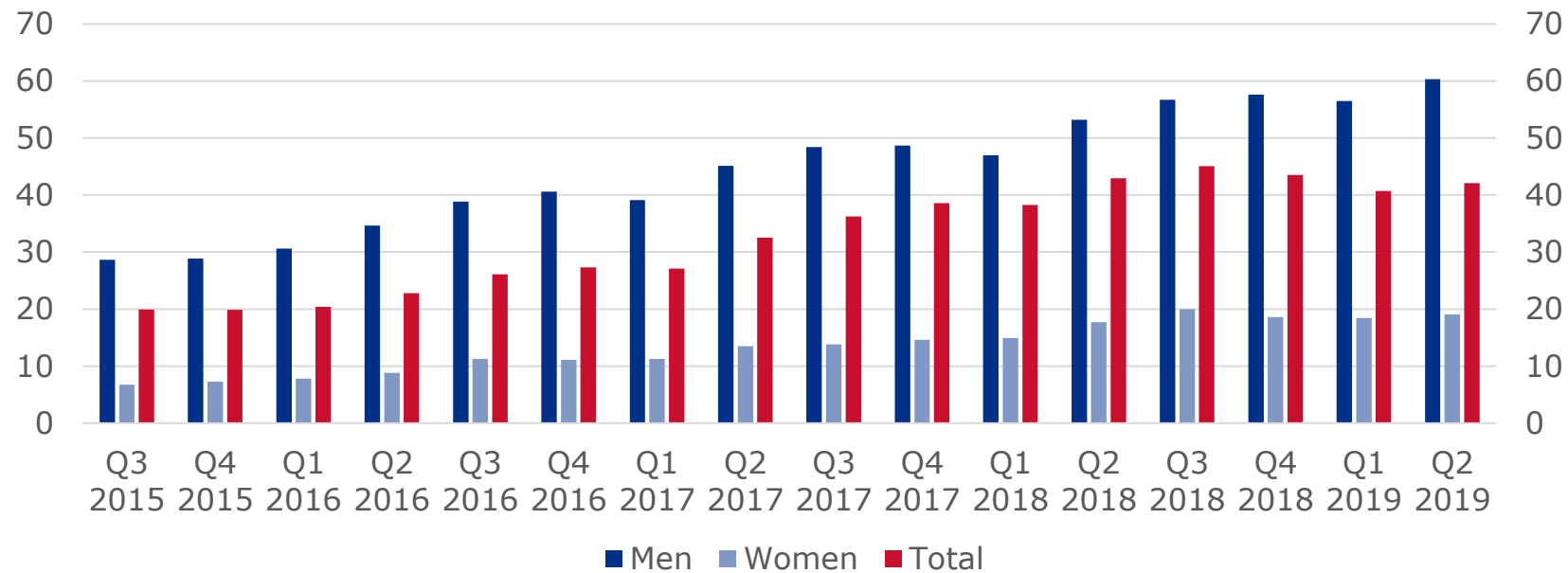


Tripartite agreement and IGU (basic integration training program)

September 26th 2019

Employment rates for refugees and family reunified persons to refugees, after 3 years in Denmark, 21-64 years



Note: Excluding self-employed

Tripartite agreement on labour market integration

- March 2016: A tripartite agreement between the former Danish Government and the Social Partners
- Aim: To prepare refugees to enter the labour market to a much higher extent and faster than previously
- Initiatives include:
 - Basic approach: they are ready to work and support themselves financially
 - Better process of screening the competencies and skills of the refugees
 - A new training model (IGU)

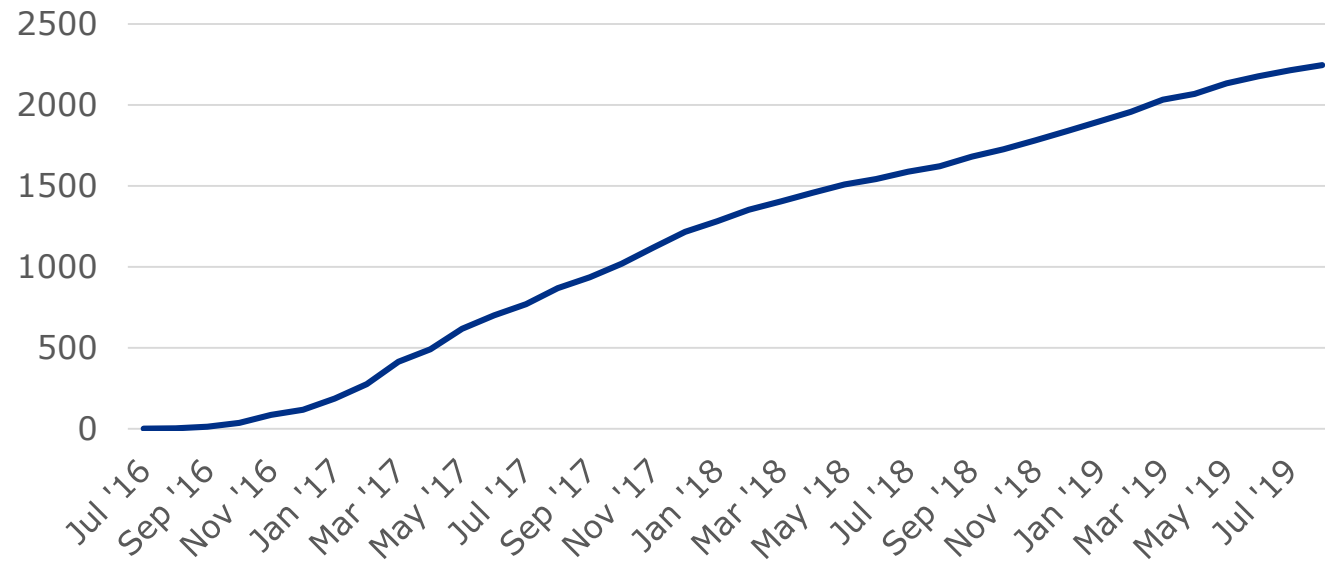
IGU

Basic labour market integration training program

- Two-year training program for refugees and unified relatives
 - 18-39 year olds who have been in Denmark less than 5 years
 - 20 weeks of education with language training and other education. Otherwise training/internship at the workplace
 - Payment/benefits: Integration benefit during the 20 weeks and school and salary at apprentice wage level from the employer when training at the workplace
 - Bonus for the companies
-
- A three-year trial period from July 2016-June 2016
 - Prolonged for 3 years until June 2022

Evaluation I

Accumulated number of IGU programs



Evaluation II

- As of 31st August 2019 a total of 2,246 IGU programs have been registered
 - 1,463 men and 752 women. The share of women is increasing
 - 759 in the public sector and 1,487 in the private sector
- Evaluation from June 2018:
 - The program contributes positively to the refugees' vocational, social and language skills
 - Strengthening the refugees' knowledge of the Danish labour market
 - The program is a stepping stone to the "ordinary" labour market

Evaluation III

- In general the municipalities and companies are satisfied with program:
 - 52 percent of the companies are to a very high or high degree satisfied with the program. For municipalities the number is 48 percent
 - 34 percent of the companies are to some degree satisfied with the program. For the municipalities it's 41 percent
- Status after 3 months:
 - 30 percent: employment or education
 - 16 percent: have been in employment and received benefits
 - 24 percent: not in employment and not received benefits
 - 31 percent: benefits

Note: Based on 594 IGU-employees that have suspended the IGU by July 31st 2018 at the latest.