

Partnership on jobs for Ukrainians

Europe is one step away from something that may quickly escalate into the greatest humanitarian crisis since World War II. Russia has invaded Ukraine. The war has driven thousands of Ukrainians from their homes and many of them are now heading for other European countries. A large number of Ukrainians have already arrived in Denmark and many more are on their way. Some of them have friends and family in Denmark and others have nowhere else to go. It is impossible to predict the number of Ukrainians who will come here.

The government, the Danish Employers' Confederation (DA), the Danish Trade Union Confederation (FH), the Danish Confederation of Professional Associations (AC), the National Association of Local Authorities in Denmark (KL) and Danish Regions agree that Denmark has a special responsibility for helping displaced persons from the Ukraine. First and foremost, they need help to find a place to live, their children must be able to go to day-care centres and schools, and they need access to healthcare. In addition to that, it is crucial to provide displaced persons from the Ukraine with swift access to the Danish labour market. This is not something that we have a definitive solution to here and now. It is a continuous effort. The partnership therefore commits to find good solutions on an ongoing basis as new challenges and barriers emerge with a view to helping Ukrainians find work.

The government, DA, FH, AC, KL and Danish Regions therefore agree to set up a partnership with the involvement of companies and voluntary organisations that commits to ensure the shortest way to the Danish labour market for Ukrainians where they are not met with rigid rules and barriers. The partnership focuses on the following:

- A good reception in Denmark: It is important to receive Ukrainian nationals in a good way where they receive help to cope in Denmark. This applies to both practical tasks such as getting a civil registration (CPR) No., a NemID (the Danish secure log-in system), a bank account and a tax deduction card, but also when it comes to labour market integration and becoming integrated in Danish society.
- Swift identification of competences: Identification of competences is an important tool for helping the Ukrainians enter the labour market. This must be carried out through a dialogue with the individual and by preparing CVs that include education, skills and job preferences.
- Advertising jobs on a job bank: Companies with vacancies can advertise them on a job bank. It must be easy and swift for job seeking Ukrainians to find a job – and help must be provided for those who need it. Local authorities and other relevant players can also use the job bank to match companies and Ukrainians.
- The possibility of taking Danish language classes: It is important to learn the Danish language in order to become an active member of the Danish society and the Danish labour market. With the special act, displaced Ukrainians will fall within the Danish Integration Act (*integrationsloven*). This means that they will get the opportunity to receive free Danish language classes. However, it is important to ensure continuous follow-up in order to find out whether the offer is used to a sufficient extent, since language barriers represent a major challenge.
- Focus on skills development: Short courses such as AMU courses (adult vocational training) and certificate courses may be necessary to provide Ukrainians with the right skills to perform Danish jobs. Persons with residence under the special act fall under the self-support and return programme of the Integration Act which provides the opportunity to obtain skills development

through courses etc. It is important that the existing courses can also accommodate the Ukrainian nationals. Here, language and the number of persons in each class can be barriers. Furthermore, efforts can be made to offer skills development programmes for specific industries with good job prospects and general labour shortages (such as the hotel and restaurant industry and the transport and manufacturing industry) and recruitment for social and health education programmes can be supported.

- The possibility of embarking on IGU programmes: The government and the social partners have agreed that displaced persons from the Ukraine must also have access to participate in the IGU programme in order to receive a helping hand in finding a job as soon as possible. The adjustment of the target group of the IGU programme is part of the special act and it will have effect when the special act comes into force.
- Focus on decent working conditions: The employment of Ukrainian nationals must be in accordance with Danish pay and working conditions etc. It is a joint responsibility to provide information on the Danish labour market and what it is like to work in Denmark.

The government, DA, FH, AC, KL and Danish Regions have agreed to continuously follow up on whether the initiative meets the aims of the partnership. The partnership will therefore convene on a regular basis to follow up on the work to help displaced Ukrainians get access to the Danish labour market as quickly as possible based on relevant data, among other things. The partners also have the opportunity to invite relevant parties, companies and organisations to contribute to the work. It is important that barriers and other inexpedient circumstances are removed as soon as possible so as to make the efforts as effective as possible.

It is important that all relevant parties – including companies and voluntary organisations – are involved in the efforts. Therefore, the government, DA, FH, AC, KL and Danish Regions will host a meeting for all concerned as soon as possible where we can create a joint understanding of how to contribute to the efforts and how to establish a good cooperation with a view to helping displaced Ukrainians establish a secure life in Denmark where they have access to the labour market as soon as possible.